
2025

Giant Manufacturing Co. Ltd.

ANNUAL REPORT

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One. Letter to Shareholders

1. 2025 Business Report

In 2025, the global bicycle industry remained in a phase of inventory adjustment and subdued demand. In addition, external factors, including changes in U.S. tariff policies, heightened geopolitical risks, and exchange rate fluctuations, collectively constrained the pace of market recovery and increased overall operating uncertainty, significantly intensifying operational challenges to the business environment. As the surge in demand during the pandemic gradually subsided, inventory destocking approached completion, and the market began returning to a more normalized operating environment. The Group's OEM business stabilized during the year, with its revenue contribution increasing from 26% in 2024 to 33% in 2025, indicating that inventory adjustments among OEM customers are nearing completion. Although orders declined slightly in the fourth quarter due to demand adjustments, full-year OEM revenue still recorded modest growth. In contrast, the Group's own brand business declined overall during the year, primarily due to the elevated base in the China market following the previous bicycle boom, which led to weaker sales as demand softened. In other regions, aggressive discounting to clear aging inventory, coupled with a slower-than-expected recovery in market demand, also impacted overall performance.

The Group continues to focus on shortening product development cycles and accelerating time to market, while re-engaging with core market segments to better respond to rapidly evolving market conditions. At the same time, through manufacturing and supply chain initiatives, the Group is advancing a new operating model in Europe, improving operational efficiency by reducing component holding costs and accounts payable. Looking ahead, bicycles represent both an environmentally sustainable mode of transportation and an effective fitness solution. The Group believes that, through continuous product innovation, technological advancement, and the delivery of high-quality products and services, it is well positioned to achieve sustainable mid- to long-term growth despite short-term market fluctuations and adjustments.

The Group was selected as a constituent of the Dow Jones Sustainability Emerging Markets Index (DJSI Emerging Markets) in both 2024 and 2025, marking its first inclusion. It is also the first company in the global bicycle industry to be included and ranks among the top 6% of industry peers. The Group also achieved carbon emission reductions ranging between 22.48% and 28.48% across its major manufacturing sites, surpassing its 2030 targets ahead of schedule and improving both energy efficiency and its cost structure. In addition, the Group received top ratings in key ESG areas, including climate strategy and labor practices, which help mitigate operational risks and strengthen investor confidence in the Group's sustainability performance. Through the adoption of sustainable materials and the development of low-carbon products, the Group continues to enhance product competitiveness and its ability to capture growth opportunities as the market recovers. Overall, the dual focus on sustainability and operational performance has established a solid financial foundation and supports the Group's mid- to long-term growth momentum.

Financial Performance

In 2025, Giant Group reported consolidated revenue of NT\$60.25 billion, representing a year-on-year decrease of 15.5%. Gross margin rate improved to 19.8%, compared to 19.0% in 2024, primarily driven by the launch of higher-margin new products, which offset the impact of discounting to clear aging inventory. Operating expenses were primarily attributable to investments in research and development and digital capability enhancements. As a result of the decline in revenue, the operating expense ratio increased to 18.0%, compared to 16.4% in 2024, leading to a decrease in operating profit to NT\$1.08 billion, down 41.8% year-on-year. Profit before tax amounted to NT\$1.38 billion, representing a year-on-year decrease of 41.3%. Net income after tax totaled NT\$0.72 billion, a decrease of 42.8% year-on-year. The higher effective tax rate was primarily attributable to the conservative recognition of deferred tax assets and the impact of OECD Pillar Two regulations. Earnings per share (EPS) for the year was NT\$1.84.

Technology Development

The Group continues to place innovative technology at the core of its product development, as demonstrated by the design and engineering advancements in its flagship products. In 2025, the Group launched the Anthem XC mountain bike series, co-developed with world champion Alan Hatherly. The new model features an all-new

frame design and manufacturing process, together with an upgraded FlexPoint Pro suspension system, which significantly reduces deformation in the rear triangle under load. This advancement results in the lightest cross-country race bike in the Group's history.

Beyond elite racing technologies, the Group has also extended its research and development capabilities to the youth segment with the launch of the groundbreaking Seek youth road bike. As the first drop-bar road bike specifically designed for young riders, the Seek weighs only 7.4 kg and incorporates the racing DNA of performance road bikes, while featuring geometry tailored to the physique of youth riders. This product not only addresses a gap in the market but also received the TAIPEI CYCLE d&i Awards 2026, demonstrating the Group's strengths in innovative research and development, proprietary geometry design, and quality control.

In electric system technology, the Group completed a comprehensive upgrade of its E+ System in 2025. Through the Smart Gateway 2.0 platform, the system introduces a new consumer-oriented user interface and user experience (UI/UX) design and integrates Aegis safety technologies, including electronic locking, tire pressure monitoring, rear radar detection, and Apple Find My tracking. These enhancements further improve the intelligence and safety of electric bicycles.

Amid the rapid growth in urban micro-mobility demand, the Vida E+ project continues to serve as a key technological foundation for the Group's next-generation mobility platform. By integrating bicycle structural engineering, electric system integration, and safety compliance capabilities, the platform delivers efficient, safe, and practical urban electric mobility solutions. The latest generation of Vida E+ introduces a throttle-assist function to enhance convenience and riding comfort in urban environments, while optimizing power control and system stability, and improving the overall user experience for commuting and everyday cargo applications.

Brand Development and Marketing

The Group operates four major product brands, Giant, Liv, Momentum, and CADEX, each catering to distinct customer segments with dedicated bicycle products and services. In 2025, the Group ranked No. 9 in the Taiwan Global Brand Survey, with a brand value of US\$614 million. The Group has been recognized among Taiwan's Top 10 Global Brands for 17 consecutive years and remains the most valuable brand in the health and fitness industry, maintaining its leadership position while demonstrating strong brand resilience and adaptability to changing market conditions.

The Group continues to actively support pro teams and elite athletes through its Giant, Liv, and CADEX brands, achieving strong results in international competitions in 2025. In the men's Tour de France, Team Jayco AlUla, sponsored by the Group, delivered an outstanding performance. Ben O'Connor, riding a Giant Propel equipped with CADEX wheels, won Stage 18, also known as the Queen Stage of the 2025 Tour. In the women's race, Mavi García of Team Liv AlUla Jayco, riding the Langma, secured the team's first stage victory at the Tour de France Femmes, marking a significant milestone.

The Group also achieved notable success in off-road racing. Alan Hatherly of the Giant Factory Off-Road Team, riding the Anthem, claimed the XCO World Championship title and won the UCI World Cup in Lenzerheide, demonstrating the product's reliability under high-intensity competitive conditions. The strong performances of elite athletes on the global stage have enhanced brand visibility and further underscored the performance and global positioning of the Group's proprietary brands.

Corporate Development and Future Outlook

The Group has established one of the most comprehensive global supply chain networks in the industry and maintains the flexibility to adapt to increasing localization trends worldwide. It continues to enhance the overall value-added capabilities of its manufacturing sites. Guided by the 3S principles, Strategy, Service, and Support, the Group supports its sales companies in achieving growth while strengthening engagement and alignment with consumers and dealers. The global bicycle industry continues to demonstrate strong long-term growth fundamentals and is expected to gradually regain growth momentum. Looking ahead to 2026, the global bicycle market remains in the early stages of demand recovery. The Group will continue to drive product innovation and expand its global market presence, while strengthening supply chain efficiency and operational management to support its long-term development. It aims to gradually restore growth momentum and enhance its competitiveness as the market recovers.

2. 2026 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 increase from 22 million units in 2020 to 30 million units by 2030, with electric bicycles expected to account for 50% of total sales. This expansion in market size is expected to drive more diverse developments, including smart bicycles, personalized products, cycling gear and accessories, as well as innovative leasing and subscription-based circular business models. Cycling, whether on traditional bicycles or electric bicycles, provides significant benefits to individual well-being, urban development, and environmental sustainability. The long-term growth outlook for the bicycle industry remains stable. The Group adopts a dual strategy that balances OEM and ODM manufacturing with the development of its own brands. It provides design and manufacturing services to globally recognized brands, while actively expanding its own brands, GIANT, Liv, and Momentum, as well as CADEX, its premium carbon fiber component brand, in global markets. Through continuous investment in research and development, the Group focuses on delivering "One & Only" products while fostering an innovative environment to identify new growth drivers. Supported by a high-performance matrix organization, these efforts enhance the Group's resilience and support its long-term sustainable growth.

R&D Strategy

To further expand its presence in the sports and lifestyle markets, the Group will introduce new products targeting core segments. The product portfolio will include drop-bar and flat-bar road bikes, electric mountain bikes, and urban electric bicycles for the European market. In addition, the Group will focus on optimizing and strengthening the strategic application of the E+ System to enhance market responsiveness and overall operational efficiency.

High-end product development will focus on high-performance electric mountain bikes with intelligent control features and related components. In addition to improving power output and battery capacity, the Group will introduce more advanced algorithms to enhance overall handling performance and riding experience.

Building on its strengths in product technology and system integration, the Group will continue to leverage advancements in materials engineering, intelligent control, and cycling science to drive product innovation and application development, thereby addressing evolving global mobility trends and changing consumer demand.

Sustainable Transformation

Since 2022, the Group has adopted "Cycling for a Better Future" as the core theme of its ESG strategy, advancing three key pillars: "Innovating a Clean Future," "Transforming for Circularity," and "Mobilizing for Diversity, Equity, and Inclusion." Through these initiatives, the Group integrates climate action, material innovation, and diversity and inclusion into its global operations and value chain.

In 2026, the Group will continue to strengthen carbon reduction governance and energy resilience. By installing self-generated solar power systems at major manufacturing sites, it is accelerating the adoption of renewable energy. As of 2026, seven sites are equipped with renewable energy generation capabilities, with renewable energy usage approaching 20%. This progress lays a critical foundation for achieving long-term decarbonization targets and supports the development of a competitive advantage in low-carbon manufacturing.

In terms of resource circularity, the Group adopts a disciplined management approach to enhance the reuse efficiency of key raw materials, including aluminum, carbon fiber, and paper, while optimizing the recycling management of general and hazardous waste. The Group has also established a "Product Carbon Footprint Calculation Platform" to enhance supply chain transparency and support future low-carbon design and material innovation.

At the same time, the Group has fully implemented sustainable product design guidelines and green procurement strategies, accelerating the development of components incorporating recycled materials, including saddles, tires, recycled aluminum alloys, and reclaimed carbon fiber, thereby building a more sustainable and competitive product portfolio. In packaging management, the Group continues to advance plastic reduction initiatives for both complete bicycles and cycling gear packaging, steadily progressing toward plastic-free packaging and reducing the environmental impact of single-use materials.

In promoting green mobility, YouBike continues to expand its shared system and network coverage, supporting the transition of urban transportation toward low-carbon models and reflecting the Group's forward-looking approach to sustainable mobility.

“Our commitment to sustainability goes beyond product innovation—it's about building a resilient future through responsible governance and global collaboration.” said Chairperson Young Liu. Looking ahead, the Group will continue to deepen its sustainability initiatives by fully integrating ESG practices across operations and value chains. With a focus on both environmental and social responsibility, the Group aims to support the global development of Taiwan's bicycle industry, promote green mobility solutions, and achieve its long-term objectives in environmental protection and sustainable development.

Brand and Digital Marketing

The Group is committed to building a customer-centric digital ecosystem, delivering a seamless brand experience across every consumer touchpoint, including brand marketing, social media engagement, official websites, physical retail stores, and customer service. In addition to leveraging a wide range of digital tools to deepen customer engagement, the Group places strong emphasis on internal talent development and process optimization to ensure the effective execution of its digital transformation strategy. Through data-driven decision-making, it utilizes advanced data analytics to capture real-time market dynamics and consumer trends, enabling more precise and effective business decisions.

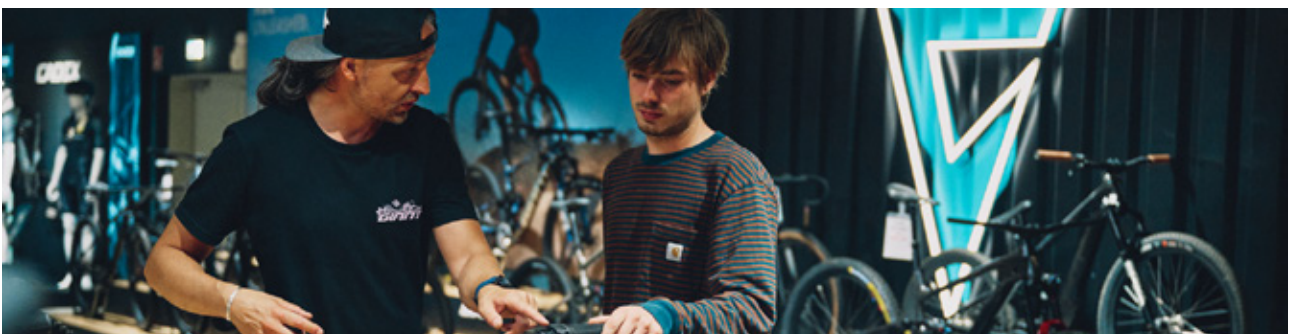
The Group is currently advancing several key digital initiatives:

- Customized Services: The Group plans to launch a bicycle customization platform to meet consumers' demand for personalized products.
- Enhanced Mobile Experience: The newly upgraded RideLife cycling app enhances user experience and strengthens interaction between consumers and retail stores.
- Partner Empowerment: The Group continues to develop a dedicated dealer management platform to enable channel partners to better anticipate market changes and respond more efficiently.
- Information Integration: The Group is implementing a Product Information Management (PIM) system to ensure consistency of product information across all sales channels.

Through these initiatives, the Group aims to create a fully integrated O+O (Online and Offline) experience, ensuring that consumers receive consistent and high-quality brand services across all touchpoints.

Manufacturing, Supply, and Sales Strategy

The Group has established production bases across Taiwan, China, Vietnam, and Europe, enabling a flexible and agile supply chain to meet global demand. Guided by a culture of waste elimination and continuous improvement, the Group will continue to adopt a short supply chain approach and maintain rapid responsiveness to market demand. It will dynamically adjust production capacity across manufacturing sites and leverage logistics centers to efficiently connect production and sales, thereby enhancing responsiveness to market opportunities. Intelligent manufacturing is a key strategic focus for the Group. The deployment of automated production lines and the upgrade of enterprise resource planning (ERP) systems are essential to advancing smart manufacturing capabilities. By continuously improving production efficiency and product quality, the Group is able to sustain its competitive advantages, effectively manage risks, and support its long-term development in a dynamic operating 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 2)	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	-	-	-	-	-	4,271,263	1.09
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	3,408,751	0.87
Director	Taiwan	YANG, MENG-HSUEH (Marcel Yang)	Male	2024.06.21	2024.06.21	3 years	10,000	-	2,007,000	0.51

March 30, 2026

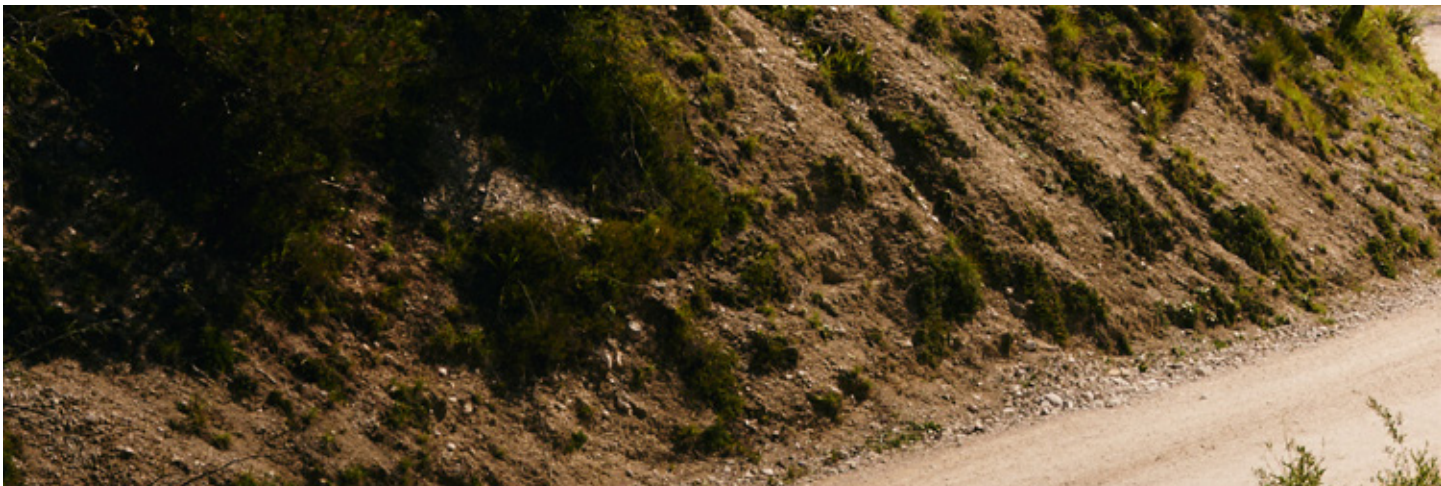
Shares held by spouse and underage children		Shares held by proxy		Main career (academic) achievements (Note 3)	Concurrent duties in the Company and in other companies	Spouse or relatives of second degree or closer acting as directors, supervisors, or department heads			Remarks (note4)
Shares	%	Shares	%			Title	Name	Relationship	
3,000,000	0.77	-	-	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
607,959	0.16	-	-	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 - Chairperson, 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 - Chairperson Growood, Merdeka, D. Mag Technology- Director Giant Investment, YouBike - Supervisor	-	-	-	None
85,031	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 2)	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 3)	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 (note4)
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 President / President 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. - Chairperson 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 - Chairperson 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

Age/Item Name of Director	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	61 to 70		✓	✓	✓	✓	✓	✓	✓
HO, CHUN-SHENG (Independent Director)	above 70	4.5 years	✓	✓	✓	✓	✓	✓	✓
TSOU, KAI-LIEN (Independent Director)	61 to 70	1.5 years	✓		✓	✓	✓	✓	✓
CHANG, CHI-WEN (Independent Director)	61 to 70	1.5 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 emphasize professional knowledge and relevant skills.

