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2024

Giant Manufacturing Co. Ltd.

# ANNUAL REPORT

TWSE: 9921

Annual report is available at: <https://mopsplus.twse.com.tw>  
<https://www.giantgroup-cycling.com/ir-financial#yearReport>

Printed on March 30, 2025



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# One. Letter to Shareholders

## 1. 2024 Business Report

By the end of 2024, the Group's inventory had fallen below the 2021 level, with the inventory-to-asset ratio decreasing from its peak of 44% to 34%. Although sales of own brands business in Europe and the U.S. were sluggish due to weak demand, performance in the Chinese domestic market was still brilliant. The increased share of mid-to-high-end bicycles led to a distinct shift in sales dynamics. Meanwhile, the OEM business experienced a significant decline as customers adopted a more conservative ordering to reduce their inventory.

Through the ups in the pandemic and downs aftermath, Giant Group leveraged its comprehensive value chain and global presence to seize business opportunities, maintain profitability, and yet outperform industry peers—all while upholding its commitments to shareholders, consumers, customers, and suppliers. Looking ahead, Cycling remains one of the best solutions for both green commuting and fitness. We believe that by continuously introducing innovative products, advancing technology, and delivering premium quality and services, the Group can sustain mid-to-long-term growth despite short-term fluctuations or adjustments if any.

Giant Group leads by example, effectively delivering sustainable value, driving the transformation of Taiwan's supply chain, and positioning Taiwan as a hub for sustainable bicycles. This year, our sustainability efforts have been recognized by international institutions such as DJSI and Sustainalytics. By continuously introducing trendsetting products, we anticipate to enlarge growth momentum as the European and American markets recover.

### Financial Performance

In 2024, Giant Group's consolidated revenue totaled NT\$71.28 billion, reflecting a 7.4% decline. Due to aging inventory and significant sales discounts, the inventory impairment loss, amounted to NT\$1.9 billion, brought the gross margin rate down to 19%, compared to 22.1% in 2023. Excluding this impact, the gross margin rate would have remained at 21.7%. Meanwhile, although operating expenses decreased slightly in line with the revenue decline, the expense ratio rose to 16.4%, up from 15.9% in 2023, contributing to a 60% drop in operating profit. Additionally, as strong sales in China accounted for a larger share of the Group's profit, the estimated profit repatriation tax rate led to a higher overall tax burden. As a result, net profit after tax fell by 62.8% to NT\$1.26 billion, with earnings per share at NT\$3.22.

### Technology Development

With the mission of "Raise The Bar" Giant Group is dedicated to driving advancements in the world of cycling. Through recent carbon footprint assessments, we identified raw material procurement as the primary source of carbon emissions. Without compromising product performance, we have actively researched and developed eco-friendly, low-carbon materials as alternatives to traditional selections. As of 2024, we have successfully integrated 13 different eco-friendly, low-carbon materials and introduced a diverse range of products, including tires, saddles, bottle cages, sunglasses, helmets, grips, and handlebar tapes, demonstrating our commitment and capability in sustainable development.

Our commitment to innovation is also reflected in our high-quality products, including the all-new 10th-generation TCR series from the GIANT brand. These models incorporate the latest frame design and manufacturing techniques, featuring an integrated internal cable routing system that not only enhances aerodynamics and racing efficiency but also makes them the lightest and fastest TCR models ever, setting a new benchmark in road bike design. Notably, the TCR Advanced SL 0 road bike earned the Gold Award at the 2024 Taiwan Excellence Awards and was recognized as a winner of the 2025 Taipei Cycle D&I Award, underscoring Giant Group's ongoing leadership in R&D, design, and quality control.

This year, the Group proudly introduced its first electric road bike, the highly anticipated Defy Advanced E+ Elite. Building on the long-distance, lightweight DNA of the Defy series, we independently developed the E-Road Riding Pattern, a proprietary riding algorithm that ensures a natural road bike experience. Whether accelerating, braking, reaching critical speed limits, or cruising, riders can enjoy the thrill of speed just as they would on a traditional road bike. Furthermore, we have ingeniously applied cycling science principles to enhance energy efficiency, subtly adjusting power output in cruise mode to optimize battery life. The Defy Advanced E+ Elite sets a new industry benchmark, seamlessly integrating lightweight design, high power output, and the most authentic road bike riding experience in an electric model.

### Brand Development and Marketing

Giant Group owns four major brands: GIANT, Liv, Momentum, and CADEX, each catering to different consumer segments with specialized bicycle products and services. In 2024, Giant Group ranked 6th in the Taiwan Global Brands Survey for the third consecutive year, with a brand value of US\$744 million. This achievement highlights our leadership in the health and fitness industry, as well as our brand's resilience and innovative strength. Since 2022, Giant Group has embraced ESG (Environmental, Social, and Governance) principles as a core part of its strategy, integrating sustainability into its operations under the guiding vision of "Cycling for a Better Future."

Giant Group actively sponsors pro teams and athletes in the UCI World Tour through its Giant, Liv, and CADEX brands. These include Team Jayco AlUla, Liv AlUla Jayco, Giant Factory Off-Road Team, BMC Pro Triathlon Team, as well as individual triathletes and gravel racers. Competing across various cycling disciplines, they showcase their talent while increasing exposure for the Giant Group brand and products. Beyond sponsorship, these teams and athletes contribute to the research, development, and testing of our products, ensuring they meet world-class competitive standards. Additionally, Liv continues to sponsor the Women's Tour de France (TdF) white jersey, actively supporting the growth and promotion of young female cyclists and related organizations in the sport.

### Corporate Development and Future Outlook

With the most comprehensive global supply chain network, Giant Group is well-positioned to adapt to local market needs while enhancing the overall added value of each manufacturing plant. Through the 3S principle—Strategy, Service, and Support—we strive to help sales companies succeed and reignite enthusiasm and loyalty among consumers and dealers. The global bicycle industry continues to hold a strong long-term growth potential, and we anticipate a return of an upward growth trend. The new member brand Stages further expands our presence in the indoor cycling market, including home and commercial gym applications. Looking ahead, we plan to integrate indoor and outdoor cycling solutions, offering consumers a more seamless and comprehensive riding experience.

## 2. 2025 Business Plan, Future Development Strategies, and the Impact of External Competition, Regulatory Changes, and the Macro Business Environment

### Macro Business Environment and Market Trends

The European Cyclists' Federation (ECF) forecasts that bicycle sales in Europe will grow from 22 million units in 2020 to 30 million units by 2030, with electric bicycles accounting for 50% of total sales. This market expansion will drive diverse developments, including smart bicycles, personalized products, gear and accessories, as well as innovative leasing and subscription-based circular business models. Cycling, whether on traditional bicycles or E-bikes, offers numerous benefits to the lives of the populace, the development of cities, and the sustainability of our planet. The long-term development trend of bicycles remains stable. Giant Group follows a dual strategy, balancing OEM/ODM partnerships with the development of its own brands. We manufacture for globally recognized brands while actively growing our proprietary brands, GIANT, Liv, and Momentum, as well as CADEX, our premium carbon fiber component brand, for worldwide distribution. Through continuously research and development, we focus on delivering "One & Only" products while fostering an innovative environment to drive new growth opportunities. Combined with a high-performance matrix organization, these efforts enhance the Group's resilience and ensure sustainable long-term growth.

### R&D Strategy

With its Taiwan headquarters as the technology center, Giant Group integrates R&D resources from Europe, the U.S., and China, closely listening to consumer preferences to develop products that resonate with riders. We continue to push the boundaries in race bikes, emerging gravel-specific models, and professional mountain bikes—combining cutting-edge cycling science with advanced carbon fiber technology. By testing our innovations in the most demanding race environments, we continuously refine every technical and competitive aspect. Also, we are developing high-end, light weight, full-carbon e-road bikes along with our proprietary Ride Control system to enhance human-machine interaction and cycling safety. Our goal is to deliver a seamlessly integrated smart riding experience that connects the cyclist, bike, system, and environment.

### Sustainable Transformation

On its 50th anniversary, Giant Group unveiled its ESG strategy, "Cycling For A Better Future." Building on five decades of achievements in the cycling industry, we are driving sustainable transformation through three key pillars: "Innovating a Clean Future," "Transforming for Circularity," and "Mobilizing for DEI." With this framework, we are committed to becoming a global company that endures for generations. Giant Group actively pursues energy conservation and emissions reduction while leveraging the Bicycling Alliance for Sustainability (BAS)—a coalition of 81 members—to share best practices and create new value across the supply chain. Recognition from domestic and international communities further strengthens our confidence in defining the concept of a "sustainable bicycle" through the Alliance's shared ESG goals. Operating within the EU regulatory framework, we take the lead in implementing cost-effective and practical sustainability solutions, maximizing external resources to accelerate progress. By creating a competitive barrier through differentiation, we pave the way for industry-wide transformation—telling a story of reach, depth, impact, and human connection every step of the way.

To effectively communicate Giant Group's proactive efforts in carbon reduction to stakeholders, we have launched a dedicated "A Trail to Zero" page on our ESG website. This platform digitally shows our innovations and achievements in eco-friendly material applications. Designed for an interactive experience, the website not only enhances navigation but also presents our low-carbon materials and

their product applications in a clear, categorized format. Additionally, dynamic visual effects illustrate the carbon reduction percentage achieved by replacing key materials with sustainable alternatives, using data-driven insights to highlight improvements. Through this platform, Giant Group makes its sustainability progress more transparent and tangible, further reinforcing our commitment to environmental responsibility.

### Brand and Digital Marketing

Giant Group is dedicated to creating an interactive, customer-focused experience. By leveraging digital tools, we engage with consumers across all touchpoints—from brand promotion, community interaction, our website, retail stores, and after-sales service—ensuring a seamless and consistent brand experience. We also prioritize talent development and process optimization to effectively implement our digital transformation and strategies. In terms of data analysis, real-time and precise big data, combined with analytical tools, provide deep insights into market conditions and emerging trends.

The Group is actively investing in digital experience projects to enhance user interaction on our official website and e-commerce platforms. We are launching a new bicycle customization platform to meet consumers' unique and diverse needs. In addition, an upgraded version of the RideLife cycling app will soon be introduced to enhance the riding experience and serve as the first app designated for the Ministry of Transportation and Communications' mileage certification trial program. We are also continuously developing a dealer management platform, equipping dealers with more efficient business tools to quickly adapt to market changes. Through these digital initiatives, we strive to create a seamless O+O (online plus offline) brand experience for consumers.

### Manufacturing, Supply, and Sales Strategy

Giant Group has established production bases across Taiwan, China, Vietnam, and Europe, ensuring a flexible and agile supply chain to meet global demand. Committed to waste reduction and continuous improvement, the Company will continue to focus on short-chain supply and rapid market response strategies. By dynamically adjusting production capacities and leveraging logistics centers for seamless production-to-sales integration, we aim to seize market opportunities. Intelligent production is a key priority for Giant Group. The implementation of automated production lines and ERP system upgrades are essential to driving efficiency and improving product quality. By continually enhancing production efficiency and improving product quality, the Company can maintain its unique competitive advantage, effectively manage risks, and embrace a brighter future in this ever-changing environment.



# Two. Corporate Governance Report

## 1. Background information of directors, President, Vice Presidents, Assistant Vice Presidents, and heads of various departments and branches

### (1) Background of directors

Title (Note 1)	Nationality or place of registration	Name	Gender	Date first elected (Note 3)	Date elected	Term	Shareholding when elected		Current shareholding	
							Shares	%	Shares	%
Chairperson	Taiwan	LIU, YUON-CHAN (Young Liu)	Male	1997.07.30	2024.06.21	3 years	16,296,026	4.16	16,296,026	4.16
Director	Taiwan	LIU, SU-CHUAN (Phoebe Liu)	Female	2024.06.21	2024.06.21	3 years	5,367,724	1.37	5,685,724	1.45
Director	Taiwan	THO, TU HSIU-CHEN (Bonnie Tu)	Female	1981.08.04	2024.06.21	3 years	13,006,668	3.32	15,690,668	4.00
Director	Taiwan	Kinabalu Holding Company		2021.07.08	2024.06.21	3 years	18,238,183	4.65	18,238,183	4.65
	Malaysia	Kinabalu Holding Company representative, THO, TZU SING	Male	-	-	-	-	-	3,693,827	0.94
Director	Taiwan	Yuan Hsin Investment		2006.07.30	2024.06.21	3 years	4,632,863	1.18	4,632,863	1.18
	Taiwan	Yuan Hsin Investment representative, LO, JUI-LIN	Male	-	-	-	-	-	-	-
Director	Taiwan	CHIU, TA-PENG	Male	1997.07.30	2024.06.21	3 years	4,075,707	1.04	4,076,751	1.04
Director	Taiwan	YANG, MENG-HSUEH (Marcel Yang)	Male	2024.06.21	2024.06.21	3 years	10,000	-	507,000	0.13

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Shares held by spouse and underage children		Shares held by proxy		Main career (academic) achievements (Note 4)	Concurrent duties in the Company and in other companies	Spouse or relatives of second degree or closer acting as directors, supervisors, or department heads			Remarks (note5)
Shares	%	Shares	%			Title	Name	Relationship	
-	-	-	-	MBA, Roosevelt University The Company - CEO The Company - COO Giant China - CEO	The Company - Chairperson Giant Group Greater China Region- President Giant China, Giant Investment, AIPS Technology - Chairperson. Giant Cycling Sports Services, D. Mag Technology, Giant Japan, DARZINS- Director	Director	LIU, SU-CHUAN	Brother and sister	None
587,959	0.15	-	-	Department of Architecture and Urban Design, Chinese Culture University. Chief Branding Officer of Giant Group and Head of Global Gear Business. Global Sales Manager of Giant Group Special Assistant of the President of Giant Group China Material Manager and Business Marketing Senior Specialist of Giant China	The Company - CEO Giant Investment - Chairperson and GM Giant Cycling Sports Services, D. Mag Technology, Giant Japan, DARZINS- GM Giant Japan, Jiangsu Giant Adventure - Director	Chairperson	LIU, YUON-CHAN	Brother and sister	None
97,214	0.02	-	-	Tamkang College of Sciences & Literatures The Company - Chairmen, Executive Vice President, Founder of Liv Brand	Yuan Hsin Investment, Kinabalu Holding, - Chairperson	Director representative	THO, TZU SING	Mother and son	None
-	-	-	-	-	-	-	-	-	-
-	-	-	-	Bachelor of Arts from Columbia College Chicago	Yuan Hsin Investment - Director H Plus Son- founder	Director	THO, TU HSIU-CHEN (Bonnie Tu)	Mother and son	None
-	-	-	-	-	-	-	-	-	-
-	-	-	-	Chung Yuan Christian University School of Department of Accounting Deloitte & Touche - Partner CPA	Cheng-Hsu accountancy firms - Managing CPA Taiean Paiho Co., Ltd., WFE Co., Ltd. - Independent Director and Remuneration Committee	-	-	-	None
1,000,046	0.26	-	-	Business Administration, Tamshui 3-year College The Company - Vice President Operations Audit Office - Vice President	Giant Sales - Chairman Merdeka, D. Mag Technology- Director Giant Investment, YouBike - Supervisor	-	-	-	None
67,031	0.02	-	-	Yale University MBA CEO Special Assistant Director of Production of CQ fluency Project Department Program Manager of TransPerfect	Giant Group Global Team Merchandise - function head	-	-	-	None

Title (Note 1)	Nationality or place of registration	Name	Gender	Date first elected (Note 3)	Date elected	Term	Shareholding when elected		Current shareholding	
							Shares	%	Shares	%
Director	Taiwan	CHIU, TA-WEI	Male	2018.06.22	2024.06.21	3 years	1,071,257	0.27	1,071,257	0.27
Independent Director	Taiwan	HO, CHUN-SHENG	Male	2021.07.08	2024.06.21	3 years	-	-	-	-
Independent Director	Taiwan	TSOU, KAI-LIEN (Rose Tsou)	Female	2024.06.21	2024.06.21	3 years	-	-	-	-
Independent Director	Taiwan	CHANG, CHI-WEN (Dora Chang)	Female	2024.06.21	2024.06.21	3 years	-	-	-	-

Note 1: For corporate shareholders, the names and representatives are stated individually (for representatives, the names of the respective corporate shareholders they represent are stated separately), and additional disclosures are made in Table 1.

Note 2: Please list actual ages and express them in intersectional manner, e.g. 41-50 years old or 51-60 years old. (Listed in the core competence of directors)

Note 3: Any disruption of duty as a director or supervisor after the date first elected is addressed in a separate remark.



Shares held by spouse and underage children		Shares held by proxy		Main career (academic) achievements (Note 4)	Concurrent duties in the Company and in other companies	Spouse or relatives of second degree or closer acting as directors, supervisors, or department heads			Remarks (note5)
Shares	%	Shares	%			Title	Name	Relationship	
86,516	0.02			Chung Yuan Christian University School of Department of Chemical Engineering Yungshin Pharm Ind. Co. Ltd - Technician Huei De Company - Director	-	-	-	None	
-	-	-	-	Tatung University School of Department of Electrical Engineering ADVANTECH CO., LTD. Global General Manager / General Manager of China Tatung CO., LTD. - Director, GM	ADVANTECH CO., LTD, - Director Advantech Beijing- Director Unabiz Pte Ltd - Director	-	-	None	
-	-	-	-	Northwestern University - J.L. Kellogg School of Management - MBA Boston University College of Communication - Master Verizon Media International Business - Director, GM FundRich Securities Co., Ltd, EASYCARD Corporation - Director HK Television Entertainment Company Limited - Independent Director Taiwan Women on Boards Association - Honorary Director	FN Capital Management Ltd. - Chairman Sercomm Corporation, Delta Electronics, Inc. - Independent Director	-	-	None	
-	-	-	-	NTU Department of Economics - Bachelor UCLA Anderson School - MBA YAGEO Corporation - Director, CEO, CFO and GM Pulse Electronics - Chairperson and GM	Shamrock Holdings Company - Chairman Blackstone - Senior Advisor Posiflex Technology, Inc - Director	-	-	None	

Note 4: The work experience of anyone above relating to their current roles, e.g., previous employment in the CPA firm or employment in an affiliated company, are disclosed with detailed job titles and responsibilities.

Note 5: Where the Company's Chairperson and President or personnel with equivalent position (chief manager) are the same person, spouses or relatives within one degree of kinship, please state the reasons, reasonability, necessity and measures to be taken (e.g. increase the number of Independent Directors and have majority of Directors not serving as employees or managerial officers): None.



## Core competence of directors

Name of Director	Age/Item	Age	Seniority of Independent Director	Business Judgement	Accounting and Financial Analysis	Operation Management	Crisis Management	Industry Knowledge	Global Market Perspective	Leadership and Decision Making
LIU, YUON-CHAN (Young Liu)	61 to 70			✓	✓	✓	✓	✓	✓	✓
THO, TU HSIU-CHEN (Bonnie Tu)	above 70			✓	✓	✓	✓	✓	✓	✓
Kinabalu Holding Company representative, THO, TZU SING	under 50			✓		✓	✓	✓	✓	✓
LIU, SU-CHUAN (Phoebe Liu)	61 to 70			✓		✓	✓	✓	✓	✓
CHIU, TA-PENG	above 70			✓	✓	✓	✓	✓	✓	✓
YANG, MENG-HSUEH (Marcel Yang)	under 50			✓		✓	✓	✓	✓	✓
CHIU, TA-WEI	under 60			✓		✓	✓	✓	✓	✓
Yuan Hsin Investment representative, LO, JUI-LIN	under 60			✓	✓	✓	✓	✓	✓	✓
HO, CHUN-SHENG (Independent Director)	61 to 70	3.5 years		✓	✓	✓	✓	✓	✓	✓
TSOU, KAI-LIEN (Independent Director)	under 60	0.5 years		✓		✓	✓	✓	✓	✓
CHANG, CHI-WEN (Independent Director)	61 to 70	0.5 years		✓	✓	✓	✓	✓	✓	✓

\* The Company values board diversity as stated in the “Director Election Procedures” and Article 20 of the “Corporate Governance Principles”. The “Core competence of directors” above lists the main expertise of directors. The 11 directors of the 17th Board as a whole have skills in business judgement, operation management, crisis management, global market perspective, leadership and decision-making as well as professional knowledge and expertise. Six of the directors have accounting or finance expertise and five of them have cycling industry knowledge. There are six directors with operation management skills of different industries as well as expertise across technology and medical fields (including information, medical science, philosophy, chemical engineering, electrical engineering and business administration). They can offer unique recommendations to our operation, achieving diversity and satisfying needs for business developments. We will constantly revise our diversity policy to emphasis professional knowledge and relevant skills.

\* There are 4 directors (36%) who are also employees of the Company (where the Chairperson and President are not the same person nor spouse or relative within one degree of kinship to each other), 3 independent directors (27%), 4 female directors (36%), 2 corporate directors (18%), and 1 director with foreign nationality (9%). As for the age distribution of the Board, 2 directors are above 70 years old, while 4 of them are between 61 to 70 years old, 3 directors under 60 years old and 2 under 50.

\* Thus, the Board members diverse in terms of gender, age, nationality and independence. Professional backgrounds of Board members include medical science, philosophy, chemical engineering, business management, information management and accounting with core competencies ranging from management, accounting and financial analysis, industry knowledge to global market perspective. There are directors of ROC and foreign nationalities across different age groups. There are also four female directors.

\* Diversity targets:

	Targets	Achievement	Next Target
Gender	At least 1 female director	4	
Professional background	At least 1 director with accounting or financial expertise and 1 director from non-cycling industry	6 with accounting or financial expertise 6 from non-cycling industry	
Independence	At least 3 independent directors	3	At least one third of independent directors in 2027

\* Independence: 3 independent directors reaching 27%, No circumstances prescribed in Article 26-3, Paragraph 3 of the Securities and Exchange Act. Not a spouse or a relative within the second degree of kinship to any other director of the Company.

## Major shareholders of corporate shareholders

As of March 30, 2025

Name of corporate shareholder (Note 1)	Major shareholders of corporate shareholder (Note 2)
Kinabalu Holding Company Yuan Hsin Investment	THO, TU HSIU-CHEN (Bonnie Tu) THO, TU HSIU-CHEN (Bonnie Tu)

Note 1: For representatives of corporate shareholders, the names of the corporate shareholders and their shareholders with more than 10% ownership or their top-10 shareholders shall be specified.

Note 2: If the corporate shareholder's major shareholder is also a representative of another corporate shareholder, the name of the 2nd-tier corporate shareholder shall be specified and Table 2 below shall be filled in.

Note 3: For corporate shareholders of a non-company organization, the names and shareholding percentages of shareholders to be disclosed shall be the names of capital contributors or endowers (information is available at the public announcement inquiry section at the website of Judicial Yuan) with their percentages of contribution or endowment. Where the endower has passed away, please mark "deceased".

Corporate shareholder's major shareholders who represent another corporate shareholders: None

Professional qualifications of directors and independence status of independent directors:

Name	Criteria	Professional Qualifications and Experiences (Note 1)	Independence Status (Notes 1 & 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
LIU, YUON-CHAN (Young Liu)		Joined the Giant group in 1989. Once served as the COO of the Group (and president of the China region), he has experience in product planning, brand marketing and channel establishment. Being the pioneer to set up factories and manage our market in China, he led a team to explore new territory, not only set up factories but also made Giant as the No. 1 bicycle brand in China. From 2017, he succeeded as CEO of the Giant group. Although it has experienced various challenges such as shared bicycles booming in China, the China-US trade war, the epidemic and inflation, he led the group's revenue and profits to hit new highs and continue to expand the group operation. In 2002, he won the "20th Outstanding Manager Award" from the Enterprise Managers Association of the Republic of China. He won the Taipei Management Research Institute in 2014 The 2nd Outstanding Mainland Taiwanese Business Award. He won the National Outstanding CEO Award in 2019. and the 16th National Distinguished Accomplishment Award of Chinese Professional Management Association in 2022. Recently he established the Bicycle Alliance of Sustainability (BAS), sparing no efforts to advance and promote ESG initiatives within the global bicycle industry. Young has succeeded as chairman of Giant group since 2025.	Meet (4)(5)(6) (7)(8)(9)(11) (12)	—
LIU, SU-CHUAN (Phoebe Liu)		Initially serving as Export Sales Manager at the Kunshan Factory in China. From 2010, Phoebe served as Executive Assistant to then-Great China President Young Liu, facilitating the internal affairs of Great Chinese. In 2015, Phoebe went back to Giant Group's global headquarters to oversee the worldwide Point of Sale (POS) operations. Since 2017, she has held the dual role of Chief Branding Officer and Head of Global Gear Business. Having dedicated twenty years to Giant Group and having served in various positions, Phoebe has laid a solid foundation of practical industry experience and expertise. Through her close collaboration with Young for more than a decade, they have built up a very strong working synergy. Phoebe is observant about the industry and extremely quick in response to the changes. She will assume the position of CEO of Giant Group effective January 2025.	Meet (4)(5)(6) (7)(8)(9)(11) (12)	—
THO, TU HSIU-CHEN (Bonnie Tu)		Joined the Giant group in 1978, served as the head of finance and procurement and successfully executed the IPO of the Company in 1994. From 1999, served as the executive vice president and CFO of the Group, in charge of the business development and global financial strategies of the Giant Group. Succeed chairperson of the group from Jan. 1st, 2017. As the founder of female-specific cycling brand, Liv, she is committed to the evolution of female cycling. In 2020, she ranked 28th in the 50 most influential people in cycling of UK's Cycling News. Bonnie was awarded by the UN "Special Lifetime Achievement Award" on the International Bicycle Day 2023, also awarded by New York magazine Adweek one of the "Champions of Change: 24 Women Who Are Transforming the Sports World" in 2023. She was awarded the "2024 Women of the Year Awards" in the "Embracing Change" category by BAZAAR Taiwan	Meet (1)(5)(6) (7)(8)(9)(11) (12)	—

Criteria	Professional Qualifications and Experiences (Note 1)	Independence Status (Notes 1 & 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Name			
Corporate Representative of Kinabalu Holding Company - THO, TZU-SING	Once the founder of a wheelset brand company and a director of other investment companies, he has expertise in operation management.	Meet (1)(3)(5)(6)(7)(8)(9)(11)(12)	—
CHIU, TA-PENG	Once the head of product technology division and director of general affairs department. He has 20 years of experience in internal audit, specializing in internal management. After 40 years in the cycling industry, he has vast industry experience.	Meet (1)(3)(4)(5)(6)(7)(8)(9)(10)(11)(12)	—
Yuan Hsin Investment representative, LO, JUI-LIN	With years of experience as a CPA, he has engaged with numerous industries and his expertise lies in finance and accounting. He has comprehensive experience in management, operation and financial management.	Meet (1)(3)(4)(5)(6)(7)(8)(9)(10)(11)(12)	2
YANG, MENG-HSUEH (Marcel Yang)	Being function head of Giant Global Team Merchandising Marcel integrates the bicycle research and development innovation, manufacturing supply, marketing, and sales teams to create a growth pattern benefits to revenue and profit. He used to serve as integrated business senior manager of TransPerfect New York Head quarter, one of the top three linguistic service company. During his 6 years services as manager there Marcel led his team to achieve a growth of revenue twenty-five times than before. He is experienced in Product and Service Management, International Operations, Marketing Strategy Formulation, Risk Management, Project Execution. He got Yale University MBA degree and selected as represented of newly graduate in 2019.	Meet (3)(4)(5)(6)(7)(8)(9)(11)(12)	—
CHIU, TA-WEI	Once served as a technician in a pharmaceutical company and a director in other investment companies, he has expertise in operation management.	Meet (1)(3)(4)(5)(6)(7)(8)(9)(10)(11)(12)	—
HO, CHUN-SHENG (Independent Director)	Being a co-founder of Advantech Co., Ltd., he has long been dedicated to global marketing, brand and operation management of Advantech and initiated plans for realizing the corporate vision of Enabling an Intelligent Planet to accelerate Advantech's progress in IoT. These actions have driven Advantech to ranked among the top five global brands for consecutive years since 2004. He has comprehensive experience in management, operation and crisis management. No conditions set out in Article 30 of the Company Act exist.	Meet (1)(3)(4)(5)(6)(7)(8)(9)(10)(11)(12)	0
TSOU, KAI-LIEN (Independent Director)	Being Yahoo! Taiwan GM in 2000 she led the mergers and acquisitions of KIMO, Wretch.cc and Kouki, making the company the biggest Web portal of TAIWAN and the only market leader whose revenue was driven by both advertising and e-business. The revenue became forty times of the scale during the decade. Beginning in 2007, she served as Yahoo's top executive in the Asia-Pacific region for a decade, overseeing operations in Japan, Hong Kong, Taiwan, Southeast Asia, India, and Asia-Pacific area including Australia and New Zealand. From 2018 to 2020, she was director and GM of Verizon Media International Business, monitoring all oversea operations outside North America. With over 20 years of experience in mergers and acquisitions as well as cross countries management in digital-tech, tech and new media, e-commerce, she brought extensive expertise. She does not fall under any of the conditions specified in Article 30 of the Company Act. No circumstances prescribed in Article 30 Company Act.	Meet (1)(3)(4)(5)(6)(7)(8)(9)(10)(11)(12)	2
CHANG, CHI-WEN (Independent Director)	Chang served at P&G for 13 years, rising to Vice President for Great China. She then spent 18 years in Taiwan's leading electronics companies, Advantech and Yageo, where she held key roles including CFO, CEO, and Board Director. She currently serves as Chairperson, Director, and Senior Advisor at Blackstone Investment. With expertise in setting corporate vision, formulating key business and organizational strategies, optimizing operations, and driving mid- to long-term growth, she also ensures a balanced approach to the short-term interests of shareholders, employees, and customers. As a strong advocator of ESG principles, she has successfully led corporate transformations that have generated significant value. No circumstances prescribed in Article 30 Company Act.	Meet (1)(3)(4)(5)(6)(7)(8)(9)(10)(11)(12)	0

Note 1: Professional qualifications and experiences: Describe the professional qualifications and experiences of individual director and supervisor. For Audit Committee members with accounting or finance expertise, relevant background and work experience shall be stated. Also, clarify if conditions set out in Article 30 of the Company Act exist. (Please disclose relevant information in the table above for conditions satisfied.)

(1) Not an employee of the Company or its affiliates.

(2) Not a director or supervisor of the Company or its affiliates. (Not applicable in cases where the person is an independent director appointed in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies or the laws of the country where the business is located by, and concurrently serve as such at, the Company, its parent company, subsidiary, or subsidiaries that belong to the same parent company.)

(3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of one percent or more of the total number of issued shares of the Company or ranks as one of its top ten shareholders.

- (4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding subparagraph (1), or of any of the above persons in the preceding subparagraphs (2) and (3).
- (5) Not a director, supervisor, or employee of a corporate shareholder that directly holds 5% or more of the total number of issued shares of the Company, ranks as of its top five shareholders, or has representatives serving as director or supervisor of the Company based on Paragraph 1 or 2, Article 27 of the Company Act. (Not applicable in cases where the person is an independent director appointed in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies or the laws of the country where the business is located by, and concurrently serve as such at, the Company, its parent company, subsidiary, or subsidiaries that belong to the same parent company.)
- (6) Not a director, supervisor, or employee of a company whose majority of directorships or voting rights are controlled by a shareholder who also controls the majority of directorships or voting rights of the Company. (Not applicable in cases where the person is an independent director appointed in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies or the laws of the country where the business is located by, and concurrently serve as such at, the Company, its parent company, subsidiary, or subsidiaries that belong to the same parent company.)
- (7) Not a director, supervisor or employee of a company or institution whose chairperson, president, or an officer of equivalent position is the same person as, or a spouse to, one of the persons holding the same positions in the Company. (Not applicable in cases where the person is an independent director appointed in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies or the laws of the country where the business is located by, and concurrently serve as such at, the Company, its parent company, subsidiary, or subsidiaries that belong to the same parent company.)
- (8) Not a director, supervisor, officer, or shareholder holding 5% or more of the shares of a specified company or institution that has a financial or business relationship with the Company. (Not applicable in cases where the specific company or institution owns 20% (inclusive) to 50% (exclusive) of the Company's total number of issued shares, and the person is an Independent Director appointed in accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies or the laws of the country where the business is located by, and concurrently serve as such at, the Company, its parent company, subsidiary, or subsidiaries that belong to the same parent company.)
- (9) Not a professional individual who, nor an owner, partner, director, supervisor, or managerial officer of a sole proprietorship, partnership, company, or institution that provides auditing services to the Company or its affiliates, or provides commerce, law, finance, accounting or related services to the Company or its affiliates with a cumulative compensation under NT\$500,000 in the past two years, nor a spouse thereof. However, this requirement is not applicable where members of the Remuneration Committee, Public Tender Offer Review Committee, or Special Committee for Merger/Acquisition perform duties pursuant to laws and regulations in association with the Securities and Exchange Act or the Business Mergers and Acquisitions Act.
- (10) Not a spouse or a relative within the second degree of kinship to any other director of the Company.
- (11) Not being a person of any conditions defined in Article 30 of the Company Act.
- (12) Not elected as a governmental, juridical person or representative thereof as defined in Article 27 of the Company Act.