* There are 3 directors (27%) 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, 3 directors are above 70 years old, while 5 of them are between 61 to 70 years old, 1 director 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(Directors of a single gender constitute at least one-third of the Board of Directors.)	
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, 2026

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. As the pioneer to set up factories and manage our market in China, he led a team to explore new territory, not only setting up factories but also making Giant the No. 1 bicycle brand in China. In 2017, he became CEO of the Giant Group. Although the Company has experienced various challenges such as the shared bicycle boom in China, the China-US trade war, the pandemic, and inflation, he led the Group's revenue and profits to reach new highs and continued to expand Group operation. In 2002, he won the "20th Outstanding Manager Award" from the Enterprise Managers Association of the Republic of China. In 2014, he won the 2nd Outstanding Mainland Taiwanese Business Award from the Taipei Management Research Institute. He won the National Outstanding CEO Award in 2019, and the 16th National Distinguished Accomplishment Award from the Chinese Professional Management Association in 2022. Recently, he established the Bicycle Alliance of Sustainability (BAS), sparing no effort to advance and promote ESG initiatives within the global bicycle industry. He became chairperson of the Giant Group in 2025. In 2025, he was honored as the Most Respected Entrepreneur in the Transportation and Manufacturing category of the Commonwealth Magazine's Benchmark Entrepreneur Survey.	Meet (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 (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 January, 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)	—
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)(5)(6)(7)(8)(9)(11)(12)	—

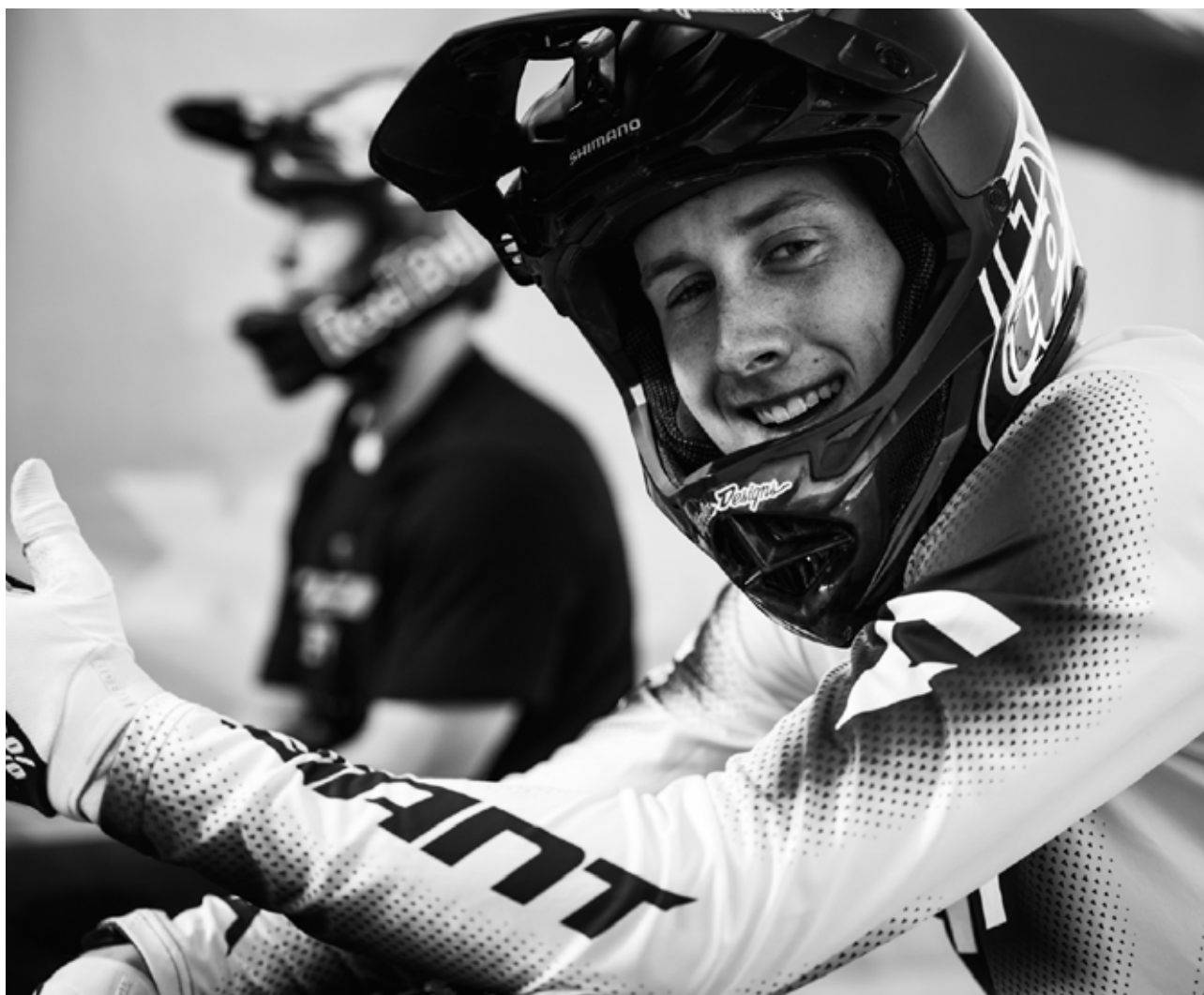
Name	Criteria	Professional Qualifications and Experiences (Note 1)	Independence Status (Notes 1 & 2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
CHIU, TA-PENG		Once the head of product technology division and director of general affairs 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)(10)(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 overseas 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	607,959	0.16	-	-
Global Chief Strategy Officer	Taiwan	CHANG, SHENG- CHANG	Male	2025.04	-	-	103,828	0.03	-	-

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

Title	Name (Note 1)	Directors' remuneration							
		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	3,600	3,600	0	0	3,747	3,747	50	50
Director	LIU, SU-CHUAN	1,800	1,800	0	0	2,141	2,141	50	50
Director	THO, TU HSIU-CHEN	1,800	1,800	0	0	2,141	2,141	50	50
Director	Kinabalu Holding Company	1,800	1,800	0	0	2,141	2,141	50	50
Director	Yuan Hsin Investment	1,800	1,800	0	0	2,141	2,141	50	50
Director	CHIU, TA-PENG	1,800	1,800	0	0	2,141	2,141	50	50
Director	YANG, MENG-HSUEH	1,800	1,800	0	0	2,141	2,141	50	50

March 30, 2026

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 Head of Global R&D center Technology R&D Center - Manager	None	-	-	-	-

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)							
					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	The Company	All companies included in consolidated statements (Note 7)		
7,397 1.02%	7,397 1.02%	4,832	4,832	0	0	3,583	0	3,583	0	15,812 2.19%	15,812 2.19%	None
3,991 0.55%	3,991 0.55%	3,860	3,860	0	0	5,000	0	5,000	0	12,851 1.78%	12,851 1.78%	None
3,991 0.55%	3,991 0.55%	0	0	6,567	6,567	0	0	0	0	10,558 1.46%	10,558 1.46%	None
3,991 0.55%	3,991 0.55%	0	0	0	0	0	0	0	0	3,991 0.55%	3,991 0.55%	None
3,991 0.55%	3,991 0.55%	0	0	0	0	0	0	0	0	3,991 0.55%	3,991 0.55%	None
3,991 0.55%	3,991 0.55%	0	0	0	0	0	0	0	0	3,991 0.55%	3,991 0.55%	None
3,991 0.55%	3,991 0.55%	1,568	1,568	0	0	1,500	0	1,500	0	7,059 0.98%	7,059 0.98%	None

		Directors' remuneration							
		Compensation (A) (Note 2)		Pension (B) (Note 2)		Director remuneration (C) (Note 3)		Fees for services rendered (D) (Note 4)	
Title	Name (Note 1)	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	CHIU, TA-WEI	1,800	1,800	0	0	2,141	2,141	50	50
Independent Director	HO, CHUN-SHENG	3,000	3,000	0	0	0	0	50	50
Independent Director	TSOU, KAI-LIEN	3,000	3,000	0	0	0	0	50	50
Independent Director	CHANG, CHI-WEN (Dora Chang)	3,000	3,000	0	0	0	0	50	50

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.

Note 1: Directors' names shall be presented separately (for corporate shareholders, the name of the corporate shareholder and its representative shall be stated separately) with indications on whether they are directors or Independent Directors. The amount of payment is presented in aggregate sums.

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.

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		All companies included in consolidated statements (Note 7)					
The Company	The Company	The Company	The Company	The Company	The Company	Amount paid in cash	Amount paid in shares	Amount paid in cash	Amount paid in shares	The Company	All companies included in consolidated statements (Note 7)	
3,991 0.55%	3,991 0.55%	0	0	0	0	0	0	0	0	3,991 0.55%	3,991 0.55%	None
3,050 0.42%	3,050 0.42%	0	0	0	0	0	0	0	0	3,050 0.42%	3,050 0.42%	None
3,050 0.42%	3,050 0.42%	0	0	0	0	0	0	0	0	3,050 0.42%	3,050 0.42%	None
3,050 0.42%	3,050 0.42%	0	0	0	0	0	0	0	0	3,050 0.42%	3,050 0.42%	None

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 (Note 1)	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)			
		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	Amount paid in cash	Amount paid in shares		
CEO	LIU, SU-CHUAN														
Global Chief Strategy Officer	CHANG, SHENG-CHANG	6,772	6,772	0	0	0	0	10,500	0	10,500	0	17,272 2.39%	17,272 2.39%	0	

* 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)	LIU, SU-CHUAN; CHANG, SHENG-CHANG	LIU, SU-CHUAN; CHANG, SHENG-CHANG
NT\$10 million (inclusive) ~ NT\$15 million (exclusive)		
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	2 people	2 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 compensation of employees 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				
Global Chief Strategy Officer	CHANG, SHENG-CHANG	0	12,776	12,776	1.77%
CFO and Chief Accounting Officer	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 2024	Year 2025
Directors		
President and Vice Presidents	15.23%	11.03%

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.

3. Corporate governance

(1) Operation of the Board

A total of 7 (A) Board meetings were held in 2025. 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	LIU, YUON-CHAN	7	0	100%	
Director	LIU, SU-CHUAN	7	0	100%	
Director	THO, TU HSIU-CHEN	6	1	86%	
Director	Kinabalu Holding Company representative THO, TZU-SING	6	1	86%	
Director	Yuan Hsin Investment representative LO, JUI-LIN	7	0	100%	
Director	CHIU, TA-PENG	7	0	100%	
Director	YANG, MENG-HSUEH	7	0	100%	
Director	CHIU, TA-WEI	7	0	100%	
Independent Director	HO, CHUN-SHENG	7	0	100%	
Independent Director	TSOU, KAI-LIEN	5	2	71%	
Independent Director	CHANG, CHI-WEN	7	0	100%	

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:

5th meeting of the 18th Board:

 - Retirement benefits for the former Chairperson, Ms. THO, TU HSIU-CHEN.
 - Remuneration for the newly appointed Chairperson, Mr. LIU, YUON-CHAN.
 - Salary adjustments for the Group's senior management

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, 2025 to December 31, 2025
 - 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.
 - 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.
 - The 2025 evaluation was reported on the March 13th, 2026 Board meeting.
 - The Company engaged an external institution to perform external Board performance evaluation once every 3 years in December 2025 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.

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).

Summary of Opinions:

Giant Group was ranked in the 21%-35% bracket of the most recent (2024) Corporate Governance Evaluation for listed companies. Building on this foundation, the board performance evaluation conducted by EY—which covers eight key elements including 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—aims to foster a business-driven corporate culture for the evaluated company, continuously optimizing Board performance through the PDCA(Plan-Do-Check-Act) continuous improvement model. Upon comprehensive assessment, Giant Group's performance in three dimensions of Board structure, People, and Process and Information was rated as "Advanced". The evaluation results were reported to the Board on March 13th, 2026.

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 19th 2025, the 10th 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 2025

● : Actual Attendance ◐ : Attendance by proxy ○ : Absence

2025	2025.03.14 18 th 5 th Meeting	2025.05.09 18 th 6 th Meeting	2025.08.08 18 th 7 th Meeting	2025.10.01 18 th 2 nd Special Meeting	2025.10.13 18 th 8 th Meeting	2025.11.07 18 th 9 th Meeting	2025.12.19 18 th 10 th Meeting
CHANG, CHI-WEN	●	●	●	●	●	●	●
TSOU, KAI-LIEN	●	◐	●	●	◐	●	●
HO, CHUN-SHENG	●	●	●	●	●	●	●

(2) Functionality of the Audit Committee:

Audit Committee members

Identity (Note 1)	Name	Criteria	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)		
			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	1	2	3	4	5			6	7
Independent Director	CHANG, CHI-WEN		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	0	
Independent Director	TSOU, KAI-LIEN		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	2	
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 2025; attendance records are as follows:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) [B/A] (Notes 1 and 2)	Remarks
Convener	CHANG, CHI-WEN	6	0	100%	
Member	TSOU, KAI-LIEN	4	2	67%	
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 2025 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. | (e) Material asset or derivative instrument transactions. |
| (b) To assess the effectiveness of the internal control system. | (f) Material loans to others or provision of endorsement or guarantees. |
| (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. | (g) Offering, issuance, or private placement of equity-type marketable securities. |
| (d) Matters involving Directors' personal interests. | (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 2025 Audit Committee meetings

Date	Major Resolutions	Outcome of Resolution
2025.03.14 4 th meeting of the 3 rd term	<ul style="list-style-type: none"> • Internal audit report of the Company • Outcome of 2024 self-evaluation on internal control of the Company • Derivative trading of the Company • Financial statements for the year ended December 31, 2024 of the Company • 2024 earnings distribution of the Company 	<p>Attendance of Audit Committees: 3 Opinions of Audit Committees: None. Resolution: Unanimous approval of all members.</p>
2025.05.09 5 th meeting of the 3 rd term	<ul style="list-style-type: none"> • Financial statements for the three months ended March 31, 2025 of the Company • Internal audit report of the Company • Derivative trading of the Company • Proposal for the Company's funding loan to its subsidiary, AIPS Technology Co., Ltd. (hereinafter "AIPS") • Proposal for the application of the Company's endorsement and guarantee for its subsidiary, Giant Bicycle Mexico S. DE. R.L. DE C.V. (hereinafter "GMX") • Change of the Head of Finance 	<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>
2025.08.08 6 th meeting of the 3 rd term	<ul style="list-style-type: none"> • Financial statements for the six months ended June 30, 2025 of the Company • Internal audit report of the Company • Derivative trading of the Company • Proposal for the Company's endorsement and guarantee regarding the mid-to-long-term credit facilities provided by Mizuho Bank to its subsidiary, GIANT Manufacturing HUNGARY Ltd. (GHM) 	<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>
2025.11.07 8 th meeting of the 3 rd term	<ul style="list-style-type: none"> • Financial statements for the nine months ended September 30, 2025 of the Company • Internal audit report of the Company • 2025 audit plan of the Company • Derivative trading of the Company • Review of the CPA fee. 	<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>
2025.12.19 9 th meeting of the 3 rd term	<ul style="list-style-type: none"> • Internal audit report of the Company • Proposal for the Company's approval of non-assurance services provided by the certified public accountants (CPAs), their firm, and the firm's network entities to the Company and its subsidiaries. 	<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>

2025 Report on Performance Evaluation Outcomes of the Board, Board Members, Audit Committee and Remuneration Committee

Giant Manufacturing Co., Ltd. conducted 2025 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, 2025

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 2025 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 13, 2026.

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

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?	✓	

or TWSE/TPEX-Listed Companies and Reasons:

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 2025 performance evaluation outcomes of the Board to the Board on March 13, 2026. The evaluation outcomes covered the following five aspects:</p> <ol style="list-style-type: none"> Level of participation in the Company’s operation; Improvement on the quality of Board’s decisions; Composition and structure of the Board; Election and continuing education of Directors; and Internal control. <p>The evaluation items included:</p> <ol style="list-style-type: none"> Familiarity with the Company’s goals and missions; Understanding of director’s duties; Level of participation in the Company’s operation; Management of internal relationship and communication; Professionalism and continuing education of directors; and Internal control. <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 2026.</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
(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

The Company engaged an external institution to perform the 2025 external Board performance evaluation in December 2025. Opinions from the external evaluation were summarized as follows:

Giant Group was ranked in the 21%-35% bracket of the most recent (2024) Corporate Governance Evaluation for listed companies. Building on this foundation, the board performance evaluation conducted by EY—which covers eight key elements including 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—aims to foster a business-driven corporate culture for the evaluated company, continuously optimizing Board performance through the PDCA(Plan-Do-Check-Act) continuous improvement model. Upon comprehensive assessment, Giant Group’s performance in three dimensions of Board structure, People, and Process and Information was rated as “Advanced”. According to the outcome of the 2025 evaluation, the Board delivered a fine performance. No individual director was found to be unfit where remuneration or re-election nomination shall be reconsidered.

Independence Assessment of External Professional Institutions

The assessment items are as follows:

- a. Whether any members of the Company’s external professional independent institution team have been employed by or provided services to the Company during the two years prior to the commencement of the attestation engagement or within one year after cessation of such engagement.
Yes No
- b. Whether the Company’s external professional independent institution team has any financial lending or borrowing relationship with the Company.
Yes No
- c. Whether the Company’s external professional independent institution team has any joint investment or profit-sharing relationship with the Company.
Yes No
- d. Whether the Company’s external professional independent institution team serves as a director, supervisor, managerial officer, or holds any position with significant influence over the Company, or has any circumstances that may result in a conflict of interest.
Yes No
- e. Whether the Company’s external professional independent institution team performs any managerial decision-making functions for the Company.
Yes No
- f. Whether the Company’s external professional independent institution team has provided continuous attestation services to the Company for a period of seven years.
Yes No

Based on the above assessment, the Company confirms that the external professional independent institution maintains its independence, and no circumstances that may impair such independence were identified.

- (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

No material deviation is found in comparison with the Corporate Governance Best Practice Principles for TWSE/TPEx-Listed Companies

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>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, Regarding the AQI indicators that exhibited certain variances compared with industry peers, the Audit Committee members inquired with the CPAs in November 2025 regarding the underlying reasons for such differences. The CPAs indicated that relevant improvement measures would be initiated in 2026, and the Audit Committee will continue to monitor the progress in subsequent meetings.</p> <p>The assessment results for the most recent year were approved by the Audit Committee in November 2025 and were subsequently reported to the Board of Directors in the same month for its approval of the CPAs' independence and professional competence.</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 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"> (1) To draft and plan appropriate corporate systems that promote Board independence, information transparency, regulatory compliance, and the implementation of internal audits and controls. (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. (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. (4) To assist Directors with assuming office and continuing education. (5) Besides annual performance evaluations on individual directors, internal performance evaluations are conducted on the overall operation of the Board. (6) In 2025, the corporate governance officer had performed his duties as required. Each director had taken an average of 7.4 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. (7) The corporate governance officer is full-time, except for serving as a director of Microp rogram Information Co., Ltd., and does not hold any other positions in the Company or other companies. 	<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 CFO and Investor relations 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 CFO and Investor 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>(5) Rights of stakeholders: Rights of stakeholders are handled according to relevant laws and regulations.</p> <p>(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:</p> <p>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.</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
	✓	

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:

- Electronic voting: The Company signed an agreement with the Taiwan Depository and Clearing Corporation in 2016 to voluntarily adopt the e-voting in 2017.
- 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.
- Appointment of corporate governance officer: The Board approved the appointment of corporate governance officer, which took effect in June 2021.
- External performance evaluation of the Board: The Board conducts external evaluations triennially. The most recent assessment was commissioned to an external institution in December 2025 and rated "Advanced," which was subsequently approved at the March 2026 Board meeting.
- 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.

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)

% of Independent Director/Term of Board	15 th	16 th	17 th	18 th	19 th
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%

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

- 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.

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



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 9th meeting of the 18th term of BOD held in 2025:

Giant MFG. Co., Ltd. Auditor Independence Assessment

Date of assessment: November 7, 2025

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, 2026

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 1: 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 4 meetings (A) in 2025. Eligibility and attendance of members are as follows:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) [B/ A] (Note)	Remarks
Convener	HO, CHUN-SHENG	4	0	100%	Review the performance evaluation of directors and managers as well as the policies and standards of salaries and remuneration.

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) [B/A] (Note)	Remarks
Committee member	CHANG, CHI-WEN	4	0	100%	Review the performance evaluation of directors and managers as well as the policies and standards of salaries and remuneration.
Committee member	TSOU, KAI-LIEN	4	0	100%	Review the performance evaluation of directors and managers as well as the policies and standards of salaries and remuneration.

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
2025.03.14	2 nd meeting of the 6 th term	1. 2024 remuneration to directors	Approved
		2. 2024 remuneration to employees	Approved
		3. Adjustment to the profit-sharing mechanism for entry-level employees	Approved A minimum of 30% of employee compensation is allocated to entry-level employees.
2025.04.11	3 rd meeting of the 6 th term	1. 2024 Employee Remuneration: Distribution for Managers and Entry-level employees.	Approved
2025.08.08	4 th meeting of the 6 th term	1. Retirement benefits for CHEN, GUEI-YAO (Chief Operating Officer of HPB Division & Managing Director of European HQ).	Approved
2025.12.19	5 th meeting of the 6 th term	1. Promotion remuneration for the Chief Functional Officer.	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
<p>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?</p>	<p>✓</p>	
<p>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)</p>	<p>✓</p>	

Implementation Status (Note 1)

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

Description

- | Material Issue | Summary of risk assessment items | Description |
|----------------------|----------------------------------|--|
| Environmental aspect | Climate action | 1. All operation bases in Taiwan and China obtained ISO 14064 GHG certification in 2025, conducting self-inventory of greenhouse gases within financial boundary scope in compliance with the Financial Supervisory Commission's sustainability development roadmap.
2. Major manufacturing operation bases globally conduct energy management and energy conservation for carbon reduction. 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. |
- (1) With sustainability transition being a key strategy of the Group, the board of directors fully supports the CEO in leading the management team to handle sustainability-related matters. The management team has established the "ESG Bureau and ESG Task Force." The ESG Bureau is a cross-departmental task force composed of members designated by functional heads and operational units, emphasizing cross-departmental collaboration and resource integration. The CEO also serves as Chief Sustainability Officer (CSO), serving as the highest sustainability executive responsible for comprehensively promoting sustainability affairs, with the Corporate Governance Officer assisting the CSO in advancing various sustainable development initiatives. We set annual targets with subsidiaries' management teams for each sustainable development scope and constantly monitor and control the progress.
- (2) On a quarterly basis, the CEO reports the performance of key tasks to the board. Quarterly reports on GHG inventory plans and implementation status are submitted to the board, while annual sustainability development reports (including the sustainability report) are presented covering (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 management matters as well as performance evaluation. 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.
- (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. When significant risks persist, inventory management including quarterly inventory targets and achievement status is reported to the board of directors and the Audit Committee on a quarterly basis, with both production and sales functions jointly promoting the BTS (Build to Stock) improvement project and OBS (Own Brand System) operating system. 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 to the board.
- (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

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

Promotion Items

Yes No

Implementation Status (Note 1)

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

Description		
Material Issue	Summary of risk assessment items	Description
Environmental aspect	Supply chain carbon reduction	<ol style="list-style-type: none"> 1. Jointly committed to implementing GHG inventory within two years and reducing carbon emissions by 3% every year. 2. 100% of the members in BAS had completed the GHG inventory training.
	Community services	Ecological restoration project at Dadu Mountain, Taichung, featuring a five-year tree planting program from 2022 to 2027. Through establishing firebreaks, the initiative aims to reduce hillside forest fires at Dadu Mountain, Taichung, and restore the forest ecosystem.
Social aspect	Human Rights Due Diligence	<p>The U.S. Customs and Border Protection (CBP) issued a Withhold Release Order (WRO) against Giant Group's Taiwan manufacturing facilities in September 2025. Giant Group has adopted an open and transparent approach in explaining response strategies to employees and stakeholders, including: the zero recruitment fee system has been fully implemented with full reimbursement to current migrant workers completed as recommended by international third-party audits; the Company's internal grievance mechanism has been optimized through dual-track operations; migrant worker dormitory environments have been upgraded and scheduling systems optimized to control overtime risks. To reduce the risk of recurrence, senior management and all relevant personnel are required to complete forced labor prevention training to enhance employee risk awareness, while supervising corresponding units to implement standard operating procedures.</p> <p>Giant Group remains steadfast in its commitment to human rights protection and regulatory compliance. We have responded to each of the five concerns individually and outlined specific measures that have been implemented or are currently being executed. Giant has formally submitted WRO revocation appeal documents and Corrective Action Plan (CAP) evidence to the U.S. Customs and Border Protection (CBP) for review.</p>
	OSH	<ol style="list-style-type: none"> 1. Monthly review of the Group's occupational safety incidents (including false alarms) and adoption of source improvement measures to prevent recurrences. 2. Regularly conduct fire drills and occupational safety training every year to improve employees' emergency response capabilities and personal safety management. 3. Organize first aid training courses and set up first aid facilities in accordance with Article 6 of the Regulations of the Labor Health Protection.
	Financial performance	<ol style="list-style-type: none"> 1. The board of directors and the Audit Committee track progress on a quarterly basis. 2. The management team reviews inventory and OBS operating system status at least twice every month.
Governance aspect	Stakeholder engagement	Employees, investors, social groups, suppliers, consumers, distributors, brand customers, and government agencies. Communications and updates on material issues of concern are conducted on an irregular basis every month.

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

Promotion Items	Yes No
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>(1) All employees of the Company are expected to adhere to the Group's Environmental Policy and Energy Management Policy as outlined below:</p> <ul style="list-style-type: none"> • Compliance with Regulations: The Group identifies, monitors, and complies with applicable domestic and international environmental, safety, and health laws, regulations, standards, and other requirements. It establishes environmental, safety, and health management policies that exceed regulatory requirements and communicates these policies to employees, as well as to suppliers, contractors, and other key partners. • Risk Control: The Group conducts the identification of significant environmental aspects and occupational health and safety hazards. Through risk assessments, it identifies potential risk factors, implements appropriate control measures, and prioritizes improvement actions. These efforts aim to reduce occupational health and safety risks and enhance environmental, safety, and health (ESH) performance. The Group also evaluates the interrelationships and trade-offs among environmental issues to develop appropriate action plans. • Impact Reduction: To effectively manage environmental and occupational health and safety impacts, the Group encourages employee participation in the development of policies and programs and conducts regular discussions and reviews of relevant issues. It provides appropriate protective measures and environmental protection facilities or establishes standard operating procedures for relevant activities to prevent potential hazards and ESH risks. Guided by the principles of Reduce, Reuse, and Recycle, the Group is committed to minimizing or eliminating hazardous substances; managing wastewater to control, reduce, or eliminate water pollution; reducing water withdrawal and consumption; minimizing waste generation; strengthening chemical management; and enhancing pollution prevention. • Continuous Improvement: The Group establishes objectives and targets for occupational health and safety, environmental performance, and energy management systems, and implements action plans to promote a safe, healthy, and environmentally responsible workplace. It is committed to reducing energy consumption, increasing the use of renewable energy, and collaborating with partners to enhance water resource management, protect freshwater ecosystems, and safeguard water security for local communities. • Education and Stakeholder Engagement: The Group regularly provides education and training to employees, subsidiaries, suppliers, and contractors to strengthen awareness of environmental protection and occupational health and safety responsibilities. It also actively engages with stakeholders on environmental issues and continues to enhance its environmental management capabilities. <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 committed to developing environmentally responsible materials and packaging based on three core principles: non-toxicity, reduction, and recyclability. In addition to strict compliance with international regulations, the Group proactively enhances resource efficiency to minimize environmental impact. The Group focuses on key bicycle components incorporating recycled materials, including recycled aluminum, recycled carbon fiber, and recycled rubber. In recognition of its contributions to improving energy efficiency and reducing carbon emissions, the Group's Taiwan operations were awarded the "Energy Conservation Benchmark Silver Award" by the Ministry of Economic Affairs for two consecutive years (2024 and 2025), demonstrating tangible progress in its transition toward low-carbon manufacturing.</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
(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?	✓	
(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

- (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 2025, cumulative total rides: 1.13 billion times, total rides in 2025: 193 million times, with reduced CO₂ emission by 37,985 ton CO₂e, changing more 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.

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

- (4) Emissions of Giant's Taiwan factories between 2024 and 2025 are as follows:

GHG emission

Unit (ton CO₂e)

Items	2024	2025	Changes
Scope 1	29,028.44	26,344.49	-2,683.95
Scope 2	51,206.00	40,935.04	-10,270.96
Scope 1+ Scope 2	80,234.44	67,279.53	-12,954.91

Inventory boundary: Operation bases in Taiwan and China, excluding D. Mag New Material Technology Co., LTD.

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

Water consumption

Unit (Million liters)

Items	2024	2025	Changes
Water withdrawal	2,267.47	1,773.24	-21.80%
Water discharge	1,695.80	1,296.77	-23.53%
Water consumption	571.67	476.47	-16.65%

Inventory boundary: Giant Group global operation bases, excluding Vietnam factory and overseas sales companies.

Promotion Items

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? ✓

Implementation Status (Note 1)

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

Description

Waste

Items	Unit (ton)		
	2024	2025	Changes
Recyclable waste	18,295.82	17,457.42	-4.58%
Non-recyclable waste	3,450.20	3,353.15	-2.81%
Total waste	21,746.02	20,810.57	-4.30%

Inventory boundary: Giant Group global operation bases, excluding Vietnam factory and overseas sales companies.

The Company took aggressive measures to reduce carbon emission, water consumption and waste. The quantitative targets are as follows:

GHG emission

Long-term and short-term targets	Performance in 2025
3% reduction per year using 2021 as the base year, with the reduction target of 25% by 2030	The absolute emissions reduction target of 40.48% has been achieved

Inventory boundary: Operation bases in Taiwan and China, excluding D. Mag New Material Technology Co., LTD.

Water consumption

Long-term and short-term targets	Performance in 2025
With 2021 as the baseline year, reduce water consumption per unit working hour by 15% compared to the baseline year.	Achieved

Target scope: Factories

Waste

Long-term and short-term targets	Performance in 2025
With 2021 as the baseline year, reduce waste intensity per unit working hour by 15% compared to the baseline year.	Achieved

Target scope: Factories

- (1) Giant Group respects and supports internationally recognized human rights standards and principles, and established its Human Rights Code of Conduct in December 2024. The “Human Right Code of Conduct” aims to protect the labor rights of employees and guide the enterprise in proactively addressing the challenges of a globalized economy and sustainable development, laying a solid foundation for the long-term prosperity of the industry. This Human Right Code of Conduct is derived from internationally recognized labor human rights standards and local labor regulations, including the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights (UNGPs), the UN Nine Core International Human Rights Treaties, the UN Global Compact (UNGC), the ILO Declaration on Fundamental Principles and Rights at Work, international human rights conventions issued by the ILO, the OECD Guidelines for Multinational Enterprises, the OECD Due Diligence Guidance for Responsible Business Conduct, the European Sustainability Reporting Standards (ESRS), and Taiwan labor laws and regulations such as the Labor Standards Act and its Enforcement Rules, the Act of Gender Equality in Employment, the Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace, the Employment Service Act, the Occupational Safety and Health Act and its Enforcement Rules, the Occupational Safety and Health Management Regulations, the Occupational

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

Promotion Items

Yes No

(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

Safety and Health Facilities Rules, the Occupational Safety and Health Education and Training Rules, the Regulations for Implementing Maternity Health Protection at Workplace, and the Standards for Defining Dangerous or Harmful Work Prohibited for Female Employees During Pregnancy or Postpartum and for Workers Under the Age of Eighteen

(2) A summary of Giant Group's Human Rights Code of Conduct is as follows:

Human Rights Management	Implementation Measures
Forced Labor	1.Prohibition of forced labor. 2.Transparency of employment agreements. 3.Autonomy over personal identification documents.
Child Labor	Giant Group shall comply with local laws and regulations regarding the minimum employment age and prohibit the illegal employment of child labor. Employers shall not hire any person under the age of 15, under the age for completing compulsory education, or under the minimum employment age of the country/region. Young workers under the age of 18 shall not perform work that may jeopardize their health or safety, including night shifts or overtime. The Group shall implement legitimate and legal mechanisms to verify the age of all workers.
Working Hours	Giant Group shall clearly define regulations for working hours and overtime, regularly monitor and manage worker attendance, and respect national public holidays or religious festivals. All overtime work shall be voluntary. Any overtime or holiday work necessitated by emergencies or special circumstances recognized by local laws must comply with local legal procedures, and employees shall be entitled to at least one day of rest every seven days.
Wages and Benefits	Giant Group shall provide fair and reasonable wages and benefits that comply with compensation laws and regulations. Workers shall be paid in full and on time, and the deduction of wages as a means of disciplinary action is strictly prohibited. When paying wages, the Group shall provide workers with timely and concise pay stubs containing sufficient information to verify that the compensation paid is accurate.
Equality, Anti-discrimination, and Anti-harassment	1. Equal opportunity and prohibition of discrimination. 2. Dignified workplace and prohibition of improper treatment. 3. Protection of privacy rights.
Freedom of Association and Collective Bargaining	1. Freedom of association and collective bargaining. 2. Promotion of labor-management cooperation and regulatory compliance.
Occupational Health and Safety	Safe workplace and risk prevention and control. Emergency response plans, communication, and training. Occupational injury management and follow-up improvement. Environmental hygiene and quality of accommodation.