Note 2: The independence of independent directors shall be described. Relevant criteria include but not limited to whether the independent director, his/her spouse, and relatives within the second degree of kinship are directors, supervisors or employees of the Company or its affiliates; the number of the Company's shares held by the independent director, his/her spouse, and relatives within the second degree of kinship (or by nominee arrangement) and the percentages; whether they are directors, supervisors or employees of companies having specific relationship with the Company (please refer to Subparagraphs 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies) and the amount of compensation for provision of commerce, law, finance, accounting or related services to the Company or its affiliates in the past two years



(2) Background information of the President, Vice Presidents, Assistant Vice Presidents, and heads of departments and branch offices

Title (Note 1)	Nation	Name	Gender	Date elected/ appointed	Current shareholding		Shares held by spouse and underage children		Shares held by proxy	
					Shares	%	Shares	%	Shares	%
CEO	Taiwan	LIU, SU-CHUAN (Phoebe Liu)	Female	2025.01	5,685,724	1.45	587,959	0.15	-	-
Head of Global R&D center	Taiwan	CHANG, SHENG- CHANG	Male	2016.10	-	-	103,828	0.03	-	-
Chief Operating Officer of HPB Division	Taiwan	CHEN, GUEI-YAO	Male	2021.01	-	-	70,456	0.02	-	-

Note 1: Includes background information of the President, Vice Presidents, Assistant Vice Presidents, heads of various departments and branches, and anyone of equivalent authority to the above, regardless of their job titles.

Note 2: The work experiences of anyone above relating to their current roles, e.g., previous employment in the CPA firm or employment in an affiliated company, are disclosed with detailed job titles and responsibilities. The Company does not issue employee options and restricted employee shares

## 2. Remuneration to directors, supervisors, President, and Vice Presidents

(1) Directors' remuneration

		Directors' remuneration							
Title	Name (Note)	Compensation (A) (Note 2)		Pension (B) (Note 2)		Director remuneration (C) (Note 3)		Fees for services rendered (D) (Note 4)	
		The Company	All companies included in consolidated statements (Note 7)	The Company	All companies included in consolidated statements (Note 7)	The Company	All companies included in consolidated statements (Note 7)	The Company	All companies included in consolidated statements (Note 7)
Chairperson	LIU, YUON-CHAN (Note)	1,800	1,800	0	0	5,091	5,091	50	50
Director	LIU, SU-CHUAN (Note)	900	900	0	0	2,545	2,545	30	30

March 30, 2025

Main career (academic) achievements (Note 2)	Concurrent positions in other companies	Spouse or relatives of second degree or closer acting as managers			Remarks (note3)
		Title	Name	Relationship	
Department of Architecture and Urban Design, Chinese Culture University. Chief Branding Officer of Giant Group and Head of Global Gear Business. Global Sales Manager of Giant Group Special Assistant of the President of Giant Group China Material Manager and Business Marketing Senior Specialist of Giant China	Giant Investment – Chairperson and GM Giant Cycling Sports Services, D. Mag Technology, Giant Japan, DARZINS– GM Giant Japan, Jiangsu Giant Adventure – Director	-	-	-	-
Chemical Engineering, Ta Hwa 5-year College Technology R&D Center - Manager	None	-	-	-	-
Electronic, Minghsin 5-year College Giant Electric Vehicle (Kunshan) Co., Ltd - GM	Giant Europe B.V. Managing Director Giant Electric Vehicle (Kunshan) Co., Ltd.-Director	-	-	-	-

Note 3: Where the Company's President or personnel with equivalent position (chief manager) and Chairperson are the same person, spouses or relatives within one degree of kinship, please state the reasons, reasonability, necessity and measures to be taken (e.g. increase the number of Independent Directors and have majority of Directors not serving as employees or managerial officers).

Unit: NTD thousands

The sum of A, B, C, and D as a percentage of net income (Note 10)	Compensation as company employee								The sum of A, B, C, D, E, F, and G as a percentage of net income (Note 10)		Compensation from investments other than subsidiaries (Note 11)	
	Salaries, bonuses, special allowances etc (E) (Note 5)		Pension (F)		Employee remuneration (G) (Note 6)				All companies included in consolidated statements (Note 7)	The Company		
	The Company	All companies included in consolidated statements (Note 7)	The Company	All companies included in consolidated statements (Note 7)	The Company		All companies included in consolidated statements (Note 7)					
						Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares			
6,941 0.55%	6,941 0.55%	15,973	15,973	0	0	21,603	0	21,603	0	44,517 3.52%	44,517 3.52%	None
3,475 0.27%	3,475 0.27%	4,936	4,936	0	0	5,280	0	5,280	0	13,691 1.08%	13,691 1.08%	None

Directors' remuneration

Title	Name (Note)	Compensation (A) (Note 2)		Pension (B) (Note 2)		Director remuneration (C) (Note 3)		Fees for services rendered (D) (Note 4)	
		The Company	All companies included in consolidated statements (Note 7)	The Company	All companies included in consolidated statements (Note 7)	The Company	All companies included in consolidated statements (Note 7)	The Company	All companies included in consolidated statements (Note 7)
Director	LIU, CHIN-PIAO (Note)	900	900	0	0	2,546	2,546	20	20
Director	THO, TU HSIU-CHEN (Note)	3,600	3,600	0	0	8,910	8,910	50	50
Director	Kinabalu Holding Company	1,800	1,800	0	0	5,091	5,091	50	50
Director	THO, TZU CHIEN (Note)	900	900	0	0	2,546	2,546	20	20
Director	Yuan Hsin Investment (Note)	900	900	0	0	2,545	2,545	30	30
Director	CHIU, TA-PENG	1,800	1,800	0	0	5,091	5,091	50	50
Director	YANG, HUAI-CHING (Note)	900	900	0	0	2,546	2,546	20	20
Director	YANG, MENG-HSUEH (Note)	900	900	0	0	2,546	2,546	30	30
Director	CHIU, TA-WEI	1,800	1,800	0	0	5,091	5,091	50	50
Independent Director	HO, CHUN-SHENG	3,000	3,000	0	0	0	0	50	50
Independent Director	CHEN, HONG-SO (Note)	1,500	1,500	0	0	0	0	20	20
Independent Director	TSOU, KAI-LIEN (Note)	1,500	1,500	0	0	0	0	30	30
Independent Director	LO, JUI-LIN (Note)	1,500	1,500	0	0	0	0	20	20
Independent Director	CHANG, CHI-WEN (Note)	1,500	1,500	0	0	0	0	30	30

1. Please state the policy, system, standard and structure of remuneration to independent directors and the correlation between factors such as responsibilities and risks assumed as well as time contributed and the amount of payment:

Article 24 of the Articles of Incorporation: Remuneration to director is paid on a monthly basis. The Board is authorized to determine the amount of remuneration based on the involvement of directors in the business operation of the Company and their contributions to the Company. There are also the "Methods for Performance Evaluation of the Board of Directors" in place. To implement corporate governance and enhance Board functions, the Company has formulated the "Methods and Procedures for Performance Evaluation of the Board of Directors", whereby internal assessments on the Board shall be conducted at least annually and assessments by external independent institutions shall be carried out at a minimum of every three years. The 2022 assessment conducted by an external institution and the outcome showed that operation of the Board as a whole was sound. Self-assessments on the Board and Board members were conducted in 2023 and 2024, no director was found to be underperforming to the degree that his/her remuneration and compensation needed to be reevaluated.

2. Except those disclosed in the above table, compensations received by directors for providing services (e.g., being a non-employee consultant to the parent company/entities in the financial statements/investees) in the most recent year: None.

The sum of A, B, C, and D as a percentage of net income (Note 10)		Compensation as company employee								The sum of A, B, C, D, E, F, and G as a percentage of net income (Note 10)		All companies included in consolidated statements (Note 7)	Compensation from investments other than subsidiaries (Note 11)
		Salaries, bonuses, special allowances etc (E) (Note 5)		Pension (F)		Employee remuneration (G) (Note 6)							
		The Company	All companies included in consolidated statements (Note 7)	The Company	All companies included in consolidated statements (Note 7)	The Company		All companies included in consolidated statements (Note 7)					
						Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares				
3,466 0.27%	3,466 0.27%	0	0	0	0	0	0	0	0	3,466 0.27%	3,466 0.27%	None	
12,560 0.99%	12,560 0.99%	18,086	18,086	0	0	25,202	0	25,202	0	55,848 4.42%	55,848 4.42%	None	
6,941 0.55%	6,941 0.55%	0	0	0	0	0	0	0	0	6,941 0.55%	6,941 0.55%	None	
3,466 0.27%	3,466 0.27%	0	0	0	0	0	0	0	0	3,466 0.27%	3,466 0.27%	None	
3,475 0.27%	3,475 0.27%	0	0	0	0	0	0	0	0	3,475 0.27%	3,475 0.27%	None	
6,941 0.55%	6,941 0.55%	0	0	0	0	0	0	0	0	6,941 0.55%	6,941 0.55%	None	
3,466 0.27%	3,466 0.27%	0	0	0	0	0	0	0	0	3,466 0.27%	3,466 0.27%	None	
3,476 0.27%	3,476 0.27%	1,839	1,839	0	0	941	0	941	0	6,256 0.49%	6,256 0.49%	None	
6,941 0.55%	6,941 0.55%	0	0	0	0	0	0	0	0	6,941 0.55%	6,941 0.55%	None	
3,050 0.24%	3,050 0.24%	0	0	0	0	0	0	0	0	3,050 0.24%	3,050 0.24%	None	
1,520 0.12%	1,520 0.12%	0	0	0	0	0	0	0	0	1,520 0.12%	1,520 0.12%	None	
1,530 0.12%	1,530 0.12%	0	0	0	0	0	0	0	0	1,530 0.12%	1,530 0.12%	None	
1,520 0.12%	1,520 0.12%	0	0	0	0	0	0	0	0	1,520 0.12%	1,520 0.12%	None	
1,530 0.12%	1,530 0.12%	0	0	0	0	0	0	0	0	1,530 0.12%	1,530 0.12%	None	

Note 1: On 2025.01.01 LIU, YUON-CHAN succeeded THO, TU HSIU-CHEN as chairperson; On 2024.06.21, director LIU, CHIN-PIAO, THO, TZU CHIEN, independent Director CHEN, HONG-SO and LO, JUI-LIN stepped down, while director LIU, SU-CHUAN, YANG, MENG-HSUEH, Yuan Hsin Investment, independent director TSOU, KAI-LIEN and CHANG, CHI-WEN succeeded.

Note 2: Remuneration to directors (including salaries, differential pay, severance pay, various bonuses and incentive pays) in the most recent year.

Note 3: Compensation to directors approved by the Board in the most recent year.

Note 4: Expenses and perquisites of directors (including travel allowance, special disbursement, various allowances, and payment in kind such as accommodations or vehicles, etc.) in the most recent year. For provision of housing, cars or other transportation means or specific personal expenses, the nature and cost of the assets provided as well as rents, fuel expense and other payments calculated based on the actual or fair market prices shall be disclosed. If a driver is assigned, please indicate payments made by the Company to the driver in the note section. However, this part is excluded from the remuneration.

Note 5: Remuneration received by directors for concurrently serving as an employee (including serving as a President, Vice President, other managerial officer, or employee) of the Company in the most recent year, such as salaries, differential pay, severance pay, various bonuses, incentive pays, travel allowance, special disbursement, various allowances, and payment in kind such as accommodations or vehicles, etc. For provision of housing, cars or other transportation means or specific personal expenses, the nature and cost of the assets provided as well as rents, fuel expense and other payments calculated based on the actual or fair market prices shall be disclosed. If a driver is assigned, please indicate payments made by the Company to the driver in the note section. However, this part is not included in the remuneration. Also, salary expenses recognized pursuant to IFRS 2 "Share-based Payment" shall include employee stock options, employee restricted stocks and shares subscribed for cash capital increase.

Note 6: Compensation to employees approved by the Board in the most recent year shall be disclosed for compensation (including stocks and cash) received by directors for concurrently serving as an employee of the Company (including serving as a President, Vice President, other managerial officer, or employee) in the most recent year. If the amount cannot be estimated, the amount may be proposed this year is calculated based on the percentage of actual amount last year and Table (1-3) shall be completed.

Note 7: The sum of compensation paid by all entities in the consolidated financial report (including the Company) to the Company's directors shall be disclosed.

Note 8: Names of the directors are disclosed in the appropriate range based on the sum of compensation paid by the Company.

Note 9: The sum of compensation paid by all entities in the consolidated financial report (including the Company) to each director of the Company. Names of the directors are disclosed in the appropriate range based on the sum of compensation.

Note 10: Net income refers to net income in the parent company only or individual financial reports of the most recent year.

Note 11: a. Please fill in the amount of compensation received by the Company's director from investees other than the subsidiaries or the parent company. (Please fill in "None" where there is no such compensation.)

b. If the Company's director received compensation from investees other than the subsidiaries or the parent company, the amount received shall be included in column I and the name of the column shall be changed to "Parent Company and All Investees".

c. Compensation refers to rewards and payments (including compensation to employees and remuneration to directors and supervisors) and allowances received by the Company's director for being a director, supervisor or managerial officer in investees other than the subsidiaries or the parent company.

\* Remuneration disclosed in the table differs from the concept of income defined in the Income Tax Act. Thus, this table is used for information disclosure, not for tax purposes.

## (2) Remuneration to the President and Vice Presidents

Unit: NTD thousands

Title	Name	Salary (A) (Note 2)		Pension (B)		Bonuses and allowances etc (C) (Note 3)		Employee remuneration (D) (Note 4)				The sum of A, B, C, and D as a percentage of net income (%) (Note 8)		Compensation from investments other than subsidiaries (Note 9)
		The Company	All companies included in consolidated statements (Note 5)	The Company	All companies included in consolidated statements (Note 5)	The Company	All companies included in consolidated statements (Note 5)	The Company		All companies included in consolidated statements (Note 5)		The Company	All companies included in consolidated statements (Note 5)	
		Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares	3.06%	3.06%	
CEO	LIU, SU-CHUAN													
Head of Global R&D center	CHANG, SHENG-CHANG	18,179	18,179	0	0	0	0	20,460	0	20,460	0	38,639	38,639	0
Chief Operating Officer of HPB Division	CHEN, GUEI-YAO													

\* Disclosure is mandatory for persons who hold positions equivalent to a President or Vice President (e.g., group president, CEO, general manager etc).

## Remuneration brackets table

Amount range	Name	
	The Company (Note 6)	All companies included in consolidated statements (Note 7)
Below NT\$1 million		
NT\$1 million (inclusive) ~ NT\$2 million (exclusive)		
NT\$2 million (inclusive) ~ NT\$3.5 million (exclusive)		
NT\$3.5 million (inclusive) ~ NT\$5 million (exclusive)		
NT\$5 million (inclusive) ~ NT\$10 million (exclusive)		
NT\$10 million (inclusive) ~ NT\$15 million (exclusive)	LIU, SU-CHUAN; CHANG, SHENG-CHANG; CHEN, GUEI-YAO	LIU, SU-CHUAN; CHANG, SHENG-CHANG; CHEN, GUEI-YAO
NT\$15 million (inclusive) ~ NT\$30 million (exclusive)		
NT\$30 million (inclusive) ~ NT\$50 million (exclusive)		
NT\$50 million (inclusive) ~ NT\$100 million (exclusive)		
NT\$100 million and above		
TOTAL	3 people	3 people

Note 1: The names of President and Vice Presidents are presented separately; the amount of payment is presented in aggregate sums. Any directors who co-headed the President or Vice President positions are disclosed in this table and the previous one

Note 2: Refers to salaries, allowances, and severance pay made to the President and Vice Presidents in the last year.

Note 3: Refers to other compensations such as bonuses, incentives, travel allowances, special allowances, subsidies, accommodation, corporate vehicle or other in-kind benefits made to the President and Vice Presidents. Where housing, cars, vehicles, or personal allowances were granted, the nature and cost of assets, the rental rates (calculated based on actual or fair value), cost of petrol and other subsidies are also disclosed. Where personal drivers were allocated, a footnote disclosure explaining the amount of salaries made to drivers is provided; these salaries do not count towards remuneration paid to the above beneficiaries. Part of the salary expense was recognized according to IFRS2 - "Share-based Payment." Amounts including employee stock options, restricted employee shares and subscription to cash issues are treated as remuneration.

Note 4: Represents the amount of employee compensation provided for the President and Vice Presidents (in cash or in shares), which the board of directors has proposed as part of the most recent earnings appropriation (where the amount could not be estimated, a calculation was made based on last year's payout ratio). Table 1-3 has been prepared in addition to the above details. Net income refers to that in the most recent year. If IFRSs have been adopted, net income shall refer to the amount of after-tax profit shown in the latest financial reports of the consolidated/standalone entity.

Note 5: Remuneration is presented in aggregate of all amounts paid by all companies covered by the consolidated financial statements (including the Company) to the Company's President/Vice Presidents.

Note 6: The amount of remuneration made by the Company to its President/Vice Presidents has been disclosed separately in ranges.

Note 7: The disclosure includes the sum of amounts paid by the consolidated entity (including the Company) to the Company's President/Vice Presidents; the names of President/Vice Presidents have been disclosed separately in ranges.

Note 8: Net income refers to that in the most recent year. If IFRSs have been adopted, net income shall refer to the amount of after-tax profit shown in the latest financial reports of the consolidated/standalone entity.

Note 9: a. This field includes all forms of remuneration that the President and Vice Presidents received from the Company's invested businesses other than subsidiaries.

b. For President/Vice Presidents who receive remuneration from invested businesses other than subsidiaries, the amount of remuneration from these invested businesses have been added to column E of the remuneration brackets table. In which case, column E will be renamed "...all invested businesses..."

c. Remuneration refers to any returns, compensation (including compensations received as an employee, director and supervisor) and professional service fees that the Company's President/Vice Presidents received for serving as directors, supervisors or managers in invested businesses other than subsidiaries.

\* The basis of remuneration disclosed above is different from the basis of the income tax law; hence, the above table has been prepared solely for information disclosure, and not for tax purposes.

## Managers receiving employee remuneration and details of remuneration received

Unit: NTD thousands

Title (Note 1)	Name (Note 1)	Amount of remuneration paid in shares (Note 2)	Amount of remuneration paid in cash (Note 2)	Total	Total as a percentage of net income (%)
CEO	LIU, SU-CHUAN				
Head of Global R&D	CHANG, SHENG-CHANG				
Head of HPB	CHEN, KUEI-YAO	0	25,188	25,188	1.99%
Chief of Finance	WANG, PI-YU				
Head of Accounting	PAN, CHIAO-LI				
Corporate Governance Officer	LIU, CHIA-CHIEH				

Note 1: Names and titles have been disclosed separately, whereas the amount of remuneration has been disclosed in aggregate.

Note 2: Refers to the amount of employee compensation provided for managers (in cash or in shares), which the board of directors has proposed as part of the most recent earnings appropriation (where the amount could not be estimated, a calculation was made based on last year's payout ratio). Net income refers to that in the most recent year. If IFRSs have been adopted, net income shall refer to the amount of after-tax profit shown in the latest financial reports of the consolidated/standalone entity.

Note 3: According to Letter No. Tai-Cai-Zheng-3-0920001301 dated March 27, 2003, the following managerial roles are subject to reporting:

- (1) President or other position of equivalent grade
  - (2) Vice President or other position of equivalent grade
  - (3) Assistant Vice President or other position of equivalent grade
  - (4) Head of finance
  - (5) Head of accounting
  - (6) Any other signatories involved in the Company's administrative affairs
- (3) Amount of remuneration paid in the last 2 years by the Company and all companies included in the consolidated financial statements to the Company's directors, supervisors, President, and Vice Presidents, and their respective proportions to standalone and consolidated net income, as well as the policies, standards, and packages by which they were paid, the procedures through which remunerations were determined, and their association with business performance and future risks.

Percentage of net income paid by the Company and all companies included in the consolidated financial statements as remuneration to the Company's directors, supervisors, the President, and Vice Presidents.

Title	Year 2023	Year 2024
Directors	7.85%	15.23%
President and Vice Presidents		

1. The Company's directors and supervisors are paid travel allowances for meetings actually attended. The travel allowance amounted to NT\$10,000 per person, per session.
2. According to Article 27 of the Articles of Incorporation. The actual amount depends on operating performance.
3. The board of directors is in constant discussion about changes in the business environment and monitors the latest industry trends. Response measures will be taken if necessary to avoid risks that may adversely affect the bicycle industry or the Company's operations.
4. Remuneration is paid following the company policy, considering the annual contribution performance of the employee and the influence to his/her potential future development, as well as overall internal fairness and external competitiveness, the retaining of skilled staff and long-term incentives.
5. For those who only get fixed remuneration such as travel expenses or attendance fees without variable ones, the remuneration and performance are irrelevant.
6. The increase in the proportion of remuneration is mainly due to the increase in the number of personnel. Following the re-election of directors at the 2024 shareholders' meeting, there was an increase in both the number of directors serving concurrently as employees and the number of managers.

### 3. Corporate governance

#### (1) Operation of the Board

A total of 8 (A) Board meetings were held in 2024. Attendance records of the directors are as follows:

Title	Name (Note 1)	Actual attendance B	Attendance by proxy	Actual attendance rate (%) [B/A] (Note 2)	Remarks
Chairperson	THO, TU HSIU-CHEN	8	0	100%	2025.01.01 stepped down as chairperson
Director	LIU, YUON-CHAN	8	0	100%	2025.01.01 succeeded as chairperson
Director	Kinabalu Holding Company representative THO, TZU-SING	8	0	100%	
Director	LIU, CHIN-PIAO	3	0	100%	2024.06.21 stepped down
Director	LIU, SU-CHUAN	5	0	100%	2024.06.21 succeeded
Director	THO, TZU-CHIEN	2	1	66.7%	2024.06.21 stepped down
Director	Yuan Hsin Investment representative LO, JUI-LIN	5	0	100%	2024.06.21 succeeded
Director	CHIU, TA-PENG	8	0	100%	
Director	YANG, HUAI-CHING	3	0	100%	2024.06.21 stepped down
Director	YANG, MENG-HSUEH	5	0	100%	2024.06.21 succeeded
Director	CHIU, TA-WEI	8	0	100%	
Independent Director	HO, CHUN-SHENG	7	1	87.5%	
Independent Director	CHEN, HONG-SO	2	1	66.7%	2024.06.21 stepped down
Independent Director	TSOU, KAI-LIEN	5	0	100%	2024.06.21 succeeded
Independent Director	LO, JUI-LIN	3	0	100%	2024.06.21 stepped down
Independent Director	CHANG, CHI-WEN	5	0	100%	2024.06.21 succeeded

Other remarks:

- For Board meetings with one of the following circumstances, state the date, session, content of motions, independent directors' opinions and actions taken regarding such opinions: Please refer to the "Major resolutions of Board meeting" in this annual report.
  - Circumstances set out in Article 14-3 of the Securities and Exchange Act: None.
  - Except for items specified above, other resolutions on which an independent director expresses objection or reservation, either by recorded statement or in writing: None.
- For situations where directors recuse themselves from any motion due to conflict of interest, the directors' names, content of motions, causes for the recusal, and participation in voting shall be specified:
 

4th meeting of the 18th Board: Proposal concerning the commitment of subsidiary D. Mag (Kunshan) New Material Technology Co., LTD., will make to get listed on the stock exchange in China. Except for Board members who were related parties or recused themselves from the discussion due to conflict of interest, the motion had passed as proposed by all other directors.
- The frequency, period, scope, method, and details for self (or peer) performance evaluation of the Board shall be disclosed by TWSE/TPEx-listed companies and please refer to below implementation of Board performance evaluation
  - Frequency: Annually
  - Period: January 1, 2024 to December 31, 2024
  - Scope: Individual Board members, the entire Board and functional committees
  - Method: Internal self-evaluations of the Board, Board members, Audit Committee and Remuneration Committee
  - Details:
    - Performance evaluation of individual Board member: It covered the following six aspects: (1) Familiarity with the Company's goals and missions; (2) Understanding of director's duties; (3) Level of participation in the Company's operation; (4) Management of internal relationship and communication; (5) Professionalism and continuing education of directors; and (6) Internal control.
    - Performance evaluation of the Board: It covered the following five aspects: (1) Level of participation in the Company's operation; (2) Improvement on the quality of Board's decisions; (3) Composition and structure of the Board; (4) Election and continuing education of directors; and (5) Internal control.

C. Performance evaluation of Audit Committee and Remuneration Committee: It covered the following five aspects: (1) Level of participation in the Company's operation; (2) Understanding of functional committees' duties; (3) Quality of functional committees' decisions; (4) Composition of the functional committees and election of members; and (5) Internal control.

D. The 2024 evaluation was reported on the March 14th, 2025 Board meeting.

E. The Company engaged an external institution to perform external Board performance evaluation by every 3 years in December 2022 as a performance-oriented external evaluation. Method adopted included document reviews, self-evaluation of directors and the unit responsible for the Board meeting as well as interviews with directors on the three dimensions of Structure, People, and Process and Information. The scope encompassed the following eight elements: the structure and process of the Board, members of the Board, legal entities and organizational structure, roles and responsibilities, behaviors and culture, training and development of directors, oversight on risk control and oversight on filing, disclosure and performance.

Evaluation outcome is rated as: Basic (comply with basic requirements of the competent authorities and laws and regulations), Advanced (not only comply with basic requirements of the competent authorities and laws and regulations but also has its own set of effective practices or take the initiatives to improve the performance of the dimension), and Benchmark (the practice not only exceeds the basic requirements of the competent authorities and laws and regulations but also can serve as the benchmark). The Giant Group rated "Advanced" for the comprehensive evaluation on Board Structure, People, and Process and Information. Opinions are summarized as follows: The Giant Group has a complete Board operation system and establishes a culture of openness and honesty for Board members to apply their expertise for business needs. The Company is also committed to Board diversity, enhancing Board decisions with diverse professional backgrounds and experiences. The Company's performance in terms of Structure, People, and Process and Information was rated "Advanced" upon the comprehensive evaluation. The evaluation results were reported to the Board on March 10th, 2023.

4. Objectives of strengthening the functionality of the Board (e.g., to establish an audit committee and to enhance information transparency) in the current year and the most recent year and evaluation on the execution thereof: The Company established the Audit Committee with functions as stipulated in applicable laws and regulations on June 22, 2018. Please refer to "Functionality of the Audit Committee" in this annual report for details. The Company elected three independent directors to be members of the Remuneration Committee on August 9, 2024 as an effort to increase the independence of the Board and functional committees. A report about sustainable development promotion and risk management operation was given on December 13th 2024, the 4th meeting of the 18th Board, to benefit the execution of the Board functions.

Note 1: Where directors and supervisors are corporate entities, the names of corporate shareholders and their representatives shall be disclosed.

Note 2: (1) The date of resignation shall be specified for directors or supervisors who had resigned prior to the end of the financial year. The percentage of actual attendance (%) would be calculated based on the number of Board meetings held and the number of actual attendances during the period of employment.

(2) If a re-election of directors or supervisors had taken place prior to the end of the financial year, both the current and former directors/supervisors shall be listed and identified in the remarks column along with the date of re-election. The percentage of actual attendance (%) would be calculated based on the number of Board meetings held and the number of actual attendances during the period of service at the position.

### Independent directors' involvement in board of directors' meetings in 2024

2024	<span style="color: blue;">●</span> : Actual Attendance <span style="color: blue;">◐</span> : Attendance by proxy <span style="color: blue;">○</span> : Absence								
	2024.03.13 17 <sup>th</sup> 15 <sup>th</sup> Meeting	2024.05.10 17 <sup>th</sup> 16 <sup>th</sup> Meeting	2024.06.19 17 <sup>th</sup> 5 <sup>th</sup> Special Meeting	2024.06.21 18 <sup>th</sup> 1 <sup>st</sup> Meeting	2024.08.09 18 <sup>th</sup> 2 <sup>nd</sup> Meeting	2024.11.08 18 <sup>th</sup> 3 <sup>rd</sup> Meeting	2024.12.13 18 <sup>th</sup> 4 <sup>th</sup> Meeting	2024.12.27 18 <sup>th</sup> 1 <sup>st</sup> Special Meeting	
LO, JUI-LIN	●	●	●						
CHANG, CHI-WEN				●	●	●	●	●	
CHEN, HONG-SO	●	●	◐						
TSOU, KAI-LIEN				●	●	●	●	●	
HO, CHUN-SHENG	●	●	●	●	●	●	●	◐	

## (2) Functionality of the Audit Committee:

## Audit Committee members

Identity (Note 1)	Name	Having more than 5 years' work experience and professional qualifications listed below			Compliance of independence (Note 2)								Number of positions as Remuneration Committee member in other public companies	Remarks (Note3)
		Criteria Lecturer (or above) of commerce, law, finance, accounting, or any subjects relevant to the Company's operations in a public or private tertiary institution	Certified judge, prosecutor, lawyer, accountant, or holder of professional qualification relevant to the Company's operations	Commercial, legal, financial, accounting or other work experiences required to perform the assigned duties	1	2	3	4	5	6	7	8		
Independent Director	LO, JUI-LIN	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2	2024.06.21 stepped down
Independent Director	CHANG, CHI-WEN			✓	✓	✓	✓	✓	✓	✓	✓	✓	0	2024.06.21 succeeded
Independent Director	CHEN, HONG-SO			✓	✓	✓	✓	✓	✓	✓	✓	✓	2	2024.06.21 stepped down
Independent Director	TSOU, KAI-LIEN			✓	✓	✓	✓	✓	✓	✓	✓	✓	2	2024.06.21 succeeded
Independent Director	HO, CHUN-SHENG			✓	✓	✓	✓	✓	✓	✓	✓	✓	0	

Note 1: The "Identity" field describes the party's title as director, independent director, or others.

Note 2: A "✓" is placed in the box below if the member met the following criteria at any time during active duty and two years prior to the date of appointment.

- (1) Not employed by the Company or by any of its affiliated companies.
- (2) Not a director or supervisor of the Company or any of its affiliated companies. This restriction does not apply to independent director positions in the Company, its parent company or subsidiary, which have been appointed in accordance with local laws or laws of the registered country.
- (3) Does not hold more than 1% of the Company's outstanding shares in their own names or under the name of spouse, underage children, or proxy shareholder; nor is a top-10 natural-person shareholder of the Company.
- (4) Not a spouse, a relative of second degree or closer, or direct kin of third degree or closer to anyone listed in the three preceding criteria.
- (5) Not a director, supervisor, or employee of any company that has 5% or higher ownership interest in the Company; nor a director, supervisor, or employee of any of the top-5 corporate shareholders.
- (6) Not a director, supervisor, manager, or shareholder with more than 5% ownership interest in any companies or institutions that have financial or business relationship with the Company.
- (7) Not a professional who provides commercial, legal, financial, accounting, or consulting services to the Company or its affiliate, nor is an owner, partner, director, supervisor, or manager, or the spouse of any of the above, of a sole proprietorship, partnership, company, or organization that provides such services to the Company or its affiliated companies.
- (8) No circumstances prescribed in Article 30 Company Act.

### Audit Committee Meeting Status

The Company elected three independent directors and established an audit committee on the board meetings held on July 8th, 2021

Term of current committee: June 21, 2024 to June 20, 2027

A total of 6 meetings (A) were held in 2024; attendance records are as follows:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) [B/A] (Notes 1 and 2)	Remarks
Convener	LO, JUI-LIN	3	0	100%	2024.06.21 stepped down
Convener	CHANG, CHI-WEN	3	0	100%	2024.06.21 succeeded
Member	CHEN, HONG-SO	2	1	66.7%	2024.06.21 stepped down
Member	TSOU, KAI-LIEN	3	0	100%	2024.06.21 succeeded
Member	HO, CHUN-SHENG	6	0	100%	

Other remarks:

1. When one of the following situations occurs, the date and session of the Audit Committee meeting; contents of motions; objections, reservations or major recommendations of Independent Directors; resolutions of the Committee and actions taken by the Company regarding the Committee' s opinions shall be specified:
  - (1) Matters specified in Article 14-5 of the Securities and Exchange Act:  
Please refer to the "Resolutions of the Audit Committee in 2024 below.
  - (2) Except for above-mentioned items, resolutions which were not approved by the Audit Committee but was approved by two-thirds or more of all directors: None.
2. For situations where, independent directors recuse themselves from any motion due to conflict of interest, the independent directors' names, contents of motions, causes for the recusal, and participation in voting shall be specified: None.
3. Communications between the independent directors, the internal audit supervisor, and CPAs (It shall include material issues concerning the finance and business of the Company, and the means and outcomes of communication):
  - (1) Independent directors and CPAs meet regularly every year. CPAs would report the Company' s financial status, the finance and overall operation of subsidiaries both at home and abroad as well as findings from internal audits to the independent directors.
  - (2) CPAs meet Independent directors without the presence of the company at least once a year to communicate on the annual report over the auditing target, scope, risk assessment, auditing procedure, Audit Quality Indications (AQI) and other necessary issues. The result of the communications: Notified with no disagreements.
  - (3) The internal audit supervisor meets with independent directors at least once every quarter and reports internal audit findings and operations of internal controls.
  - (4) The internal audit supervisor, CPAs and independent directors can communicate with each other whenever the need arises. They have open communication channels between them.

Note 1: The date of resignation shall be specified for independent directors who had resigned prior to the end of the financial year. The percentage of actual attendance (%) would be calculated based on the number of Audit Committee meetings held and the number of actual attendances during the period of employment.

Note 2: If a re-election of independent directors had taken place prior to the end of the financial year, both the current and former independent directors shall be listed and identified in the remarks column along with the date of re-election. The percentage of actual attendance (%) would be calculated based on the number of Audit Committee meetings held and the number of actual attendances during the period of service at the position.

### Operations of Audit Committee: Its main responsibilities are listed as follows:

- (a) To formulate or amend internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
- (b) To assess the effectiveness of the internal control system.
- (c) To formulate or amend procedures for significant financial or business activities pursuant to Article 36-1 of the Securities and Exchange Act; for example, acquisition or disposal of assets, derivatives transactions, lending funds to other parties, and provision of endorsements or guarantees to other parties.
- (d) Matters involving Directors' personal interests.
- (e) Material asset or derivative instrument transactions.
- (f) Material loans to others or provision of endorsement or guarantees.
- (g) Offering, issuance, or private placement of equity-type marketable securities.
- (h) Appointment, discharge of CPAs or their compensation.
- (i) Appointment or discharge of a financial, accounting, or internal audit officer.
- (j) Annual and semi-annual financial reports.
- (k) Other material matters governed by the Company or the competent authority.

### Major Resolutions of 2024 Audit Committee meetings

Date	Major Resolutions	Outcome of Resolution
2024.03.13 14 <sup>th</sup> meeting of the 2 <sup>nd</sup> term	<ul style="list-style-type: none"> <li>• Internal audit report of the Company</li> <li>• Outcome of 2023 self-evaluation on internal control of the Company</li> <li>• Derivative trading of the Company</li> <li>• Financial statements for the year ended December 31, 2023 of the Company</li> <li>• 2023 earnings distribution of the Company</li> </ul>	Attendance of audit committees: 3 Opinions of audit committees: Agree. Resolution: Unanimous approval of all members.
2024.05.10 15 <sup>th</sup> meeting of the 2 <sup>nd</sup> term	<ul style="list-style-type: none"> <li>• Change of CPA due to the rotation within the accounting firm.</li> <li>• Financial statements for the three months ended March 31, 2023 of the Company</li> <li>• Internal audit report of the Company</li> <li>• Derivative trading of the Company</li> <li>• Pre-approval of non-assurance services provided by the accounting firm and its related parties on the stock exchange in China.</li> </ul>	Attendance of audit committees: 3 Opinions of audit committees: None Actions taken concerning opinions of audit committees: None Resolution: Unanimous approval of all members
2024.06.19 5 <sup>th</sup> meeting of the 2 <sup>nd</sup> term	<ul style="list-style-type: none"> <li>• Proposal of subsidiary SPIA Cycling Inc' s bidding on assets of Foundation Fitness, LLC, Stages Cycling, LLC, Stages Indoor Home Cycling LLC and Stages Ride, LLC. during their proceedings in insolvency.</li> </ul>	Attendance of audit committees: 3 Opinions of audit committees: None Actions taken concerning opinions of audit committees: None Resolution: Unanimous approval of all members

Date	Major Resolutions	Outcome of Resolution
2024.08.09 1 <sup>st</sup> meeting of the 3 <sup>rd</sup> term	<ul style="list-style-type: none"> <li>• Financial statements for the six months ended June 30, 2024 of the Company</li> <li>• Internal audit report of the Company</li> <li>• Derivative trading of the Company</li> <li>• Capital increase of subsidiary GAIWIN B.V. to SPIA</li> <li>• Set up Giant Thailand sales company.</li> <li>• Amendment of “Internal Material Information Processing”.</li> <li>• Proposal of the raise of subsidiary SPIA Cycling Inc’ s bidding on assets of Foundation Fitness, LLC, Stages Cycling, LLC, Stages Indoor Home Cycling LLC and Stages Ride, LLC. during their proceedings in insolvency.</li> </ul>	<p>Attendance of audit committees: 3 Opinions of audit committees: None Actions taken concerning opinions of audit committees: None Resolution: Unanimous approval of all members</p>
2024.11.08 2 <sup>nd</sup> meeting of the 3 <sup>rd</sup> term	<ul style="list-style-type: none"> <li>• Financial statements for the nine months ended September 30, 2024 of the Company</li> <li>• Internal audit report of the Company</li> <li>• 2025 audit plan of the Company</li> <li>• Derivative trading of the Company</li> <li>• Review of the CPA fee.</li> <li>• Proposal of retrieving the patent and use right of trade mark that owned by indirect subsidiary SPIA Cycling Inc.</li> <li>• Amendments of “PROCEDURAL RULES OF BOARD MEETINGS” and “Audit Committee Charter”</li> <li>• The company’ s guarantee credit line of the subsidiary Giant Vietnam Manufacturing Company Limited.</li> </ul>	<p>Attendance of audit committees: 3 Opinions of audit committees: None Actions taken concerning opinions of audit committees: None Resolution: Unanimous approval of all members</p>
2024.12.13 3 <sup>rd</sup> meeting of the 3 <sup>rd</sup> term	<ul style="list-style-type: none"> <li>• Internal audit report of the Company</li> <li>• The Company’ s Loan to subsidiary Giant Europe B.V.</li> <li>• The Company’ s commitments on the matter of subsidiary D. Mag (Kunshan) New Material Technology Co., LTD., getting listed on the stock exchange in China.</li> </ul>	<p>Attendance of audit committees: 3 Opinions of audit committees: None Actions taken concerning opinions of audit committees: None Resolution: Unanimous approval of all members</p>

## 2024 Report on Performance Evaluation Outcomes of the Board, Board Members, Audit Committee and Remuneration Committee

Giant Manufacturing Co., Ltd. conducted 2024 performance evaluation of the Board pursuant to the “Procedures for Performance Evaluation of the Board of Directors” in order to implement corporate governance and enhance the functions of the Board. Scope of the evaluation included the entire Board, individual Board members, the Audit Committee and the Remuneration Committee. Evaluation methods adopted were internal self-evaluations for the Board, self-evaluations for Board members, and internal self-evaluations for the Audit Committee and the Remuneration Committee.

### Evaluation period:

January 1 to December 31, 2024

### Scoring standards:

Evaluation outcomes of items with achievement rates of 90% and above, between 80% (inclusive) and 90% (exclusive), and below 80% are “above standard”, “standard” and “improvement required”, respectively.

### Evaluation procedures:

The designated unit would collect the self-evaluation questionnaires from the 11 Board members to compile the “summary of 2024 self-evaluation questionnaires for Directors”, as well as the internal self-evaluation questionnaires for the Board, the Audit Committee and the Remuneration Committee. Data are summarized and reported to the Board.

Once the scores from aforementioned procedures were collected and calculated, the evaluation outcome was reported in the Board meeting on March 14, 2025.

### The outcomes of self-evaluation questionnaires are summarized as follows:

Scope of Performance Evaluation	Outcome
1. Internal performance evaluation of the Board of Directors	Above standard
2. Self-evaluation of Board members	Above standard
3. Internal performance evaluation of the Audit Committee	Above standard
4. Internal performance evaluation of the Remuneration Committee	Above standard

### General comments

The Board of Directors and functional committees all operated in accordance with relevant laws and regulations and had fulfilled their responsibilities. Therefore, the evaluation outcomes were above standard across the board.

(3) Implementation of Corporate Governance Practices and Non-compliance with Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons:

Evaluation Item		
	Yes	No
1. Has the Company established and disclosed the Corporate Governance Best-Practice Principles based on "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies"?	✓	
2. Ownership structure and shareholders' rights		
(1) Has the Company established internal operation procedures to handle shareholders' suggestions, concerns, disputes and litigations? If yes, has these procedures been implemented accordingly?	✓	
(2) Has the Company possessed a list of major shareholders and ultimate owners of these major shareholders?	✓	
(3) Has the Company established and implemented risk management and firewall mechanisms between itself and affiliates?	✓	
(4) Has the Company established internal rules to prevent insiders from using undisclosed information to trade securities?	✓	
3. Composition and responsibilities of the Board of Directors		
(1) Has the Board of Directors established a diversity policy and specific management goals and proceeded accordingly?	✓	
(2) Other than the Remuneration and Audit Committees which are required by law, has the Company voluntarily set up other functional Committees?	✓	
(3) Has the Company formulated rules and methods for the performance evaluation of the Board of Directors and carried out the evaluation annually? Is the outcome of performance evaluation submitted to the Board of Directors and used as reference for the remuneration or re-election nomination of individual Director?	✓	

Implementation Status (Note 1)	Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
Description	
<p>The Company has established its own “Corporate Governance Principles”. Stakeholders can access the information from the Corporate Governance section at the corporate website.</p>	<p>In compliance with the “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”</p>
<p>(1) The Company has rules governing matters pertaining to shareholders’ services and dedicated personnel to handle shareholders' suggestions and disputes.</p> <p>(2) The Company has dedicated personnel in charge of the lists of major shareholders and ultimate owners of these major shareholders.</p> <p>(3) Management rules for operation have been established and implemented at subsidiaries.</p> <p>(4) The Company has established procedures for internal material information, demanding all insiders to exercise their duties of care and fiduciary as prudent managers, conduct business in line with the principles of good faith, and sign the confidentiality agreements where appropriate.</p>	<p>No material deviation is found in comparison with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies</p>
<p>(1) The Company has specified the required numbers of independent directors in the Articles of Incorporation. Candidates outside of the cycling industry have been nominated by the Board and elected in accordance with the Articles of Incorporation. Diversity policy of the Board is detailed in Article 20 of the “Corporate Governance Principles” on the corporate website and the “Core Competence of Directors” is disclosed in this annual report. The Company’s Board members are diverse in terms of professional background, gender, age, etc. and satisfy the goal of diversity as well as practical needs for business developments.</p> <p>(2) The Company had engaged three experts to form the Remuneration Committee on December 29, 2011, and three independent directors were elected to form the Audit Committee in the annual shareholders’ meeting on June 22, 2018.</p> <p>(3) The Company has established the "Procedures for Performance Evaluation of the Board of Directors" on November 6, 2015, where a performance evaluation on the Board and its members shall be conducted at least once a year. The Board shall conduct an internal performance evaluation at the end of each year according to the Procedures.</p> <p>The Company reported the 2024 performance evaluation outcomes of the Board to the Board on March 14, 2025. The evaluation outcomes covered the following five aspects:</p> <ol style="list-style-type: none"> <li>Level of participation in the Company’s operation;</li> <li>Improvement on the quality of Board’s decisions;</li> <li>Composition and structure of the Board;</li> <li>Election and continuing education of Directors; and</li> <li>Internal control.</li> </ol>	<p>No material deviation is found in comparison with the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies</p>

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Evaluation Item

Yes No

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(4) Has the Company periodically evaluated the independence of its CPAs?

✓

Implementation Status (Note 1)	Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
Description	
<p>The evaluation items included:</p> <ol style="list-style-type: none"> <li>Familiarity with the Company's goals and missions;</li> <li>Understanding of director's duties;</li> <li>Level of participation in the Company's operation;</li> <li>Management of internal relationship and communication;</li> <li>Professionalism and continuing education of directors; and</li> <li>Internal control.</li> </ol> <p>Scope of the evaluation included the entire Board, individual Board member, the Audit Committee and the Remuneration Committee. Evaluation methods adopted were internal self-evaluations for the Board, self-evaluations for Board members, and internal self-evaluations for the Audit Committee and the Remuneration Committee. The evaluation outcomes were all above standard and the result was reported to the Board in March 2025.</p> <p>The Company engaged an external institution to perform the 2022 external Board performance evaluation in December 2022. Opinions from the external evaluation were summarized as follows: The Giant Group has a complete Board operation system and establishes a culture of openness and honesty for Board members to apply their expertise for business needs. The Company is also committed to Board diversity, enhancing Board decisions with diverse professional backgrounds and experiences. The Company's performance in terms of Structure, People, and Process and Information was rated "Advanced" upon the comprehensive evaluation. According to the outcome of the 2024 evaluation, the Board delivered a fine performance. No individual director was found to be unfit where remuneration or re-election nomination shall be reconsidered.</p> <p>(4) Regular CPA rotation is required to effectively maintain the independence and audit quality of independent auditors. The rotation principle dictates that CPAs shall not be retained by the Company for seven consecutive years and once rotated, they shall not be retained again within five years. The audit committee assesses the independence and competence of the CPAs annually by requiring the CPAs to issue statements of independence and Audit Quality Indications (AQIs), following the Company's independence criteria (please refer to the attached "CPAs Independence Assessment Report"). The assessment justified there was no independence issues concerning the pre-approved CPAs case and The Company's compensation for other finance and taxation cases, as well as other financial benefits or business relationship. The independence requirement also applicable to the audit committee; following AQI, the committee ensured the CPA firm was above the average on training hours, rotation, accountant load, the disciplinary and the technology application. Digital auditing tools will be imported continually to improve the quality. The latest assessment has been sent for the approval of audit committee first in May 2024, and for further assessment on the Board meeting in May 2024, on the issue of independence and the competence.</p>	<p>No material deviation is found in comparison with the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies</p>

Evaluation Item	Yes	No
	<p>4. Does the Company have an adequate number of qualified corporate governance personnel and appoint a chief governance officer to handle matters pertaining to corporate governance (including but not limited to providing information required for business execution by directors and supervisors, assisting directors and supervisors with regulatory compliance, handling matters pertaining to board meetings and shareholders' meetings according to laws and regulations, producing minutes of board meetings and shareholders meetings, etc.)?</p>	✓
<p>5. Has the Company established communication channels for its stakeholders (including but not limited to shareholders, employees, customers and suppliers) and created a stakeholder section on the corporate website to address their concerns on major corporate social responsibility issues?</p>	✓	
<p>6. Has the Company appointed a professional shareholder service agency to organize the shareholders' meetings?</p>	✓	

Implementation Status (Note 1)	Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
Description	
<p>The Company has established a corporate governance task force with members comprise of representatives from the finance, legal affairs, and public relations departments and the corporate governance officer appointed by the Board as its convener. Its main responsibilities are as follows:</p> <ol style="list-style-type: none"> <li>1. To draft and plan appropriate corporate systems that promote Board independence, information transparency, regulatory compliance, and the implementation of internal audits and controls.</li> <li>2. To plan and formulate meeting agenda, notify all directors at least seven days prior to the meeting, and provide them with adequate information to facilitate their understanding of the agenda. To give prior reminder of recusal when the motion constituted a conflict of interests and prepare meeting minutes as well as follow up on Board resolutions.</li> <li>3. To prepare and complete the required public announcements and filings (including the registration of meeting date; material information such as the convention of shareholders' meeting and dividend distribution; and public announcements for meeting notification, handbooks and minutes) according to the schedule of shareholders' meeting.</li> <li>4. To assist Directors with assuming office and continuing education.</li> <li>5. Besides annual performance evaluations on individual directors, internal performance evaluations are conducted on the overall operation of the Board.</li> <li>6. In 2024, the corporate governance officer had performed his duties as required. Each director had taken at least six hours of continuing education sessions, satisfying the requirements set out in the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies". The corporate governance officer took 12 hours of education sessions, meeting the requirements for the continuing education of corporate governance officer.</li> <li>7. The corporate governance officer is full-time, except for serving as a director of Microprogram Information Co., Ltd., and does not hold any other positions in the Company or other companies.</li> </ol>	<p>No material deviation is found in comparison with the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies</p>
<p>The contact information of spokesperson and relevant departments is available on the corporate website. Also, a stakeholder section has been created to properly address issues concerned by stakeholders (including but not limited to shareholders, employees, customers and suppliers), such as sustainable developments. The Company also communicates with investors and shareholders via investor conferences and with suppliers through the online procurement platform.</p>	<p>No material deviation is found in comparison with the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies</p>
<p>The Company has set up a shareholder service contact dedicating to shareholders' affairs and engaged a professional shareholder service agency to assist with the convention of shareholders' meetings.</p>	<p>No material deviation is found in comparison with the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies</p>

Evaluation Item		
	Yes	No
7. Information disclosure		
(1) Has the Company established a corporate website to disclose information regarding the Company's finance, business and corporate governance status?	✓	
(2) Does the Company have other information disclosure channels (e.g., maintaining an English-language website, designating personnel to handle information collection and disclosure, implementing spokesperson system, uploading investor conference recordings to the corporate website)?	✓	
(3) Does the Company publicly announce and file its annual financial reports within two months after the end of financial year, and its financial reports of the first three quarters as well as operational status of each month prior to the prescribed deadlines?		✓
8. Does the Company have other important information to facilitate better understanding of the Company's corporate governance practices (including but not limited to employee rights and welfare, investor relations, supplier relations, rights of stakeholders, continuing education of directors and supervisors, the implementation of risk management policies and risk evaluation measures, the implementation of customer service policies, and liability insurance for directors and supervisors provided by the Company)?	✓	

Implementation Status (Note 1)	Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
Description	
<p>(1) The Company has set up a corporate website to disclose financial, business, corporate governance and other material information.</p> <p>(2) The Company has set up the spokesperson system and a shareholder service unit under the finance department, dedicating to handle shareholder affairs and the periodic or unscheduled disclosures of business performance as well as material information through announcement channels of Taiwan Stock Exchange Corporation for shareholders to have better insights on the Company's operations. The Company appoints the head of accounting and public relation personnel to maintain investors relations, hold meetings with domestic and foreign institutional investors, and disclose business performance in a timely manner.</p> <p>(3) The Company has publicly announced and filed its financial reports and monthly operational status within the regulated deadlines.</p>	<p>No material deviation is found in comparison with the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies</p>
<p>(1) Employee rights The Company has established personnel management rules in accordance with labor regulations to address employees' rights concerning salaries, welfare, work, training, leave of absence, retirement, etc., and provides group insurance to ensure the rights are thoroughly protected. The Company has founded an industrial union and an Employee Welfare Committee (EWC) as the bridges of communication with employees, thereby protecting their legal and justified rights. Both organizations have functioned smoothly.</p> <p>(2) Employee care The Company provides proper care for its employees. In the personnel policy and the charters of EWC and industrial union, it is explicitly stated that the management or department managers would tend to the needs of employees, offer assistances when necessary in the event of wedding, funeral, illness, injury, personal/family troubles, etc.</p> <p>(3) Investor relations The Company has set up the spokesperson system and a shareholder service unit under the finance department, dedicating to handle shareholder affairs and the periodic or unscheduled disclosures of business performance as well as material information through announcement channels of Taiwan Stock Exchange Corporation for shareholders to have better insights on the Company's operations. The Company appoints the accounting officer and public relation personnel to maintain investors relations, hold meetings with domestic and foreign institutional investors, and disclose business performance in a timely manner.</p> <p>(4) Supplier relations The Company has established a Central Satellite Factory System at an early stage and maintained a good and mutually beneficial relationship with suppliers. The Company has close communications with suppliers and exchanges business information, such as industry news and production/sales order data. It has implemented a counselling program to support suppliers in technical, operational and financial aspects, thereby ensuring mutual prosperity.</p>	<p>No material deviation is found in comparison with the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies</p>

Evaluation Item	Yes	No
	<p>8. Does the Company have other important information to facilitate better understanding of the Company's corporate governance practices (including but not limited to employee rights and welfare, investor relations, supplier relations, rights of stakeholders, continuing education of directors and supervisors, the implementation of risk management policies and risk evaluation measures, the implementation of customer service policies, and liability insurance for directors and supervisors provided by the Company)?</p>	✓
<p>9. The improvement status for the outcome of Corporate Governance Evaluation announced by Taiwan Stock Exchange Corporate Governance Center in the most recent years and the priority of pending issues and measures. (Companies not included in the Evaluation are exempted.) Improvements:</p> <ul style="list-style-type: none"> <li>- Electronic voting: The Company signed an agreement with the Taiwan Depository and Clearing Corporation in 2016 to voluntarily adopt the e-voting in 2017.</li> <li>- Nomination system for director candidates: The Company has amended the Articles of Incorporation in the 2019 annual shareholders' meeting to adopt the candidate nomination system for the election of directors. The system was applied in the 2021 director election for the first time.</li> <li>- Appointment of corporate governance officer: The Board approved the appointment of corporate governance officer, which took effect in June 2021.</li> </ul>		

Note 1: Please provide details at the Description column regardless of whether "Yes" or "No" is ticked under "Implementation Status".

Implementation Status (Note 1)					
Description	Deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons				
(5) Rights of stakeholders: Rights of stakeholders are handled according to relevant laws and regulations.	No material deviation is found in comparison with the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies				
(6) Directors' continuing education, implementation of risk management policy, risk assessment standards as well as customer service policy, and liability insurance provided by the Company for directors and supervisors are as follows:					
a. The Company has established and amended the Rules of Procedure for the Board of Directors' Meetings according to the Corporate Governance Best Practice Principles for TWSE/TPEX-Listed Companies. Directors' attendance in the Board meetings and recusal from motions due to conflict of interests are governed by the Rules.					
b. The Company convenes Board meetings regularly as required by law and the directors have good attendance rates.					
c. The Company regularly invites professional instructors to give lessons to directors at company premises. Directors would also attend training courses based on their schedules. All directors had completed the required courses this year.					
d. The Company has drawn up and implemented the Procedures for Lending Funds to Other Parties and Procedures for Endorsement and Guarantee in accordance with Official Letter No. Finance-Securities-VI-0910161919 issued by the Securities and Futures Bureau. For risks associated with interest rates, exchange rates and inflation, please refer to "6. Evaluation of Risk Management Issues" under "Five. Review and Analysis of Financial Position and Business Performance, and Risk Management" in this annual report. The Company has also established a comprehensive internal control system and extended the scope to cover subsidiaries in order to enhance risk control.					
e. The Company has purchased liability insurance for directors.					
<p>- External performance evaluation of the Board: The Board had conducted triennial external evaluations and rated "Advanced", which had been approved on the 2023 March Board meeting.</p> <p>- Gender diversity among board members: Four female directors after the re-election in the 18th term in 2024, achieving the goal of having no less than one-third representation of any gender.</p> <p>Issues and measures with high priority:            Enhance the independence of the Board and functional committees: (the 18th-term was reelected in 2024, aiming to achieve the goal in 19th-term)</p>					
% of Independent Director \ Term of Board	15 <sup>th</sup>	16 <sup>th</sup>	17 <sup>th</sup>	18 <sup>th</sup>	19 <sup>th</sup>
Board of Directors	22%	27%	27%	27%	33%
Remuneration Committee	33%	67%	100%	100%	100%
Audit Committee	(Yet to be established)	100%	100%	100%	100%

## Auditor Independence Assessment Report

Auditors' independence is assessed according to Article 29 of "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies." The Company assesses Auditors' independence using the following criteria; All findings were reported during the 16th meeting of the 17th term of BOD held in 2024:

### Giant MFG. Co., Ltd. Auditor Independence Assessment

Date of assessment: May 10, 2024

1. Subject to compliance with Article 29 of Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.
2. Assessment criteria:
  - (1) Whether the financial statement auditors were employed by the Company within the two years prior to audit service, or within one year after termination of audit service.  
Yes No
  - (2) Whether the financial statement auditors held shares of the Company.  
Yes No
  - (3) Whether financial statement auditors were involved in any borrowing/lending arrangement with the Company.  
Yes No
  - (4) Whether financial statement auditors were involved in any joint investment or profit-sharing arrangement with the Company.  
Yes No
  - (5) Whether financial statement auditors assumed the role of director, supervisor, manager or any significant position in the Company, and whether auditors' personal interests were in conflict against those of the Company.  
Yes No
  - (6) Whether financial statement auditors had any decision-making authority within the Company.  
Yes No
  - (7) Whether financial statement auditors were related to the Company's management personnel, in any relationship characterized as spouse, direct blood relative, relative by affinity, or relative of 4th degree or closer.  
Yes No
  - (8) Whether financial statement auditors had solicited business through direct, indirect or implied incentive or reciprocal arrangement.  
Yes No
  - (9) Whether financial statement auditors received any business-related commission from the Company that was not covered by the service agreement.  
Yes No
  - (10) Whether financial statement auditors were involved in litigation or were corrected by the authority for misconduct.  
Yes No
  - (11) Whether financial statement auditors have provided audit service for the Company for seven consecutive years.  
Yes No
  - (12) Whether a declaration of independence is obtained from auditors on a yearly basis.  
Yes No

The auditors of the Company's financial statement were found to have complied with all above criteria.

## (4) Composition, responsibilities, and functionality of the Remuneration Committee:

## A. Remuneration Committee members

As of March 30, 2025

Title (Note)	Name	Criteria		Number of Other Public Companies in Which the Individual is Concurrently Serving in the Remuneration Committee
		Professional Qualifications and Experience (Note)	Independence Status (Note)	
Independent Director (Convener)	HO, CHUN- SHENG	Please refer to the section of Professional qualifications of directors and independence status of independent directors.	Please refer to the section of Professional qualifications of directors and independence status of independent directors.	0
Independent Director	CHANG, CHI- WEN	Please refer to the section of Professional qualifications of directors and independence status of independent directors.	Please refer to the section of Professional qualifications of directors and independence status of independent directors.	0
Independent Director	TSOU, KAI-LIEN	Please refer to the section of Professional qualifications of directors and independence status of independent directors.	Please refer to the section of Professional qualifications of directors and independence status of independent directors.	2

Note: Please describe the seniority, professional qualifications, experience and independence of individual Remuneration Committee members. For independent directors, please refer to "Background of directors" for details. For title, please fill in independent director or others. (Please identify the convener where appropriate.)



## B. Operation of the Remuneration Committee

Three independent directors were elected as the Remuneration Committee members on August 6, 2021.

Tenure: August 9, 2024 to June 20, 2027.

The Remuneration Committee held 3 meetings (A) in 2024. Eligibility and attendance of members are as follows:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) [B/A] (Note)	Remarks
Convener	CHEN, HONG SO	2	0	100%	Review the performance evaluation of directors and managers as well as the policies and standards of salaries and remuneration. 2024.06.21 stepped down.
Convener	HO, CHUN-SHENG	3	0	100%	Review the performance evaluation of directors and managers as well as the policies and standards of salaries and remuneration.
Committee member	LO, JUI-LIN	2	0	100%	Review the performance evaluation of directors and managers as well as the policies and standards of salaries and remuneration. 2024.06.21 stepped down.
Committee member	CHANG, CHI-WEN	1	0	100%	Review the performance evaluation of directors and managers as well as the policies and standards of salaries and remuneration. 2024.08.09 succeeded.
Committee member	TSOU, KAI-LIEN	1	0	100%	Review the performance evaluation of directors and managers as well as the policies and standards of salaries and remuneration. 2024.08.09 succeeded.

## Other remarks:

1. In the event where the Remuneration Committee's recommendation is rejected or amended in a Board meeting, please specify the date and session of the Board meeting, content of motions, resolutions of the Board, and actions taken by the Company regarding the Committee's opinions (e.g., describe the differences and reasons shall the Board approve a package that is more favorable than the one proposed by the Remuneration Committee): None.
2. Where Committee members express objection or reservation, either by recorded statement or in writing, concerning resolutions of the Committee, the date and session of the Committee meeting, content of motions, opinions of all members and actions taken regarding the opinions shall be specified: None.
3. Major resolutions of the Remuneration Committee:

Date	Session	Content of Motions	Committee Resolutions
2024.03.08	6th meeting of the 5th term	1. 2023 remuneration to directors	Approved
		2. 2023 remuneration to employees	Approved
2024.04.19	7th meeting of the 5th term	1. 2023 remuneration to managers	Approved
2024.12.13	1st meeting of the 6th term	1. 2024 Year-end bonus distribution principle and amounts to managers	Approved

## Note:

- (1) The date of resignation shall be specified in the remarks column for Committee members who had resigned prior to the end of the financial year. The percentage of actual attendance (%) would be calculated based on the number of Committee meetings held and the number of actual attendances during the period of employment.
- (2) If a re-election of Committee members had taken place prior to the end of the financial year, both the current and former Committee members shall be listed and identified in the remarks column along with the date of re-election. The percentage of actual attendance (%) would be calculated based on the number of Remuneration Committee meetings held and the number of actual attendances during the period of service at the position.



(5) Implementation of Corporate Social Responsibility and Non-compliance with Corporate Social Responsibility Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons

Promotion Items		
	Yes	No
1. Has the Company established a governance structure for sustainability developments and set up an exclusively (or concurrently) dedicated sustainability unit with senior management authorized by the board of directors to handle relevant issues under the supervision of the board?	✓	
2. Has the Company conducted risk assessments on environmental, social and corporate governance issues related to the Company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies? (Note 2)	✓	

Implementation Status (Note 1)	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
Description	
<p>(1) With sustainability transition being a key strategy of the Group, the board of directors has authorized the CEO to lead the management team in handling sustainability-related matters. The management team has established the “ESG Bureau and ESG Task Force” in 2021. We set annual targets with subsidiaries’ management teams for each sustainable development scope and constantly monitor and control the progress. The vision and mission of the sustainability policy, along with the three major strategic themes, are formally announced by the CEO, who directly leads monthly meetings and task forces assembled for issues on hand.</p> <p>(2) On a quarterly basis, the CEO reports the performance of key tasks to the board while the “ESG Bureau and ESG Task Force” report the GHG inventory plan and implementation status thereof. The Company completed carbon inventory in the Greater China Region for the first time in 2022 and reported the results as well as the Group’s overall inventory plans to the board. From 2023 onwards, the board has monitored the implementation of the Group’s inventory plans on a quarterly basis and the inventory scope has been successfully expanded to cover overseas sales companies in Japan, South Korea, the U.S., Mexico, Canada, and Australia. The board receives regular reports (including the sustainability report) from the management team on (1) identification of sustainability issues of concern and formulation of corresponding action plans; (2) modification of targets and policies on sustainability-related issues; and (3) supervision over the implementation of sustainability issues as well as the performance evaluation every year. The management team shall propose corporate strategies to the board for the latter to assess the feasibility of these strategies, review the progress of the strategies, and urge the former to make adjustments when the need arises.</p>	<p>No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</p>
<p>(1) The board approved the “Risk Management Procedures” in March 2023. The in-charge units took all business entities of the Group as the boundary for risk assessment, identified risk changes in aspects of operation, finance, environment, hazardous incidents and climate change, and recognized inventory risk as the Group's significant risk. Inventory management was reported by head of Manufacturing and head of sales to the board of directors and the Audit Committee in March, May, August, and November. The BTS improvement project was conducted by both production and sales functions. The Internal Audit Office performed regular and random audits on the internal control system, and the Chief Audit Officer reported the audit results to the board and the Audit Committee in March, May, August, November, and December to assist the management team and the board in ensuring operation efficiency, financial reporting, and regulatory compliance for the sound operation of the Company. The management team also summarized the Group’s annual risk management report at the board meeting in December.</p>	<p>No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</p>

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Promotion Items

Yes No

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2. Has the Company conducted risk assessments on environmental, social and corporate governance issues related to the Company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies? (Note 2)

✓

## Implementation Status (Note 1)

Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons

## Description

(2) In accordance with risk management policies, the long-term financial impacts of ESG issues and sustainability issues of concern to stakeholders, we identify items related to business operations, formulate corresponding strategies and guidelines, prepare budgets in relation to sustainable developments of each unit, plan and execute projects, and monitor the implementation results to ensure the sustainability strategy is fully implemented in the Group's day-to-day operations.

No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies

Material Issue	Summary of risk assessment items	Description
Environmental aspect	Climate action	<ol style="list-style-type: none"> <li>All operation bases in Taiwan and China obtained ISO 14064 GHG certification in 2024.</li> <li>Improved product carbon footprint through practices such as improving energy efficiency of equipment, building in-house solar power systems, and using recycled materials.</li> <li>With the "ISO 50001 Energy Management System" certification, energy consumption has been made transparent, accelerating the formulation of energy-saving plans and identifying abnormal points, thereby reducing unnecessary energy consumption.</li> </ol>
	Supply chain carbon reduction	<ol style="list-style-type: none"> <li>Jointly committed to implementing GHG inventory within two years and reducing carbon emissions by 3% every year.</li> <li>88% of the 81 members in BAS had completed the GHG inventory in the first year.</li> </ol>
Social aspect	Community services	<ol style="list-style-type: none"> <li>Established firebreaks for forest restoration at the Dadu Mountain, Taichung</li> <li>Beach clean-up at Chushui, Yuanli, collected 2,519 kilograms of waste.</li> <li>The American sales company organized a boardwalk cleaning event in Santa Monica, California.</li> </ol>
	OSH	<ol style="list-style-type: none"> <li>Giant Manufacturing Co., Ltd. obtained the "Taiwan Occupational Safety and Health Management System (TOSHMS)" certification in 2024.</li> <li>Monthly review of the Group's occupational safety incidents (including false alarms) and adoption of source improvement measures to prevent recurrences.</li> <li>Regularly conduct fire drills and occupational safety training every year to improve employees' emergency response capabilities and personal safety management.</li> <li>Organize first aid training courses and set up first aid facilities in accordance with Article 6 of the Regulations of the Labor Health Protection</li> </ol>
Governance aspect	Financial performance - inventory management	<ol style="list-style-type: none"> <li>The board of directors and the Audit Committee track progress on a quarterly basis.</li> <li>The management team reviews inventory level at least twice every month.</li> </ol>
	Stakeholder engagement	<ol style="list-style-type: none"> <li>A total of 1,300 questionnaires were sent out to identify stakeholders' topics of concern.</li> <li>Questionnaires were sent out to senior executives to understand the long-term financial impact of sustainability issues.</li> <li>Identify material sustainability issues, take response actions, and report and disclose details in the sustainability report and on the official website.</li> </ol>

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Promotion Items

Yes No

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2. Has the Company conducted risk assessments on environmental, social and corporate governance issues related to the Company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies? (Note 2)

✓

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3. Environmental issues

(1) Has the Company established a proper environmental management system designed to fit its industry characteristics?