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

(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

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

Promotion Items	Yes	No
(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>with employee group insurances. 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"> 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. b. Smoke-free work place, where employees can work in a comfortable and healthy environment. 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. 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. 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. 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. <p>In 2025, the Group (organizational boundary: Taiwan headquarters, manufacturing facilities, and D. Mag New Material Technology Co., LTD.) experienced 56 occupational injury incidents. The main types of work-related injuries included mechanical injuries, object strikes, and other categories (such as falls/collisions/sprains), which accounted for 66.07% of total work-related injuries. To reduce occupational injury risks, the Company will focus on correcting and guiding employees' unsafe behaviors, strengthening employee safety education and training. Through daily safety advocacy, practical drills, and standard operating procedures, we aim to achieve "on-site personnel, on-the-job, and on-site" education, training, and assessment to enhance safety awareness among all employees. Additionally, we will improve work area planning to ensure reasonable traffic flow and environmental cleanliness, thereby reducing potential risks.</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 The Group is committed to reducing energy consumption and minimizing the carbon footprint of its products. Energy use across its manufacturing facilities primarily consists of electricity and steam, while fuels include natural gas, gasoline, and diesel. The Group's energy management strategy focuses on improving energy efficiency, optimizing production conditions and workspace design, and utilizing energy management systems to monitor consumption, analyze anomalies, and drive continuous improvement. At the global manufacturing level, the Group has established energy management targets centered on reducing electricity intensity per labor hour, supported by comparative analysis of greenhouse gas emission intensity to enhance energy performance over time. Through the implementation of energy-saving initiatives, improvements in equipment efficiency, and the adoption of intelligent monitoring systems, the Group ensures the continuous enhancement of its energy performance. The Group's Taiwan operations were awarded the "Energy Conservation Benchmark Silver Award" by the Ministry of Economic Affairs for two consecutive years (2024 and 2025). On the product side, the Group has established a Life Cycle Impact Assessment (LCIA) methodology in accordance with international standards, including ISO 14067, ISO 14040, and ISO 14044. It systematically conducts phased assessments of product carbon footprints and environmental impacts across different models, incorporating the results into product design, supply chain management, and manufacturing decision-making as a key strategic tool for green product development. The analyses indicate that the primary environmental impacts of bicycles over their life cycle are concentrated in the raw material extraction			

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>	<p>No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</p>
<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>	<p>No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</p>
<p>The Company prepared the 2025 Giant Group Sustainability Report in accordance with the internationally accepted report preparation standards and guidelines, i.e., the GRI and SASB standards, aligning with EU ESRS, 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>	<p>No material deviation is found in comparison with the Sustainable Development Best Practice Principles for TWSE/TPEX-Listed Companies</p>

and manufacturing stages, with key hotspots including frame components, tires, and energy consumption during production. In response, the Group continues to invest in environmentally responsible materials and innovative manufacturing processes to reduce overall environmental impact at the source.

In 2025, the Group's Taiwan operations independently developed a Product Carbon Footprint Calculation Platform, which was verified by SGS under Agreed-Upon Procedures (AUP). This enables real-time integration of environmental data into product development and management decision-making, strengthening internal governance and performance monitoring. It also supports the gradual establishment of a life cycle assessment (LCA) database for the bicycle industry, with the aim of promoting low-carbon transformation across the value chain through a data-driven and collaborative approach.

In promoting cycling culture and providing public bicycle rental services, the Group remains committed to advancing YouBike. As of the end of 2025, YouBike operates in 13 cities and counties across Taiwan, including Taipei City, New Taipei City, Taoyuan City, Hsinchu City (including Hsinchu Science Park), Hsinchu County, Miaoli County, Taichung City, Chiayi City, Chiayi County, Tainan City, Kaohsiung City, Pingtung County, and Taitung County. In 2025, total ridership reached 193 million trips, contributing to an estimated reduction of 37,985 tons of CO₂e per year. YouBike has become an integral part of the public transportation system, providing convenient mobility options, alleviating traffic congestion, and supporting the development of a sustainable and smart urban transportation environment.

Note: The calculation method is based on the "Electronic Ticket Greenhouse Gas Inventory Management System" developed by EasyCard Corporation for estimating the carbon footprint of various modes of transportation. This methodology has been verified by the British Standards Institution (BSI).

(2) Community engagement

The Group is committed to advancing climate action through three key initiatives: The Sustainable 22 program, biodiversity education and training, and the Dadu Mountain Ecological Restoration Project. These initiatives collectively demonstrate its commitment to environmental sustainability. The former aims to embed ESG principles into the daily work and lives of employees worldwide, fostering a shared commitment to sustainability within the organization, while the latter focus on local ecosystem conservation through structured reforestation efforts, promoting both environmental protection and community development. Together, these initiatives complement one another and reflect the Group’s comprehensive sustainability strategy, addressing both global engagement and local impact.

Dadu Mountain Ecological Restoration Project: The Dadu Mountain Ecological Restoration Project is a five-year tree-planting initiative (2022 to 2027). The Group originated in Dajia, Taichung, and Dadu Mountain, located on the western edge of the Taichung metropolitan area, is regarded as the place that nurtured the Group. With an average elevation of approximately 200 meters, the plateau is one of the few large green spaces within the city. Dadu Mountain not only preserves rich historical and cultural heritage, but also serves as an important natural landmark and a key recreational area for local residents. Since 2022, the Group has collaborated with the Taichung City Government and the Taiwan Reforestation Association to carry out ecological restoration efforts on Dadu Mountain. By planting fire-resistant trees, the initiative aims to reduce the occurrence of hillside wildfires and restore the forest ecosystem. The tree-planting program is not only an afforestation effort, but also represents an important step in the Group’s commitment to ecological sustainability and the enhancement of community well-being.

(3) Social contribution

- a. **Bicycling Alliance for Sustainability (BAS):** BAS is an ESG-driven platform jointly initiated by Chairperson Young Liu of the Group and leaders from the bicycle industry. It aims to guide the bicycle industry toward green and sustainable development, with a primary focus on reducing carbon emissions throughout product manufacturing and consumption, thereby promoting bicycles as truly green products. BAS actively provides its members with policy and regulatory updates, professional training programs, and technical exchange opportunities. It also promotes cycling-related carbon credit initiatives, supports the enhancement of corporate governance mechanisms, and organizes benchmarking visits and international exchanges. These efforts help align the industry with global trends and accelerate low-carbon transformation across the value chain. As of the end of 2025, BAS had 78 member companies, with over 90% completing ISO 14064-1 organizational inventories and approximately 50% completing product carbon footprint assessments. In addition, BAS has initiated the development of 17 Product Category Rules (PCRs) for complete bicycles and components. Beyond achieving its shared objectives, BAS is contributing to the establishment of a comprehensive carbon footprint calculation framework for the global bicycle industry.
- b. **Cycling culture:** The Bicycle Education Initiative is jointly promoted by the Cycling Life Style Foundation, the Cycling Culture Museum, and YouBike, with the aim of enhancing public awareness of cycling safety and culture through a diverse range of educational programs. The initiative focuses on two core areas: cycling safety education and cycling culture education. Through structured learning and experiential activities, it enhances students’ safety awareness and cultural literacy, while promoting a healthy and sustainable cycling lifestyle.
- c. **Cycling talent development:** Long-term investment in cross-border resources

Region	Key Initiative	2025 Achievements	Implementation Period
Taiwan / Hungary	Signed the “Fu Jen Catholic University and Giant Group Hungary Scholarship Cooperation Agreement” with Fu Jen Catholic University and the Hungarian Trade Office in Taipei, jointly establishing the Zsoldos Imre Scholarship.	The Group provides sponsorship for three scholarship recipients annually over a three-year period, with each recipient receiving NT\$200,000 per year, totaling NT\$1.8 million. This initiative integrates corporate responsibility with educational objectives, creates international learning opportunities for Hungarian youth, and demonstrates the Group’s commitment to talent development and positive social impact.	2025–2027
Mainland China	Signed an off-campus internship agreement with Tongji University to promote industry-academia collaboration and provide internship opportunities as part of a talent development initiative.	A total of 60 participants, including 45 summer interns and 15 trainees in specialized training programs.	Ongoing for over 3 years

Region	Key Initiative	2025 Achievements	Implementation Period
Mainland China	Implemented a talent development program to support cycling teams at Xinzhen primary and secondary schools, providing incentives for student athletes advancing to municipal and provincial teams, awarding financial incentives to students selected for training with the Jiangsu Provincial Cycling Team and Suzhou City Cycling Team, and recognizing coaches whose athletes won championship titles in national, provincial, and municipal competitions.	Among supported athletes, 6 are training with the Suzhou City Cycling Team, 1 with the Jiangsu Provincial Cycling Team, 1 with the Henan Provincial Cycling Team, and 1 with the Liaoning Provincial Cycling Team.	Ongoing for over 3 years

(4) Social services

Amid the growing momentum for green transportation and healthy living, the Group remains committed to enhancing the accessibility and safety of cycling. Guided by two core pillars, cycling activities and bicycle education, it continues to promote and embed cycling culture across society. Through these efforts, the Group is fostering a safe, healthy, and sustainable cycling ecosystem, providing a strong foundation for encouraging public participation in physical activity, enhancing urban livability, and advancing the transition to green mobility.

The Group's efforts extend beyond Taiwan to embrace a broader international perspective. Through a diverse range of initiatives, including community rides, awareness campaigns, and educational workshops, it seeks to foster greater public interest and enthusiasm for cycling. These activities emphasize not only the recreational and fitness benefits of cycling, but also incorporate elements of tourism and sustainable development, positioning the bicycle as an important link connecting communities, cities, and the natural environment. Through these initiatives, the Group encourages more people to reduce their reliance on private vehicles and adopt bicycles as a mode of daily transportation. This contributes to improving traffic conditions, reducing air pollution, and promoting a greener, low-carbon lifestyle. At the same time, well-designed cycling experiences and robust safety measures provide participants with a safe, comfortable, and user-friendly riding environment, further strengthening the cohesion of the cycling community both in Taiwan and around the world.

The initiative is jointly promoted by the Cycling Life Style Foundation, the Cycling Culture Museum, and YouBike. It delivers a comprehensive curriculum spanning from foundational to advanced levels, covering two core areas: cycling safety education and cycling culture education. In the area of safety education, the curriculum includes the introduction of different types of bicycles (including electric-assist bicycles and electric bicycles), an overview of bicycle components, pre-ride inspection and adjustment procedures, key safety considerations during riding, and the correction of common unsafe riding behaviors. It also emphasizes the proper use of YouBike and appropriate etiquette for riding on urban roads and riverside cycling paths. The program aims to cultivate proper cycling habits and safety awareness from an early age, thereby reducing the risk of traffic accidents and enhancing individual riding skills and decision-making capabilities. In terms of cycling culture education, the program explores the evolution of bicycles across different periods and regions, highlighting their role in society, environmental sustainability, and healthy lifestyles. Students are encouraged to participate in diverse cycling experiences and share their insights, fostering a vibrant and dynamic cycling community.

Global Initiatives Implemented for Over 3 Consecutive Years

Impact Area	Initiative	Region	Project Description (Key Global Initiatives for Over 3 Consecutive Years)	2025 Achievements
Social Impact: Philanthropy	Ride Like King (RLK)	Global	An annual cycling event inspired by the Group's founder, Mr. King Liu, now in its 17th year. Through both online and offline community engagement, one Buffalo bicycle is donated to World Bicycle Relief (WBR) for every 500 kilometers ridden, helping address mobility challenges in underserved regions.	Donated 700 Buffalo bicycles, transforming the joy of cycling into tangible global social impact.

Impact Area	Initiative	Region	Project Description (Key Global Initiatives for Over 3 Consecutive Years)	2025 Achievements
Environmental Responsibility: Low-Carbon Mobility Transition	YouBike	Taiwan	Dedicated to building an urban public bicycle network by providing convenient, low-carbon “last-mile” transportation solutions, reducing reliance on private vehicles and supporting cities in achieving net-zero emissions and green mobility goals.	Surpassed 1 billion cumulative rides; achieved a total carbon reduction of 196,000 metric tons nationwide; engaged 41,160 participants in World Car-Free Day and festival events.
	Little Giant Riders	Mainland China	Little Giant Riders is a cycling education and training program implemented for over six years, designed for children aged 3 to 12. Through structured training activities, the program promotes safe and proper riding skills, fosters healthy exercise habits, and encourages enjoyment of cycling.	In collaboration with local communities and commercial venues, the program organized balance bike races, children’s cycling events, and youth triathlon competitions, conducting 7 training sessions and 2 competitions with approximately 300 participants.
Social Development: Youth Education and Development	Cycling Coming-of-Age Ceremony	Mainland China	Cycling Coming-of-Age Ceremony is a youth development program implemented for over four years, targeting participants aged 16 to 18. Through structured training and ceremonial cycling activities, the program aims to cultivate regular exercise habits and a spirit of challenge, while fostering teamwork and perseverance, building mental resilience, and promoting a sustainable lifestyle.	Cycling Coming-of-Age Ceremony: Held 3 coming-of-age cycling events in Chengdu, Kunshan, and Nanjing, with over 300 participants aged 16 to 18. These events served as a meaningful milestone experience for participants as they begin their university journey, and included self-challenge competitions. Youth Growth Ceremony: Led by the Jiangsu Giant Cycling and Sports Foundation, 4 youth growth cycling events were organized, along with support for 102 similar events nationwide, engaging over 1,500 children.
Social Inclusion: Cultural Heritage and Exploration	Formosa 900	Taiwan	Now in its 14th year, “Formosa 900: Explore Taiwan by Bicycle” leads participants on an island-wide cycling journey to experience Taiwan’s natural landscapes and local culture in depth. Through diverse route designs, the program positions cycling as an important cultural bridge connecting communities and the land.	Since its launch in 2012, the program has attracted over 290 groups and 9,200 cycling enthusiasts worldwide. Centered on a nine-day island-wide cycling tour, it also incorporates routes such as the Wuling Challenge, cross-island rides, and in-depth East Taiwan tours, enabling participants to experience Taiwan’s diverse culture and landscapes from a cycling perspective.

(5) Social welfare

Throughout its corporate development, the Group has consistently sought to leverage its resources to support high-impact social welfare initiatives. In addition to its ongoing promotion of cycling culture and education, the Group places particular emphasis on fostering close collaboration with educational institutions. Through structured industry-academia collaboration programs, the Group is committed to imparting professional knowledge, cultivating practical skills, and reinforcing sound values among students. These efforts not only contribute to the overall development of the bicycle industry but also provide students with valuable internship opportunities and quality employment prospects, thereby jointly fostering a sustainable bicycle industry ecosystem. With respect to care for disadvantaged groups, the Group recognizes that, for certain underserved populations, bicycles are not only a means of transportation but also an important tool for improving quality of life. Accordingly, the Group has developed comprehensive support programs, including the provision of suitable bicycles and related accessories, the establishment of maintenance service networks, and the offering of professional cycling skills training courses. Through these concrete initiatives, the Group aims to effectively enhance the self-sufficiency of disadvantaged groups, promote social inclusion, and fulfill its core commitment to corporate social responsibility. We recognize the critical role of bicycles as an essential means of transportation for underprivileged communities and have implemented the following comprehensive support programs.

Social Co-Prosperity	Region	Project Description (Key Global Initiatives for Over 4 Consecutive Years)	2025 Achievements
Social Welfare Donations / Support for Disadvantaged Groups	Taiwan	Initiated by the Cycling Life Style Foundation, the “Cycling for Love” second-hand bicycle donation program has been implemented for over 20 years. The program donates approximately 150 refurbished bicycles annually to disadvantaged groups, orphanages, and students in rural areas.	A total of 258 refurbished bicycles were donated, including 30 units to Guangfu Township, Hualien County, to support post-disaster supply distribution at community centers.

(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

In September 2025, the U.S. Customs and Border Protection (CBP) issued a Withhold Release Order (WRO) on the Group’ s Taiwan manufacturing facilities. In response, the Group adopted a transparent approach and communicated its response strategies clearly to employees and stakeholders. These measures include: the full implementation of a zero recruitment fee policy, with reimbursement to all current migrant workers completed in accordance with recommendations from independent international third-party audits; the enhancement of internal dual-track grievance mechanisms; and the upgrading of migrant worker dormitories, along with improvements to shift scheduling systems to better manage the risk of excessive overtime. To mitigate the risk of recurrence, the Group has also required senior management and all relevant personnel to complete training on the prevention of forced labor, thereby strengthening risk awareness and ensuring that responsible units duly implement standard operating procedures.

Giant Group remains firmly committed to the protection of human rights and compliance with applicable laws and regulations. In response to the five identified areas of concern, the Group has addressed each item individually and disclosed the specific corrective measures already implemented or are currently being implemented (please refer to the official website: <https://esg.giantgroup-cycling.com/prresponse01>). In addition, the Group has established clear human rights grievance channels.

Channels	Description	Responsible Unit
Internal iCare Mailbox	An internal reporting and grievance channel for misconduct involving Giant personnel. All information submitted through this platform is treated with strict confidentiality and is directly escalated to senior management of Giant Manufacturing Co., Ltd.	The Human Resources Department serves as the receiving unit and will assign cases to the appropriate responsible units based on the nature of the matter.

Channels	Description	Responsible Unit
External 1955 Hotline	The “1955 Labor Consultation and Complaint Hotline” is a 24-hour nationwide service in Taiwan that serves as a single access point for consultation and complaints. Services include multilingual support (Mandarin, Thai, Indonesian, Vietnamese, and English), legal consultation services, complaint handling, provision of legal aid information, referral to protection and shelter services, and coordination with relevant government authorities.	Workforce Development Agency, Ministry of Labor – Foreign Workers’ Rights Hotline

Note: The Group’s manufacturing facility employing migrant workers is Giant Manufacturing Co., Ltd. (GTM), located in Taiwan. Employees and migrant workers at GTM may access the GTMCare grievance platform (complaint mailbox).

(8) Health and safety

The Company has implemented comprehensive hazard prevention measures, including the adoption of intrinsically safe machinery and equipment, control of construction and operational activities, management walk-through inspections, employee education and training, proactive occupational safety improvement initiatives, hazard identification and risk management, employee health examination management, workplace environmental improvements through the 5S program, as well as fire safety management and emergency response measures. Through these management mechanisms, the Company seeks to ensure that employees can work in a safe, healthy, and comfortable environment. The Company recognizes that employee health is not only a personal asset but also a key driver of sustainable corporate development. Accordingly, the Company has long been committed to employee health management. In addition to conducting regular health examinations, employees engaged in special operations are provided with specialized health examinations, and a graded health management approach is implemented to better monitor and understand employees’ health conditions. The Company also organizes health-related seminars and promotes health awareness among employees. Furthermore, the Company provides safe and clean drinking water and ensures food safety at its headquarters through the provision of on-site catering services, with all food ingredients subject to pesticide residue testing and source verification. Regular fire safety training and drills are conducted, and first-aid training courses are provided in accordance with Article

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.



6 of the Labor Health Protection Rules. First-aid facilities are established, and all work sites are equipped with necessary first-aid supplies and equipment. In the event of workplace injuries, qualified first-aid personnel provide immediate and appropriate treatment to prevent further harm. In addition, the Company actively participates in government-led health promotion programs to enhance employees' awareness of proper healthcare practices.

(9) Other CSR activities

Located in the Central Taiwan Science Park in Taichung, the Cycling Culture Museum was established by Giant Group, a global leader in the bicycle industry. More than a traditional museum, it serves as the world's first bicycle cultural and educational center centered on interactive experiences. Spanning over 1,500 ping (approximately 5,000 square meters), the building features fluid, curved architectural lines that capture the sense of motion and the spirit of freedom associated with cycling, making it a distinctive landmark of modern architecture in Taichung.

The museum comprises eight themed exhibition halls, covering areas such as:

Historical Gallery: Showcases a curated collection of historically significant antique bicycles, presenting a comprehensive overview of the evolution of bicycles.

Technology Interaction Zone: Utilizes advanced virtual reality (VR) technology to provide immersive cycling experiences.

Cycling Craftsmanship and Aesthetics Exhibit: Highlights the artistry of bicycle design through thoughtfully curated installations and dynamic multimedia displays.

Education and Outreach Space: Features a professional theater and multifunctional classrooms to support a wide range of educational programs and activities.

Core Development Vision:

Cultural Heritage and Mobility Education: As a dedicated and ongoing platform for bicycle education, the Museum is committed to promoting cycling culture. Through professionally designed camps and science-based educational programs, it seeks to enhance public safety awareness and foster literacy in sustainable mobility.

Industry Innovation and Cross-Sector Collaboration: The Museum actively promotes strategic alliances among industry, government, and academia, integrating the strengths of the bicycle ecosystem to advance low-carbon and sustainable tourism. These efforts support the development of Taichung as an internationally connected and bicycle-friendly city.

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 conduct. 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 2025, the internal and external training sessions on business ethics organized by Giant through quarterly business consensus conferences and monthly plus weekly meetings totaled 13,225 hours. 4 consensus conference elaborating the Company culture and value were held by Chairperson, CEO, CSO and CHO. Junior supervisors participated the conferences and the total attendance of the year came to 1,644.</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.		
(7) Other important information material to the understanding of corporate governance within the Company: https://www.giantgroup-cycling.com/ir-corporategovernance		

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 Chairperson 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

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

A. Declaration of Internal Control:

<p>Giant Manufacturing Co., Ltd. Declaration of Internal Control</p>
<p>Date: March 13, 2026</p>
<p>The following declaration had been made based on 2025 self-assessment of the Company's internal control:</p>
<ol style="list-style-type: none">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, 2025. 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 13, 2026.
<p>Giant MFG. Co., Ltd. Chairperson: Young Liu CEO: Phoebe Liu</p>

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 shareholders' 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
2025.06.23	Shareholders meeting	<ol style="list-style-type: none"> Approval of the Company's financial statements for the year ended December 31, 2024 Approval of the Company's 2024 earnings distribution Discussed and approved the amendment to the Company's Articles of Incorporation. 	Voted and passed by all shareholders

Major resolutions passed in 2025 shareholders meeting and the execution progress

A. Approved the 2024 business report and financial statements.

B. Approved the 2024 earnings distribution.

Implementation status: The record date was set at September 1, 2025 and the payment date was set at September 18, 2025. The cash dividend is determined at NT\$2.2 per share

C. Amendment to the Company's Articles of Incorporation. Approved the amendment to certain provisions of Article 27 of the Articles of Incorporation.

Implementation status: Change registration has been completed. Registration document Zhong Shang No. 1140014325 on June 27, 2025.

Major resolutions of 2025 Board meetings and implementation status:

Date	Major Resolutions	Outcome of Resolution
2025.03.14 5 th meeting of the 18 th term	<ol style="list-style-type: none"> Acknowledgment of the outcome of 2024 internal control self-assessment Distribution of 2024 compensation to employees and remuneration to directors Financial statements for the year ended December 31, 2024 of the Company 2024 earnings distribution of the Company Adjustment of compensation allocation mechanism for non-executive employees Amendment to the Company's Articles of Incorporation regarding compensation allocation mechanism for non-executive employees Discussion of methods, date, venue and agendas for the 2025 annual general meeting 	<p>Attendance of Independent Directors: 3 Opinions of Independent Directors: None Actions taken concerning opinions of Independent Directors: None Resolution: For the 4., unanimous approval of all directors and pay cash dividends in NTD \$2.2 For the rest, unanimous approval of all directors Implementation: Implemented in accordance with the resolution</p>
2025.05.09 6 th meeting of the 18 th term	<ol style="list-style-type: none"> Financial statements for the three months ended March 31, 2025 of the Company Proposed loan to subsidiary AIPS Corporation (hereinafter referred to as AIPS) Application for endorsement and guarantee for subsidiary Giant Bicycle Mexico S. de R.L. de C.V. (hereinafter referred to as GMX) Application for syndicated credit facility from Taishin International Bank Co., Ltd. and other syndicated banks 	<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>
2025.08.08 7 th meeting of the 18 th term	<ol style="list-style-type: none"> Financial statements for the six months ended June 30, 2025 of the Company Endorsement and guarantee for subsidiary GIANT Manufacturing HUNGARY Ltd. (GHM) regarding Mizuho Bank medium-to-long-term credit facility 	<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
2025.11.07 9 th meeting of the 18 th term	1. 2026 internal audit plan 2. Financial statements for the nine months ended September 30, 2025 of the Company 3. Reviewing of company' s CPAs audit fee	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
2025.12.19 10 th meeting of the 18 th term	1. 2026 Group policy and objectives of the Company 2. 2026 Group financial budget of the Company	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	2025	NT\$4,560 thousand	NT\$275 thousand	NT\$4,835 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: None

6. The Company's Chairperson, 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 2025		Year-to-date as at March 30, 2026	
		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)	-	-	-	-
Director	THO, TU HSIU-CHEN (Bonnie Tu)	-	-	-	-
Director	Kinabalu Holding Company	-	-	-	-
Director	Kinabalu Holding Company representative, THO, TZU SING	507,242	-	-	-
Director	Yuan Hsin Investment	-	-	-	-
Director	YANG, MENG-HSUEH (Marcel Yang)	1,500,000	-	-	-
Director	CHIU, TA-PENG	(320,000)	-	(348,000)	-
Director	CHIU, TA-WEI	-	-	-	-
Global Chief Strategy Officer	CHANG, SHENG-CHANG	-	-	-	-
CFO and Chief Accounting Officer	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

September 1, 2025(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%	-	-	-	-	-	-
Cathay Life Insurance Company, Ltd.	16,467,703	4.20%	-	-	-	-	-	-
Representative: Ming-Ho, Hsiung	0	0	-	-	-	-	-	-
LIU, YUON-CHAN (Young Liu)	16,296,026	4.16%	3,000,000	0.77%	-	-	LIU, SU-CHUAN	Brother and Sister
THO, TU HSIU-CHEN (Bonnie Tu)	15,690,668	4.00%	97,214	0.02%	-	-	Kinabalu Holding Co.Ltd.	Chairperson
Fubon Life Insurance Co., Ltd.	15,681,236	4.00%	-	-	-	-	-	-
Representative: Howard Lin	0	0	-	-	-	-	-	-
Chunghwa Post Co., Ltd.	9,764,701	2.49%	-	-	-	-	-	-
Representative: HONG-MO, WU	0	0	-	-	-	-	-	-
Huai-Ching Yang	6,454,980	1.65%	30,000	-	-	-	-	-
Cheng Chun Investment Co., Ltd.	5,869,939	1.50%	-	-	-	-	-	-
LIU, SU-CHUAN	5,685,724	1.45%	607,959	0.16%	-	-	LIU, YUON-CHAN (Young Liu)	Brother and Sister

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, 2025

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	16%	-	-	8,886,000	16%
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.	10,199,999	100%	-	-	10,199,999	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, 2026 Unit: shares

Share category	Authorized capital			Remarks
	Outstanding shares	Unissued shares	Total	
Ordinary shares	392,065,395	102,934,605	495,000,000	Public-listed shares

B. Changes in share capital

Unit: NTD, shares

Approval date	Face value (NTD)	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of share capital	Paid in properties other than cash	Remark
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 surplus 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 surplus 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 surplus 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 surplus NT\$148,500,000	None	Note7

Approval date	Face value (NTD)	Authorized capital		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Sources of share capital	Paid in properties other than cash	Remark
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 surplus 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 surplus 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 surplus NT\$24,633,000	None	Note10
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
2025.08.14	10	495,000,000	4,950,000,000	392,065,395	3,920,653,950	Convertible bonds converted to ordinary shares NT\$8,000	None	Note18

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 (Jin Guan Cheng (1) No. 0970033651) on July 7, 2008.

Note 14: Approval document (Jin Guan Cheng Fa No. 0980032858) on July 2, 2009.

Note 15: Approval document (Jin Guan Cheng Fa No. 0990037661) on July 27, 2010.

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

Note 17: Approval document (Jin Guan Cheng Fa No. 1110342934) on May 26, 2022.

Note 18: Approval document (Zhong Shang No. 1140018496) on August 14, 2025.

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

Name of major shareholder	September 1, 2025 (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%
Cathay Life Insurance Co., Ltd.	16,467,703	4.20%
Liu, Yuon-Chan (Young Liu)	16,296,026	4.16%
THO, Tu Hsiu-Chen (Bonnie Tu)	15,690,668	4.00%
Fubon Life Insurance Co., Ltd.	15,681,236	4.00%
Chunghwa Post Co., Ltd.	9,764,701	2.49%
Yang, Huai-Ching	6,454,980	1.65%
Cheng Chun Capital Holdings Limited	5,869,939	1.50%
Liu, Su-Chuan (Phoebe Liu)	5,685,724	1.45%

(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 legal reserve; however, no further provision is needed when legal reserve have accumulated to the same amount as the Company's paid-in 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 at a shareholders' 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 shall be paid as dividends. Dividends can be paid in cash or in shares, with cash dividends amounting to no less than 20% of total dividends.

B. Dividends proposed for the upcoming shareholders' meeting:

The board of directors has proposed to pay cash dividends at NT\$1.8 per share for the 2025 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 compensation of employees of 6% ~ 12%, and director remuneration of no more than 2%. However, profits must first be used to offset cumulative losses if any.

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

Of the compensation of employees, no less than 30% shall be allocated to non-executive employees.

The decisions above shall be resolved by the board of directors and reported at the next shareholders' meeting.

B. Basis for estimating the amount of employee and director remuneration for the current period, the basis for calculating the number of shares for stock-based remuneration, and the accounting treatment for any discrepancies between the actual distributed amounts and the estimated amounts:

* Compensation of employees was determined at 7.1% and director remuneration at 2% of distributable earnings. The amounts resolved by the board were consistent with the amounts estimated in the latest financial statements.

C. Compensation of employees approved by the board of directors:

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

* Cash payment of compensation of employees amounted to NT\$66,473,092, which is no different from the amount previously recognized as expense in the year incurred.

* Payment of director remuneration amounted to NT\$18,733,930, which is consistent with the amount previously recognized as expense in the year incurred.

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 and director 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 amounts 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\$156,807,876 for employees and NT\$44,548,246 for directors out of the Company's 2024 earnings. The amounts recognized as expenses were consistent with the amounts actually paid.

(6) Repurchase of company shares: None

2. Disclosure relating to corporate bonds: None
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. Breakdown of business activities:

Unit: NTD thousands

Product	Net sales	Weight
Bikes	52,593,928	87.29%
Materials(Note)	4,186,617	6.95%
Others	3,473,418	5.76%
Total	60,253,963	100.00%

Note: Net sales of materials represents the consolidated external sales of D. Mag New Material Technology Co., LTD.

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 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

In the road cycling segment, Giant continues to sponsor Team Jayco AlUla, leveraging the UCI World Tour platform to showcase the performance and technological capabilities of its racing bicycles.

In the mountain biking segment, Giant continues to support the Giant Factory Off-Road Team, participating in international off-road competitions and validating product performance under real-world racing conditions.

In the gravel segment, Giant will continue to strengthen its market presence through collaborations with the Swatt Club and elite riders, enhancing brand visibility through diverse cycling cultures and event participation.

Through partnerships with world-class teams and athletes, the Group not only enhances brand exposure in international competitions but also continuously refines product design and performance through real-world riding and racing feedback.

(b) Bicycle

Looking ahead to 2026, Giant will continue to leverage its strengths in integrated system development to comprehensively expand its presence across both high-performance racing, sport and commuting segments. In the premium performance segment, the Group plans to unveil next-generation racing models at Taipei International Cycle Show and major international events. Through deeper system-level integration in design, these products are expected to further enhance performance and market competitiveness, while demonstrating the brand's technological leadership in the high-end bicycle segment.

In addition to racing products, Giant will continue to extend the application of racing technologies to sport and commuter bicycles. By transferring advanced technologies to broader product lines, the Group aims to enhance product value and brand influence, while further strengthening its global market presence.

(c) E-Bike

In 2026, the Group will continue to strengthen its electric mountain bike product line, enhancing power system performance and overall riding experience. The electric drive systems will evolve toward higher power output and increased energy density, enabling greater battery capacity while maintaining a more compact size. Integration with the proprietary E+ System platform will be further accelerated to enhance system stability and user convenience. In response to the growing demand for high-torque electric mountain bikes, the Group will continue to invest in the in-house development of key components to improve durability and reliability under high-load riding conditions. Through the integrated design of electronic control systems and overall bicycle architecture, the Group aims to deliver electric mountain bikes that combine high performance, lightweight construction, and a high level of system integration.

In addition, the Group will continue to expand its E-Trekking product line to meet the needs of daily riding. These models are designed with comfort-oriented geometry and equipped with suspension

forks, stable frame designs, and comprehensive commuting features, providing a stable and comfortable riding experience. By integrating the Group's electric drive system platform with high-capacity batteries, these products achieve an optimal balance between power output and riding range. With a comprehensive product portfolio, the Tour series is designed to meet a wide range of use scenarios, including commuting, daily transportation, and weekend recreational riding, thereby further strengthening the Group's competitiveness in the urban and trekking E-bike markets.

(d) Gear

As power-based training continues to gain prominence in cycling, the Group's R&D efforts will focus on the Power Revo pedal-based power meter. The product is designed with a simplified installation process, enabling riders to more easily integrate power-based training into daily riding and structured training programs, thereby enhancing training efficiency and overall performance.

In terms of rider gear, the Group will introduce the Sendero eyewear series, specifically designed for mountain biking and gravel riding. The products feature ZEISS optical lenses, optimized for the complex lighting conditions commonly encountered on forest and trail routes. In addition, a detachable side shield design is incorporated to reduce interference from glare and reflection.

b. Liv

(a) Athlete and Team Sponsorships

Liv continues to sponsor Team Liv AlUla Jayco, leveraging the UCI World Tour and other international racing platforms to enhance brand visibility in women's competitive cycling. In the mountain biking segment, Liv continues to support the Liv Factory Racing team, showcasing the performance of women-specific bicycles in high-intensity off-road competitions. Through partnerships with elite female athletes, Liv not only enhances brand exposure in international competitions but also continuously refines women-specific product design based on real-world riding and racing feedback.

(b) Bicycle

Liv will continue to leverage the Group's strengths in integrated system development to deliver products tailored specifically for female riders across different segments. The brand remains committed to deepening its presence in the women's market by developing bicycles designed for girls and young female riders based on their physiological characteristics and riding needs, rather than simply scaling down adult frame sizes.

Through women-specific geometry and component configurations, combined with feedback from professional athletes and consumers, Liv will continue to refine its product portfolio. This approach reinforces Liv's position as a brand with deep expertise in understanding and addressing the needs of female cyclists worldwide.

(c) E-Bike

Guided by its core philosophy of "More Women on Bikes," Liv offers electric mountain bikes tailored for performance-oriented riders, while also expanding its product portfolio to address the needs of sport-oriented riders and urban mobility users.

In 2026, Liv will introduce a more comprehensive E-bike lineup, encompassing a wide range of use scenarios, including competitive racing, sport riding, and urban commuting.

c. Momentum

In 2026, the Momentum brand will introduce an upgraded version of the Vida E+, enhancing product specifications and design details within a more competitive price range to further expand market penetration. The upgraded model will feature integrated front and rear lighting systems to improve visibility and safety, while continuing Momentum's urban design language to ensure visual consistency and everyday practicality. In terms of riding experience, the new version will incorporate a Cruise Mode, providing stable assist output on flat and steady road conditions, thereby reducing rider effort and enhancing overall comfort.

In addition, Momentum will launch the Vida E+ EX model. Built on the Vida E+ platform, this variant incorporates features tailored for commuting and daily use, including enhanced cargo-carrying capability, protective design elements to reduce dirt and contamination, and Dropper Seatposts. These features enable riders to quickly adjust saddle height and maintain a comfortable riding position in urban environments. The introduction of the Vida E+ EX is expected to broaden the brand's reach to users with commuting, cargo-carrying, and lifestyle-oriented needs.

d. CADEX

As the premium component brand of the Group, CADEX continues to validate product performance through close collaboration with professional teams and elite athletes, while incorporating race feedback into product development. CADEX wheel systems, saddles, and tires are supplied to Team Jayco AlUla and tested under real-world conditions in international road races. In the triathlon and time trial segments, CADEX also partners with world-class triathletes, utilizing its Aero WheelSystems and high-performance component systems to validate product performance in high-intensity racing environments and collect valuable user feedback. Through race applications and athlete testing, the brand continuously refines its material technologies and product designs, further strengthening its technological positioning in the high-end performance component market.