✓

(2) Is the Company committed to improving the energy efficiency and utilizing renewable materials that have low environmental impact?

✓

Implementation Status (Note 1)	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
Description	
<p>(3) In line with the strategy of Cycling for a Better Future, three major strategic themes with corresponding long-term targets are formulated (including targets of emission reduction and circular economy) to achieve sustainability transition. Performance evaluation items of the management team can be categorized into two groups:</p> <p>a. financial metrics: contributions of each business unit to the Company's margin based on the profit and loss statements and the target achievement rates of executive officers; and</p> <p>b. non-financial metrics: the practice of the Company's core values, business management capabilities and participation in sustainable management for the calculation of performance bonus.</p> <p>The compensation system is reviewed on an ongoing basis in light of the actual operating status and relevant laws and regulations. Long-term sustainable development targets shall account for no less than 10% of the Group's annual performance evaluation. Evaluations are carried out in line with this principle, and adjusted for individual executive's level of contributions.</p>	<p>No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</p>
<p>(1) All employees of the Company are bound by the following environmental policies:</p> <p>Regulatory compliance: Gather, identify, comply and conform with all environment-related laws and requirements that are applicable given Giant's products, activities, and services, and convey relevant information to employees.</p> <p>Impact mitigation: Provide proper protection facilities and equipment or develop standard operating procedures to regulate hazardous substance, effluent and waste treatment in order to ensure effective control over their environmental impacts.</p> <p>Ongoing improvement: Implement environmental policies; set goals to Reduce, Reuse, and Recycle as well as prevent pollution; and use the outcome as the basis for performance evaluation to ensure ongoing improvement.</p> <p>Education: Enhance competence by improving skills and knowledge, and identify skills required to achieve better work performance and for employees to better understand their responsibilities. Also, encourage employees to participate in the implementation of environmental management system.</p> <p>All of our factories and subsidiaries in Taiwan and China have conducted annual GHG inventory pursuant to ISO14064-1 with third-party assurance. Emission reduction performance is tracked on a monthly basis and disclosed in the sustainability report.</p>	<p>No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</p>
<p>(2) The Company is dedicated to the development of eco-friendly, green product materials and packaging materials featuring "low toxicity," "volume reduction," and "recyclability." We not only comply with regulatory requirements but also mitigate the environmental impact of resource utilization.</p> <p>Besides green building materials, materials from the former structure are used in the construction of the Group's Headquarters where appropriate to minimize waste.</p>	<p>No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</p>

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Promotion Items

Yes No

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(3) Does the Company assess the present and future potential risks and opportunities of climate change for the entity, and adopt measures to respond to climate-related issues? ✓

## Implementation Status (Note 1)

Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons

## Description

- (3) To respond to environmental and climate-change issues, the Company conducted an in-depth study on climate risks and opportunities. By simulating extreme rainfall scenario, we confirmed that our operation bases in Taiwan are not directly subject to financial losses from disasters such as floods or mudslides.

Bicycle is an environmentally friendly green product. With low-carbon transportation gradually becomes mainstream, the market is promising in the long run with more business opportunities of the circular economy emerging. By driving the supply chain sustainability transition, we redefine the sustainable value of premium bicycles, bringing long-term financial value to the Company.

The Company advances towards manufacturing processes featuring high efficiency and low pollution. We take on an active role in the research and development of green bicycles and e-bikes in order to promote and market the concepts of energy conservation and carbon reduction to the consumer markets worldwide. Also, we have poured resources into the construction of public bike systems for many years. By the end of 2024 the systems are now available in thirteen cities/counties: Taipei City, New Taipei City, Taoyuan City, Hsinchu City (including the Hsinchu Science Park), Hsinchu County, Miaoli County, Taichung City, Chiayi City, Chiayi County, Tainan City, Kaohsiung City, Pingtung County, Taitung County. In 2024, the number of uses was 160 million times, with a reduces CO2 emission by 31,360 ton CO2e/year, we work on expanding the coverage area of public bike systems in order to change consumers' commute habits. Projects on enhancing the convenience of public bikes, service stations and usage will be launched to attract more users.

The Company keeps on promoting energy management. We replace heavy oil-based boilers with natural gas-based ones, which generate less pollution; install CNS14400-certified IE3 energy-saving motors and replace older models; and establish effluent treatment plants and water resource recovery facilities. There are also automatic systems monitoring water quality and volume. Furthermore, LED lighting and curtain-wall films are used at office buildings and factories to minimize power consumption of air conditioners, thereby contributing to the green earth.

Our domestic sales, which is deeply rooted in Taiwan, promote a green and healthy cycling life, and set sustainability and go green as part of our annual management targets. The "Cloud-based AI Energy Management Platform" was introduced in June 2019. It integrates AI and IoT in monitoring the total electricity consumption in offices. Data is then tied in with remotely controlled air conditioners to transform "energy consumption" into "energy conservation". The system saves about 30% of electricity expense and sets a fine example of having smart technology managing our lives. Our Group Global Headquarters in the Central Taiwan Science Park was officially completed and opened in 2020. The building has incorporated the concepts of energy-saving, emission-reduction as well as eco-friendliness at the design stage. It thus won the Green Building Label issued by the Ministry of the Interior, fully demonstrating the Company's commitment to environmental protection.

Over the past three years, Giant Group's Taiwan factory has been dedicated to sustainability efforts. In 2024, it further received the National Enterprise Environmental Protection Award and the Ministry of Economic Affairs Energy Conservation Benchmark Award as an honor of recognition.

No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies

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Promotion Items

Yes No

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|---|---|
| (4) Has the Company calculated its GHG emissions, water consumption and total waste weight in the past two years, and formulated policies for reductions of GHG and water consumption, or other waste management? | ✓ |
|---|---|

## Implementation Status (Note 1)

Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons

## Description

(4) Emissions of Giant's Taiwan factories between 2022 and 2024 are as follows:

Items(MT)	2022	2023	2024	Changes
GHG emission (Scope 1&2)	28,586	20,028	19,731	-1.48%
Water consumption (Water withdrawal-water discharge=Water consumption)	234,094	124,380	112,093	-9.88%
Water withdrawal	424,868	282,176	230,995	-18.14%
Water discharge	190,774	157,796	118,902	-24.65%
Waste (Recyclable + Non-recyclable)	6,085	4,011	2,855	-28.82%
Recyclable waste	4,381	2,823	1,924	-31.85%
Non-recyclable waste	1,704	1,188	931	-21.63%

No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies

\* Comparison of carbon emission per unit of production:

Year	Scopes 1 & 2 (MT)	Carbon Emission per Unit of Production
2021	28,620	32.18
2022	28,586	26.47
2023	20,028	25.14
2024	19,731	Unachieved
Reduction in 2024	-1.48%	Unachieved
Accumulated Reduction	-30.98%	Unachieved

Note: The Company adopted operation boundary defined in ISO14064-1:2018 to conduct inventory for the first time in 2021.

The Company took aggressive measures to reduce carbon emission. The quantitative targets are as follows:

Definition of GHG emission	Long-term and short-term targets	Performance in 2024
Scope 1+ Scope 2	3% reduction per year using 2021 as the base year, with the reduction target of 25% by 2030	The absolute emissions reduction target of 31% has been achieved; however, the carbon intensity target was not achieved due to factors related to production capacity and product mix.
Target of water consumption	Long-term and short-term goals	Performance in 2024
Factories	An average of 10% reduction in the first two years	Achieved
Target of total waste weight	Long-term and short-term goals	Performance in 2024
Factories	An average of 10% reduction in the first two years	Achieved

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Promotion Items

Yes No

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- (4) Has the Company calculated its GHG emissions, water consumption and total waste weight in the past two years, and formulated policies for reductions of GHG and water consumption, or other waste management? ✓

Implementation Status (Note 1)	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
Description	
<p>From the policy perspective, our environmental policies cover regulatory compliance, impact mitigation, ongoing improvement, and education. The Company has “Public Hazard Control Policy” and “Waste Management Procedures” in place for the promotion of environmental protection and energy conservation. There are also “Preventive Maintenance Management Rules” and “Power Equipment Management Rules” for energy conservation and carbon reduction of power equipment. Actions taken included:</p> <ul style="list-style-type: none"> <li>- Charity sale of the Company’s second-hand items to promote the concept of sustainability. A part of the proceeds was donated for social welfare.</li> <li>- Promotion of Sustainable 22 which includes the following actions: <ul style="list-style-type: none"> <li>Turn the lights off when leaving the work station</li> <li>· Turn the power off when getting off work</li> <li>· Set air conditioners at 25 degrees Celsius or above</li> <li>· Take the stairs instead of elevators for distance within three floors</li> <li>· Finish all food</li> <li>· Use recyclable utensils</li> <li>· Have one less hand-shaken drink every week</li> <li>· Ban the use of disposable straws</li> <li>· Go digital instead of printing</li> <li>· Use reusable shopping bags instead of plastic bags</li> <li>· Cycling to work one day every week</li> <li>· Carpool commuting</li> <li>· Set computers to power saver mode (e.g., battery efficiency, hibernate mode when going idle, etc.)</li> <li>· Eco setting for printing (e.g., printing in black and white, use reduced-size printing, duplex printing, etc.); reuse printing papers</li> <li>· Exchange second-hand items</li> <li>· Share office supplies</li> <li>· Reuse packaging materials such as cardboard boxes and envelopes</li> <li>· Use digital business cards instead of paper ones</li> <li>· Use eco-friendly dishwashing detergent and apply effective dishwashing skills</li> <li>· Turn off the lights during the one-hour lunch break</li> <li>· Refill ballpoint pens</li> <li>· Use rechargeable batteries</li> </ul> </li> <li>- Adopt energy management systems to monitor electricity consumption of office buildings.</li> <li>- New construction projects not only use environmental building materials but also salvage reusable materials to minimize waste.</li> <li>- Stop printing yearly notebooks.</li> <li>- Reduce the use of disposable materials at large events - ban the use of disposable utensils, reuse flowers from floral arrangements, and lease instead of buying LED walls.</li> </ul> <p>The Group Headquarters engage professional cafeteria management company to significantly reduce the use of disposable tableware. We also encourage the packing of leftover to avoid food waste and scrap.</p>	<p>No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</p>

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Promotion Items

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Yes No

4. Social issues

(1) Has the Company drawn up management policies and procedures in compliance with relevant laws and regulations and the International Bill of Human Rights? ✓

(2) Has the Company formulated and executed reasonable employee welfare measures (including compensation, leaves and other benefits), and had the operating performance or results properly reflected in employee compensation? ✓

## Implementation Status (Note 1)

Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons

## Description

- (1) The Company respects and supports international human rights standards and principles, including the Universal Declaration of Human Rights, the United Nations Global Compact (UNGC) and the Declaration on Fundamental Principles and Rights at Work of International Labour Organization (ILO). We comply with regulations of countries where we operate and establish as well as disclose policies concerning the protection of human rights based on the United Nations Guiding Principles on Business and Human Rights to prevent invasions or violations of human rights. Our employment policies are in compliance with labor regulations. Employees are given equal and fair opportunities with regards to recruitment, employment, training, promotion, salary, benefit, transfer, and club or leisure activities. The legal rights of every employee have been properly protected without discrimination against factors unrelated to work. To enforce recruitment policies effectively and comply with labor regulations, the Company has set up relevant measures such as employee work rules to protect the work rights of every employee. Furthermore, the industrial union and the EWC have been established where all employees are entitled to associated benefits.

The Company's human rights management policy and concrete plans are summarized below:

Human Rights Management Policy	Concrete Plans
Provide a safe and healthy work environment and assist employees in maintaining physical and mental health and a work-life balance.	Please refer to "7. (8) Health and safety" for details. Comprehensive and smooth promotion channels. By providing visually impaired massage services the Company helps the employee to alleviate fatigue and prevent chronic occupational injuries. This initiative also supports the economic independence of the visually impaired, increases their social participation, and brings more positive energy to society. The Company takes gender equality awareness training seriously, striving to create a diverse and inclusive workplace.
Prohibit forced labor and comply with local labor laws and regulations.	Adhere to the leave policy, and encourage employees to maintain a work-life balance.
Establish and sign human rights agreements with suppliers.	Invite suppliers to sign the human rights self-evaluation form. In 2024, BAS set up the first code of conduct in bicycle industry. Twelve workshops to share members' practice were organized by the BAS.

- (2) Protection of employees' legal rights and execution of non-discrimination employment policy: The Company has formulated and disclosed policies concerning the protection of human rights and implemented flexible work arrangement. Strengthening of employee relations: The Company organizes Family Day, company trips or cycling around Taiwan annually. Profit sharing and employee bonus: The Company has drawn up profit-sharing rules which reflect business performance and build the foundation for mutual trust to promote employee participation. The Articles of Incorporation state that 6 to 12 % of the Company's annual profits, if any, shall be appropriated as employee compensation. There are also employee care and provision of or assistance with employee group insurances.

No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies

No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies

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Promotion Items

Yes No

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(2) Has the Company formulated and executed reasonable employee welfare measures (including compensation, leaves and other benefits), and had the operating performance or results properly reflected in employee compensation? ✓

(3) Has the Company provided employees with a safe and healthy work environment as well as regular safety and health education? ✓

(4) Has the Company established effective career development training plans? ✓

Implementation Status (Note 1)	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
Description	
<p>Employee continuing education and training: The Company provides an environment for diverse learning and development, encouraging employees to continuously enhance their competence. Employment Retirement Rules have been established as required by law. The Company has also formulated the Rules Governing Compensation for Employees under the Honorary Retirement Plan to encourage employees' commitment during their years of service and as the Company's appreciation for their contributions.</p>	<p>No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</p>
<p>(3) The following actions have been taken for employees to have a safer and healthier work environment:</p> <ol style="list-style-type: none"> <li>a. Regular employee health checkup and graded management of special health examinations. In accordance with regulatory requirements, Giant Group conducts corresponding hazard category health examinations for operational personnel at its Taiwan and China plants. If any health concerns are identified after the examinations, these personnel will be subject to graded management.</li> <li>b. Smoke-free work place, where employees can work in a comfortable and healthy environment.</li> <li>c. Clean and safe drinking water. The Company engages EPA-certified institutions to conduct quarterly water tests on total bacteria and E. Coli counts. All water supply devices are maintained and sterilized on a regular basis.</li> <li>d. The Company holds unscheduled drills for emergencies caused by natural disasters or human errors. Employees can thus familiarize themselves with proper response plans and minimize adverse impacts.</li> <li>e. The EWC organizes outdoor activities such as cycling and company trips from time to time, inspiring employees to develop good exercise habits and healthy lifestyle.</li> <li>f. The Company organizes first-aid training in accordance with Article 6 of the Rules Governing Labor Health Protection, and provides first-aid kits throughout the premises, continuously committed to enhancing employees' awareness of occupational safety, we have developed a comprehensive occupational safety and health education and training program in accordance with the standard guidelines. This program is designed not only for new employees but also provides specialized educational content for existing staff to meet the needs of different groups and comply with relevant regulations.</li> </ol> <p>In 2024, there were 10 occupational injuries at our Taiwan factories (Which were less than 1% of the total number of employees) These incidents have been investigated with improvement measures implemented. The main types of injuries included cut, slash, scrape, mechanical injuries, and crushed or rolled up accidents. These statistics remind the Company of the importance of OSH, and motivate the Giant Group to strengthen relevant safety measures in order to safeguard the safety and health of its employees.</p>	<p>No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</p>
<p>(4) During the annual performance evaluation, line managers are required to discuss and formulate individual development plans (IDP) with their employees. Arrangements such as employee exchange programs and job rotations are available to assist employees with their career development.</p>	<p>No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</p>

Promotion Items		Yes	No
(5) Has the Company complied with relevant regulations and international guidelines regarding issues such as customer health and safety, customer privacy, marketing, and labeling of products and services? Has the Company established policies and complaint procedures to protect the rights and interests of consumers or customers?	✓		
(6) Has the Company formulated supplier management policies that require suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and the implementation results?	✓		
5. Has the Company referred to the internationally accepted report preparation standards or guidelines for its preparation of sustainability report or other reports which disclose the Company's non-financial information? Have the aforementioned reports obtained a third-party assurance or verification statement?	✓		
6. If the Company has established its own sustainable principles according to the "Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies", please specify any discrepancy between the policies and their implementation: None.			
7. Other important information to facilitate better understanding of the Company's sustainability practices: (1) Environmental protection In recent years, climate change and extreme weather have had significant impact on the global ecological environment. Consequently, there is increasing awareness on issues associated with environmental protection. Internally, we continue to promote the go green culture, while externally, we encourage the cycling culture and offer public bike rental service. We are devoted to move towards manufacturing processes featuring high efficiency and low pollution, and have more people enjoying eco-friendly products and transport. In terms of energy saving and emission reduction, we strive towards the goal of zero pollution. Sources of pollution are under close scrutiny throughout the production process and the volume of wastewater and exhaust gas emission are reduced through manufacturing process			

Implementation Status (Note 1)	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
Description	
<p>(5) The Company's website features an interactive platform for suppliers and customers, and provides a dedicated product consultation hotline for consumers. Consumers can enjoy after-sales consultation services or file complaints. Additionally, by purchasing product liability insurance, the Company ensures the protection of consumers' rights and interests. During the product sales process, when personal information from consumers is required, the Company must obtain the consumer's consent to ensure the security of their privacy. At the same time, the Company strictly complies with legal regulations prohibiting the disclosure of personal privacy. All products sold by the Company have usage instructions printed on the packaging boxes and come with a complete user manual, allowing consumers to understand and use the products with peace of mind.</p>	No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies
<p>(6) The Company has drawn up the supplier assessment rules and regularly evaluated its suppliers. Counseling is offered to suppliers with undesirable performance and their improvements are monitored. Suppliers' past conducts are also taken into consideration during the selection process. Declarations concerning compliance with labor regulations and avoidance of environmental hazards have been included as mandatory provisions in all supplier agreements. We have requested suppliers to comply with restrictions imposed by different countries on environmentally hazardous substances, such as the REACH and RoHS of EU, and commit to fulfilling their corporate social responsibilities. The Company is entitled to terminate or rescind supply agreements at any time if suppliers have violated the provisions and caused significant impact on the environment and society. Relevant rules are stipulated in "The Code of Corporate Social Responsibility for Suppliers of Giant Group". Please refer to the corporate website for details.</p>	No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies
<p>The Company prepared the 2023 Sustainability Report in accordance with the internationally accepted report preparation standards and guidelines, i.e., the GRI and SASB standards, and disclosed climate-related information by the TCFD standards. We have obtained a AA1000 moderate level of assurance from the third-party certification company AFNOR Group. The corporate website discloses events under development and their progresses. We continue to think about how corporate resources can be used to support meaningful charity events in fulfilling our social responsibilities.</p>	No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies

improvement. There are also wastewater treatment and water resource recovery facilities to mitigate the pressure on the environment. Our Group Global Headquarters in the Central Taiwan Science Park was officially completed and opened in 2020. The building has incorporated the concepts of energy-saving, emission-reduction as well as eco-friendliness in the design stage. It thus won the Green Building Label issued by the Ministry of the Interior, fully demonstrating the Company's commitment to green energy and environmental protection. In addition, as Taiwan's electricity consumption rises every year, our subsidiary, Giant Sales Co., Ltd. (Giant Sales), advertises cycling to green healthy living and sets sustainability as well as go green as parts of annual management goals. In June 2019, we launched the "Cloud-based AI Energy Management Platform" during the peak electricity season. The platform integrates AI and IoT in monitoring the total electricity consumption of offices. Data is then tied in with remotely controlled air conditioners to transform "energy consumption" into "energy conservation", saving about 30%

of the electricity expense. Besides, employees certainly feel more involved in energy conservation actions through the platform data. The Company would release the data weekly and parts of the savings are used on employee welfares, encouraging all employees to participate in smart electricity saving plans and setting a fine example of having smart technology dominating our lives.

As for the promotion of cycling culture and provision of public bike rental service, we remain committed to YouBike. By the end of 2024, YouBike operates in thirteen cities/counties: Taipei City, New Taipei City, Taoyuan City, Hsinchu City (including the Hsinchu Science Park), Hsinchu County, Miaoli County, Taichung City, Chiayi City, Chiayi County, Tainan City, Kaohsiung City, Pingtung County and Taitung County. In 2024, the number of uses was 160 million times, with a reduces CO2 emission by 31,360 ton CO2e/year. YouBike is a convenient alternative for outing and mitigates traffic congestion as well. It contributes to a green earth by creating a sustainable, smart transportation environment.

Note 1: The calculation method refers to the EasyCard Corporation's "Electronic Ticket Greenhouse Gas Inventory Management System," which is used to calculate the carbon footprint of various modes of transportation. This calculation method has been verified by the British Standards Institution (BSI).

## (2) Community engagement

In Taiwan, since 2022, Giant Group has partnered with the Taichung City Government and the Forest Restoration Association to plant fire-resistant trees, reducing the occurrence of hillside fires on Dadushan in Taichung and restoring the forest ecosystem. The seedling cultivation activities are not just about planting trees; they symbolize an important step for Giant Group towards ecological sustainability and enhancing community well-being. In 2024, the Company planted 1,200 fire-resistant trees of two species and 1,800 ecological tree islands of 77 species. By 2024, the Company had established a firebreak, removed fuel from two firebreaks, planted 1,800 fire-resistant trees, 2,004 ecological tree islands, conducted a survey of 4,086 wild trees, and conserved 250 wild seedlings.

Additionally, since 2023, Giant Group has partnered with the Yuanli Coastal Environmental Protection Association to organize the "Oceans Day Sustainable Ocean" beach cleanup event, demonstrating the Company's active commitment to marine ecological protection. The beach cleanup not only showcases Giant Group's commitment to environmental sustainability but also raises employees' environmental awareness through practical actions, setting a corporate example for marine ecological conservation. By 2024, the Company had conducted beach cleanups at the Dajia Shantoupu Coast and the southern coast of Yuanli, removing a total of 3,119 kilograms of marine debris.

In the United States, Giant Group's American sales company launched its annual ESG local action plan in September 2024, selecting the Lang Ranch - Oakbrook Vista Trail in Santa Monica, California, for trail maintenance work in collaboration with the Conejo Open Space Conservation Agency (CONEJO). This activity not only demonstrates Giant Group's commitment to the local environment but also strengthens internal corporate cohesion through teamwork, fulfilling corporate social responsibility. The team gathering after the event further enhanced interaction and communication among employees.

## (3) Social contribution

A-team:

As the leader of Taiwan's cycling industry, Giant assembled an A-team with several renowned Taiwanese suppliers of bicycle components in 2003. The objective was to prompt the transformation and upgrade of cycling industry in Taiwan, stimulate growth and development of component suppliers, as well as transform the industry from pure OEM service to proprietary brand. Although the A-team was dissolved at the end of 2016, participants in the bicycle industry continued to collaborate. Taiwan is now a world-renowned exporter of premium bicycles.

The Bicycling Alliance for Sustainability (BAS):

As global climate change intensifies, climate risk surges. In 2020, losses from natural disasters worldwide reached NT\$6 trillion as significant disaster losses have become the norm. Bikes, featuring energy-saving and low-carbon, will definitely become the Choice for consumers in terms of commuting and exercise amid the sustainability discussions. The industry chain of high-end bikes founded in Taiwan in particular has been watched closely and is indicative of future trends and directions of global cycling industry. All the more reasons that it shall not be absent from the emerging trend of environmental sustainability. For Taiwan to continue its crucial role in global cycling supply chain and ESG topics as well as for the sustainable developments of cycling

industry, Bonnie Tu, the then Chairperson, and Young Liu, the then CEO, took the initiative to invite elites and senior members of the industry to discuss the possibility of an ESG alliance of the cycling industry.

We invited 33 key leaders of the cycling industry to jointly hold a preliminary meeting for the Bicycling Alliance for Sustainability (BAS), aiming to develop a cycling-specific platform. In the two years since its establishment, under the leadership of Chairman Young Liu (Chairman of Giant Group), the alliance has been dedicated to reducing carbon emissions and promoting sustainable production. He has been re-elected for a second term as chairman.

In 2024, the Bicycle Alliance for Sustainability (BAS) had a total of 81-member companies and 254 representatives. As of the end of November 2024, 71-member companies had completed greenhouse gas inventories, and 38 had implemented product carbon footprint verification, demonstrating that BAS is at the forefront of global sustainability trends. Additionally, BAS hosted the ESG Global Initiative Forum and received recognition from international organizations, showcasing its commitment to responsible business practices. In October 2024, BAS participated in the Taiwan Climate Action Expo and was awarded the "Best Climate Partner Award," which fully acknowledged BAS's ongoing efforts in climate action and sustainable practices.

Another significant achievement of BAS is the completion of the "Bicycle Industry Code of Conduct on Human Rights," with 99% of its members having signed it. To ensure the implementation of these commitments, BAS collaborates with top global accounting firms to conduct human rights risk assessments and provide improvement recommendations.

Since its establishment in December 2022, BAS has been dedicated to promoting the bicycle industry towards low carbonization by training key personnel, measuring carbon emissions, and designing carbon reduction processes for products, integrating the bicycle value chain from upstream to downstream. Moving forward, BAS will continue to advocate the concepts of "Cyclists should enjoy carbon rights" and "Every cyclist should have their own carbon rights." These ideas are crucial for future sustainable mobility, and BAS will persistently promote sustainable values within the bicycle industry and the broader society.

#### Cycling culture:

As for abroad, we have long been part of the non-governmental organization, World Federation of the Sporting Goods Industry (WFSGI), which is officially recognized by the International Olympic Committee as representing the interest of the global sporting goods industry. The membership allows us to stay current with the dynamics of the industry and raise the visibility of domestic cycling industry worldwide. The Company has long been sponsoring the tier-1 teams of UCI Road Race and numerous local cycling teams and professional cyclists. These sponsorships not only promote Taiwan's image as a high-end bicycle manufacturer, but also benefit the Company by having professionals putting out products through rigorous tests. With cyclists' feedbacks, we are able to make ongoing improvements to our products and further strengthen the R&D potential of bicycle in Taiwan. Whether it is the cycling sports and competitions, or the new cycling culture persistently promoted by the Company's founder, people of all classes and ages can enjoy the eco-friendly and healthy life brought about by bicycles. Taiwan is now not only world-famous for being a dominant supplier of high-end bicycles and innovative products, but also for the trend of round-island cycling.

#### YouBike:

Starting from August 2012, the Company has taken on the project of "Construction and Operation of Public Bicycle Rental in Taipei City" commissioned by the Department of Transportation, Taipei City Government. Together, we start a new page for public bicycles in Taiwan. YouBike is developed around the concept of sharing. It is a 24-hour public bicycle rental system where users can rent and return the bikes at different service stations, completing the first and last mile of public transportation system. Fast growth and substantial demand for the construction prompt the establishment of YouBike Co., Ltd. ("YouBike") in 2015. The Company is dedicated to the promotion and operation of YouBike.

Ever since the successful adoption of YouBike in Taipei City, the system has been introduced to other cities, forging a better environment as well as convenient, joyful and healthy lives for citizens. The service is highly acclaimed as evidenced by the high satisfaction score in annual survey. However, challenges arise from the aggressive expansion of the system as the setup of service stations require electricity and network. In 2020, YouBike overcome the restrictions and launched YouBike 2.0 where every 2.0 bike is equipped with a smart panel. The device enables diverse rental means as it incorporates functions such as scanning QR codes/entering verification

codes. The new design along with the lightweight Dock 2.0 enables easy deployment. Stations can now be established in smaller areas, narrowing the distance as well as increasing the density of stations to achieve a greater level of convenience. The public bicycle system can therefore truly fulfill its mission of being the first and last mile of the transit system.

In January 2020, YouBike and the Department of Transportation under Taipei City Government jointly initiated the "YouBike 2.0 trial run program" at Gongguan (including the campus of National Taiwan University). During the three-month trial period, the cumulative number of bike rentals was close to 500 thousand and the number of users exceeded 60 thousand. The average daily turnover rate was above 10 times with an over 90% satisfactory rate. In the same year, YouBike 2.0 was officially introduced to Kaohsiung City, Chiayi City and Taichung City. Both the numbers of users and rentals have grown steadily. To meet demand for public bikes from different user groups, YouBike evolves with time and commences YouBike 2.0E (e-bike) in Chiayi City, Taichung City and Kaohsiung City. With electric power supplementing the human power input, seniors, long-distance riders and riders who find cycling uphill more trying can now enjoy easy, comfortable and quality riding experience. The turnover rate after the release has been impressive with enthusiastic reception from the public. In 2024, our company launched the "YouBike Carbon Reduction Ledger" app service. This app records the carbon reduction amount based on the number of times users ride YouBike, converting it into carbon reduction data and logging it into their personal carbon reduction ledger. We have also invested resources to initiate carbon reduction ledger activities with rewards, encouraging participation in carbon-reducing rides. This initiative aims to broadly promote the concept of a net-zero carbon lifestyle, combat extreme climate change, and contribute to the sustainability of our planet and our living environment.

Mr. Manfred Neun, the president of European Cyclists' Federation, has even said, "YouBike is the most successful public bike sharing model". With large-scale infrastructure construction including bike paths and a thriving public bicycle system, Taipei City has received several international awards. In addition to winning the bid for hosting the 2016 Velo-city Global, which is the first time the event has ever been held in Asia, Taipei City ranked 17th among the bicycle-friendly cities in the 2019 Copenhagenize Index, which set the record of being in the top 20 for the first time. All recognitions are excellent advertisements for the Taipei City.

Youbike is definitely the glory of Taiwan, for being reported by international media such as BBC, Discovery and NHK. It was referenced and learned by scholars and officers from all over the world, which in return help to promote Taiwan in a civil diplomatic way. Besides the successful operation model, the high reliability of the bikes and low rate of theft indicating the civilization of the nation, which surprise the other countries. Let's hope Youbike can continue to grow in and with Taiwan!

Youbike is exported to Quanzhou, mainland China, in June, 2016, and walked out of Quanzhou to Putian in 2018. With the assistance from all parties, Renting Youbike with China Union IC card successfully go live at Quanzhou and Putian. This is a groundbreaking way of vehicle renting method in China, which awards the Excellent Management in Public bicycles in the same year. In 2019, the two local government were successfully persuaded to conduct a deposit-free registration. Combining the policy with delicate management and constantly improved operation service, the membership and uses have been increased significantly. Youbike was in the stratosphere, love and praised by the citizen and media. By the end of March 2024, the accumulated uses of Putian Youbike has breach 150 million, with a total carbon deduction 72 thousand tons, equals to 3.95 million trees planted.

#### (4) Social services

Cycling Life-Style Foundation was found by King Liu the founder of the Company with celebrities in the industry in 1989, aiming to promote cycling as the healthy leisure sports in Taiwan. The foundation had been dedicated to improve the cycling environment with the vision to build Taiwan as a unite bicycle paradise of the world. All kinds of activities have been conducted since then, for school children, the Cycling New Culture Foundation organizes activities such as "Bike Riding GO," which teaches children how to ride bicycles, and "Fun Bike Ride," which combines safety education with fun challenges. The foundation also goes into elementary and junior high schools to implement bicycle safety education, organizes parent-child island cycling coming-of-age ceremonies, and summer bike camps. Additionally, it provides high-quality and safe bicycles for public use at the riverside rental stations in New Taipei City, making it the best choice for family leisure during holidays.

Furthermore, the Cycling New Culture Foundation collaborates with government agencies, local communities, and related organizations to promote cycling culture and improve infrastructure, making cycling more popular and convenient. In 2024, the foundation cooperated with the Ministry of Transportation to hold the "Island-Wide Bicycle Path and Diverse Route Construction Promotion and Local Forum," inviting experts, scholars, and local government representatives to discuss strategies for optimizing the cycling environment. Additionally, in conjunction with the United Nations' "World Bicycle Day," a large-scale cycling event was held in Hualien to encourage people to appreciate the natural beauty of the Hualien-Taitung region through cycling and to promote the use of green transportation.

YouBike, dedicated to promoting green transportation and low-carbon living, responded to World Bicycle Day on June 3, 2024, by organizing a cycling lottery event, offering prizes worth approximately NT\$1 million, with 153,008 participants. On World Car-Free Day on September 22, YouBike not only collaborated with World Gym to hold a cycling lottery event but also partnered with the Taipei City Government to promote "Green Transportation Fridays," advocating for commuters to use YouBike instead of fuel-powered vehicles, resulting in 10,315,934 rides on that day. Additionally, to deepen YouBike's role in daily urban life and promote local culture and tourism, YouBike participated in several large-scale events, encouraging people to use bicycles as a green mode of transportation. These events included the Dajia Mazu Pilgrimage, Taichung Jazz Festival, Hsinchu Xiangshan Wetland Art Festival, 2024 Taiwan Cultural Expo, and 2024 Taiwan Design Expo.

In 2024, YouBike was awarded the "Outstanding Enterprise Model Award for Air Pollution Prevention and Control" by the Taiwan Environmental Protection Administration, with a self-management label rate of over 85%, making significant contributions to improving air quality across Taiwan and becoming a benchmark enterprise for promoting green transportation.