In terms of product development, CADEX launched the CADEX Max 50 wheel system and the new CADEX Aero tire in March 2026. The Max 50 wheel system features a newly developed aerodynamic carbon fiber rim design and an integrated carbon spoke structure, paired with a high-efficiency hub system, achieving an optimal balance among aerodynamic performance, lightweight construction, and power transfer efficiency.

In addition, CADEX is expanding into the mountain biking segment with the introduction of its first XC wheel system. Designed with a focus on lightweight construction and high stiffness, the wheelset is developed and validated through racing applications and professional rider testing to meet the demands of modern XC competitions. This expansion further enhances CADEX' s product portfolio in the high-end bicycle component market.

e. Stages: Transformation and Repositioning - Building a Global Integrated Indoor and Outdoor Cycling Technology Ecosystem

In 2025, the Stages brand was formally integrated into the Group. With the Group' s support and strategic alignment, brand operations and global development are managed by its subsidiary, SPIA Cycling Inc. Through this integration, Stages has re-established its product and market strategy foundation, marking the beginning of a new phase of growth.

For the Group, the revitalization of Stages represents not only a brand transformation initiative but also a key strategic deployment in the global sports technology and data-driven cycling landscape. By integrating bicycle hardware, power measurement technologies, and cloud-based data platforms, Stages is progressively building a global sports technology ecosystem that seamlessly connects indoor training environments with outdoor riding experiences.

Within this strategic framework, 2026 will represent a pivotal year for the Stages brand in terms of product and technological innovation. Through the launch of next-generation products and data platforms, the Company aims to further strengthen its leadership in the global indoor cycling market, while enhancing the integration of indoor and outdoor cycling scenarios.

Technology Platform and Data Integration Advantages

Stages has long focused on cycling power measurement and sports data technologies, and its products have been widely adopted by professional cycling teams, fitness centers, and performance-oriented riders worldwide. Looking ahead, the Company will continue to strengthen the following three core capabilities:

(a) Precision Cycling Data Technology

Stages will continue to enhance the accuracy and consistency of power data across both indoor and outdoor cycling applications. Through the integration of hardware, software, and algorithms, the Company aims to establish a globally competitive cycling data technology platform.

(b) Cloud-Based Sports Data Platform

Through the Stages Cloud platform, the Company integrates data from indoor fitness equipment with outdoor riding data, providing riders and coaches with comprehensive tools for training management and performance analysis. This enhances the value of data in both athletic training and health management.

(c) Global Fitness Industry Network

Stages will continue to deepen its partnerships with international fitness brands and global gym chains. Through coach training programs and digital course systems, the Company aims to establish a scalable global indoor cycling training ecosystem.

Business Model Upgrade and Market Strategy

In response to the rapid evolution of global consumer behavior and the sports technology industry, Stages is actively advancing the upgrade of its business model. In addition to its traditional distribution channels, the Company is progressively establishing a direct-to-consumer (DTC) model and has already established a home-use product sales presence across the United Kingdom, Europe, and North America.

Through its official platform, stagescycling.com, Stages not only enhances its gross margin structure but also establishes a comprehensive consumer data and customer relationship management system. This enables more precise insights into market demand and user behavior. This strategy is expected to foster more direct and long-term relationships with consumers, while enhancing overall product and service experience.

The Role of Stages in the Group's Future Strategy

Looking ahead, Stages will not be limited to the indoor fitness equipment segment, but will progressively transform into a global sports technology platform that integrates cycling equipment, performance data, and digital services.

Through synergies with the Group's global bicycle product portfolio and R&D capabilities, Stages will continue to advance the integration of indoor and outdoor cycling experiences, while exploring innovative business models based on data and sports services.

Amid the continued growth of the global sports and wellness industry, the transformation and development of Stages are expected to generate new growth momentum for the Group and further strengthen its leadership position in the global bicycle and sports technology industries.

(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 in recent years, 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\$1,323,968 thousand in 2025

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

a. GIANT

(a) Bicycles

In January 2025, Giant unveiled the all-new Trinity Advanced SL triathlon/time trial bicycle at the Santos Tour Down Under, the opening race of the UCI World Tour. The new-generation Trinity represents a major redesign following a decade of development, integrating aerodynamic performance with dynamic riding efficiency. When paired with the CADEX 4-Spoke Disc Wheel System, the system achieves a total drag reduction of 5.9 watts. The frameset is 558 grams lighter than the previous generation and delivers a 12.6% improvement in stiffness-to-weight ratio, while offering a wider range of adjustability to assist riders in achieving optimal positioning.



In 2025, the Group continued to strengthen its presence in the youth segment with the launch of three key models. In March, the Group introduced the Pre rCarbon, manufactured using recycled composite materials and weighing only 2.5 kg. In June, Seek is launched, the market's first drop-bar road bicycle designed specifically for young riders, weighing 7.4 kg. In November, the STP 20 and STP 24 dirt jump bicycles were introduced, featuring youth-specific geometry and component configurations to enhance handling and control.

Marking the 20th anniversary of the Anthem series, Giant introduced a new generation of XC mountain bikes, including the Anthem Advanced SL and Anthem X Advanced SL. These models feature an enhanced FlexPoint Pro suspension system, reducing rear triangle deformation under load by up to eightfold, and represent the lightest XC bicycles in the brand's history.

(b) E-Bike



In 2025, the Group introduced the next-generation Reign Advanced E+, a downhill-oriented electric mountain bike featuring 170 mm of rear travel and a 180 mm front fork. The electric drive system was upgraded from 36 V to 48 V, delivering peak power output of up to 800 W and maintaining strong torque performance even under high-cadence riding conditions.

In addition, the Group held the global launch of the Explore E+ in Germany. The model is equipped with the Aegis tire pressure monitoring system and Apple Find My tracking functionality, along with an ambient light sensor, enhancing the visibility of riding information and overall safety in daily riding scenarios.

b. Liv

(a) Bicycles

Liv continues to deepen its presence in the women's cycling market through proprietary research in women-specific geometry and advanced manufacturing technologies. In 2025, the brand introduced several key models across triathlon, XC mountain biking, and youth segments.

In the triathlon and time trial segment, Liv introduced the Avow Advanced SL, developed in parallel with the Giant Trinity platform. Equipped with CADEX premium wheel systems, the model effectively reduces aerodynamic drag while achieving an improved stiffness-to-weight ratio with reduced overall weight. The frameset also offers a wider and more refined range of adjustments, enabling female athletes to achieve optimal aerodynamic positioning that balances speed and comfort.

In the XC mountain biking segment, the Pique Advanced SL underwent a comprehensive redesign. Developed alongside the Giant Anthem, it features an enhanced FlexPoint Pro suspension system that improves rear triangle stability and optimizes deformation under load. With geometry specifically designed to accommodate female riders' center of gravity, combined with a lightweight frame and race-level specifications, the bicycle delivers enhanced performance in high-intensity competitions, including World Cup events.

Liv also expanded its youth lineup with the introduction of the Seek and STP 20 and STP 24 models. The Seek, weighing only 7.4 kg, is the first drop-bar road bicycle designed specifically for young riders, incorporating Liv's race-oriented geometry to help young cyclists confidently enter road cycling.



(b) E-Bike



In 2025, Liv introduced the Tempt E+ series, featuring a removable battery design that allows for convenient removal and charging. The model is equipped with a 430 Wh battery integrated into the frame, achieving a balance between aesthetic design and lightweight construction.

In addition, Liv introduced the Allure E+, an urban -bike designed for leisure and city riding. The model is available in multiple frame sizes to accommodate different female riders. It features an integrated rear light within the rear rack and incorporates a leather badge design to enhance overall product quality and visual appeal. To further enhance riding safety, the model is equipped with an electronic locking (E-lock) system and a rear radar detection system, allowing riders to lock the bicycle via a mobile application and monitor approaching vehicles from behind, thereby improving safety in daily riding scenarios.

c. Momentum

The Vida E was launched in the North American market in 2025, building on Momentum's established presence in the urban mobility segment. The model features a throttle function to enhance ease of operation, and is equipped with a suspension fork, comfort-oriented geometry, and an ergonomic saddle design to provide a smooth and comfortable riding experience for riders of varying body types. The product is also equipped with a comprehensive accessory system to support commuting and daily cargo-carrying needs. In addition, it is UL-certified and incorporates an E-lock system to enhance overall safety. Following its launch, the Vida E received positive market and media recognition and was awarded "Best Overall E-Bike" by Electric Bike Journal (EB Journal) in the United States.



d. CADEX

CADEX continues to strengthen its technological positioning in the high-end bicycle component market, with a focus on material engineering, aerodynamics, and race validation. In 2025, the brand introduced several high-performance products, leveraging advanced carbon fiber technologies, aerodynamic design, and innovative manufacturing processes to enhance overall riding efficiency and race performance.



- CADEX Max Aero Disc WheelSystem

Designed specifically for time trial and triathlon, the wheelset weighs approximately 1,000 g and features an integrated carbon spoke and carbon fiber hub flange structure. It incorporates adjustable carbon spokes, a hookless rim design, and a 48-tooth ratchet hub with ceramic bearings, improving pedaling efficiency and cruise stability.

- CADEX Ultra 40 WheelSystem

Equipped with a 40 mm hookless carbon rim, CADEX Super Aero carbon spokes, and an optimized rim layup structure, the wheelset is paired with ceramic bearings and a 48-tooth ratchet system to deliver efficient power transfer.

- CADEX Amp 3D Saddle

Featuring a 3D-printed lattice padding and a carbon base, the saddle utilizes the CADEX G3D gyroid structure to optimize pressure distribution and absorb vibration. This design achieves a balance between comfort and pedaling efficiency, while reducing weight and enhancing stability during long-distance riding.

Guided by its core philosophy, "EFFORT IN. SPEED OUT.," CADEX continues to enhance product performance and riding efficiency through advanced material technologies and race validation, further strengthening its competitiveness in the global high-end bicycle component market.

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, strengthening inventory and cash flow risk management, we enhance the Group’s resilience for sustainable growth.

In the short term, on the manufacturing front, the Group will accelerate the optimization of its global production footprint, continue to invest in the adoption of automation equipment, and strengthen its short supply chains in Europe, thereby enhancing the overall competitiveness of its manufacturing and supply systems. On the sales front, the Group will deepen its global market presence and strengthen its digital marketing capabilities. Centered on its four core brands, GIANT, Liv, Momentum, and CADEX, the Group will introduce innovative products that more closely align with consumer needs and lead market trends. At the same time, the high-end Dynamic Cycling Fit (DCF) system has delivered encouraging results. Going forward, the Group will advance channel modernization, expand digital content offerings through the Giant Retail Academy, enhance value-added service offerings, and strengthen online to offline (O+O) integration.

In addition, the Group has initiated the Bicycling Alliance for Sustainability (BAS), bringing together industry partners to jointly reduce carbon emissions across both production and consumption stages of the bicycle value chain, establish a sustainable supply model, and promote bicycles as truly green products. Through this alliance, the Group aims to lead Taiwan’s bicycle industry toward global sustainability benchmarks, capture emerging low-carbon business opportunities, develop comprehensive green mobility solutions, and strengthen its competitive advantages in carbon-related value creation and sustainability leadership.

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: NTD thousands, thousand units

Location	Sales volume	Sales value	Sales value as a percentage to total
America	164	5,198,252	8.63%
Europe	731	25,199,366	41.82%
Asia	1,917	19,472,389	32.32%
Taiwan	73	5,199,116	8.63%
Others	435	5,184,840	8.60%
Total	3,320	60,253,963	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 dedicated 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 Tri-brand strategy of GIANT, Liv, Momentum the Group has secured its place as the No. 1 bicycle brand in China.

- c. Europe, especially Western Europe, is an important market to the Company. Group's proprietary brands has already established good brand image here, and its European plants have played an important role.
- 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 one of the leading 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, Taiwan is well-positioned to maintain its competitive advantage in global production and sales through appropriate integration and division of responsibilities.

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 Group 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 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:

The Group has nearly 30 years of global experience. Our products and brands are well-recognized and loved by the market. The Group has 100%-owned marketing subsidiaries in all major markets around the world and their presence ensures the most immediate response plus the strongest connection with local consumers. 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 Group 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, gear, steel wire, tire and tube	In-house; domestic and foreign suppliers	Stable
Braking and suspension systems	Brake lever, rim brake, brake wire, disk brake, suspension fork, rear suspension	In-house; domestic and foreign suppliers	Stable
Drivetrain and others	Front and rear derailleur, shifter, shifter cable, crankset, chain, freewheel, pedal, etc.	Domestic and foreign suppliers	Stable
Electronic control system	Motor, battery, display, controller	In-house; 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	2024				2025			
	Name (Note 1)	Amount	% of annual net purchases [%]	Relationship	Name (Note 1)	Amount	% of annual net purchases [%]	Relationship
1	G2955	6,750,827	16.84	Non-related	G2955	4,686,228	15.21	Non-related
	Others	33,339,221	83.16		Others	26,116,683	84.79	
	Net purchase	40,090,048	100.00		Net purchase	30,802,911	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: None.

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	2024				2025			
	Name (Note 1)	Amount	% of annual net sales [%]	Relationship	Name (Note 1)	Amount	% of annual net sales [%]	Relationship
1	G3001	5,885,991	8.26	Non-related	G3001	7,100,039	11.78	Non-related
2	G3002	8,998,855	12.62	Non-related	G3002	9,344,793	15.51	Non-related
	Others	56,393,926	79.12		Others	43,809,131	72.71	
	Net sales	71,278,772	100.00		Net sales	60,253,963	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: None.

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	2024	2025	Year-to-date March 30,2026
Employee count	Managers	599	606	610
	Staff	1,906	1,828	2,022
	Workers	8,329	7,655	7,550
	Total	10,834	10,089	10,182
Average age		37.94	38.76	38.79
Average years of service		6.69	7.90	7.96
Academic background (%)	Doctoral Degree	0.06	0.04	0.04
	Master' s Degree	2.06	2.27	2.30
	Bachelor' s Degree	27.7	30.32	30.29
	Senior High School	38.13	39.85	40.06
	Below senior high school	32.06	27.53	27.32

Note: This workforce is primarily based in Taiwan and China, with a coverage rate of 88.4%. For human resources data, please refer to Giant Group' s 2025 Sustainability Report.

4. Expenditure related to environmental protection:

- (1) The Company did not incur any material fines for significant violations of environmental regulations in 2025 or up to the publication date of this annual report.
- (2) The Group continues to invest in various environmental initiatives, including low-carbon applications, energy conservation, water conservation, and waste reduction. In 2025, total environmental protection expenditures amounted to NT\$249.42 million (excluding green procurement). The following statistics primarily reflect environmental protection expenditures related to the Group' s global manufacturing facilities:

Environmental Expenditure Category	Percentage	Description
Management Expenses	5.35%	Expenses related to environmental management, including environmental labeling, third-party verification, and other administrative costs. This includes ISO certifications (e.g., occupational health and safety and energy management systems), greenhouse gas verification, and product carbon footprint verification.
Taxes and Fees	0.00%	Government regulatory expenditures, including carbon fees, carbon taxes, emissions trading units (ETUs), Carbon Border Adjustment Mechanism (CBAM) tariffs, and carbon credit trading costs (including environmental penalties, if any).
Climate-related Losses	0.13%	Costs associated with climate change impacts, including disaster prevention equipment and facilities for extreme weather events (e.g., typhoons, snow, and storms), as well as factory maintenance and production losses resulting from such events.
Low-Carbon Infrastructure and Equipment (Energy Saving and Renewable Energy Investments)	5.36%	Investments in low-carbon initiatives, including energy storage systems, low-carbon transportation (e.g., electric vehicles and charging infrastructure), energy attribute certificates (EACs), self-developed solar power systems, and green electricity procurement.
Waste Reduction	8.35%	Waste reduction costs, including expenditures related to waste reduction and the proper disposal of corporate waste, or other waste-related expenses (e.g., wooden pallet recycling, battery recycling, hazardous waste disposal, etc.)

Environmental Expenditure Category	Percentage	Description
Air Pollution Control	45.08%	Costs associated with air pollution prevention and control, including equipment and related measures targeting pollutants such as volatile organic compounds (VOCs), nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter (PM).
Energy Conservation	8.62%	Investments in energy-saving measures, including equipment upgrades or replacements (e.g., motors, chillers, and boilers) to improve energy efficiency.
Water Resource Management	30.93%	Costs related to water resource protection policies and associated equipment, including water monitoring systems, water-saving equipment, and wastewater treatment facilities (e.g., expenditures on water-related equipment).

Note: The environmental protection expenditure excludes Giant Vietnam Manufacturing Co., Ltd.

5. Labor-management relations:

Giant Group has established the Human Rights Code of Conduct to declare its respect and support for internationally recognized human rights standards and principles. These include the United Nations Universal Declaration of Human Rights, the UN Global Compact, and the ILO Declaration on Fundamental Principles and Rights at Work. We comply with the laws and regulations of all global operating locations and have formulated and disclosed our human rights policies based on the UN Guiding Principles on Business and Human Rights (UNGPs). We are committed to eliminating any acts of human rights infringement or violation and clearly pledge to treat and respect all colleagues with justice and fairness. Through regular risk assessments, we aim to provide a sense of security and stability for our employees.

Giant Group Human Rights Code of Conduct:

1. Forced Labor	<p>Giant Group shall respect the freedom of employment for workers and strictly prohibit all forms of forced labor. Giant Group shall not employ or permit the use of coerced, bound, or pledged labor and shall prohibit unreasonable labor constraints or restrictions, and any form of degrading or inhumane treatment. This includes, but is not limited to, the following acts: debt bondage (including bonded labor) or indentured servitude, slavery, or human trafficking. For example, the use of intimidation, coercion, threats, abduction, or fraud to transport, harbor, recruit, transfer, or receive workers for the purpose of obtaining labor or services.</p> <p>When recruiting talent, the Group must provide all workers with a written employment agreement, drafted in a language comprehensible to the worker, detailing the terms and conditions of employment. This employment agreement must be provided before the worker departs from their home country/region. Once the worker arrives in the receiving country, the employment agreement must not be replaced or altered unless such changes are required to comply with local laws and provide equal or better terms.</p> <p>All work must be voluntary, and workers must be allowed to leave work or terminate their employment relationship at any time with reasonable notice, without facing penalties. The Group or their agents shall not withhold or otherwise destroy, conceal, confiscate, or deny access to workers' identification documents or immigration documents. Notwithstanding the above, the Group may retain documents only when required by local law, and even in such cases, workers must always be able to get access to their certificates and documents.</p>
2. Child Labor	<p>The Group shall adhere to local laws and regulations regarding the minimum age for employment, prohibiting the illegal employment of child labor. Employers shall not hire any person under the age of 15, below the age of compulsory education, or below the minimum employment age of the respective country/region. Young workers under the age of 18 shall not engage in work that may jeopardize their health or safety, including night shifts or overtime. The Group must implement proper and lawful mechanisms to verify the age of their workers.</p>
3. Working Hours	<p>The Group shall clearly stipulate regulations for working hours and overtime, regularly monitor and manage workers' attendance, and respect national statutory holidays or religious holidays. All overtime work must be voluntary. In cases of emergency or special circumstances requiring extended working hours or holiday work, as recognized by local laws, such extensions must comply with local legal procedures. Workers must be allowed at least one day off every seven days.</p>

4. Fair Wages and Benefits	<p>The Group shall provide fair and reasonable compensation and benefits in accordance with legal wage standards and ensure timely payment of full wages to workers. Wage deduction as a form of disciplinary action is prohibited. When wages are paid, workers should be provided with clear wage statements in a timely manner, containing sufficient information to verify the accuracy of the compensation paid.</p>
5. Equity, Diversity and Inclusion	<p>The Group shall adhere to the principles of equal opportunity and treatment, ensuring respect for the rights of diverse populations and recognizing cultural differences in its operations. Discrimination or harassment against any worker in recruitment and other employment practices based on race, class, language, ideology, religion, political party, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, disability, zodiac sign, blood type, past labor union membership, or any other status protected by applicable national or local laws is strictly prohibited. Unless required by applicable laws or specific workplace safety considerations, workers or prospective employees shall not be subjected to discriminatory medical tests or physical examinations, nor shall they face improper differential treatment based on test results. Furthermore, the Group shall provide appropriate facilities for religious practices and ensure accessibility for persons with disabilities.</p> <p>The Group shall provide a workplace free from harassment and discrimination. Relevant disciplinary policies and procedures must be clearly defined and communicated to all workers in a transparent manner. Harsh or inhumane treatment of workers is strictly prohibited, including but not limited to violence, sexual violence, sexual harassment, sexual assault, corporal punishment, psychological or physical coercion, bullying, public humiliation, and verbal abuse. Threats of any such conduct are equally prohibited. All forms of harassment are strictly forbidden, including but not limited to verbal harassment, psychological harassment, and sexual harassment.</p> <p>The Group shall safeguard the personal privacy of all workers and must not unlawfully infringe upon their right to privacy. When collecting or processing personal data, the Group shall provide clear and accurate privacy notices in full compliance with all applicable laws and regulations. This includes informing workers prior to the collection of their personal data, assuming responsibility for its protection and management, and upholding workers' rights and freedoms with respect to the handling of their personal information.</p>
6. Freedom of Association and Collective Bargaining Rights	<p>The Group shall respect the rights of workers to freely associate and engage in collective bargaining, valuing all labor organizations and promoting labor-management cooperation. Workers and their representatives should be able to communicate openly with management about working conditions and management practices without fear of discrimination, dismissal, harassment, blacklisting, retaliation, threats, or any other form of unfair treatment.</p> <p>The Group shall respect the rights of all labor organizations and the rights of workers to join unions, engage in collective bargaining, and participate in peaceful assemblies, while also respecting the rights of workers to refrain from such activities. If the rights to freedom of association and collective bargaining are restricted by applicable laws and regulations, workers should still be able to freely establish their constitutions and rules, choose their representatives, and organize their administrative units and activities.</p>
7. Occupational Safety and Health	<p>The Group shall comply with national and international occupational health and safety standards, providing a workplace environment that is safe, healthy, and hygienic. Factors in the work environment that could affect the safety and health of workers should be eliminated, thereby reducing the risk of accidents, occupational injuries, and diseases. Regular risk assessments of the workplace should be conducted, with appropriate hazard protections, preventive measures, and educational training implemented. Promoting environmental safety policies and advocating relevant regulations will enhance overall safety awareness among all personnel.</p> <p>To prevent workers from being exposed to health and safety hazards, The Group shall identify, assess, and mitigate risks through procedures or provide workers with appropriate protective equipment and education and training on hazardous incidents and associated risks. Gender-responsive measures, such as providing reasonable working conditions for pregnant and nursing mothers, should be adopted.</p> <p>The Group shall identify and evaluate potential emergency situations and events, minimizing the impact through the implementation of emergency plans and response procedures, including emergency reporting, worker notifications, evacuation plans, worker training, and drills. The Group should provide occupational health and safety information and training in languages spoken by workers or in languages they can understand.</p> <p>The Group shall establish procedures and systems to prevent, manage, track, and report occupational injuries and diseases, providing necessary treatment in the event of related incidents. Investigate cases of occupational injuries and diseases and take corrective measures to reduce risks. The Group shall provide workers with clean restroom facilities, potable drinking water, and other environmental amenities. If accommodation is provided by the Group or the labor agents, it should be clean, safe, and include proper emergency exits, hot water for bathing and washing, adequate lighting, suitable temperature control, secure storage areas for personal and valuable items, and private spaces with convenient access.</p>

- (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:

Employee welfare measures

1. Flexible Working Hours	The Group gives employees at the headquarters the flexibility of adjusting work hours to suit their needs and work requirements, so long as the plan is compliant with the regulations on working hours.
2. Employee Relations	<ul style="list-style-type: none"> • The Group organizes annual Family Day events to foster family harmony and strengthen interpersonal bonds. • A broad variety of domestic and overseas trips are being organized to facilitate interactions among employees and promote work-life balance. • In recognition of employees' long-term contributions, the Group 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 personally experience the Company's products and the enriching lifestyle they inspire. • Other events such as club activities, year-end parties, etc., are being organized for the benefit of employees.
3. Employee Benefits	<ul style="list-style-type: none"> • 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. • Special discounts at contracted shops.
4. Daily Employee Care/Support Programs	<ul style="list-style-type: none"> • Health is the most valuable asset to everyone, which is why the Group provides health awareness promotion, organizes health checkups on a regular basis and provides subsidies for advanced health checkups. • The Company also provides group insurance to cover employees' personal safety. • Canteens are available at business premises, offering well-balanced meals and a wide variety of dining options. • 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. • Provide regular salary benefits to employees during typhoon leave.
5. Employee Retirement System	<p>The Group's retirement policies have been developed in compliance with local laws and regulations. Companies within Taiwan 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:</p> <ul style="list-style-type: none"> • 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.
6. Honorary Retirement Benefits	The Group has implemented an Honorary Retirement Reward Policy which encourages dedication and devotion at work and express sincere appreciation for their contributions. Benefits including: Honorary retirement bicycles with commemorative models valued from NT\$13,500 to NT\$50,000 depending on job levels, honorary retirement trophies, and Giant Group permanent membership certificates with purchasing discounts at directly-operated stores.
7. Encouraging Green Cycling	<ul style="list-style-type: none"> • Employee discounts on Giant products and subsidies for cycling tours. • Office facilities provide bicycle parking spaces and shower rooms. • Irregular cycling activities or daily cycling mileage accumulation rewards. • Free visits to the Cycling Culture Museum with employee badges.
8. 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.

Salaries and Benefit Expenses

The Group has established a profit-sharing mechanism linked to operating performance, thereby fostering a foundation of mutual trust. In accordance with the Group's Articles of Incorporation, where annual profits are generated, 6% to 12% of such profits shall be appropriated as employee compensation. For 2025, employee compensation was accrued at 7.1%, amounting to NT\$66,473,092, to be distributed in cash.

Occupational Safety and Health (OSH)

To enhance employees' awareness of occupational safety, the Company has established a comprehensive occupational safety and health (OSH) education and training program in accordance with standardized procedures. This program is designed not only for new employees but also provides specialized training for existing personnel, with the aim of strengthening their knowledge and awareness of OSH practices. Through these efforts, the Group is committed to fostering a workplace culture that emphasizes safety and risk awareness.

All designated personnel at each site have completed the required training, demonstrating the Group's strong commitment to occupational safety education and its rigorous implementation. The Group has also placed a strategic focus on enhancing occupational safety awareness among senior management by implementing a comprehensive and systematic training program. This program aims to strengthen leadership capabilities in occupational safety, ensuring that senior executives are equipped with forward-looking perspectives and crisis response capabilities to effectively promote a safety-oriented corporate culture. The program has been well received in terms of both practicality and acceptance, reflecting senior management's active engagement and strong support for occupational safety and health initiatives. Going forward, the Company will continue to implement targeted training programs for specific groups, gradually expanding participation, with the goal of achieving full completion of OSH training by all senior executives within three years.

Training for Foreign Employees: Multilingual Support to Ensure Accessible Learning

At the Group's Taiwan manufacturing facilities, training programs for foreign employees currently cover Thai and Vietnamese workers. To ensure effective learning and full comprehension of training content, translated training materials are provided, and multilingual supervisors are assigned to provide real-time interpretation and respond to employee inquiries during training sessions. These measures minimize language barriers, enhance learning effectiveness, and further promote cross-cultural integration and collaboration in the workplace.

- (2) Loss incurred due to industrial disputes in 2025 and up to the publication date of this annual report: In September 2025, the U.S. Customs and Border Protection (CBP) issued a Withhold Release Order (WRO) against the Group's Taiwan manufacturing facilities. The Group has always upheld our commitment to human rights protection and regulatory compliance. Regarding the five concerns raised, we have responded to each one individually and outlined the specific measures that have been implemented or are currently being executed. This information has been disclosed on our company website at <https://esg.giantgroup-cycling.com/prresponse01>



6. Information security management:

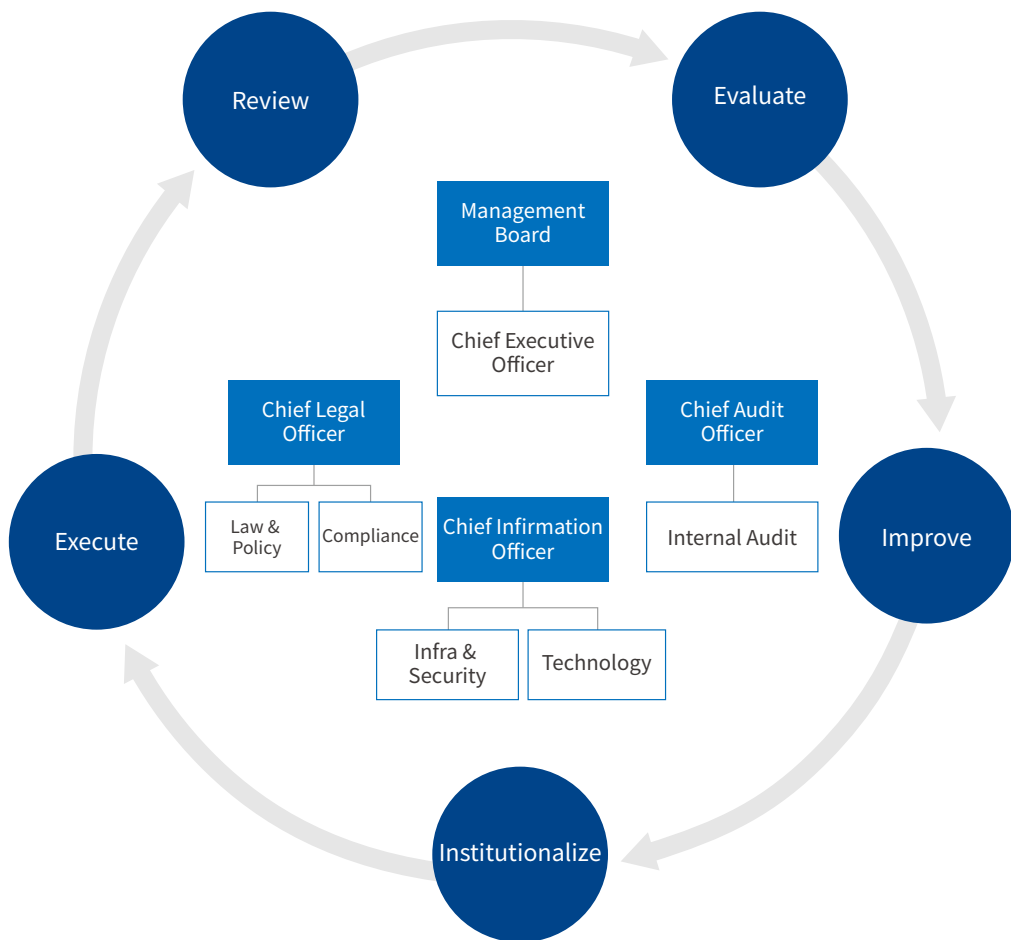
(1) Describe the risk management framework, policy, management plans and resources allocated concerning information security:

A. Information security management framework

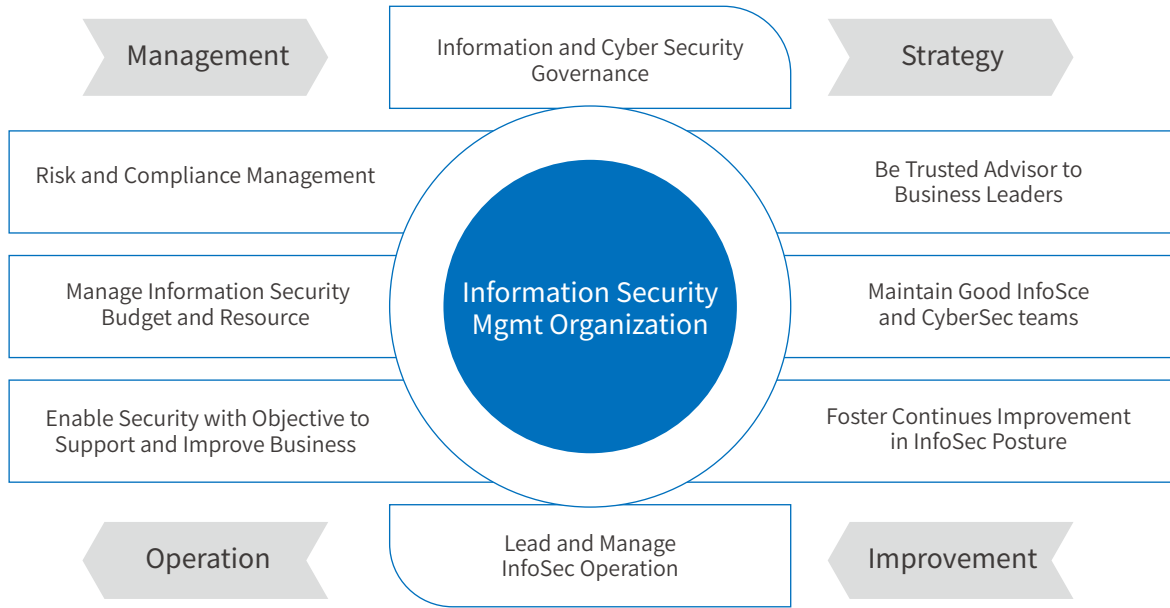
Operation model: Adopt PDCA cycle to ensure achievement of reliability objectives and continuous improvement

a. Global Information Center is the unit responsible for information security. The Group 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.