To promote bicycle culture education, our company established the world's first interactive bicycle-themed museum, the Bicycle Culture Exploration Hall, in 2020. Through exhibitions, lectures, experiential courses, and outdoor exploration activities, the hall enhances public understanding of bicycle history, culture, safety, and environmental sustainability. In 2024, the Bicycle Culture Exploration Hall organized the "Little Bicycle Promoter Summer Camp" and the "2024 Little Ironman Bicycle Winter Camp" for children, using diverse learning methods to help children deeply understand bicycle culture, cultivate an interest in bicycles, and promote safe riding. The hall also organized the "Secret Base of Dadushan: Cultural and Ecological Exploration Mini-Trip," combining parent-child cycling with cultural exploration activities to enhance public concern for the environment and society.

Additionally, the Bicycle Culture Exploration Hall promotes the history, development, and future trends of bicycle culture through static and touring exhibitions, enhancing public awareness of green transportation. These include the "Exploring the Secrets of Bicycle Colors" themed exhibition in cooperation with the National Library of Public Information and the "Reading the Kongming Car: The Past, Present, and Future of Bicycles" themed touring exhibition in cooperation with the Taichung City Library. The hall also collaborates with the Mufeng Care Association to provide free visits for underprivileged children, giving more children the opportunity to experience bicycle culture and promoting social inclusion.

In 2024, the Bicycle Culture Exploration Hall achieved two significant milestones: obtaining the Taiwan Sustainable Travel Seal certification and participating in the compilation of Taiwan's first sustainable textbook. These achievements not only highlight the hall's commitment to promoting environmental sustainability but also create a new model for cultural venues to promote sustainable development. The Bicycle Culture Exploration Hall also obtained the Green Travel Seal certification on December 11, 2023, becoming one of the first cultural venues in Taiwan to receive this certification.

In China, Giant (Kunshan) Co., Ltd. partnered with Shanghai Hongjing Sports Development Co., Ltd. to hold the "2024 GIANT & HEROS Cycling Festival" under the guidance of the Shanghai Bicycle Sports Association and the Jiading District Sports Bureau. The event was held at the Shanghai International Circuit, an internationally renowned top-tier track known for its exciting races and unique track features. The "2024 GIANT & HEROS Cycling Festival" attracted strong support from over 30 brands, adding professionalism and enthusiasm to the event. Nearly 5,000 cycling enthusiasts from home and abroad participated, realizing their dream of cycling at the Shanghai International Circuit.

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(5) Social welfare

Through the foundation the Company donates 300 second hand bikes annually to orphanages, social welfare organizations, remote area rural schools, share bicycles fully loaded with love and happiness to every single corner in Taiwan, hoping it would help to reduce the time spent on the road to schools, to expand the living circle and broaden the vision of the students.

Bicycles were also donated to Taichung prison as training material for inmates, helping them to learn the bicycle maintenance methods and processes, which enable them to have skills after serving the sentences. It is good to receive thank you letter from those return to society.

Also, to promote the concepts of student transportation, education, safety, environmental protection, and proper exercise, and to establish correct bicycle riding concepts, since 2022, the Cycling New Culture Foundation, the Bicycle Culture Exploration Hall, and YouBike have jointly promoted the "Bicycle Education Promotion Program." This program includes two core components: "Bicycle Safety Education" and "Bicycle Culture Education." The content covers the basic structure and safety inspection of bicycles, riding safety regulations and common dangerous behaviors, guidelines for riding on campus and community bike paths, and the relationship between environmental sustainability and bicycle culture. The "Bicycle Education Promotion Program" enhances students' safety awareness and cultural literacy through systematic learning and experiential activities, promoting a healthy and sustainable cycling lifestyle. In 2024, this program was implemented in 41 campuses, covering 8,500 teachers and students across Taiwan, including 1 high school, 7 junior high schools, and 33 elementary schools.

Giant, in an effort to assist Taichung Prison in training inmates to acquire valuable skills that can be immediately applied in the job market upon their reintegration into society, has generously donated bicycles to be utilized as educational materials for bicycle repair courses. The primary objective of this educational training program is not only to cultivate inmates' understanding of the fundamental principles behind bicycle repair techniques but also to provide them with a solid theoretical foundation. Furthermore, the program aims to train inmates in the practical application of bicycle repair, ensuring a thorough comprehension of the methods and processes involved, ultimately enhancing their competitiveness in the job market upon their return to society. After completing the training, inmates will possess the capability to repair and maintain various types of bicycles, effectively paving the way for a fresh start in their lives. Upon the conclusion of the training, the Company has also received numerous heartfelt letters of gratitude from the inmates, expressing their appreciation for the opportunity to successfully complete the program and embark on a new chapter in their lives.

Through its mainland subsidiary, Giant China, our company also contributed funds in October 2008 to establish the Jiangsu Giant Cycling and Sports Foundation. The foundation is not for profit. The main purpose is to host or undertake charity bicycle projects to promote new cycling culture in China. In order to promote environmental protection, energy conservation, and emission reduction, the foundation has long-term supported public cycling activities and individual cycling for environmental protection. At the same time, in order to promote the cycling sport, the foundation carries out cycling training for children aged 2 to 12 years old. Through balance training, children can learn to ride bicycles scientifically, safely, and quickly, so that more children can love cycling. Since 2016, it has held more than 80 cycling training sessions and provided safe cycling teaching courses to more than 1,600 children. There were 15 related events held, with 1,500 players participating, and nearly 5,000 people participating in the activities. In order to promote traditional culture and combine it with cycling sports, the foundation has held cycling coming-of-age ceremonies. It is a life ritual held for young people aged 16 to 18 through cycling challenges to recognize that young people have the ability and qualifications to enter society. 24 ceremonies have been held at more than 10 area across the country since 2011 and more than 3000 young men joined.

In order to cultivate the seed of cycling athletes and support the development of cycling, the foundation has supported Kunshan New Town primary and secondary school cycling teams in training bikes and gears since 2009. From 2021, it has signed a championship agreement with New Town primary and secondary schools to provide coaches with incentives. Incentives will be given to team members who are transported to Jiangsu Province and Suzhou City. In 2023, the Commendation Conference distributed a total of 78,000 yuan to the team members and coaches sent to Jiangsu Province and Suzhou City. The school team won the 13th team championship of

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the Suzhou Sunshine Youth Cycling Race and sent a total of 12 team members to Suzhou No. 2 Sports School, of which 3 team members were sent to the Jiangsu Provincial Cycling Team. Besides funding all kinds of rides and conducting all kinds of cycling activities, the foundation is also active in poverty alleviation. An accumulation of 465 children were aided in the 7 years from 2010. The Yunlin Western Student Aid Project was conducted in 2023, 30 bikes were donated to the Henan Province Charity Union, 100 helmets were donated to schools in Songjiang District for promoting ride-safe lectures.

In 2023, being the co-host of charity event “15 minutes charity life circle” at Wujiang Rd, Kunshan city, 20 e-bikes were donated to the community as develop funds. The Company actively immerse itself in the local charity culture and in 2023 July, another co-host event with Kunshan Charity “Midsummer night, Charity market” was held and all the funds from the event were donated to support the caring activities conducted by Kunshan City.

(6) Consumers' interests

a. Innovative products and quality control

“Customer satisfaction” is the business philosophy the Company holds fast to. We respect the needs of customers and thrive to deliver innovations as well as quality products and services to meet customer expectations and earn their trust. Being people-oriented, we proceed from customers’ point of view and prioritize their health and safety as the cornerstone of our development. Product safety regulations and examinations have been our number one focus. We have strict quality control certification mechanisms in place from material selection, production standard to acceptance records in order to ensure stable quality. Besides complying with international standards such as EN and JIS, we design more challenging quality standards to provide customers with products that are safe and sound - raise the bar.

b. Comprehensive product warranty system

We have product manuals and after-sales service information on the corporate website for all of our products, giving consumers clear and open product information. They can therefore have a thorough understanding of the specifications, performance and user instructions of the product as a way to protect their interests. Repair and maintenance centers are established at each of our global sales offices to provide prompt after-sales services to customers worldwide. Since 2012, all bike frames are covered by lifetime warranty while non-consumable parts have an over one-year warranty. The Company also maintains a US\$10 million product liability insurance for global consumers to have the best product assurance available.

c. Emphasis on customer relations and rights

To better understand our customers’ opinions concerning products and services, diverse communication channels have been established, including customer service hotline, feedback email account and satisfaction survey. Customers can report or file complaints through these open channels for product defects or service concerns. Relevant units would then identify the causes and proceed accordingly. We set up a comprehensive complaint management and tracking mechanism to ensure our customers can receive satisfactory responses and solutions. We respect customer privacy. To assure customers the safety of using services available on the official websites of the Company and related brands, the collection and use of customer information at our websites comply with the “Personal Data Protection Act”. For our global operations, we also comply with local regulations such as EU’ s General Data Protection Regulation (GDPR). We are committed to protect customer privacy with reasonable procedures.

(7) Human rights

All of the Company’ s human resources policies have complied with the government’ s labor regulations. Employees are treated equally within the Company, regardless of their nationality, race, gender or age. The Company respects each employee’ s work rights. We want all employees to have the opportunity to learn, grow and put their abilities to the best use at work. Employees may approach line managers, the human resources department or industrial unions, or use other means to raise complaints and seek solutions for any unfair treatment. At the Headquarters, each gender accounts for no less than one-third of total employees and no less than 30% of senior executive positions and above. At local offices, more than two-thirds of the Presidents in own brand sales companies are of local nationalities.

Giant Group Taiwan Factory	2024 Migrant Worker Care Measures
Regular/Irregular Activities	<ol style="list-style-type: none"> <li>1. Organize Taiwanese folk festival activities, such as Moon Festival barbecues and Chinese New Year gatherings, to help migrant workers integrate into Taiwanese culture and enjoy the festivities together.</li> <li>2. Organize Taiwanese folk festival activities, such as Moon Festival barbecues and Chinese New Year gatherings, to help migrant workers integrate into Taiwanese culture and enjoy the festivities together.</li> <li>3. Organize Taiwanese folk festival activities, such as Moon Festival barbecues and Chinese New Year gatherings, to help migrant workers integrate into Taiwanese culture and enjoy the festivities together.</li> </ol>
Daily Care	<ol style="list-style-type: none"> <li>1. Assist migrant workers with daily life needs, such as sending parcels and seeking medical care when ill.</li> <li>2. Provide psychological consultation services for migrant workers.</li> <li>3. Request agencies to send specialists to visit the factory weekly to check on the work conditions and daily living situations of migrant workers.</li> </ol>
Legal consultation services	<ol style="list-style-type: none"> <li>1. Provide consultation on issues related to the Employment Service Act for migrant workers.</li> <li>2. Offer guidance on daily legal knowledge for migrant workers, such as banking transactions and traffic regulations.</li> </ol>
Welfare Measures	<ol style="list-style-type: none"> <li>1. In addition to statutory labor and health insurance, provide group insurance similar to that of Taiwanese employees.</li> <li>2. Offer various gifts, such as birthday presents, wedding cash gifts, childbirth cash gifts, and condolence cash gifts for family members' deaths.</li> <li>3. Participate in the Company's year-end party and lottery activities.</li> </ol>
Dormitory Care Measures	<ol style="list-style-type: none"> <li>1. Insure dormitories with public liability insurance and fire insurance to ensure the rights of migrant workers.</li> <li>2. Provide personal lockers that can be locked.</li> <li>3. Offer various recreational facilities, such as open space for entertainment activities and farmland for growing vegetables.</li> <li>4. Supply air conditioning during the summer.</li> </ol>
No Agency Fees (Planned in 2024, Implemented in 2025)	<ol style="list-style-type: none"> <li>1. In the migrant workers' home countries, the employer covers the costs and arrangements for the migrant workers to come to Taiwan, including agency fees, regulatory fees, medical examination fees, visa fees, and passport fees.</li> <li>2. In Taiwan, the employer bears the costs for the migrant workers during their stay, including agency service fees, medical examination fees, residence permit fees, and passport fees.</li> </ol>

Note 1: If "Yes" is ticked under the "Implementation Status", please explain the key policies, strategies, and measures adopted and implementation results thereof. If "No" is ticked, please state the difference and reasons and specify related policies, strategies, and measures to be adopted in the "Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons" column. For Promotion Items 1 and 2, however, the TWSE/TPEX-Listed Companies shall describe the governance and oversight framework of sustainable developments, including but not limited to the determination of management guideline, strategy and target as well as review measures. Risk management policy or strategies on environmental, social and corporate governance topics associated with operation and the assessment thereof shall also be stated.

Note 2: Materiality principle refers to environmental, social and corporate governance issues that have significant impacts on the Company's investors and other stakeholders.

Note 3: Please refer to the examples of best-practices on the website of Corporate Governance Center, Taiwan Stock Exchange for disclosure methods.

## (8) Health and safety

Hazard prevention measures adopted by the Company include: machinery inherent safety program, work safety control, random on-site audits, employee education and training, work safety improvement initiatives, hazard identification and risk management, employee health checkup, environmental improvements (the 5S), fire safety management and emergency response. The above management mechanisms assure employees of a safe and comfortable work environment. The Company recognizes the importance of employee health, for it is not merely employees' personal wealth, but also the foundation for corporate sustainability. The Company has long been dedicated to the management of employee health. In addition to general health checkups, employees involved in special operations are subjected to special health checkups. The risk-based health management system gives better insight into employees' well-being. First-aid kits and medical equipment have been prepared at all work sites with certified first-aid officers available to handle accidental injuries. Furthermore, health promotion activities are organized in line with government's initiatives to provide employees with proper health knowledge. The Company has stressed the important of worksite safety and health management during the construction of Group Global Headquarters in the Central Taiwan Science Park. We set the record of zero accident with helps from construction and supervisory teams and won the Construction Safety and Excellence Award from the Ministry of Labor in 2020.

## (9) Other CSR activities

The Group's headquarters in CTSP has made numerous efforts to support domestic cultural development. By supporting domestic artists' creations, their works are displayed in the lobby on the first floor of the headquarters, providing visiting vendors and guests an opportunity to appreciate them. The Bicycle Culture Exploration Hall is like a thick cultural encyclopedia, showcasing the history, design, technology, and charm of bicycles. It is not just an exhibition space but also a place for gathering knowledge and exchanging insights. Here, we can feel the lightness, elegance, and freedom of bicycles. Every bicycle has its unique story, and every rider has their passion and dreams. "We hope that people all over the world will truly fall in love with cycling through experience!" Additionally, to encourage cyclists to challenge themselves by touring the island, the Company warmly welcomes cyclists passing by the Company and provides vehicle inspection and repair services.

## Climate-Related Information of TWSE/TPEX Listed Company - 1 Implementation of Climate-Related Information

Item	Implementation status
1. Describe the oversight and governance of the board and management on climate-related risks and opportunities.	1. Please refer to Table (5)1 above
2. Describe how the identified climate-related risks and opportunities would affect the business, strategy, and finance of the entity (short, medium, and long-term).	2. Please refer to Table (5)2 above
3. Describe the financial impact of extreme weather events and transition activities.	3. Please refer to Table (5)2 above
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	4. Please refer to Table (5)2 above
5. If scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, and analysis factors adopted as well as major financial impacts shall be described.	5. Not applicable
6. If there is a transition plan for managing climate-related risks, describe the plan details, and the indicators and targets used to identify and manage physical risks and transition risks.	6. Please refer to Table (5)3 above
7. If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.	7. Not applicable
8. If climate-related targets have been set, the activities covered, the scope of GHG emissions, the planning horizon, and the progress achieved each year shall be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or the quantity of RECs to be offset shall be specified.	8. Please refer to Table (5)3 above
9. GHG inventory and assurance status as well as reduction targets, strategy, and concrete action plans.	9. Please refer to Table (5)3 above

(6) Implementation of Ethical Management and Non-compliance with “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies” and Reasons

Evaluation Item	Yes	No
1. Establishment of ethical management policies and schemes		
(1) Has the Company formulated ethical management policies approved by the board of directors and clearly expressed its ethical management policies and measures along with commitments of the board of directors and senior management to proactively implement those management policies in its internal rules and external documents?	✓	
(2) Has the Company established assessment mechanism for risk arising from unethical conducts, regularly analyzed and assessed operating activities with higher risk of unethical conduct within its business, and formulated preventive schemes accordingly, which at least contained preventive measures for conducts set forth in Paragraph 2, Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies”?	✓	
(3) Has the Company specified in its schemes to prevent unethical conduct the operating procedures, conduct guidelines, disciplinary measures and compliant system, and has the Company implemented them accordingly and regularly reviewed those schemes?	✓	
2. Implementation of ethical management		
(1) Has the Company reviewed the counterparty’s history of ethical conduct and included the compliance of business ethics as a clause in the contract?	✓	
(2) Has the Company established an exclusively (or concurrently) dedicated department under the board of directors to promote ethical conducts and regularly (at least once per year) report its ethical management policies and preventive schemes for unethical conducts as well as implementation status to the Board?	✓	
(3) Has the Company established policies to prevent conflicts of interest, provided appropriate communication channels and thoroughly implemented the policies?	✓	
(4) Has the Company established effective accounting and internal control systems for the implementation of ethics management and had the internal audit unit formulating relevant audit plans based on the assessment outcome of risk associated with unethical conducts? Has the Company then performed audits on the compliance with the preventive schemes for unethical conducts accordingly, or entrust the CPAs to conduct the audits?	✓	
(5) Has the Company regularly held internal and external training sessions on ethical management?	✓	

Implementation Status (Note 1)	Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons
Description	
<p>(1) The Company has established the “Principles of Business Ethics” in 2015, which explicitly requires the Board of Directors and the management to be committed to proactively implement the principles through actions.</p> <p>(2) Ethical behaviors have also been outlined as part of the Company’s human resource management policy, which all employees shall comply with. During annual employee assessments, managers would take into account employees’ ethical conducts. There are also consultation and reporting channels in place to handle all possible issues properly.</p> <p>(3) Ethical behaviors have also been outlined in the Company’s procurement and supply contracts. Business transactions shall be conducted accordingly and employees are prohibited from offering and accepting bribes in any commercial activity.</p>	<p>No material deviation is found in comparison with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies</p>
<p>(1) The Company has explicitly stated the ethics principles in its procurement and supply contracts. Counterparties that violate the ethics principles will be banned from all future business dealings.</p> <p>(2) The Company has established a concurrently dedicated business ethics unit (the Global HR Center) under the Board. The unit submits written reports of its operation to the Board annually. To prevent conflicts of interest, proper complaint channels are introduced. The Company established “Principles of Business Ethics of Giant MFG. Co., Ltd.” in 2015 followed by “Guidelines on Ethical Behaviors of Giant Group” in 2017. Moreover, senior management would convey the importance of Giant’s values, i.e., integrity, partnership, passion and challenge, as well as ethics at monthly meetings.</p> <p>(3) The Company’s Rules of Procedure for the Board of Directors’ Meetings contains provisions on avoidance of conflicting interests. There are complaint channels available to report conflicts of interest when the incident arises.</p> <p>(4) The Company has established effective accounting and internal control systems to enforce business ethics and both systems operate smoothly at present. Based on the risk assessment outcome, internal auditors would develop risk-oriented annual audit plans, which are used for conducting management audits or unscheduled project audits on financial statement preparation process.</p> <p>(5) The Company organizes quarterly business consensus conferences and monthly as well as weekly meetings for senior management to communicate with employees on the brand value of “authenticity” and the corporate value of “integrity” through the use of appropriate cases when the occasion arises.</p> <p>In 2024, the internal and external training sessions on business ethics organized by Giant through quarterly business consensus conferences and monthly plus weekly meetings totaled 9,752 hours. 4 consensus conference elaborating the Company culture and value were held by chairman, CEO, CSO and CHO. Junior supervisors participated the conferences and the total attendance of the year came to 1,076.</p>	<p>No material deviation is found in comparison with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies</p>

Evaluation Item		
	Yes	No
3. Implementation of whistleblowing system		
(1) Has the Company established specific whistleblowing and reward systems, set up conveniently accessible complaint channels, and designated appropriate individuals to handle the complaint received?	✓	
(2) Has the Company established standard operating procedures to investigate the complaints received, actions to be taken upon the completion of investigation, and relevant mechanisms for confidentiality?	✓	
(3) Has the Company established measures to protect whistleblowers from retaliation?	✓	
4. Enhancement on information disclosure		
Has the Company disclosed its Principles of Business Ethics and information about implementation of such guidelines on its website and MOPS?	✓	
5. If the Company has established its own Principles of Business Ethics pursuant to the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies", please specify any discrepancy between the Principles and their implementation: None.		
6. Other important information to facilitate better understanding of the Company's ethical management practices (e.g., the Company's reviews and amendments concerning its Principles of Business Ethics, etc.): None.		

## Implementation Status (Note 1)

Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies and Reasons

## Description

- (1) There are complaint channels and iCare mailbox(iCare@giant.com.tw) available at the corporate website to facilitate the reporting of misconducts. Information received such as the name, the job title of the whistle blower, the content of violation, unethical or dishonored behaviors as well as the proofs, are kept confidential and forwarded directly to Giant's senior management (Chief of HR in the group and General manager in subsidiary). The incident would be further raised to the Chairman or independent director if director or Senior manager was involved.
- (2) The Company's internal policy explicitly states that confidential information cannot be revealed to other parties except for reporting to the person in charge.
- a. Complaint channels: The Company has complaint channels and iCare mailbox at the corporate website.
  - b. Procedures:
    - (a) Whistleblowing: The department accepting the misconduct reporting shall ascertain the informant's intention and evidence. Cases that involve violation of laws or unethical/dishonest behaviors, an investigation team should be established. The investigation team must notify the involved parties within ten days to present the facts and submit the evidence to the general manager for handling.
    - (b) The Company handles all misconduct reporting with the utmost confidentiality, considering the content as classified information which shall be verified through independent channels. Identities of the whistleblowers shall be fully protected as confidential information.
    - (c) Safety of the whistleblower shall be secured, and cautions shall be paid special attention to according to confidentiality statement. Where the whistleblower is an employee, the Company ensures that the employee will not be retaliated against due to whistleblowing.
    - (d) Specific protective measures: Tracking and providing work adjustment recommendations, offering necessary counseling and assistance.
    - (e) The Company allows the subject of investigation fair opportunities to respond to the claim in order to safeguard his/her rights and protect him/her from retaliation. Personnel Arbitration Committee hearings are held whenever deemed necessary.
    - (f) Acceptance of the case, investigating procedures and the results, as well as all supporting documents, shall be preserved according to protocols, at least to a firm judgement is given if the case is trial related.
- (3) Where the whistleblower is an employee, the Company ensures that the employee will not be retaliated against due to whistleblowing.

No material deviation is found in comparison with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies

The Company has a corporate website and discloses information associated with ethical operations in the "Corporate Governance" section.

No material deviation is found in comparison with Ethical Corporate Management Best Practice Principles for TWSE/TPEX-Listed Companies

- (7) Other important information material to the understanding of corporate governance within the Company:

<https://www.giantgroup-cycling.com/ir-corporategovernance>

- (8) Disclosures relating to the execution of internal control system:

A. Declaration of Internal Control System

Giant Manufacturing Co., Ltd.  
Declaration of Internal Control

Date: March 14, 2025

The following declaration had been made based on 2024 self-assessment of the Company's internal control:

1. The Company acknowledges and understands that establishment, implementation and maintenance of the internal control system are the responsibility of the board and managers, and that such a system has been implemented within the Company. The purpose of this system is to provide reasonable assurance in terms of business performance, efficiency (including profitability, performance, asset security etc), reliable, timely and transparent financial reporting, and regulatory compliance.
2. There are inherent limitations to even the most well-designed internal control system. As such, an effective internal control system can only reasonably assure achievement of the three goals mentioned above. Furthermore, changes in the environment and circumstances may all affect the effectiveness of the internal control system. However, the internal control system of the Company features a self-monitoring mechanism that rectifies any deficiencies immediately upon discovery.
3. The Company evaluates the design and execution of its internal control system based on the criteria specified in "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as "The Governing Principles") to determine whether the existing system continues to be effective. Criteria introduced by "The Governing Principles" consisted of five major elements, each representing a different stage of internal control: (1.) Control environment; (2.) Risk evaluation and response; (3.) Procedural control; (4.) Information and communication; and (5.) Supervision. Each element further encompasses several sub-elements. Please refer to "The Governing Principles" for more details.
4. The Company has adopted the abovementioned criteria to validate the effectiveness of its internal control system design and execution.
5. Based on the assessments described above, the Company considers the design and execution of its internal control system to be effective as at December 31, 2024. This system (including the supervision and management of subsidiaries) has provided assurance with regards to the Company's business results, target accomplishments, reliability, timeliness and transparency of reported financial information, and its compliance with relevant laws.
6. This declaration constitutes part of the Company's annual report and prospectus, and shall be disclosed to the public. Any illegal misrepresentation or concealment in the public statement above are subject to the legal consequences described in Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
7. This declaration was passed unanimously without objection by all 11 Directors present at the board meeting dated March 14, 2025.

Giant MFG. Co., Ltd.  
Chairman: Young Liu  
CEO: Phoebe Liu

- B. If the internal control system was reviewed by an external CPA, the result of such review must be disclosed: None.

(9) Major resolutions passed in shareholder meetings and BOD in the most recent year up till the publication date of this annual report, and execution progress:

Date	Meeting category	Major resolutions	Outcome of resolution
2024.06.21	Shareholders meeting	<ol style="list-style-type: none"> <li>1. Approval of the Company's financial statements for the year ended December 31, 2023</li> <li>2. Approval of the Company's 2023 earnings distribution</li> <li>3. Election of all directors</li> <li>4. Removal of non-competition restrictions on new directors and their representatives in the Company.</li> </ol>	Voted and passed by all shareholders

Major resolutions passed in 2024 shareholders meeting and the execution progress

A. Approved the 2023 business report and financial statements.

B. Approved the 2023 earnings distribution.

Implementation status: The record date was set at August 31, 2024 and the payment date was set at September 19, 2024. The cash dividend is determined at NT\$5 per share

C. Approved the election of all directors.

D. Approved the removal of non-competition restrictions on new directors and their representatives in the Company.

Major resolutions of 2024 Board meetings and implementation status:

Date	Major Resolutions	Outcome of Resolution
2024.03.13 15 <sup>th</sup> meeting of the 17 <sup>th</sup> term	<ol style="list-style-type: none"> <li>1. Acknowledgment of the outcome of 2023 internal control self-assessment</li> <li>2. Distribution of 2023 remuneration to directors</li> <li>3. Distribution of 2023 compensation to employees</li> <li>4. Financial statements for the year ended December 31, 2023 of the Company</li> <li>5. 2023 earnings distribution of the Company</li> <li>6. Election of all directors</li> <li>7. Discussion of methods, date, venue and agendas for the 2023 annual general meeting</li> </ol>	<p>Attendance of independent directors: 3 Opinions of independent directors: None Actions taken concerning opinions of independent directors: None Resolution: For the 5., unanimous approval of all directors and pay cash dividends in NTD \$5 For the rest, unanimous approval of all directors Implementation: Implemented in accordance with the resolution</p>
2024.05.10 16 <sup>th</sup> meeting of the 17 <sup>th</sup> term	<ol style="list-style-type: none"> <li>1. Change of CPAs due to internal job rotation of the CPA firm</li> <li>2. Financial statements for the three months ended March 31, 2024 of the Company</li> <li>3. Candidate Nomination for the election of Directors (incl. Independent Directors)</li> <li>4. Lifting of non-compete restrictions for newly elected directors and their representative</li> </ol>	<p>Attendance of independent directors: 3 Opinions of independent directors: None Actions taken concerning opinions of independent directors: None Resolution: Unanimous approval of all directors Implementation: Implemented in accordance with the resolution</p>
2024.06.19 5 <sup>th</sup> special meeting of the 17 <sup>th</sup> term	<ol style="list-style-type: none"> <li>1. By participating in this asset acquisition bidding process, subsidiary SPIA Cycling Inc. aims to potentially acquire valuable assets from Foundation Fitness, LLC, Stages Cycling, LLC, Stages Indoor Home Cycling LLC, Stages Ride, LLC etc. bankrupt companies.</li> </ol>	<p>Attendance of independent directors: 3 Opinions of independent directors: None Actions taken concerning opinions of independent directors: None Resolution: Unanimous approval of all directors Implementation: Implemented in accordance with the resolution</p>

Date	Major Resolutions	Outcome of Resolution
2024.06.21 1 <sup>st</sup> meeting of the 18 <sup>th</sup> term	1. Election of the 18th chairperson of the Company	Attendance of independent directors: 3 Opinions of independent directors: None Actions taken concerning opinions of independent directors: None Resolution: Mrs. Bonnie Tu was elected as chairperson Unanimous approval of all directors Implementation: Implemented in accordance with the resolution
2024.08.09 2 <sup>nd</sup> meeting of the 18 <sup>th</sup> term	1. Financial statements for the six months ended June 30, 2024 of the Company 2. Election of the 6th Remuneration Committee members 3. Amendments to the Company's "Procedures for "Procedures for Handling Internal Material Information"	Attendance of independent directors: 3 Opinions of independent directors: None Actions taken concerning opinions of independent directors: None Resolution: Unanimous approval of all directors Implementation: Implemented in accordance with the resolution
2024.11.08 3 <sup>rd</sup> meeting of the 18 <sup>th</sup> term	1. 2025 internal audit plan 2. Financial statements for the nine months ended September 30, 2024 of the Company 3. Reviewing of company's CPAs audit fee 4. Transferring the patent and trademark usage rights from the subsidiary SPIA Cycling, Inc. back to the parent company Giant Manufacturing Co., Ltd. 5. Amendments to the "Rules of Procedure for the Board of Directors' Meetings" and "Charter for Audit Committee" 6. Agree to the "Human Rights Code of Conduct of the Taiwan Bicycling Alliance for Sustainability" and establish it as the "Giant Group Human Rights Code of Conduct." 7. The Company's endorsement and guarantee limit for the subsidiary GIANT VIETNAM MANUFACTURING COMPANY LIMITED (GVM).	Attendance of independent directors: 3 Opinions of independent directors: None Actions taken concerning opinions of independent directors: None Resolution: Unanimous approval of all directors Implementation: Implemented in accordance with the resolution
2024.12.13 4 <sup>th</sup> meeting of the 18 <sup>th</sup> term	1. Loan increase to the subsidiary, Giant Europe B.V. 2. 1 commitment of subsidiary D. Mag (Kunshan) New Material Technology Co., LTD., will make to get listed on the stock exchange in China. 3. Job reassignment for the group chief functional officers. 4. 2024 Year-end bonus distribution principle and the remuneration to managers	Attendance of independent directors: 3 Opinions of independent directors: None Actions taken concerning opinions of independent directors: None Resolution: For the 2., except for related parties or the individual themselves who abstain from participating in the discussion of this proposal due to a conflict of interest, this proposal has been approved by the other directors. For the rest, unanimous approval of all directors Implementation: Implemented in accordance with the resolution
2024.12.27 1 <sup>st</sup> special meeting of the 18 <sup>th</sup> term	1. Election of the Chairman 2. Appointment of the CEO	Attendance of independent directors: 3 Opinions of independent directors: None Actions taken concerning opinions of independent directors: None Resolution: Unanimous approval of all directors Implementation: Implemented in accordance with the resolution

(10) Documented opinions or declarations made by directors against board resolutions in the most recent year, up till the publication date of this annual report: None.

## 4. Disclosure on audit fee

Name of accounting firm	Name of CPAs	Audit period	Audit fee	Non-audit fee	Total	Remarks
Deloitte & Touche, Taiwan	Su, Ting-Chien Chiang, Shu-Ching	2024	NT\$4,260 thousand	NT\$395 thousand	NT\$4,655 thousand	None

Non-audit fee including the service fee charged related to the application for Tax Preferences, provisional payment of income tax, and direct deduction method of input tax.

Note: If there is a change of CPA or accounting firm during the year, please specify the audit periods separately and state reasons for the change in the Remarks column.

- (1) The reason for less audit fee after CPA had changed: None.
- (2) The reason and effect of why the audit fee is reduce by more than 10% compared with the previous year: None.

## 5. Change of CPA

### (1) Former CPAs

Date of Change	Starting from the first quarter of 2024
Reasons and Explanation of Changes	In compliance with regulatory requirements on rotation
State Whether the Appointment is Terminated or Rejected by the Consignor or CPAs	None
The Opinions Other than Unmodified Opinion Issued in the Last Two Years and the Reasons for the Said Opinions	None
Is There Any Disagreement in Opinion with the Issuer	None
Supplementary Disclosure (Disclosures Specified in Article 10.6.1.4~7 of the Standards)	None

### (2) Successor CPAs

Accounting Firm	Deloitte & Touche
CPA	Su, Ting-Chien and Chiang, Shu-Ching
Date of Engagement	Starting from the first quarter of 2024
Prior to the Formal Engagement, Any Inquiry or Consultation on the Accounting Treatment or Accounting Principles for Specific Transactions, and the Type of Audit Opinion that Might be Rendered on the Financial Report	None
Written Opinions from the Successor CPAs that are Different from the Former CPA' s Opinions	None

## 6. The Company's Chairman, President, or any managers involved in financial or accounting affairs being employed by the accounting firm or any of its affiliated company in the last year: None.

## 7. Details of shares transferred or pledged by directors, supervisors, managers and shareholders with more than 10% ownership interest in the last year, up till the publication date of this annual report:

### (1) Transfer and pledge of shares by directors, supervisors, managers and major shareholders

Title (Note 1)	Name	Year 2024		Year-to-date as at March 30, 2025	
		Increase (decrease) in shares held	Increase (decrease) in shares pledged	Increase (decrease) in shares held	Increase (decrease) in shares pledged
Chairperson	LIU, YUON-CHAN (Young Liu)	-	-	-	-
Director	LIU, SU-CHUAN (Phoebe Liu)	121,000	-	-	-
Director	Kinabalu Holding Company	-	-	-	-
Director	THO, TU HSIU-CHEN (Bonnie Tu)	2,684,000	-	-	-
Director	Yuan Hsin Investment	-	-	-	-
Director	CHIU, TA-PENG	(158,956)	-	-	-
Director	YANG, MENG-HSUEH (Marcel Yang)	497,000	-	-	-
Director	CHIU, TA-WEI	-	-	-	-
Global head of R&D	CHANG, SHENG-CHANG	-	-	-	-
Chief Operating Officer of HPB Division	CHEN, GUEI-YAO	-	-	-	-
Global Chief of Finance	WANG, PI-YU	-	-	-	-
Head of Accounting	PAN, CHIAO-LI	-	-	(1,000)	-
Corporate Governance Officer	LIU, CHIA-CHIEH	-	-	-	-

Note 1: Shareholders with more than 10% ownership interest are highlighted as major shareholders and listed separately.

A. Transfer of shares where the counterparty is a related party: None.

B. Pledge of shares where the counterparty is a related party: None.

## 8. Relationships among top-10 shareholders

August 31, 2024 (Ex-Dividend Date)

Name (Note 1)	Shares held in own name		Shares held by spouse and underage children (Note 2)		Shares held in the names of others		Relationship characterized as spouse or relative of second degree or closer among the top-10 shareholders. (Note 3)	
	Shares	%	Shares	%	Shares	%	Name	Relationship
Kinabalu Holding Company	18,238,183	4.65%	-	-	-	-	THO, TU HSIU-CHEN (Bonnie Tu)	Chairperson
Representative: THO, TU HSIU-CHEN (Bonnie Tu)	Please find as below column	-	-	-	-	-	-	-
HSBC in Its Capacity as Master Custodian for the Account of HSBC Corporation Limited (Note 4)	17,453,817	4.45%	-	-	-	-	-	-
LIU, YUON-CHAN (Young Liu)	16,296,026	4.16%	-	-	-	-	LIU, CHIN-PIAO (King Liu) LIU, SU-HUA	Father and Son Brother and Sister
THO, TU HSIU-CHEN (Bonnie Tu)	13,006,668	3.32%	97,214	0.02%	-	-	Kinabalu Holding Co.Ltd.	Chairperson
Fubon Life Insurance Co., Ltd.	11,712,236	2.99%	-	-	-	-	-	-
Representative: Howard Lin	0	0	-	-	-	-	-	-
Chunghwa Post Co., Ltd.	10,035,223	2.56%	-	-	-	-	-	-
Representative: HONG-MO, WU	0	0	-	-	-	-	-	-
Cathay Life Insurance Company, Ltd.	9,694,703	2.47%	-	-	-	-	-	-
Representative: Ming-Ho, Hsiung	0	0	-	-	-	-	-	-
LIU, CHIN-PIAO (King Liu)	7,738,278	1.97%	-	-	-	-	LIU, YUON-CHAN (Young Liu) LIU, SU-HUA	Father and Son Father and Daughter
LIU, SU-HUA	7,441,777	1.90%	207,000	0.05%	-	-	LIU, CHIN-PIAO (King Liu) LIU, YUON-CHAN (Young Liu)	Father and Daughter Brother and Sister
CitiBank Taiwan Custodianship of the Norges Bank Investment Account- External Manager BlackRock Investment Management (Taiwan) Limited. (Note 4)	7,316,321	1.87%	-	-	-	-	-	-

Note 1: All top-10 shareholders have been listed. For corporate shareholders, the name of the corporate entity and the name of the representative are shown separately.

Note 2: The shareholding percentage includes shares held under own name, spouse's name, underage children's names, and the names of others.

Note 3: Relations among the abovementioned shareholders (including corporate and natural-person shareholders) have been disclosed in accordance with the relationships defined in Regulations Governing the Preparation of Financial Reports by Securities Issuers.

Note 4: The custodial account cannot obtain the representative's information.

## 9. Aggregate shareholding percentage in long-term investments

December 31, 2024

Invested businesses (Note)	Held by the Company (A)		Held by directors, supervisors, managers, and directly or indirectly controlled enterprises (B)		Aggregate shareholding (A+B)	
	Shares	%	Shares	%	Shares	%
Growood Investment Ltd.	26,619,300	100%	-	-	26,619,300	100%
Gaiwin B.V.	502,661	100%	-	-	502,661	100%
Darzins Holdings Ltd.	14,888,928	100%	-	-	14,888,928	100%
Giant Sales Co., Ltd.	14,000,000	100%	-	-	14,000,000	100%
Merdeka International Ltd.	6,000,003	100%	-	-	6,000,003	100%
Giant Investment Co., Ltd.	-	100%	-	-	-	100%
Giant Bicycle Mexico S. de R.L. de C. V.	-	0	-	100%	-	100%
Microprogram Co., Ltd.	8,886,000	18%	-	-	8,886,000	18%
YouBike Co., Ltd.	84,800,000	100%	-	-	84,800,000	100%
AIPS Technology Co., Ltd.	50,000,000	100%	-	-	50,000,000	100%
Giant Vietnam Manufacturing Company Limited	-	100%	-	-	-	100%
GIANT SEA BICYCLE COMPANY LIMITED	-	100%	-	-	-	100%
Giant Bicycle (Thailand) Co., Ltd.	499,999	100%	-	-	499,999	100%

Note: The above investments were accounted for using the equity method in the parent-only-financial statement.



# Three. Funding Status

## 1. Capital and outstanding shares

### (1) Source of capital

#### A. Share categories

March 30, 2025    Unit: shares

Share category	Authorized capital			Remarks
	Outstanding shares	Unissued shares	Total	
Common shares	392,064,626	102,935,374	495,000,000	Public-listed shares

#### B. Changes in share capital

Unit: NTD, shares

Approval date	Face value (NTD)	Authorized capital		Paid-up capital		Sources of share capital	Paid in properties other than cash	Remark
		Shares	Amount	Shares	Amount			
1972.10.27	100	40,000	4,000,000	40,000	4,000,000	Company founded with cash	None	
1974.01.03	100	100,000	10,000,000	100,000	10,000,000	Cash issue totaling NT\$6,000,000	None	
1976.04.21	100	120,000	12,000,000	120,000	12,000,000	Cash issue totaling NT\$2,000,000	None	
1978.04.10	100	180,000	18,000,000	180,000	18,000,000	Cash issue totaling NT\$6,000,000	None	
1981.08.04	100	400,000	40,000,000	400,000	40,000,000	Cash issue totaling NT\$8,500,000 Capitalization of earnings NT\$13,500,000	None	
1982.09.30	100	600,000	60,000,000	600,000	60,000,000	Capitalization of earnings NT\$20,000,000	None	
1983.08.05	100	993,600	99,360,000	993,600	99,360,000	Capitalization of earnings NT\$39,360,000	None	
1984.07.10	100	1,500,000	150,000,000	1,500,000	150,000,000	Capitalization of earnings NT\$50,640,000	None	
1986.08.15	100	1,980,000	198,000,000	1,980,000	198,000,000	Cash issue totaling NT\$19,200,000 Capitalization of earnings NT\$28,800,000	None	
1988.04.01	100	3,600,000	360,000,000	3,600,000	360,000,000	Cash issue totaling NT\$162,000,000	None	
1990.07.15	10	50,000,000	500,000,000	50,000,000	500,000,000	Capitalization of earnings NT\$140,000,000	None	Note1
1992.08.13	10	60,000,000	600,000,000	60,000,000	600,000,000	Capitalization of earnings NT\$100,000,000	None	Note2
1993.07.15	10	100,000,000	1,000,000,000	87,000,000	870,000,000	Cash issue totaling NT\$150,000,000 Capitalization of earnings NT\$60,000,000 Capitalization of capital reserves NT\$60,000,000	None	Note3
1994.10.28	10	135,000,000	1,350,000,000	108,750,000	1,087,500,000	Capitalization of earnings NT\$217,500,000	None	Note4
1995.05.26	10	135,000,000	1,350,000,000	135,000,000	1,350,000,000	Cash issue totaling NT\$153,750,000 Capitalization of earnings NT\$54,375,000 Capitalization of capital reserves NT\$54,375,000	None	Note5
1996.06.21	10	189,000,000	1,890,000,000	148,500,000	1,485,000,000	Capitalization of capital reserves NT\$135,000,000	None	Note6
1997.06.25	10	189,000,000	1,890,000,000	163,350,000	1,633,500,000	Capitalization of capital reserves NT\$148,500,000	None	Note7
1998.07.04	10	189,000,000	1,890,000,000	179,685,000	1,796,850,000	Capitalization of earnings NT\$81,675,000 Capitalization of capital reserves NT\$81,675,000	None	Note8
1999.06.28	10	223,000,000	2,230,000,000	197,653,500	1,976,535,000	Capitalization of earnings NT\$143,748,000 Capitalization of capital reserves NT\$35,937,000	None	Note9
2000.06.29	10	240,000,000	2,400,000,000	227,301,525	2,273,015,250	Capitalization of earnings NT\$271,847,000 Capitalization of capital reserves NT\$24,633,000	None	Note10

Approval date	Face value (NTD)	Authorized capital		Paid-up capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of share capital	Paid in properties other than cash	Remark
2001.06.13	10	320,000,000	3,200,000,000	261,396,760	2,613,967,600	Capitalization of earnings NT\$340,952,000	None	Note11
2002.07.05	10	320,000,000	3,200,000,000	280,183,561	2,801,835,610	Capitalization of earnings NT\$187,868,000	None	Note12
2008.07.07	10	320,000,000	3,200,000,000	295,887,188	2,958,871,880	Capitalization of earnings NT\$157,036,000	None	Note13
2009.07.02	10	400,000,000	4,000,000,000	355,064,626	3,550,646,260	Capitalization of earnings NT\$591,774,000	None	Note14
2010.07.27	10	400,000,000	4,000,000,000	375,064,626	3,750,646,260	Cash issue totaling NT\$200,000,000	None	Note15
2019.07.08	10	495,000,000	4,950,000,000	375,064,626	3,750,646,260	The authorized capital increased only.	None	Note16
2022.05.26	10	495,000,000	4,950,000,000	392,064,626	3,920,646,260	Cash issue totaling NT\$170,000,000	None	Note17

Note 1: A share split was completed during the 1990 cash issue, at which time the NT\$100 face value was split into NT\$10.

Note 2: Approval document (Tai TSAI cheng(1) No.02073) on August 13, 1992.

Note 3: Approval document (Tai TSAI cheng(1) No. 29085) on July 19, 1993.

Note 4: Approval document (Tai TSAI cheng(1) No. 44720) on October 28, 1994.

Note 5: Approval document (Tai TSAI cheng(1) No. 30933) and (Tai TSAI cheng(1) No. 30934) on May 26, 1995

Note 6: Approval document (Tai TSAI cheng(1) No. 38807) on June 21, 1996.

Note 7: Approval document (Tai TSAI cheng(1) No. 49202) on June 25, 1997.

Note 8: Approval document (Tai TSAI cheng(1) No. 57356) on July 4, 1998.

Note 9: Approval document (Tai TSAI cheng(1) No. 58938) on June 28, 1999.

Note 10: Approval document (Tai TSAI cheng(1) No. 56213) on June 29, 2000.

Note 11: Approval document (Tai TSAI cheng(1) No. 137632) on June 13, 2001.

Note 12: Approval document (Tai TSAI cheng(1) No. 0910136920) on July 5, 2002.

Note 13: Approval document (FSC (1) No. 0970033651) on July 7, 2008.

Note 14: Approval document (FSC No. 0980032858) on July 2, 2009.

Note 15: Approval document (FSC No. 0990037661) on July 27, 2010.

Note 16: Approval document (Jing Shou Shang No. 10801083150) on July 8, 2019.

Note 17: Approval document (FSC No. 1110342934) on May 26, 2022.

## (2) List of major shareholders: shareholders with more than 5% ownership interest or are among the top 10

Name of major shareholder	August 31, 2024 (Ex-dividend Date)	
	No. of shares held	Ownership (%)
Kinabalu Holding Company	18,238,183	4.65%
HSBC Taiwan Custodianship of The Hongkong and Shanghai Banking Corporation Limited Account	17,453,817	4.45%
LIU, YUON-CHAN (Young Liu)	16,296,026	4.16%
THO, TU HSIU-CHEN (Bonnie Tu)	13,006,668	3.32%
Fubon Life Insurance Co., Limited.-TWOTC-FFI	11,712,236	2.99%
Chunghwa Post Co., Ltd.	10,035,223	2.56%
Cathay Life Insurance Company, Ltd.	9,694,703	2.47%
LIU, CHIN-PIAO (King Liu)	7,738,278	1.97%
LIU, SU-HUA	7,441,777	1.90%
Citibank Taiwan Custodianship of the Norges Bank investment account manage by Blackrock Investment Management (Taiwan) Limited	7,316,321	1.87%

## (3) Dividend policy and execution

### A. The Company's dividend policy:

Annual surpluses concluded by the Company are first subject to taxation and reimbursement of previous losses, followed by a 10% provision for statutory reserves; however, no further provision is needed when statutory reserves have accumulated to the same amount as the Company's paid-up capital. Any surpluses remaining shall then be subject to provision or reversal of special reserves, as the laws may require. The residual balance can then be added to undistributed earnings carried from previous years and distributed or retained at board of directors' proposal, subject to resolution in a shareholder meeting.

The Company's dividend policy is developed based on current and future development plans after taking into consideration the investment environment, capital requirement, domestic/foreign competition, and shareholders' interests. No less than 20% of distributable earnings is paid as dividend. Dividends can be paid in cash or in shares, with cash dividends amounting to no lesser than 20% of total dividends.

B. Dividends proposed for the upcoming shareholder meeting:

The board of directors has proposed to pay cash dividends at NT\$2.2 per share for the 2024 earnings distribution.

C. Expected change in dividend policy: None.

(4) Impacts of proposed stock dividends on the Company's business performance and earnings per share: None.

(5) Employee/director/supervisor remuneration:

A. Percentage or range of employee/director/supervisor remuneration stated in the Articles of Incorporation:

\* Pursuant to the Articles of Incorporation: profits concluded by the Company in a financial year are subject to employee remuneration of 6% ~ 12%, and director remuneration of no more than 2%. However, profits must first be taken to offset against cumulative losses if any.

Employee remuneration can be paid in cash or in shares. Payments may also be made to employees of affiliated companies that satisfy the eligibility criteria.

The two decisions above are resolved by the board of directors and reported during the next shareholder meeting.

B. Basis of calculation for employee/director/supervisor remuneration and share-based compensations; and accounting treatments for any discrepancies between the amounts estimated and the amounts paid:

\* Employee remuneration was determined at 7% and director remuneration at 2% of distributable earnings. The amounts resolved by the board were indifferent from the amounts estimated in the latest financial statements.

C. Employee remuneration approved by the board of directors:

a. Employee/director remuneration, in cash or in shares:

\* Cash payment of employee remuneration amounted to NT\$156,807,876, which is indifferent from the amount previously recognized as expense in the year occurred.

\* Payment of director remuneration amounted to NT\$44,548,246, which is indifferent from the amount previously recognized as expense in the year occurred.

b. Amount of employees' remuneration paid in shares, and percentage relative to net income and total employees' remuneration shown in consolidated/standalone financial statements: None.

D. Actual payment of employee/director/supervisor remuneration in the previous year (including the number of shares allocated, the sum of cash paid, and the price at which shares were issued), and any differences from the figures estimated (explain the amount, the cause, and treatment of such discrepancies):

\* The board of directors and shareholders meeting previously resolved to pay cash remuneration totaling NT\$322,534,167 for employees and NT\$92,067,267 for directors out of the Company's 2023 earnings. The amounts recognized as expenses were indifferent from the amounts actually paid.

(6) Repurchase of company shares: None.

## 2. Disclosure relating to corporate bonds:

### (1) Issuance of Corporate Bond

Types of corporate bonds	The first domestic unsecured convertible bonds (code:99211)
Issuing Date	June 13, 2022
Face value	NT\$100,000
Issue and trading place	Taipei Exchange
Issue price	100.5% of par value
Issue amount	NT\$4,000,000,000
Interest rate	0%
Term	5 years. Issued on June 13, 2022 with the maturity date on June 13, 2027
Guarantee agency	Not applicable
Trustee	KGI Bank
Underwriting agency	KGI Securities Co., Ltd.
Legal Counsel	Handsome Attorneys-at-Law/Chiu, Ya-Wen, Attorney-at-Lawyer
Auditor	Deloitte & Touche, Taiwan CPA: Su, Ting-Chien ; Wu, Lie-Dong
Repayment method	Repaid in cash at face value upon maturity
Outstanding principal	NT\$4,000,000,000
Terms of Redemption or advance settlement	<p>(I) From the following day after this convertible bond is issued for three full month (September 14, 2022) to 40 days before its maturity (May 4, 2027), if the closing price of common shares exceeds 30% (inclusive) of the conversion price for 30 consecutive business days, the Company may send a "bond recall notice" with a one-month deadline (the period is calculated starting on the date the notice is mailed, and the deadline is the bond recall record date; the period may not be the cessation of conversion period) via registered mail to bondholders (based on the list of bondholders five business days before the bond recall notice is mailed, an announcement will be made for other investors who obtain this bond through trading or other methods afterwards) within 30 business days. The redemption price is the face value of the bond, redeemed in cash. The Company will send a request to Taipei Exchange to make an announcement. When executing the recall request, the Company shall recall the convertible bond from the holder at face value in cash within 5 days after the bond recall record date.</p> <p>(II) From the following day after this convertible bond is issued for three full months (September 14, 2022) to 40 days before its maturity (May 4, 2027), if the outstanding balance of convertible bonds is less than 10% of the total amount issued, the Company may send a "bond recall notice" with a one-month deadline (the period is calculated starting on the date the notice is mailed, and the deadline is the bond recall record date) via registered mail to bondholders (based on the list of creditors five business days before the bond recall notice is mailed, an announcement will be made for other investors who obtain this bond through trading or other methods afterwards). The redemption price is the face value of the bond, redeemed in cash. The Company will send a request to Taipei Exchange to make an announcement and exercise its redemption right. When executing the recall request, the Company shall recall this convertible bond from the holder at face value in cash within 5 days after the bond recall record date.</p> <p>(III) If the bondholder fails to reply in writing to the Company's stock affairs agency before the bond recall benchmark date stated in the "bond recall notice" (it will be effective when delivered, based on the postmark date as proof if it is mailed). The Company will, within 5 business days after the bond recall benchmark date, redeem the bonds at the face value in cash.</p> <p>(IV) The business day following the benchmark date for the recall of the convertible bonds is the OTC termination date for the convertible bonds. The deadline for bondholders to request conversion is the second business day after the OTC termination date.</p>
Restrictions	None.
Credit rating agency name, rating date, corporate bond rating results	None.

Other right attached	Amount of converted (exchanged or subscribed) ordinary shares, overseas depository receipts or other securities as of the publication date of the annual report	None.
	Issuance and conversion (exchange or subscription) method	Please refer to the issuance and conversion methods.
Issuance and conversion, exchange or subscription methods, issuance conditions on possible dilution of equity and impact on existing shareholders' rights and interests	The convertible bonds interest rate is 0%, allowing the Company to obtain low-cost capitals. Additionally, the conversion price is issued at a premium based on the market price of common stock, so there should be no negative impact on shareholders' equity.	
The name of the entrusted custodian of the exchange target	Not applicable	

## (2) Conversion of corporate bond information

Types of corporate bonds		The first domestic unsecured conversion of corporate bonds (code:99211)		
Item	Year	2023	2024	Year-to-date March 30,2025
	Convert the market price of corporate bonds	Highest	106.70	109.80
Lowest		95.20	98.90	99.00
Average		101.49	106.18	99.74
Conversion price		266.00	260.00	260.00
Issue (processing) date and Conversion price at the time of issue		Issued date : June 13, 2022 Conversion price at the time of issuance: NT\$ 290.7		
Fulfillment of conversion obligations		Issuance of new shares		

3. Disclosure relating to preferred shares: None.

4. Disclosure relating to global depository receipts: None.

5. Employee stock options: None.

6. Employee restricted shares: None.

7. New shares issued for merger or acquisition: None.

8. Progress on planned use of capital: None.



# Four. Operational Overview

## 1. Operations

### (1) Scope of business

#### A. The Company's business activities include:

- a. Manufacturing and sale of bikes, stationary bikes, electric bikes, and related products.
- b. Manufacturing and sale of aluminum parts and rims.
- c. Investment in bicycle production and sales companies.
- d. Consultation service and investment.
- e. Research, development, application, and promotion of carbon fiber composite materials.
- f. Manufacturing and sale of Sport Goods.
- g. Local and overseas travel service.
- h. Bike leasing and promotion of outdoor activities.

#### B. Weight of business activities:

			Unit: NTD thousands
Product	Net sales	Weight	
Bikes	63,208,689	88.68%	
Materials	4,392,764	6.16%	
Others	3,677,319	5.16%	
Total	71,278,772	100.00%	

#### C. The Company's current products:

##### a. Performance racing bikes:

Bikes that are designed for Asian Games, Olympic Games, Le Tour de France, amateur races, and triathlons. Suitable for riding on asphalt, cement and stone-paved road surfaces, and for users who enjoy the thrill of speed. Wheel size is mostly 700C and 27 inches.

##### b. Road bikes:

Featuring lightweight, thin tires and multiple gears, road bikes are suitable for riding on asphalt, cement and stone-paved surfaces for short distance, long distance, workouts and recreational use.

##### c. City trekking bikes:

Suitable for riding on asphalt, cement and stone-paved surfaces, for recreational as well as commuting use in metropolitan areas. The Company makes a variety of models in this category, such as urban terrain, sports and commuting series with 700C wheels ranging from 26 to 27 inches in diameter.

##### d. Mountain bikes:

Suitable for unpaved surfaces, such as mountain and forest trails. Favored by people who love nature, outdoor sports and mountain activities. Mountain bikes are generally characterized by their rugged frame, thick tires, deep tread, multiple gears, and front/full suspension. Mountain bikes are divided into downhill racing and off-road racing.

##### e. Youth bikes:

Bikes that feature extra safety designs for children and teenagers, and bikes designed for performance and games.

f. Women's bikes:

The Company's Liv brand targets female consumers exclusively, and aims to appeal to women's ergonomics, riding occasions, taste, and color preference. Road bikes, mountain bikes, city bikes, and personal and vehicle accessories have been introduced under this brand.

g. Folding bikes:

Bikes that can be folded effortlessly into smaller size and hand-carried or stored in the trunk of a car. The Company manufactures folding city bikes, mountain bikes and electric bikes in this category.

h. Trekking bikes:

Featuring a body similar to road bikes, trekking bikes are characterized by their multi-gear design, integrated racks, and high load capacity that make them suitable for long-distance travels.

i. Stationary bikes:

Used exclusively indoors, stationary bikes offer a broad range of workout programs for users to choose from and maintain fitness data. They appeal to those who wish to exercise indoors regardless of weather and time constraints.

j. Electric bikes (e-bikes):

Featuring batteries, powered motors and electronic parts. They use electricity to for pedaling support, and hence allow people to ride with less effort. Suitable for recreational and commuting use.

D. New product development plans: Brand and Product Outlook

a. Giant

(a) Cyclist/Team Sponsorship

For sponsorship, Giant continues to support Team Jayco ALUla for road bikes, Giant Factory Off Road Team for mountain bikes and the world's top athletes for gravel bikes and triathlon, championing them to shine on the world stage in different fields and promoting the Giant brand and its related products. On top of exposures at races, the teams and athletes also assist in product development and testing to develop world-class competitive products.

(b) Bicycle

In 2025, Giant is making a full-scale push across the cycling industry. In March, at the Taipei Cycle Show, Giant will unveil its latest products featuring innovative new materials, demonstrating the Group's commitment and vision for the future. Following this, at the European Bike Show and during the Whistler Mountain biking season, Giant will introduce a new line of youth bicycles, reinforcing its dedication to sustainability in the cycling market and beyond. In the competitive mountain biking category, Giant is set to launch a game-changing new model—going beyond traditional frame designs to introduce an integrated component system that will elevate the experience and performance of race-level mountain bikes to unprecedented heights.

(c) E-Bike

In 2025, Giant will introduce a groundbreaking new product in the E-Trekking market. Staying true to its commitment to rider safety as the top priority, this next-generation e-bike will be smarter and safer than ever, seamlessly integrating riders, apps, and smart devices to deliver an unparalleled cycling experience. Additionally, Giant will unveil an innovative competition-level e-mountain bike, developed in collaboration with our sponsored champion rider, Marcelo. We look forward to leading the way in e-mountain bike innovation with this exciting breakthrough!

(d) Gear

Keeping pace with the trend of scientific training, Giant is investing in the development of the Power Revo pedal-based power meter, designed to lower the entry barrier for power training tools and enable more riders to enhance their efficiency and performance. Furthermore, the new Aurea sunglasses series features a lightweight, aerodynamic frame paired with premium German Zeiss optical lenses, ensuring exceptional clarity and enhanced safety during rides. Giant is also introducing an electronic pump equipped with a digital pressure gauge, allowing riders to precisely adjust tire pressure for optimal performance across various terrains.

b. Liv

(a) Bicycle

Liv continues to maintain close communication with athletes and consumers, gaining deep insights into the diverse needs of its target groups and consistently introducing high-quality products that align with their expectations. Beyond the adult female market, Liv is also dedicated to developing specially designed bicycles for girls and young women. These bikes are not merely scaled-down versions of adult models but are thoughtfully engineered with a deep understanding of young female cyclists' unique body characteristics, riding habits, and needs, ensuring a truly tailored riding experience.

(b) E-Bike

In 2024, the Liv product team toured Europe and discovered that even with e-bikes, women highly value lightweight design. In response, Liv will launch a new range of lightweight e-bikes in 2025, expanding its product lineup to a broader audience. The goal is to empower more women—whether riding entry-level e-mountain bikes or E-Trekking bikes—to cycle with elegance, expressing their confidence through the joy of riding.

(c) Gear

Liv continues to elevate the quality and variety of women's cycling gear. The latest Vantage collection features long- and short-sleeve jerseys in multiple colors, paired with matching rear-closure cycling shorts and socks, embracing a mix-and-match styling concept. Three levels of functional gloves will also be introduced, color-coordinated with the apparel, allowing female cyclists to showcase their style. For helmets, Liv is launching the new Rivet triathlon helmet, designed for racing. In addition to Mips technology for enhanced safety, it offers excellent ventilation and aerodynamics. Engineered for a precise fit, it boosts comfort while helping riders push their limits and achieve peak performance. For urban cyclists, the new Liv Novo Mips helmet blends vintage-inspired aesthetics with modern safety features, including Mips technology and a detachable rear light for improved visibility during nighttime rides.

c. Momentum

Momentum plans to launch the second-generation Vida E+ in the U.S. market this year, maintaining its signature comfort-focused design while upgrading the motor and battery for enhanced performance. Featuring a shock-absorbing seatpost and a low step-through frame, the new Vida E+ ensures an unparalleled riding experience for consumers of all ages and sizes. A new optional throttle-assist feature provides instant power support, making rides even more effortless. Additionally, in compliance with U.S. regulations, the new Vida E+ will be the first Momentum model to receive full UL certification, offering consumers greater peace of mind.

d. CADEX

At the beginning of 2025, CADEX unveiled the new MAX Aerodynamic Disc Wheel at the Tour Down Under. Weighing just 1,000 grams, it features an integrated ultra-light carbon fiber spoke and hub flanges, seamlessly concealed beneath a sleek CADEX 1K carbon fabric layer.

This innovative design delivers unmatched lightness and rigidity, while its adjustable spoke tension enhances aerodynamic performance and handling. Tested rigorously by the Jayco ALUla and Liv Jayco ALUla professional teams, as well as World Triathlon Champions, the MAX Aerodynamic Disc Wheel has become a game-changing tool for athletes striving for personal bests in time trials and triathlons.

Additionally, CADEX is set to roll out the Amp 3D saddle, the brand's first saddle produced using advanced 3D printing technology. Building on the success of the highly acclaimed Amp saddle, this new model enhances pedaling efficiency and riding comfort. Its specially engineered 3D-printed structure further improves support and cushioning, delivering an exceptional riding experience.

## (2) Industry history and overview

### A. Industry history

Taiwan's bicycle industry began after the Japanese colonial period. In the beginning, bikes were imported from abroad to meet domestic demands. It was not until the 1970s when cycling emerged as a popular sport in the United States, that Taiwan's bicycle industry began to prosper for more than 40 years. Due to lack of domestic demand, manufacturers first began by providing OEM service for European and American brands, which made bikes a typical export-driven industry. Through OEM service, manufacturers began to develop the know-how, the R&D capacity, as well as a comprehensive supply system.

In 1980, Taiwan exported more than 3 million bikes and surpassed Japan to become the world's largest bicycle exporter. This advantage lasted until 1991 when China emerged to surpass Taiwan in terms of bicycle export volume, but the value of exported bikes still fell far below Taiwan at that time. In 2000, China surpassed Taiwan in both export volume and value, and officially replaced Taiwan as the world's largest bicycle exporter. However, in recent years, the industry had created the A-Team, a group of elite manufacturers that successfully shifted the focus of Taiwan's cycling industry towards high value-adding R&D and production. A-Team achieved its strategic target and was dissolved in 2016. Nevertheless, Taiwan remains an important supplier of mid-end and high-end bikes in the world.

### B. Industry overview

The Company has built its presence in the bicycle markets all over the world. The Group's businesses can be divided into production and marketing. The former covers proprietary brands and OEM services while the latter serves proprietary brands exclusively. Our brands were founded in Taiwan and later ventured into global markets in 1986. At present, the major markets were Europe, USA and China.

After the previous cycling frenzy in 2007, Taiwanese manufacturers started to adjust their domestic sales strategies. They reexamined the structures and strategies of product, marketing and channels, while strengthening marketing and consumer experience. After three years of adjustment and transformation, bikes are no longer regarded as merely a tool for commute but more for sports and recreation which were the major forces behind the increasing cycling population each year. The booming demand for bikes since COVID-19 in 2020 is believed to be the new normal and brings enormous business opportunities to the cycling industry. Today, Taiwan's bicycle market continues to exhibit consistent growth, where Giant is being recognized by domestic consumers as the No. 1 brand.

Taiwan's cycling industry has been deeply impacted by inventory in the European and American markets this year, low and middle-end bicycles and E-bikes have a relatively large decline. Due to changes in the economic environment and green awareness, Taiwan's exports volume of high-end bicycles is relatively stable and sales in China are booming. Average unit price for export has also raised steadily, proving Taiwan's leading position in high-end bicycles.

Upstream, midstream and downstream connections of the bicycle industry

Industry role	Upstream		Mid-stream			Downstream
Supply	Raw materials	Structures	Controls and wheels	Drivers and suspension systems	Electronic Control Unit	Bicycle assembly
Product category	Aluminum and carbon fiber materials	Front fork	Handlebar Handle post Saddle, seat post Rim Gear, steel wire Tire and tube	Brake lever, rim brake Brake wire Suspension fork Rear suspension	Motor Battery Monitor Controller	Assembly of bikes and parts Sale of bikes and parts Servicing of bikes and parts  Customers & consumers

(3) Technological research and development

A. R&D expenses in the most recent fiscal year up to the publication date of this annual report: NT\$1,424,074 thousand in 2024

B. Technologies or products successfully developed: Brand and product review

a. GIANT

(a) Bicycle

In March 2024, Giant introduced the all-new TCR competition road bike, featuring an ultra-light 690g frame built with Advanced SL carbon technology. Paired with 28mm tubeless tires and CADEX 40 Max integrated wheels, the TCR strikes the perfect balance of stiffness-to-weight ratio and aerodynamics. Its optimized frame geometry enhances both handling and pedaling efficiency, making it the ideal choice for professional athletes and amateur cyclists striving for ultimate speed. This model has since become the best-selling road bike in the Group's history.



In May 2024, Giant launched the Faith, a dual-suspension bike specifically designed for young riders. Its development philosophy focused entirely on youth optimization, from the frame and suspension to wheel configuration. The innovative, in-house-developed CREST suspension system, built with high-precision engineering, delivers exceptionally smooth suspension travel—even for riders as light as 30kg. Upon its debut, the Faith stunned the industry, quickly becoming the Group's best-selling youth dual-suspension bike.

In June 2024, Giant entered the gravel bike market with the new Revolt. Featuring an innovative internal cable routing system, an integrated storage box on the down tube, and gravel-specific large-diameter wheels, the Revolt made a strong impression at the European Bike Expo. By early 2025, it had earned the title of Best Gravel Road Bike, solidifying its place as Giant's next major growth driver.

Returning to the mainstream mountain bike market, Giant unveiled the all-new Talon trail bike in September. With dynamic design and class-leading performance, the Talon targets the next generation of cyclists. It not only captured consumer attention but also received widespread acclaim from global dealers, who praised it as a game-changing model with the potential to reshape the competitive landscape.