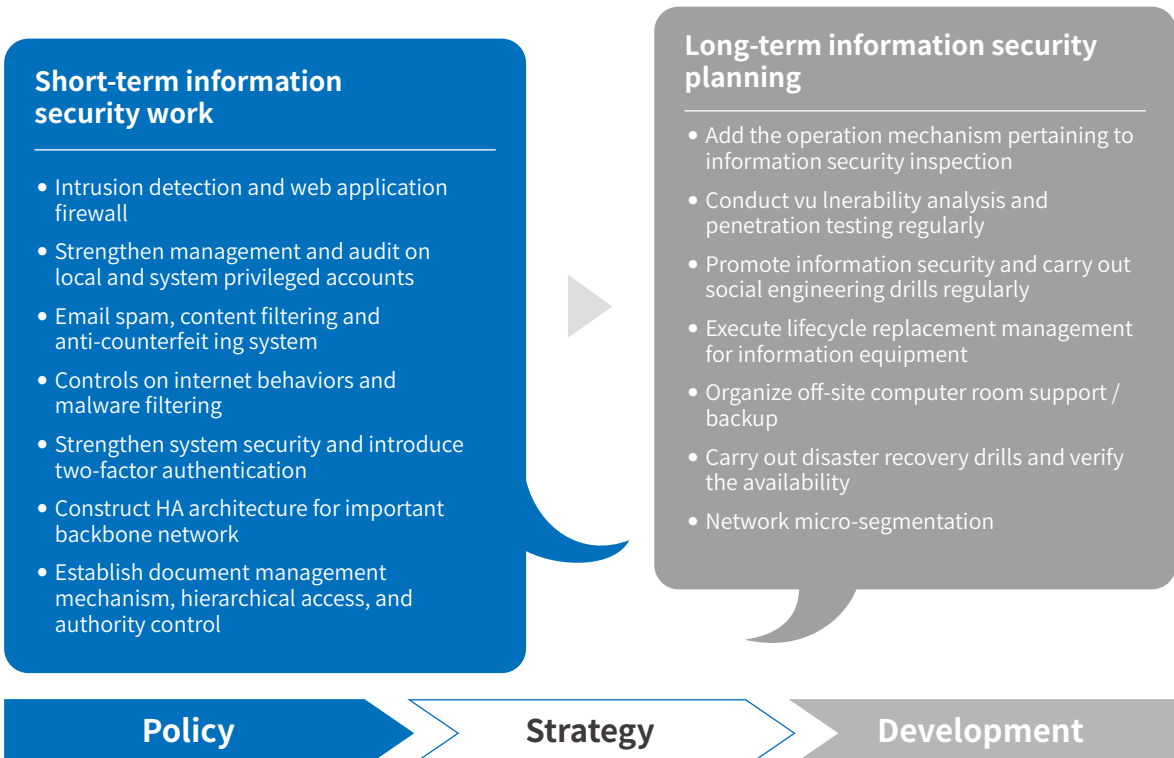
b. Internal Audit Office is the supervisory unit for information security. The Office has one audit officer and several dedicated staffs to supervise the implementation of internal information security measures and regularly report to the Audit Committee on the outcome of safety inspection. Where deficiencies 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 2025 and met the ISO/IEC 27001:2013 verification. Based on this foundation, we have established a comprehensive management system. Through ISO standardized operating procedures, we implement network management, server room management, and the development, operation, and maintenance of network financial systems to comprehensively create a secure and stable operating environment.

(2) Loss, impacts and action plans due to major cyber security incidents in 2025 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	Team Jayco ALUla and Liv ALUla Jayco WorldTeam	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	2024	2025	Variation	
			Amount	%
Current assets	54,421,210	45,623,375	(8,797,835)	-16%
Fixed assets	12,684,570	12,348,298	(336,272)	-3%
Intangible and other assets	11,928,386	11,776,414	(151,972)	-1%
Total assets	79,034,166	69,748,087	(9,286,079)	-12%
Current liabilities	35,043,393	24,675,162	(10,368,231)	-30%
Total liabilities	42,296,617	32,731,075	(9,565,542)	-23%
Share capital	3,920,646	3,920,654	8	0%
Capital surplus	4,766,678	4,806,157	39,479	1%
Retained earnings	25,068,147	25,335,175	267,028	1%
Non-controlling interests	2,982,078	2,955,026	(27,052)	-1%
Total shareholders' equity	36,737,549	37,017,012	279,463	1%

1. Explanation to major variations:

- (1) The decrease in current assets is due to the decrease of inventory.
- (2) The decrease in current and total liabilities is due to the loan repayment.

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	2024	2025	Variation	Variation (%)
Net sales revenue		71,278,772	60,253,963	(11,024,809)	-15%
Cost of goods sold		57,744,734	48,316,713	(9,428,021)	-16%
Gross profit		13,534,038	11,937,250	(1,596,788)	-12%
Operating expenses		11,675,553	10,856,096	(819,457)	-7%
Profit from operations		1,858,485	1,081,154	(777,331)	-42%
Non-operating income and expenses		498,537	303,294	(195,243)	-39%
Profit before income tax		2,357,022	1,384,448	(972,574)	-41%
Income tax expense		876,918	518,046	(358,872)	-41%
Net profit		1,480,104	866,402	(613,702)	-41%
Net profit attributable to owners of the Company		1,264,013	723,329	(540,684)	-43%
Net profit attributable to non-controlling interests		216,091	143,073	(73,018)	-34%

1. Explanation to major variations:

- (1) 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.
- (2) The changes in non-operating income and expenses are mainly due to the decrease of interest expense.
- (3) The decrease in income tax is primarily due to the reduction in pre-tax profit.
- (4) 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, the conservative recognition of deferred tax assets, and the impact of the OECD Pillar Two regulations, causing both to decline.

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

The China domestic E-bike task force is actively developing a product lineup compliant with the updated regulations, positioning the Group to capitalize on emerging opportunities arising from China's regulatory changes. The European market has begun to show a moderate recovery; the Group will re-enter the mainstream market with healthy inventory levels and innovative product offerings. The Company remains committed to shortening development cycles and accelerating time-to-market in order to respond to rapidly evolving market conditions. In parallel, the manufacturing and supply initiative is driving a new operating model in Europe, enhancing operational efficiency by reducing component holding costs and accounts payable.

3. Cash flow review and analysis

(1) Liquidity analysis for the last 2 years

Item	2024	2025	Variation (%)
Cash flow ratio (%)	35	45.18	29%
Cash flow adequacy ratio (%)	84.23	117.07	39%
Cash reinvestment ratio (%)	17.23	16.68	-3%

Explanation to major variations:

The increase of cash flow-related ratios was mainly due to the decrease of current liabilities, lower inventory levels and lower cash dividends.

(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
12,298,072	1,933,374	3,695,717	10,535,729	-	-

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 2026.
- (2) Investing activities: The cash outflow is mainly due to the expected capital expenditures in 2026.
- (3) Financing activities: The cash outflow is mainly due to the expected payment of cash dividends in 2026.

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 expenditures 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	
				2026 - budgeted	2025 - actual
Replacement and renewal of property, automated production equipment, and safety, environmental protection and ESG related equipment	Working capital	2026.12	3,944,546	2,635,469	1,309,076
Replacement/renewal of office and IT equipment	Working capital	2026.12	1,113,718	660,111	453,607
Investment in Giant distribution channel	Working capital	2026.12	235,768	194,810	40,958

(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, capital investments were directed toward the construction of D. Mag Vietnam facility, China Headquarters, production lines, and automated intelligent equipment, with the aim of enhancing production efficiency and elevating product quality. In parallel, investments were made to improve workplace safety and working conditions for employees, alongside ESG-related infrastructure to advance the idea of being environment friendly and protect the earth.
- B. Introduction of office systems, the continued implementation of ERP information systems, and replacement of IT equipment: The Company upgrades the information systems and equipment to enhance the safety of information and technology.
- C. Investments in distribution channel: Enhance the professionalism of Giant's retail and distribution partners, bring the best cycling lifestyle and joy to all consumers with boundless enthusiasm.

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

The Company's long-term investments are primarily based on strategic planning to meet future operational requirements. For detailed information regarding our recent investments, please refer to table 7 and 8 of the 2025 Consolidated Financial Statements.

The profit incurred on investments were mainly due to the market recovery and demand restoration. 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.	(102,971)	The indoor sporting equipment orders decline.	Expected to turn profitable through active expansion into new customers.	None
Giant Light Metal Technology (Haian) Co., Ltd.	(11,631)	The production was unable to achieve the economic scale.	Gradually improve the production process and increase the capacity.	None
Giant (Tianjin) Co., Ltd.	(61,777)	Bicycle demand in China declined and revenue shrank	Expected to grow sales through active expansion into new overseas markets, expecting turn profitable with a recovering economy.	None
Jiangsu Giant Adventure Co., Ltd.	(687)	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 Co., Ltd.	(53,797)	The franchise agreement is coming to the end.	Liquidation procedures will be carried out after maturity.	None
Giant Vietnam Manufacturing Co., Ltd.	(40,549)	The production was unable to achieve the economic scale.	Utilize the production capacity with the increase of orders.	None
Giant Manufacturing Hungary Ltd.	(EUR 1,582)	Market demand is recovering slowly, and capacity utilization is low.	Actively seek orders, and increase capacity utilization as orders increase.	None
D.Mag Precision Technology Vietnam Co., Ltd.	(USD 217)	At the beginning of establishment, production has not yet started.	Profit is promising upon the complete of establishment and the subsequent expansion of operating capacity.	None
Giant Bicycle Inc.	(EUR 18,147)	Declining market demand led to a contraction in revenue scale.	Adjust internal management system, strengthen the partnerships with dealers and brand adhesion to drive sales.	None
Giant Bicycle Mexico S. de R.L. de C.V.	(EUR 794)	Affected by slow recovery of the market.	Strengthen the partnerships with dealers and brand adhesion to drive sales.	None
SPIA Cycling Inc.	(EUR 1,963)	Only a few sales have been made since the beginning of establishment.	Gradually establish sales and production processes, actively expanding market share to drive sales growth.	Yes
Giant France S.A.R.L.	(EUR 1,548)	Affected by slow recovery of the market.	Improve the sales channel, strengthen the partnerships with dealers and brand adhesion to drive sales.	None
Giant Bicycle (Thailand) Co., Ltd.	(1,230)	At the beginning of establishment, has yet to reach operational scale.	Strengthen the partnerships with dealers, expand distribution channels to increase 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 2025, the Federal Reserve (FED) implemented preemptive interest rate cuts in response to moderating inflation and rising downside risks to employment, with cumulative cuts totaling 75 basis points (0.75%). The European Central Bank (ECB) initiated its rate-cutting cycle in June 2024, with cumulative reductions reaching 200 basis points (2.0%). Given the Company's presence across Europe, the Americas, and Asia, the declining interest rate environment in Western markets—combined with lower inventory levels—led to a corresponding reduction in working capital borrowings, easing funding cost pressures relative to the preceding two years. The Company continues to actively negotiate interest rates and optimize fund allocation across its operating locations, leveraging interest rate differentials across regional markets to adjust financing positions, thereby securing the most favorable funding costs and minimizing interest expenses.
- B. The Company engages in foreign-currency-denominated sales and procurement transactions, which expose it to exchange rate fluctuation risk. Exchange rate risk is managed within the bounds of Company policy through the use of forward foreign exchange contracts. Agreed-upon principles have been established with key customers whereby exchange rate movements beyond a defined threshold are promptly reflected in pricing, supported by an exchange rate subsidy mechanism, so as to mitigate the impact of currency volatility and ensure stable profitability.
- C. In recent years, geopolitical tensions, including the Russia-Ukraine war, the Israel-Palestine conflict, especially the Iran conflict in 2026 which has resulted in one of the largest supply disruptions to global energy markets in history. International oil prices surged by over 25% at one point due to the obstruction of the Strait of Hormuz, exerting significant upward pressure on global inflation. Against this backdrop, price volatility for crude oil and key raw materials has risen markedly, and the global economic recovery faces heightened uncertainty. Nevertheless, while elevated energy prices may compress consumer discretionary spending to some extent, bicycles have progressively become an everyday necessity in European and American markets, valued for the utility in daily commuting, eco-friendly mobility, and energy-efficient transportation. It is also benefiting from sustained consumer demand for sport and fitness activities. Therefore, even as inflation and energy prices fluctuate in response to escalating geopolitical tensions, the impact on bicycle product demand remains relatively contained, and the effect on the Company's operations is considered manageable.

(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	1,189,513
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:

Research and development are a cornerstone of Giant Group's sustained growth. In the area of core bicycle engineering, the Company continues to deepen its foundational research in lightweight structures, vibration damping technology, internal cable routing design, carbon fiber lamination techniques, carbon fiber aerodynamic spokes, and hookless rim systems, with the aim of enhancing overall frame structural efficiency and power transfer performance, while supporting the ongoing development of high-performance bicycle models.

In the domain of electric and smart systems, the Company has progressively advanced from E-Cycling technology toward Smart Cycling applications. Through its Hybrid Cycling Technology power-amplification system, electric and human power outputs are seamlessly integrated, and by combining physiological data, vehicle status, and environmental information, the Company is developing an intelligent control system capable of automatically adjusting assisted output—delivering a more intuitive riding experience and greater adaptability across diverse riding scenarios.

In terms of system integration, the Company continues to incorporate sensor and computing technologies, collecting multi-source sensor data and enabling real-time central processing unit computation and electronic control system integration to enhance riding efficiency and safety, while progressively developing personalized and context-aware smart riding applications.

The DCF fully automated intelligent dynamic simulation station is another key R&D tool under continuous development by the Group. This system combines automated adjustment mechanisms, visual sensing, and an interactive smart app, integrated with a professional fitter knowledge database, to provide consumers with comprehensive riding posture analysis and product-matching recommendations. Going forward, the system will be deployed in a modular fashion across various sales and service environments, making professional fitting services more accessible to consumers.

In addition, to address diverse global mobility needs, the Company is continuously evaluating the extension of its core technologies into other mobility product segments. This includes throttle-based E-bike and E-mobility products, which will first undergo product testing and application exploration in China, before being progressively adapted—through modular design—into product configurations suited to the usage habits and regulatory environments of European and American markets. Through product line expansion and technology integration, the Company will continue to broaden the application scenarios and market opportunities for its mobility product portfolio. 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. The Group have passed safety audits by professional consultants for many years and there has been no major irregularities identified. Our controls remain effective. Following an on-site audit by SGS, the Company has successfully obtained ISO 27001 Information Security Management certification. 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 2025 Taiwan Global Brand Survey, the Company ranked Ninth with brand value of US\$614 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, introduced 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:

The Company had no merger and acquisition cases in 2025.

(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 decided 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 and their descendants. Their long-term ownership and participation in company operations have contributed to the stability of the Company.

B. The Company has maintained a consistent 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. In pursuit of sustainable development and succession planning, LIU, YUON-CHAN (Young Liu) and LIU, SU-CHUAN (Phoebe Liu) will work in close partnership to lead the team in charting a new and promising chapter for the Group, while continuing to deliver exceptional bicycle products and service experiences to consumers worldwide.

(12) Litigation and non-contentious cases:

A. Ongoing litigations, non-contentious cases or administrative litigations that are deemed material: In September 2025, U.S. Customs and Border Protection (CBP) issued a Withhold Release Order (WRO) against Giant Group's Taiwan manufacturing facilities. Giant Group remains firmly committed to the protection of human rights and regulatory compliance. In response to the five areas of concern raised, the Company has addressed each item individually, providing detailed explanations of the specific measures already implemented or currently being put into effect. By the end of 2025, all corrective action plans (CAPs) benchmarked against international standards had been completed and submitted to CBP for review. A petition for revocation of the WRO was filed with CBP by the Company's U.S. legal counsel, and the Company continues to engage in active dialogue with CBP to seek the earliest possible revocation of the order.

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:

A. Intellectual Property Risks and Response Measures

Giant Group's headquarters formally adopted an Intellectual Property Management System in 2023, which has been maintained and operated for a number of years since. The Group successfully passed TIPS certification and re-certification in 2023 and 2024 respectively. Throughout 2025 and looking ahead, the Group continues to optimize its IP management system in a pragmatic and progressive manner, implementing IP management practices within the organization in accordance with TIPS requirements, while actively deepening its IP portfolio development and strengthening risk prevention and control.

Intellectual Property Management Policy:

Following a comprehensive assessment of stakeholders affecting Giant Group's operational development and IP management—including shareholders and the Board of Directors, employees, government authorities, business partners, and competitors, with external certification bodies also taken into account—as well as internal and external issues, risks and opportunities, and corresponding response strategies, and having considered the results of the 2025 IP management policy and objectives, the Group will continue to implement the following IP management policies aligned with its business strategy: sustained implementation of TIPS-compliant IP management standards; encouragement of innovation and R&D, with proactive development of the Company's IP portfolio and infringement risk prevention; and strengthening of employees' IP management awareness and capabilities.

Intellectual Property Management Framework:

To protect the fruits of innovation and R&D and to continuously enhance the value of the Group's intellectual property assets, patents serve as the primary subject of IP management. All relevant departments within the Group—including R&D and confidential information custodianship—have been incorporated into the scope of the 2025 TIPS maintenance and certification review. The TIPS Grade A (2016 edition) certificate remains valid through December 31, 2026.

IP Management Performance and Recognition:

The key activities and recognition highlights of IP management in 2025 are as follows:

- a. On November 26, Giant—Giant Group's premium bicycle brand—received the Silver Award at the 34th Taiwan Excellence Awards for its “Pre rCARBON Balance Bike,” designed and manufactured using proprietary recycled carbon fiber technology, in recognition of its contribution to environmental sustainability.
- b. On December 19, the 10th meeting of the 18th Board of Directors received a report on the IP management plan and annual implementation progress.
- c. TIPS system maintenance activities completed during the year included: 2 management review meetings; 3 training sessions (with 100% of participants passing the assessments); IP risk control and potential proposal evaluations; refresher training for internal self-assessors; and 11 internal self-assessment checks related to system implementation compliance.

Intellectual Property Outcomes:

As of December 5, 2025, the Group's active patents and trademarks are as follows:

- a. Patents: In continued support of innovation and R&D and to sustain competitive advantage, the Group's total global patent count has grown for three consecutive years, reaching more than 900 active patents—an increase of approximately 6.9% compared to the end of 2024—covering more than 30 countries.
- b. Trademarks: To continuously enhance brand value and strengthen market presence, the Group's total global trademark count has grown for three consecutive years, reaching over 2,000 trademarks—an increase of approximately 7.3% compared to the end of 2024—covering more than 100 countries.

- B. 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

2. Private Placement Securities in 2025 and as of the Date of this Annual Report: None.

3. Other Necessary Supplement: None.

Seven. Any Events in 2025 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 3, Article 36 of the Securities and Exchange Act in Taiwan: None.



Giant Manufacturing Co. Ltd.

Chairman: Young Liu

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