## (b) E-Bike

Giant demonstrates its innovation in e-bike yet again through the Trance X Advanced E+ Elite. The model is the Group's first lightweight, carbon composite e-mountain bike with full suspension, and the only one in the industry using the 22700 cells. The battery is smaller but capable of supporting the high torque of e-bikes. The model is also the one and only lightweight e-bike which delivers full fat torque outputs, i.e., 85Nm, in a lightweight package. Furthermore, cyclists can adjust acceleration, torque and power output through the exclusive RideControl App, offering a higher level of customization and intelligence. Unlike lightweight e-mountain bikes that target high-end customers, Giant also launches Stance E+ this year. The model is equipped with 800Wh battery, giving an average range of 140km and a maximum of 250km for a single battery charge. Such outstanding performance in travel range has boosted its sales.



## b. Liv

## (a) Bicycle



Liv's high-end bicycle line continues to push the limits with cutting-edge design and manufacturing technologies. It launches two high-performance models for road racing and mountain bike competitions: the Langma Advanced and Pique Advanced, both engineered for female athletes.

The Langma Advanced reinforces its position as a leading women's road climbing bike, featuring a lightweight, high-rigidity frame paired with

top-tier wheel specifications—empowering female riders to excel at the Tour de France.

Meanwhile, the Pique Advanced has undergone a full upgrade, with enhancements in manufacturing technology and geometry. Its lighter frame and more aggressive setup give riders a significant competitive advantage on Cross Country (XC) race courses.

## (b) E-Bike



In October 2024, Liv launched the world's first e-road bike designed specifically for women—the Avail Advanced E+ Elite. Staying true to Liv's commitment to meeting women's needs, the bike features a lightweight carbon fiber design and a full range of sizes, from XS to L, empowering women of all body types to fully enjoy the cycling experience. In September, the Avail Advanced E+ Elite was unveiled at a press event attended by media representatives from

six European countries (the U.K., Germany, France, Italy, Poland, and the Netherlands), highlighting Liv's strong ambition to expand in the European market. Meanwhile, in Taiwan, the Liv Asia Ambassador Formosa 900 Wuling Challenge held in November further positioned the Avail Advanced E+ Elite as the ultimate climbing bike for women, fueling a surge in demand with product sold out shortly after its launch.

c. Momentum

In 2024, Momentum introduced the Kompakt E+ e-bike to the European market, designed for easy storage in SUVs. With a sleek, streamlined design, an integrated ABUS lock, and built-in front and rear lights, it is ideal for urban commuting and weekend outdoor adventures. Equipped with a MIK cargo system for versatile accessory options, the Kompakt E+ adapts to diverse lifestyles. Its adjustable handlebar accommodates riders from 145 to 190 cm, ensuring a comfortable fit. The SyncDrive Move Sport2 mid-drive motor, Enviolo automatic transmission, and shock-absorbing seatpost deliver an exceptionally smooth and comfortable ride. Additionally, the battery—developed in collaboration with Panasonic—meets the highest safety standards for reliable performance. Launched in April 2024 in Germany and the Netherlands, the Kompakt E+ quickly gained widespread market attention and received highly positive feedback.



d. CADEX

(a) Reinforcing the brand’s top-tier professional image:

CADEX continues to strengthen its position as a leader in R&D. In 2024, it introduced four top-tier road cycling products, including the Max 40 wheelset, Aero & Race integrated handlebars, and Race GC tires, demonstrating its cutting-edge innovation and solidifying its presence in the high-end market while highlighting key product advantages:

- Max 40 wheelset – Featuring advanced integrated hub flanges and carbon fiber spokes, combined with DBL dynamic balanced spoke lacing, the Max 40 achieves the perfect combination of lightweight construction and aerodynamic performance.
- Aero & Race integrated handlebars – Offering both aerodynamic and lightweight options, these handlebars meet the demands of modern high-performance road bikes.
- Race GC tires – Designed with a 240 TPI casing and low rolling resistance, the Race GC enhances both efficiency and grip, catering to all-around riding needs.

(b) Enhancing brand value and competitiveness:

With extreme performance at its core, CADEX delivers a perfect balance of lightweight construction and stability. In 2024, the brand launched the “EFFORT IN. SPEED OUT.” marketing campaign, reinforcing its commitment to quality. This philosophy runs through every stage—from R&D and production to race-day performance—emphasizing teamwork and an unwavering pursuit of excellence.

#### e. Long and short-term business plans

Being the modern Cycling Service brand, which communicates with end users, we use E-comm, Giant ID and Digital Marketing to connect us with consumers, build the cycling ecosystem, and focus on the R&D of one and only products. Business models other than manufacturing are also emerging. By tying in digital transformation with highly efficient matrix organization, executing disciplined and well-functioned production/sales plans to bring inventory down to normal level, and managing collections and payments, we enhance the Group's resilience for sustainable growth.

The short-term business plans include the completion of global production arrangements, the investments in automated production, and the strengthening of the short supply chain in Europe in order to enhance the Group's overall competitiveness in manufacturing and supply. As for sales, we will continue to expand our presence worldwide and improve our digital marketing capabilities. We will deliver innovative products to satisfy consumer demand through our four main brands: GIANT, Liv, Momentum and CADEX, and initiate market trends. Following the success of DCF, we will promote channel modernization, increase the digital content of Giant Retail Academy, enhance value-added services, and connect O+O. The Group also calls on partners to found the BAS with the objective of committing to lowering carbon emissions from bike consumption and production, and ensuring a sustainable production and supply framework, thereby turning bikes into true green products. We hope the cycling industry in Taiwan would bring the world to embrace low carbon business opportunities and adopt bicycles to be the best solution for green transportation, while earning carbon credits and turning adversities into advantages.

## 2. Market and sales overview

### (1) Market analysis

The industry expects to see continuous growth in the global bicycle market with a size of US\$147.2 billion by 2027. Asia Pacific region is deemed as the most promising segment among all while e-bike will be a crucial driver for the sustainable growth.

Differentiated by market and channel, products can be segmented into "Specialty market" which focuses on recreation and competition models, the "Mass market" which addresses the commuting and transportation models, and the "Sports market" which contains the few models between the previous two markets.

Demands from developing countries lean towards commuting, whereas recreation/sport models are the primary demand from developed countries supplemented by commuting products.

#### A. Locations where products are mainly sold:

Unit: thousand units, NTD thousands

Location	Sales volume	Sales value	Sales value as a percentage to total
America	186	6,153,770	8.63%
Europe	562	23,877,973	33.50%
Asia	2,718	30,950,178	43.42%
Taiwan	79	5,344,652	7.50%
Others	405	4,952,199	6.95%
Total	3,950	71,278,772	100.00%

B. Market share:

- a. The Company has long maintained its leading position in Taiwan. It specializes in the recreational/sports variety, owns 300 exclusive distribution stores, and has the best brand image and awareness in the domestic market.
- b. The Company has had 20 years in the Chinese market and was the first brand to introduce recreational/sports series. It currently owns around 3,000 distribution stores, and with the strategy of GIANT, Liv, Momentum 3 brand, GIANT has secured its place as the No. 1 bicycle brand in China.
- c. Europe, especially Western Europe, is an important market to Giant. Giant has already established good brand image here, and its European plants have played an important role. Today, GIANT is one of the top three brands in EU.
- d. North America leads the cycling trends with mainstream being the mountain bikes. As E-bike regulations have gradually matured in the last two years, the market has flourished. Giant has had more than 20 years of experience in the North American market, where it serves consumers through more than 1,000 distribution stores. It is currently one of the top three brands in North America.

C. Future market supply, demand and growth:

The rising awareness of energy-saving and carbon reduction has made bikes, bicycles have become the best green transportation device worldwide. Cycling offers a number of benefits in terms of fashionable lifestyle, health, short-distance commuting, recreation and environmental protection, and has become a necessity in life. In addition to proactively promoting the use of bikes, governments around the world aggressively invest in relevant infrastructures. Subsidies are granted to encourage and entice the public to take on bikes and e-bike. European Parliament even passes the resolution to double the kilometers cycled in Europe by 2030 and sets out action plans. There are also markets that see new business opportunities from the perspective of companies encouraging their employees. All in all, we expect to see continuous growth in bicycle demands and sales in the future.

D. Competitive advantage:

a. Product advantage

The Company has built the GIANT Cycling World through its Performance, Sports, Innovative Lifestyle (PSI) product lines with the concept of indoor cycling to satisfy consumers' cycling requirements worldwide. Regardless of the environment or purpose of the rides, consumers can find a bike that meet and satisfy their needs through the unique "GIANT Cycling World".

The Company has always stressed the importance of product research and development as well as innovation. It invests substantial resources on the development of new technologies and models annually to initiate and lead the trends as well as create competitive advantages with product differentiation. By sponsoring professional cycling teams, we can continuously perfect our products via rigorous tests and feedback of professional cyclists. Our sole objective is to develop products that go beyond consumers' expectations.

b. Production advantage

The Company was founded as a manufacturer. It started with the Toyota Production System (TPS) and gradually developed its own Giant Production System. Over time, the Company has accumulated abundant manufacturing experience and competence. Giant currently operates eight bicycle factories around the world. Thus, it has access to production resources in various parts of the world, and the competitive advantages of each factory can be optimized via job specialization on a global scale. Together with full utilization of supply chain at each factory, we have the strong competitiveness we enjoy today. At present, the Group proactively promotes ERP system upgrades to improve automated manufacturing process, thereby facilitating the shift towards Industry 4.0.

c. Marketing advantage

The Giant Group has devised the strategy of equal importance on OEM/ODM and proprietary brands more than a decade ago. It designs and manufactures for reputable global brands as well as operates a global distribution network for its proprietary brands. At present, the Group has four major brands, i.e., GIANT, Liv, Momentum and CADEX, to meet demand from different consumer groups. Furthermore, it actively expands the online and offline sales channels through Online + Offline for consumers' convenience as well as provides premium services through physical channels.

In response to changes in consumer behaviors, the Giant Group adopts digital marketing to communicate with consumers, bringing our four major brands into consumers' online lives.

d. Service advantage

The Company's sales network reaches far corners of the world. Out of confidence for our brands and commitment to consumers, we offer the most comprehensive and thoughtful services through our service network at each region. From 2012 onwards, all bike frames are covered by lifetime warranty while non-consumable parts have one-year warranty. The Company has also built a comprehensive after-sale service system through its global marketing network and customers. Consumers can enjoy the fastest and most convenient services at nearly 10,000 retail outlets worldwide. Meanwhile, Giant has product liability insurance coverage of US\$10 million each year which provides global consumers with the best product assurance available.

In an attempt to improve consumers' bike shopping experience, Giant has initiated the Right Ride system in Taiwan over the past few years, helping consumers with choosing the right model. We now take one step further and introduce the high-precision cycling fitting system under the DCF brand. It can select frames, saddles, pedals, and handlebars of the best fit based on the analysis results, eliminating sport injuries and discomfort due to illfitting frames or components during cycling. Riders can therefore enjoy personalized cycling settings. The service also allows Giant to forge a deeper bond with consumers.

e. Competitive advantage from covering the entire value chain

The Company markets its products to the world under proprietary brands. Our business scope encompasses the entire value chain from research, development, procurement, production, manufacturing, sales, marketing, branding, after-sale service, operation management to financial management, which is unique in the global cycling industry. Managing a comprehensive value chain allows Giant to optimize synergy benefits and competitive advantages.

E. Future opportunities, threats, and responsive strategies:

a. Opportunities

(a) The rise in the global awareness of energy saving, greenhouse gas (GHG) reduction and environmental protection benefits product sale

Given the rise in the awareness of energy conservation, GHG reduction and environmental protection worldwide, nations have set targets on annual reduction of GHG emissions and the primary source of GHG happens to be motor vehicles.

Cycling is a clean form of transportation that produces neither air nor noise pollution, making it an ideal solution for moving at short distance or within communities and an important commuting "partner". The European Green Deal has increased its support to the cycling industry; for example, the EU Finance Minister proposes to lower the value added tax on bicycles and e-bikes. Cycling is gradually blended into daily life and its market demand will undoubtedly expand.

Countermeasures:

Giant continues to organize Cycling Day events and promote the eco-friendly features of bikes through industry association, Cycling Lifestyle Foundation and the media. We encourage consumers to choose bikes over cars and motorcycles to maintain the quality of our environment. In the meantime, we continue to develop eco-friendly products, such as e-bikes that run on electricity without creating any pollution, to generate new demands.

(b) Upraise of health awareness worldwide benefits product sale

Unbalanced diet and lack of exercise have led to obesity, health issues and a serious waste of medical resources.

In recent years, the trend of exercise is emerging and cycling is perceived as the best outdoor exercise as well as an ideal means for commuting and maintaining social distance. As it greatly benefits the physical and mental health of body and mind, it has become a fashionable health product well-received during the pandemic, which is favorable to the industry development.

Countermeasures:

The Company continues to invest significant resources into the recreational and sporting segments, and develop fitness products that are attractive and fun to ride. We will persistently promote the cycling sport through marketing and distribution channels.

(c) Well-perceived global competitiveness of Taiwan's cycling industry facilitates the promotion of products made in Taiwan

Bicycle is a comprehensive industry. There is still enormous potential for innovative and high value-adding products to complete the peripheral industries in Taiwan. Moreover, Taiwan has long been a major exporting country in the world with strong global competitiveness in terms of assembled bikes and parts. Tying in these factors with Taiwanese companies' presence in the cycling industry of China and Southeast Asia, we believe we can enjoy production and selling advantages compared to the rest of the world through proper integration and division of labor.

In recent years, Taiwan's cycling industry has moved towards creating innovative values and high-end applications. These efforts have made Taiwan a critical part in the world's supply of premium bikes. The gap between us and the runner-up countries is evidenced by the annual increase in the average unit price of bikes exported from Taiwan.

Countermeasures:

The Company will continue to rely on the competitive advantages of Taiwan and integrate the G-Star Team and satellite systems assembled by suppliers to fully realize the competitive advantages of the industry. We stay committed to develop innovative and high value-added products while maximizing our production and marketing capacities. The Giant Group and key leaders in the cycling industry jointly propose ESG initiatives for the industry and found the BAS, an exclusive platform for the industry chain. Together, we commit to completing GHG inventory within two years and achieving annual carbon reduction of 3%, with the reduction target of 25% or 40 kilograms per bicycle by 2030. We have successfully brought the member companies to take a step forward and aligned the cycling industry chain with the trends. By realizing carbon reduction targets in product design and production for the industry's low carbon transition, we can drive upstream companies in the supply chain to take ESG actions.

b. Threats

(a) Intensifying competition in the cycling market

The rise of environmental protection, sport and health awareness in recent years has made cycling a popular exercise throughout the world, contributing the robust development in the cycling industry. However, given the low entry barrier of the industry,

non-bicycle manufacturers are joining the competition. In search of growth opportunities, existing cycling companies are actively investing into product development, marketing and distribution. Market competition is expected to intensify.

Countermeasures:

Giant has established a strong global presence, with its products and brands widely recognized and loved by the market. The Company has set up 100%-owned sales subsidiaries in all major markets worldwide, focusing on deepening its connection with the market and engaging with consumers. Looking ahead, Giant will continue to invest in the research and development of innovative products and technologies, integrate manufacturing resources to enhance process efficiency, and strengthen product and brand marketing activities. In the future, we will continue investing into the development of innovative products and technologies, enhancing resource integration and efficiency, and strengthening product and brand marketing activities. Furthermore, the Company will also observe the employment of new technologies in the bicycle industry to allow improvement in marketing and service quality in order to withstand the fierce market competition.

(b) Trade barriers around the world

Recently, some countries have imposed tariff barriers (such as high tariffs or additional levies) or non-tariff barriers (such as normalized pricing and import restrictions) against bicycle imports and there are countries resolved to anti-dumping duties. All of which can affect Taiwan's bicycle export.

Countermeasures:

Giant has transnational production base and will set short supply chain as the strategic goal to diminish the impact of trade protectionism.

(2) Main product applications and production processes

A. The Company manufactures bikes for recreational, sporting and commuting uses.

B. Below is a description of the production process:

Summarized production process for Giant bikes: frame cutting and drawing → frame processing and welding of accessories → pre-welding treatment → frame assembly and welding → T4 thermal treatment → frame calibration → T6 thermal treatment → pre-coating treatment → coating and labeling → wheel assembly → bike assembly → packaging and shipment

(3) Supply of main materials

Main materials			
Item	Name of main product	Main source of supply	Supply status
Structures	Frame, front fork	In-house; domestic and foreign suppliers	Stable
Control systems and wheelsets	Handlebar, handle post, saddle, seat post, rim, steel wire, tire and tube	In-house; domestic and foreign suppliers	Stable
Drivers and suspension systems	Brake lever, rim brake, brake wire, disk brake, suspension fork, rear suspension	Domestic and foreign suppliers	Stable
Transmission systems and others	Front and back derailleur, shifter, shifter cable, spur gear, chain, freewheel, pedal, etc.	Domestic and foreign suppliers	Stable
E-Systems	Motor, batteries, panel/display, controller	Domestic and foreign suppliers	Stable

(4) Name of trade partner representing more than 10% of total purchases (sales) in any of the previous two years, and the amount and percentage of purchase (sale); describe the cause of any variation

#### Main suppliers in the last two years

Unit: NTD thousands

Item	2023				2024			
	Name (Note 1)	Amount	% of annual net purchases [%]	Relationship	Name (Note 1)	Amount	% of annual net purchases [%]	Relationship
1	G2955	5,278,516	11.90	Non-related	G2955	6,750,827	16.84	Non-related
	Others	39,068,134	88.10		Others	33,339,221	83.16	
	Net purchase	44,346,650	100.00		Net purchase	40,090,048	100.00	

Note 1: List the names of suppliers that represent more than 10% of purchases made in the last two years, and individual amount and percentage of total purchase; use alias if the contract does not permit disclosure of supplier's name or if the counterparty is an unrelated natural person.

Explanation of variation: The procurement volume of high-end components has increased.

Note 2: TWSE/TPEX listed companies are required to disclose audited or auditor-reviewed financial information available before the publication date of annual report.

#### Main customers in the last two years

Unit: NTD thousands

Item	2023				2024			
	Name (Note 1)	Amount	% of annual net sales [%]	Relationship	Name (Note 1)	Amount	% of annual net sales [%]	Relationship
1	G3001	9,003,201	11.70	Non-related	G3001	5,885,991	8.26	Non-related
2	G3002	10,975,645	14.26	Non-related	G3002	8,998,855	12.62	Non-related
	Others	56,974,700	74.04		Others	56,393,926	79.12	
	Net sales	76,953,546	100.00		Net sales	71,278,772	100.00	

Note 1: List the names of customers that represent more than 10% of sales made in the last two years, and individual amount and percentage of total sales; use alias if the contract does not permit disclosure of customer's name or if the counterparty is an unrelated natural person.

Explanation of variation: Due to the decline in orders in the EU and US markets, sales from main customers decreased.

Note 2: TWSE/TPEX listed companies are required to disclose audited or auditor-reviewed financial information available before the publication date of annual report.



### 3. Employees:

Employee information in the last 2 years up till the publication date of this annual report

	Year	2023	2024	Year-to-date March 30,2025
Employee count	Managers	239	599	600
	Staff	3,065	1,906	1,889
	Workers	8,111	8,329	8,195
	Total	11,415	10,834	10,684
Average age		38.31	37.94	38.08
Average years of service		7.57	6.69	6.82
Academic background (%)	Doctoral Degree	0.05	0.06	0.05
	Master' s Degree	2.71	2.06	2.10
	Bachelor' s Degree	27.23	27.7	27.99
	Senior High School	39.31	38.13	38.28
	Below senior high school	30.71	32.06	31.59

### 4. Expenditure related to environmental protection:

- (1) There were no significant fines for major breaches of regulations in 2024 and up to the publication date of this annual report.
- (2) Countermeasures and possible expenses:
  - A. The Company places great importance on increasingly significant environmental issues and occupational safety and health (OSH) management. Besides taking steps to achieve zero pollution and zero accident, production processes are carried out with tight control over pollution sources and the goal of source reduction. Wastewater and gas generated during the processes are treated to meet relevant standards before being discharged.
  - B. Environment, safety and health (ESH) improvement measures taken by the Company are as follows:
    - a. Strengthen employees' ESH education and awareness:
 

Relevant activities were improved pursuant to the principles of OSH management systems (ISO 45001/TOSHMS/CNS 45001). For safety and health education in Taiwan, ESH education and training start at the newcomer orientation where occupational safety personnel deliver general knowledge before tests are given. Operation of equipment is taught by the unit supervisor or designated personnel, followed by oral examinations and hands-on practices to verify the validity of the training. Direct personals are arranged to take education and training with competency evaluations. Only when they have obtained relevant qualification certificates can they start working on the production line.
    - b. OSH Committee:
 

We have adopted the OSH management systems (ISO 45001/TOSHMS/CNS 45001) as guidance for our practices of hazard identification, risk evaluation, compliance audit, target plan, education and training, procurement and modification management, corrective and preventive actions, emergency response, accident handling, internal audit, and regular management review meetings. There are also the ISO 50001 Energy Management certification and the ISO 14067 Carbon Footprint of Products certification, and received the 2024 "Corporate Sustainability Report Disclosure of Occupational Health and Safety Performance Active Evaluation" Outstanding Enterprise Award.

c. Dedicated environmental protection and OSH units:

The Company has a Work Safety Office which reports directly to the President. The office specializes in overseeing environmental protection and OSH affairs. The Group's OSH management system is regularly maintained by the labor safety/environmental safety/general affairs units. In order to maintain and enhance system effectiveness, the Group adopts PDCA approach and practices, including annual revisions for document adequacy, compliance audits, education and training, operating environment monitoring, health management, hazard identification, and internal audits, to ensure that risks are within a tolerable level and to reduce the occupational incident rate.

d. Rules governing the promotion of environmental protection, energy conservation, and carbon reduction:

Environmental policy of the Company: Regulatory compliance, impact mitigation, ongoing improvement, and thorough education and training. The Company has "Public Hazard Control Policy" and "Waste Management Procedures" in place for the promotion of environmental protection and energy conservation. There are also "Preventive Maintenance Management Rules" and "Power Equipment Management Rules" for energy conservation and carbon reduction of power equipment.

Since 2021, the Group has followed the GHG Protocol and the GHG emission requirements at the organization level (ISO14064-1:2018) to establish a comprehensive GHG inventory list for our global manufacturing bases. At present, the GHG inventory results of six of our operation bases in Taiwan (the Rinan Factory of the Giant Manufacturing Co., Ltd. (GTM), Giant Group Headquarters (INC), Youth Logistics Center (YS), AIPS Technology Co., Ltd. (AIPS), YouBike Co., Ltd. (Youbike) and Giant Taiwan Sales Company (GTS)), together with five operation bases in China (Giant (China) Co., Ltd., Giant (Kunshan) Co., Ltd., Giant (Tianjin) Co., Ltd., Giant Electric Vehicle (Kunshan) Co., Ltd. and Giant (Chengdu) Co., Ltd.) have been verified by a third party.

We are committed to industry-leading low-carbon materials and processes, and work together to create low-carbon competitiveness in the supply chain:

Circular supplies and regeneration - We change product designs to emphasize circularity and carbon reduction technologies. We source biodegradable and recyclable materials and reduce plastic and petrochemical products to create a game-changing impact.

Green production - We re-engineer our production process and methodology, and carry out energy control measures throughout the production process to effectively reduce carbon emissions. In addition, we use energy-efficient facilities to achieve optimal production efficiency.

Responsible procurement - We team up with our supply chain partners to create the BAS, a supply chain alliance for sustainability issues, and set enforceable standards for carbon reduction and our overall carbon footprint.

e. Implement various energy conservation policies for the environmental protection and carbon reduction policies:

In order to mitigate the impact of energy consumption on global warming, the Giant Group has formulated GHG reduction programs targeting emissions from electricity, natural gas, and steam. According to the programs, we save energy through practices such as process optimization, facilities replacement/technological transformation/upgrade, behavioral management, energy transformation and illumination, thereby achieving the goal of GHG reduction. In 2024, the Giant Group's the Rinan Factory received the 6th National Enterprise Environmental Protection Award, as well as the Silver Award for the Energy Conservation Benchmark Award from Taiwan's Ministry of Economic Affairs. Energy saving measures adopted in 2024 are as follows:

- (a) RTOs for exhaust air treatment to save compressed air, forced air supply and blowing to improve indoor circulation, pneumatic press enhancement to save energy, laser welding for chain stay parts, upgrade of the mouth and top cap of billet furnaces, improvement on the heating method for punching, heat recovery from air compressors, and interlock control on air-pressure equipment.
- (b) Power-saving of hydraulic servo motor, permanent magnet inverter air compressor with high efficiency, energy efficiency improvement of blower with inverter, installation of check valve on coated air ducts, RTO with inverter for exhaust air treatment, replacement of milling and punching equipment with laser cutters, energy-saving of press machine for precise logo engraving, natural gas-saving of coating ovens, replacement of air suspension blower in blowers, modification of servo for annular processing line, adoption of T4 air-cooled chillers, replacement of motor for polishing, and installation of energy-saving dissolved air flotation (DAF) for sewage treatment station.
- (c) Change of utility street lights to solar street lights, energy efficiency improvement of factory lighting, installation of light sensors in office pantries and freight elevators, introduction of solar power generation facilities, energy management platform, power saver mode for computer screens, paper waste reduction in the office, cards for using toilet paper, light-off during the one-hour lunch break, return temperature increase of chilled water mainframe during non-summer months, promotion of Sustainable 22 initiatives and the 3Rs concept, formulation of corresponding incentive schemes, and cycling to work.

f. Plans for utilizing renewable energy (or green energy):

The Group is committed to reducing its energy consumption and carbon footprint. The factories mainly use electricity and steam with fuels including natural gas, diesel and a small amount of liquefied petroleum gas (LPG). In accordance with ISO14064-1:2018, Giant has built its own solar power systems in four of its factories since 2021. Starting from 2023, our Rinan Factory in Taiwan has continued to applied for Taiwan Renewable Energy Certification (T-RECs), which, together with interlock control on air-pressure equipment, allow us to carry out energy-saving green production.

g. Use of eco-friendly packaging materials:

We adopt green packaging, use natural materials and reengineering technology to reduce energy consumption on both the supply and demand sides, and mitigate the adverse impact of waste from packaging.

In terms of packaging materials, we are committed to repetitive use, recyclables, plastic reduction and the use of recycled papers. During the manufacturing process, we aim to lower emissions from processing and reduce GHG. Recycled papers and corrugated papers are used to replace EPE, plastic bags and plastic protection covers; and reusable hook-and-loop fasteners are adopted in place of rubber bands.

h. Reduce environmental pollution and enhance industrial waste reduction and reuse resource/energy:

We sort and collect solid waste, advance anodic oxidation technique, innovate filtering process for tube lubricants, collect recycled aluminum alloy, enhance water efficiency of sanitary sinks and flushing toilets, and improve water refill and saving in powder coating booths.

In response to increasing pollution control regulations, we continue to operate with the objectives of sustainability and fulfillment of corporate social responsibility through process improvement and recycling of materials and resources. We actively implement resource recycling from the source to significantly cut down waste generated and increase the volume of resources recycled, thereby achieving the goal of waste reduction. In the past three years, the Group's percentage of general waste recycled has continued to climb, and the amount of hazardous waste incinerated has dropped significantly compared to the previous year.

i. Regular environmental assessments and monitoring:

We engage government-certified testing institutions to monitor water quality (effluents, groundwater, and drinking water), air, noise, dust, special chemicals and organic solvents as scheduled. The outcomes have conformed to standards except for noise level, which shall be improved upon to protect our employees.

## 5. Labor-management relations:

The Company has formulated the human rights policy, stating its respect and support of the international human right standards and principles, including the Universal Declaration of Human Rights, the United Nations Global Compact (UNGC) and the Declaration on Fundamental Principles and Rights at Work of International Labour Organization (ILO). We comply with regulations of countries where we operate, establish as well as disclose policies concerning the protection of human rights, and prevent any action which invades or violates human rights. We make clear statement that we would treat and respect all employees with impartiality and fairness and regularly conduct risk assessments for employees to enjoy safety and stability at work.

In line with the human rights policy, the Company sets the following objectives:

- Labor rights:

Labor contracts signed by employees are in compliance with local laws and regulations to secure employees' economic benefits. Also, the Company provides group insurance and welfare measures in addition to social insurance required by law to care for our employees.

- Diversity, inclusion and equal opportunities:

The Company provides a workplace with gender equality and diversity. We treat all employees equally and prohibit discrimination on the basis of gender, race, religion, sexual orientation, age, health condition, political affiliation or pregnancy. We have zero tolerance for harassment and respect privacy. The Company is committed to create a workplace with equal opportunities, dignity, safety, and fairness as well as free of discrimination and harassment.

- Employee benefits:

We establish various welfare policies which incorporate the rights of employees. We are devoted to have employees enjoying health and work-life balance.

- Healthy and safe workplace:

We stress the important of a safe and healthy workplace. For employees to work in a healthy and safe environment, we establish the Occupational Safety and Health Committee to continuously improve the working environment and sanitary conditions, devote to lower occupational injuries and safeguard employees' physical and mental health.

- Strengthen labor-management communications:

We remain committed to build a working environment with excellent labor relations, protect the rights of employees and construct smooth communication channels between employers and employees as well as complaint mechanism for employees to voice their opinions and receive timely responses and assistance.

(1) Employee welfare measures, continuing education, training and retirement system and the implementation thereof as well as labor-management agreements and measures to protect employees' rights:

Giant values good labor relations. Management and labor meetings are held regularly and internal communication channels are built for employees to voice their thoughts and opinions and receive prompt responses and action plans. The rights of employees are incorporated and secured in various policies. Besides providing a diverse workplace, we encourage employees to pursue a balanced, healthy lifestyle and proactively develop mutual trust between the employer and employees.

#### A. Measures to protect employees' rights:

In view of social harmony and environmental protection brought about by cycling, our mission is to “enthusiastically share the new cycling culture of a healthy, joyful and low-carbon living, where people can enjoy better health, brighter life and more promising future.” We initiated the “Cycling and Planting for Environmental Protection” activity, calling on employees to plant trees at the Taichung Metropolitan Park. We also take the initiative of “Cycling for a Better Future” for every employee to be a promoter of ESG.

As a good corporate citizen, the Giant Group is committed to its business operation, fulfills its corporate social responsibilities and fully complies with local laws and regulations at each operation site. We support and abide by international labor rights standards, protect employees' legal rights and adhere to non-discrimination employment policy. We have drawn up and disclosed human right policy and conduct risk assessments regularly in hope to run a sustainable business where employees can work at ease with a sense of stability.

B. To accommodate work styles, the Company gives employees at the headquarters the flexibility of adjusting work hours to suit their needs, so long as the plan is compliant with the regulations on working hours.

#### C. Employee relations:

- The Company organizes annual Family Day events to promote harmonic relationship within families.
- A broad variety of domestic and overseas trips are being organized to facilitate interactions among employees and as a form of stress relief.
- In recognition of employees' long-term contribution, the Company fully subsidizes round-the-island cycling tour for employees who have accumulated 25 years of service.
- Bicycle-related activities are being organized to encourage employees to experience for themselves the health benefits of various products they participate in making.
- Other events such as club activities, subsidies for employees participating in sports events etc., are being organized for the benefit of employees.

#### D. Salaries and benefits:

- Profit sharing and employee bonus: The Company has drawn up profit-sharing rules which reflect business performance and build the foundation for mutual trust to promote employee participation.
- The Articles of Incorporation state that 6 to 12 % of the Company's annual profits, if any, shall be appropriated as employee compensation. In 2024, employee compensation was accrued at 7% with an amount of NT\$156,807,876 to be distributed in cash.
- Differential compensation: Reward employees with competence and contributions.
- A broad range of subsidies: Subsidies for weddings, funerals, celebrations, childbirth, illness or injury, major festivals, birthday, reference book, club activities, and childcare as well as scholarship for children of employees.
- Employee discounts on Company products and subsidies for cycling tours.
- Special discounts at contracted shops.
- Free visits to the Cycling Culture Museum with employee badges.

#### E. Day-to-day care:

- Health is the most valuable asset to everyone, which is why the Company organizes health checkups and promotes health awareness on a regular basis.

- The Company also provides group insurance to cover employees' personal safety.
- Canteens are available at business premises and a variety of nutrition-balanced meals is provided.
- Shuttle bus service has been arranged for the convenience of employees living nearby.
- Mental consultation sessions are provided regularly. Employees can make online reservations and relieve emotional stresses through consultation.
- Massage services by blind masseurs are provided regularly. Employees can make online reservations and relieve physical stresses through massage.
- Provide regular salary benefits to employees during typhoon leave.
- Employee health promotion

The Company is committed to caring for the physical and mental health of employees by providing support through health promotion activities. We offer various ways to participate, including in-person consultations and seminars. In Taiwan, we collaborate with Tungs' Taichung Metroharbor Hospital, where occupational medicine specialists visit regularly each month to provide on-site health services for workers. The service times are announced on the Company bulletin board, allowing employees in need of consultation to come freely. Additionally, we arrange regular themed health guidance and assessments, with several employees participating each time to further enhance their health awareness and management skills. These measures aim to provide comprehensive health services for employees, ensuring they can maintain their best state in both work and life.

Project Execution	Execution Content	Taiwan Factory (Including INC)
On-site Occupational Health Services	General Health Education Consultation, Health Promotion Consultation, Abnormal Case Health Management Interviews, Follow-up Management, Blood Pressure and Blood Sugar Monitoring	432 person-times
Injury and Illness Management	Occupational Injury Case Follow-up	5 person-times
Ergonomic Hazard Prevention Plan	Musculoskeletal Pain Survey, Abnormal Case Follow-up Management	Follow-up Management: 1 person-time
Abnormal Workload-Induced Disease Prevention Plan	Risk Assessment, High-Risk Case Follow-up Management	Follow-up Management: 36 person-times
Female Worker Health Protection Plan	Pregnant Employees and Employees within One Year Postpartum: Work Hazard Assessment, Health Consultation, Health Risk Assessment by Occupational Physician, Providing Health Education	Health Interviews: 30 person-times
Health Seminars	ADE Teaching Seminars, Health-Related Topic Seminars	170 person-times
Psychological Consultation and Support Services	When employees encounter any difficulties in life or workplace adaptability, they can access workplace health consultation services.	The on-site physician consultation did not identify any employees needing psychological consultation. If there is a need, the physician will recommend that the employee seek medical treatment, and the occupational health nurse will continue to follow up.

F. Employee education and training: At Giant, we offer a diverse learning environment where employees can constantly enhance their competence for the challenges ahead.

- Joyful and useful learning: We emphasize on the motivation and joy in learning, and teach skills that are practically useful in life. It is our hope to improve employees' personal competence in ways that support their future career development.
- Learning through practice: We encourage employees to learn through practice and hands on experience, and accumulate real experience that may prove useful in their future career advancement.
- Tolerance: We believe in employees' ability to learn quickly from their mistakes, which is why we offer a tolerating environment where employees are free to explore possibilities.
- Education subsidies: The Company provides education subsidies to help employees develop relevant expertise and competence.

G. Retirement policy:

The Group's retirement policies have been developed in compliance with laws and regulations in the place of operation. Employees located within the Republic of China are subject to the retirement policy established in accordance with the Labor Standards Act, where monthly contributions are made to the pension fund held under the name of the Labor Pension Fund Supervisory Committee. From July 1, 2005 onwards, the Company adopted the "Labor Pension Act" and implemented the following rules:

- Employees who began employment on or after July 1, 2005 are subject to the terms of the "Labor Pension Act". The Company contributes an amount equivalent to 6% of employees' monthly salary into their personal pension accounts held with the Bureau of Labor Insurance.
- Employees who began employment before July 1, 2005 were given the freedom to choose between the pension system provided under the "Labor Pension Act" or the "Labor Standards Act." Selection could be made at any time within the 5-year period starting from July 1, 2005.
- Benefit standards of the old pension system under "Labor Standards Act": Two basis points are awarded for every full year of service up to 15 years and one basis point is awarded for every full year of service completed beyond 15 years with a maximum of 45 basis points.
- Employees who satisfy any of the following conditions may apply for voluntary retirement: (a) aged 55 or above and completed 15 years of service; (b) completed 25 years of service; or (c) aged 60 or above and completed 10 years of service.

The Company has implemented an Honorary Retirement Reward Policy which encourages dedication and devotion at work and appreciates contributions from employees. Employees of Group entities with required years of service for statutory retirement are rewarded a bicycle with employee signature, a trophy, and lifetime membership at Giant stores.

H. Concluding of Collective Agreement:

Although our company has established a corporate union, it has not yet signed a Collective Agreement because the union has not requested to negotiate a Collective Agreement.

(2) Loss incurred due to industrial disputes in 2024 and up to the publication date of this annual report: No industrial disputes incurred in significant.

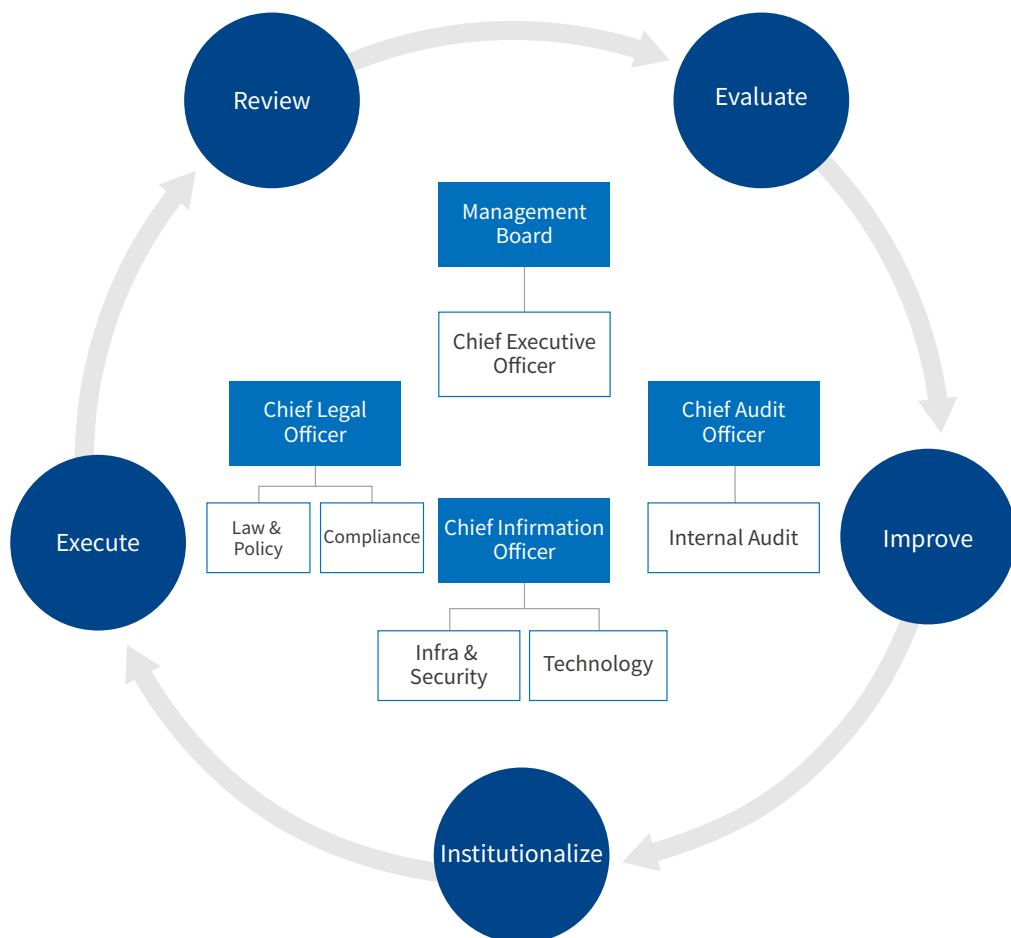
## 6. Information security management:

(1) Describe the risk management framework, policy, management plans and resources allocated concerning information security:

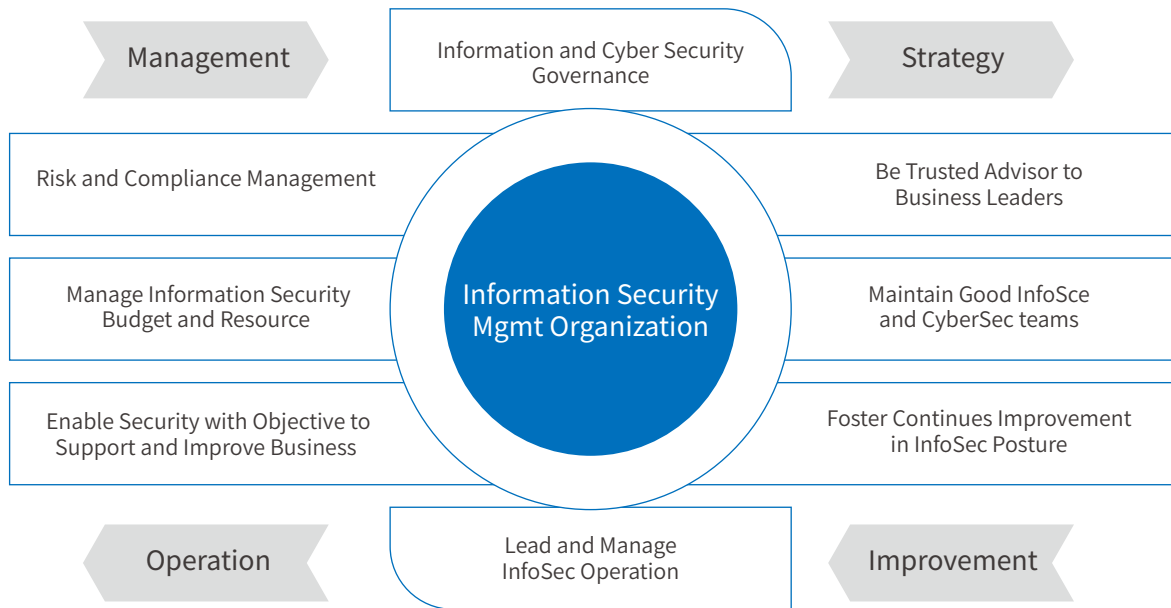
### A. Information security management framework

Operation model: Adopt PDCA cycle to ensure achievement of reliability objectives and continuous improvement

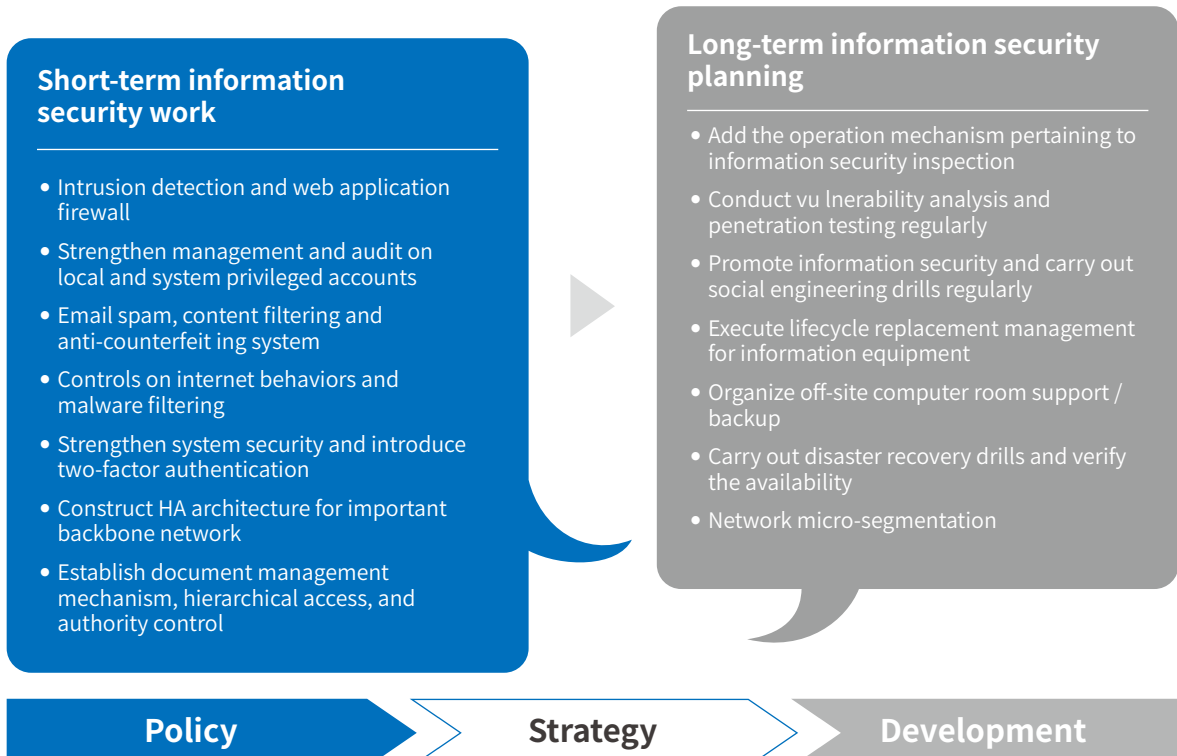
- a. Global Information Center is the unit responsible for information security. The Company has assigned one chief information officer and a dedicated staff to formulate internal information security management policy, organize and execute information security operation as well as promote and implement information security policy.
- b. Internal Audit Office is the supervisory unit for information security. The Office has one audit officer and several dedicated staffs. It is responsible to supervise the implementation of internal information security measures and regularly report to the Audit Committee on the outcome of safety inspection. Where deficiencies are identified, the unit under inspection is required to submit improvement and action plans. Improvements would be monitored regularly to mitigate internal information risk.



## B. Information security management strategy



## C. Information security management plan



D. Information security management measures

- a. Establish an information security task force to formulate relevant management policies and implementation plans to ensure information security.
  - b. Handle personal information prudently in accordance with the Personal Data Protection Act.
  - c. Passwords and anti-virus software are required for both personal computers and servers. Passwords and virus patterns shall be updated regularly.
  - d. Comply with regulations pertaining to intellectual property rights and ensure all computer software programs installed are licensed copies.
  - e. Carry out backup and inventory of important data, and regularly verify the validity of the backup files.
  - f. Conduct regular drills in accordance with the "Business Continuity Plan " to facilitate rapid recovery of system in the event of an information security incident.
  - g. Promote information security regularly to increase employees' awareness on relevant matters and legal issues.
  - h. Passed the third-party inspection in 2023 and met the ISO/IEC 27001:2013 verification.
- (2) Loss, impacts and action plans due to major cyber security incidents in the most recent year and up to the publication date of this annual report, and where the amount cannot be reasonably estimated, please specify the reasons: None.

7. Major contracts:

Contract nature	Parties	Contract start/end date	Main contents	Restrictive clauses
Cycling team sponsorship contract	Jayco ALULA and Liv Racing TeqFind	From: January 2024 To: December 2027	Sponsoring of professional cycling teams	None





## Five.

# Review and Analysis of Financial Position and Business Performance, and Risk Management

## 1. Comparative analysis of financial position

Unit: NT\$ thousands

Item	2023	2024	Variation	
			Amount	%
Current assets	64,907,547	54,090,100	(10,817,447)	-17%
Fixed assets	13,101,779	12,684,570	(417,209)	-3%
Intangible and other assets	6,614,011	11,928,386	5,314,375	80%
Total assets	84,623,337	78,703,056	(5,920,281)	-7%
Current liabilities	36,765,103	34,712,283	(2,052,820)	-6%
Total liabilities	48,298,044	41,965,507	(6,332,537)	-13%
Share capital	3,920,646	3,920,646	0	0%
Capital reserves	4,726,957	4,766,678	39,721	1%
Retained earnings	25,033,662	25,068,147	34,485	0%
Non-controlling interests	2,644,028	2,982,078	338,050	13%
Total shareholders' equity	36,325,293	36,737,549	412,256	1%

### 1. Explanation to major variations:

The increase in intangible assets is primarily due to the acquisition of patents and trademarks related to the U.S. brand Stages during this year.

### 2. Future Plan on Financial Position:

Not applicable. The above deviations had no major impact on Giant's financial position.

## 2. Comparative analysis of financial performance

Unit: NT\$ thousands

Item	Year	2023	2024	Variation	Variation (%)
Net operating revenues		76,953,546	71,278,772	(5,674,774)	-7%
Operating costs		59,980,253	57,744,734	(2,235,519)	-4%
Gross profit		16,973,293	13,534,038	(3,439,255)	-20%
Operating expenses		12,263,973	11,675,553	(588,420)	-5%
Operating profit		4,709,320	1,858,485	(2,850,835)	-61%
Non-operating income and expenses		89,814	498,537	408,723	455%
Pre-tax profit		4,799,134	2,357,022	(2,442,112)	-51%
Income tax		1,232,742	876,918	(355,824)	-29%
Net income		3,566,392	1,480,104	(2,086,288)	-58%
Net income attributable to owners of the Company		3,401,394	1,264,013	(2,137,381)	-63%
Net income attributable to non-controlling interests		164,998	216,091	51,093	31%

### 1. Explanation to major variations:

- (1) The decrease in gross profit is primarily due to inventory impairment and increased sales discounts for destocking during this year.
- (2) The decline in operating profit is mainly due to the decrease in gross profit and the increase in the operating expense ratio caused by the reduction in revenue scale, resulting in a decline in operating profit.
- (3) The changes in non-operating income and expenses are mainly due to an increase in foreign exchange gains and income from the disposal of obsolete materials.
- (4) The decrease in income tax is primarily due to the reduction in pre-tax profit.
- (5) The changes in pre-tax profit and net profit after tax are mainly due to the decrease in the Group's operating profit this year and the higher effective tax rate of the Group, causing both to decline.

### 2. Expected sales, the basis of estimation, likely impacts on the Company's future financial position, and responsive plans:

It is expected that the Europe and U.S. markets will still take some time to destock, but the demand of mid-to-high-end bicycles in China market still exist. Therefore, the sales volume will not decline significantly. The Company will line with the goal of maintaining stable profits through continues strengthening promotional plans to amid on existing stock, but also launching new products to attract consumers.

## 3. Cash flow review and analysis

### (1) Liquidity analysis for the last 2 years

Item	2023	2024	Variation (%)
Cash flow ratio (%)	28.80	35	21.5
Cash flow adequacy ratio (%)	42.27	84.23	99.3
Cash reinvestment ratio (%)	12.30	17.23	40

### Explanation to major variations:

The increase in cash flow-related ratios is primarily due to the decrease in inventory and accounts receivable, which led to an increase in net cash flow from operating activities.

## (2) Liquidity analysis for the next year

Unit: NT\$ thousands

Opening cash balance	Net cash flow from operating activities for the year	Cash outflow for the year	Cash surplus (deficit)	Financing of projected cash deficits	
				Investment plans	Financing plans
13,998,819	14,061,065	13,840,543	14,219,341	-	-

## 1. Analysis of cash flow variation for the next year:

(1) Operating activities: The cash inflow is mainly due to the expected operating profit in 2025.

(2) Investing activities: The cash outflow is mainly due to the expected capital expenditures in 2025

(3) Financing activities: The cash outflow is mainly due to the expected payment of cash dividends and loan repayment in 2025.

## 2. Responsive measures and liquidity analysis for cash flow deficits: None.

## 4. Material capital expenditures in the last year and impact on business performance

## (1) Review and analysis of major capital spending and sources of capital

Unit: NT\$ thousands

Projects	Actual or expected source of capital	Actual or expected date of completion	Total capital required	Actual or expected uses of capital	
				2025 - budgeted	2024 - actual
Replacement and renewal of property, automated production equipment, and safety, environmental protection and ESG related equipment	Working capital	2025.12	3,922,614	2,456,950	1,465,664
Replacement/renewal of office and IT equipment	Working capital	2025.12	905,461	374,320	531,141
Investment in Giant distribution channel	Working capital	2025.12	245,058	146,730	98,328

## (2) Expected benefits

A. Replacement and renewal of office buildings, factories, automated production equipment and occupational safety/environmental protection equipment: In response to market demand and insufficient capacities, expansion of Vietnam factory, production lines and automated equipment to improve production efficiency and product quality. We also invest on equipment to improve the working environment and ESG related facility, for employee safety and carry out eco-friendly measures.

B. Introduction of office systems, the continues implement of ERP information systems, and replacement of IT equipment: The Company upgrades the information systems and equipment to enhance management quality and efficiency.

C. Investments in distribution channel: Investments would be made to enhance the professionalism of Giant's retail and distribution partners, and bring the best cycling lifestyle and experience to all Giant cyclists.

## 5. Causes of profit or loss incurred on investments in the last year, and any improvements or investments planned for the next year

The main consideration of the investment businesses of Giant are out of long-term operating strategy, the latest information is detailed in table 9&10 “Information on investees” of the consolidated financial statements of 2024.

The profit incurred on investments were mainly due to the market demand and minor impact of stock. While the loss incurred on investments were caused by:

Units: In Thousands of New Taiwan Dollars and Foreign Currencies

Description Item	(loss) incurred on investments	Main causes of profit or loss	Improvement plans	Other upcoming investment plans
AIPS Technology Co., Ltd.	(71,555)	The indoor sporting equipment orders decline.	Expect for gain profit through active expanding into new customers.	None
Giant Light Metal Technology (Haian) Co., Ltd.	(29,537)	The production was unable to achieve the economic scale.	Gradually improve the production process and increase the capacity.	None
Giant Light Metal Technology (Malaysia) Co., Ltd.	(RMB 264)	Business expansion is not as expected.	Expect for sales grow through active expanding into new market.	None
Jiangsu Giant Adventure Co., Ltd.	(1,222)	The decrease of group tour had impact on revenues.	Continue to introduce new cycling routes and increase promotional efforts in the hope of improving profitability.	None
Putian YouBike Management Co., Ltd	(114,474)	The franchise agreement is coming to the end.	Liquidation procedures will be carried out after maturity.	None
Giant Vietnam Manufacturing Company Limited.	(105,305)	Low capacity utilization and falling orders.	Gradually improve the production process.	None
Giant SEA Bicycle Company Limited	(6,736)	At the beginning of establishment, production has not yet started.	As market demand grows, gradually improve the production process.	None
Giant Manufacturing Hungary Ltd.	(EUR 3,520)	Impact by market stock and falling orders.	Strengthen the clearance of raw materials and streamline production processes.	None
D.MAG PRECISION TECHNOLOGY VIETNAM COMPANY LIMITED	(SGD 78)	At the beginning of establishment, production has not yet started.	Gradually improve the production process.	None
Giant Europe B.V.	(EUR 42,164)	Excessive market inventory and the economic downturn have impacted profit performance.	Strengthen the partnerships with dealers and brand adhesion to drive sales.	None
Giant Bicycle Inc.	(EUR 11,587)	Excessive market inventory and reduced demand have impacted profit performance	Adjust internal management system, strengthen the partnerships with dealers and brand adhesion to drive sales.	None
Giant Bicycle Canada Inc.	(EUR 192)	Impact by high stock in the market	Strengthen the partnerships with dealers and brand adhesion to drive sales.	None
Giant Korea Co., Ltd.	(EUR 324)	Impact by high stock in the market	Strengthen the partnerships with dealers and brand adhesion to drive sales.	None
Giant Bicycle Mexico S. de R.L. de C.V.	(EUR 4,199)	Impact by high stock in the market	Strengthen the partnerships with dealers and brand adhesion to drive sales.	None
SPIA Cycling Inc.	(EUR 1,506)	Only a few sales have been made since the beginning of establishment.	Gradually establish sales and production processes.	Yes
Giant Deutschland GmbH	(EUR 11,990)	Excessive market inventory and the economic downturn have impacted profit performance.	Strengthen the partnerships with dealers and brand adhesion to drive sales.	None
Giant France S.A.R.L.	(EUR 7,529)	Excessive market inventory and the economic downturn have impacted profit performance.	Strengthen the partnerships with dealers and brand adhesion to drive sales.	None

Description Item	(loss) incurred on investments	Main causes of profit or loss	Improvement plans	Other upcoming investment plans
Giant U.K. Ltd.	(EUR 3,259)	Excessive market inventory and the economic downturn have impacted profit performance.	Strengthen the partnerships with dealers and brand adhesion to drive sales.	None
Giant Benelux B.V.	(EUR 2,121)	Excessive market inventory and the economic downturn have impacted profit performance.	Strengthen the partnerships with dealers and brand adhesion to drive sales.	None
Giant Italia S.R.L.	(EUR 1,568)	Excessive market inventory and the economic downturn have impacted profit performance.	Strengthen the partnerships with dealers and brand adhesion to drive sales.	None

## 6. Evaluation of risk management issues in the last year up till the publication date of this annual report

### (1) Impact of Interest Rate, Exchange Rate, and Inflation on the Company's Earnings and Action Plans:

- A. In 2024, uncertainty surrounding Trump's tariff policies after his return to office led to significant global economic instability. In response to easing inflation, the U.S. Federal Reserve implemented three interest rate cuts during the year, while the European Central Bank, facing concerns over economic downturns, increased the likelihood of further rate cuts. The Company's primary markets are in Europe and the U.S. Although in 2023, higher inventory levels necessitated increased operational working capital loans, leading to higher borrowing costs, the interest rate cuts in the U.S. and Europe have helped alleviate the impact of rising financing costs this year. The Company will continue to leverage regional interest rate differentials to secure the most favorable funding rates and minimize interest expenses.
- B. Movements of the NTD exchange rate in 2024 produced an overall gain on exchange for the Company. In general, the Company suffers when USD weakens against NTD, and gains when USD strengthens against NTD; strengthening of EUR benefits the Company; and strengthening of JPY favors the Company and its Chinese subsidiaries for selling finished goods into Japan, but works against our favor when purchasing parts from Japan. In an attempt to reduce exchange rate impacts on overall profitability, the Company has reached an agreement with its customers to reflect exchange rate variations immediately in the quoted price if they exceed a certain range. Meanwhile, the Company hedges its exposures by holding appropriate amounts of foreign currency.
- C. In recent years, geopolitical tensions, including the Russia-Ukraine war, the Israel-Palestine conflict, and shifts in global dynamics, have led to reduced oil production and raw material shortages, driving up inflation. In addition, trade policies under President Trump are expected to impact global economic trends. While fluctuations in consumer purchasing power may impact the Company's sales, bicycles have increasingly become a necessity in Europe and the U.S., offering both environmental benefits and cost savings amid rising energy prices. Moreover, the growing consumer enthusiasm for sports and fitness suggests that moderate inflation is unlikely to have a significant impact on bicycle sales.

### (2) Policies on high-risk and highly leveraged investments, loans to third parties, endorsements / guarantees, and trading of derivatives; describe the main causes of any profits or losses incurred and future responsive measures:

- A. The Company never engages in high-risk or highly leveraged investments, and does not transact derivatives for arbitrage purpose. The board of directors has specifically prohibited these types of transaction.
- B. The Company extends loan, endorsement and guarantee only to subsidiaries in which it exercises control. These transactions are conducted strictly in accordance with the rules approved at annual general meetings.

(3) Future research and development plans and projected expenses:

Unit: NT\$ thousands

Project No.	R&D project	Projected expenses
1	Bikes and E-bikes R&D	
2	Development of rider gear and bike gear	1,397,077
3	Development of key, proprietary technologies (material, shaping, coating, suspension, key components: carbon fiber wheels, saddles etc.)	

(4) Impacts of changes in major domestic and overseas policies and regulations on Company's finance and business and countermeasures:

- A. Due to rising trade protectionism, the impact of issues concerning changes in product tariffs were evaluated and handled by the legal affair unit along with the finance and business units.
- B. Amendments in countries' tax laws and regulations and OECD's anti-avoidance rules against international tax planning would affect the Company's global tax planning. The impact was evaluated and handled by the finance unit.

(5) Impacts of Changes in Technology (including Information Security Risk) and Industry on Company's Finance and Business and Action Plans:

Changes in technology facilitate new product developments and reduce production costs. It even prompts people to use innovative quality products. Our research and development unit applied numerous sophisticated technologies in the study of cycling science. We continue to evolve in lightweight products, D-fuse technology, internal cable routing technique, carbon composite layer technology, aero carbon spokes and hookless carbon rim design. HYBRID CYCLING TECHNOLOGY, a power-boosting technology developed by GIANT's innovative R&D team, features multiple power modes. The information center receives data from the pedal sensing system and power management, delivering high-speed, seamless, and stable forward momentum within one ten-thousandth of a second. This ensures a smooth riding experience without any jolts. As you pedal, you can feel a continuous flow of energy being injected. This system combines electric and human power, providing intelligent, smooth, and powerful output, giving you a unique E-Bike riding experience. Besides, all batteries of e-bike will be required to manufacture in accordance with low-carbon process as we lay the foundation for environmental sustainability.

The DCF Bike is the most advanced fully automated dynamic simulation platform, operated by professional fitters who conduct in-depth analyses of cyclists' riding movements. Personalized adjustments are tailored to individual needs, helping cyclists achieve greater stability and enhanced performance. Powered by the DCF Dynamic Intelligent Fitting System, the DCF Smart Interactive App leverages AI-driven software to help consumers select the right bike model and size while ensuring precise adjustments for optimal riding posture.

In terms of manufacturing techniques, the Company heads towards smart manufacturing. We adopt basic components with IoT functions, automation, data management platform, and simulation analysis to accelerate the transformation, optimization, innovation and revolution of factories and shift towards smart and green factories. As for marketing, we intensify efforts on digital marketing, combine sports science with IoT, and use innovative technology to understand and satisfy consumer demand. We would continue to build and strengthen Giant Retailing Academy (GRA), establish regional sales center as well as incorporate E-comm, Giant ID and digital marketing to provide consumers comprehensive services and experience, thereby achieving the long-term goal of communicating with consumers and establishing the cycling ecosystem. The Company is determined to build a consumer-based core value, from brand promotion, community interaction, official website, retail store experience to after-sales service, making good use of digital tools to interactive with consumers, and to have consistency experience at each touch point.

Assessment and analysis of information security risk and action plans:

The Company has established standard operating procedures for information operation. Daily business shall be conducted pursuant to the standards. External and internal audits including risk assessments on information environment and necessary control tests are performed regularly on factors including the operations of existing information system, information environment security and risk management to assess the effectiveness of internal controls on information operation. We have passed safety audits by professional consultants for many years and there has been no major irregularities identified. Our controls remain effective. In light of the Group's adoption of SAP ERP system, the entire software and hardware structures are set up under the planning and guidance of external professional consulting team. We aim to establish a more comprehensive safety mechanism to ensure a higher level of security for our operation system. Promotion is carried out company-wide to raise employees' awareness on information security risk. In the case of emergencies, the Company will promptly establish a crisis task force to handle the situation.

(6) Impacts of Changes in Corporate Image on Corporate Risk Management and Action Plans:

The Company has long maintained a sound corporate and brand image. In the 2024 Taiwan Global Brand Survey, the Company ranked sixth with brand value of US\$744 million, and has continued to be the number one bicycle brand. The increasing stringent environmental regulations on carbon dioxide emission reduction and circular economy have brought challenges to enterprises. The Giant group has built its own solar power generation, developed energy-saving and emission reduction technologies, introduce scientific management of carbon inventory, and to emulate the success through Bicycling Alliance for Sustainability (BAS) and work with 81 members to enhance the sustainability level of the cycling industry.

(7) Expected Benefits and Risks Relating to Merger and Acquisition and Action Plans:

None.

(8) Expected Benefits and Risks Relating to Plant Expansion and Action Plans:

Under the wave of energy conservation and carbon reduction, the cycling industry is now at the growth stage of a new cycle. Due to rising international trade protectionism, we decide to set up a second factory in Vietnam seeing the business opportunities in preferential tariffs and comprehensive bike production clusters of the country. The construction has been completed which further strengthens our global production layout and resilience, allowing more flexibility in production allocation when confronted by changes in the market or business environment and maximizing the Group's interests.

(9) Risks of Concentrated Sources of Sales or Purchases and Associated Action Plans:

A. The Company sources supply from Taiwan, China, Japan, USA and Europe. It maintains at least two suppliers for every product purchased, and hence is not prone to risk of concentrated purchase.

B. The Company operates its proprietary brand and provides OEM/ODM service at the same time. Proprietary brand accounts for approximately 70% of products made, which are sold through its marketing subsidiary. OEM/ODM customers consist of reputable brands around the world, and there is no sign of concentration to any particular customer. Furthermore, the Company's products are exported all over the world, with Europe, USA, Canada, Australia, Japan and China being the largest export destinations. Hence sales are not concentrated to any particular region.

(10) Impacts, risks and responsive measures following a major transfer of shareholding by directors, supervisors, or shareholders with more than 10% ownership interest:

A. Most of the Company's directors are founding shareholders. Their long-term ownership and

participation in company operations have contributed to the stability of the Company.

B. The Company has maintained a consistency dividend policy. Its foreign shareholders consist mostly of long-term foreign institutional investors.

(11) Impacts, risks and responsive measures associated with a change of management:

The Company's management team remains stable, with several senior directors and experienced executives. On December 27, 2024, Giant Group's Board of Directors appointed Young Liu as the new Chairperson, while Phoebe Liu, the current Brand Director, was promoted to CEO. Former Chairperson Bonnie Tu retired from her position but will continue to serve as a director. This leadership transition took effect on January 1, 2025. Committed to sustainable development and succession planning, Young Liu and Phoebe Liu will work closely together to lead the Group into a new era of stability and growth, ensuring that Giant continues to provide consumers worldwide with exceptional bicycles and service experiences.

(12) Litigation and non-contentious cases:

A. Ongoing litigations, non-contentious cases or administrative litigations that are deemed material: None

B. Major litigations, non-contentious cases, or administrative litigations involving the Company's directors, supervisors, President, person-in-charge, or any shareholder with more than 10% ownership interest, whether concluded or pending judgment, which may present significant impacts on shareholders' interests or securities prices: None

(13) Other significant risks and countermeasures:

Other significant risk included the rising costs of raw materials which had a negative impact on gross margin. Besides internal measures to reduce waste and costs, we also adjusted selling prices moderately to reflect the rising costs.

## 7. Other Significant Matters: None.

## Six. Special Remarks

### 1. Affiliated enterprise reports

Please refer to Market Observation Post System (MOPS) > Single Company > Electronic Document Download > Affiliated Enterprises Three-Statement Forms Section  
[https://mopsov.twse.com.tw/mops/web/t57sb01\\_q10](https://mopsov.twse.com.tw/mops/web/t57sb01_q10)

2. Private Placement Securities in 2024 and as of the Date of this Annual Report: None.

3. Other Necessary Supplement: None.

## Seven. Any Events in 2024 and as of the Date of the Annual report that Had Significant impact on Shareholders' Interest or Securities Price, as Defined in Subparagraph 2, Paragraph 2, Article 36 of the Securities and Exchange Act in Taiwan: None.

**Giant MFG. Co., Ltd.**

Chairman: Young Liu

# RAISE THE BAR

