

Global Sustainability, Environment, Safety and Health (ESH) Policy

Guided by its mission of "Raise The Bar – Infinite Possibilities: Advancing the Evolution of the Cycling World," Giant Group delivers comprehensive bicycle products and value-added innovative services.

Under its ESG vision, "Cycling for a Better Future," Giant Group builds on its manufacturing expertise to develop a complete bicycle ecosystem spanning research and development, manufacturing, distribution and retail channels, and end consumers. The Group is committed to promoting innovative low-carbon lifestyles, fostering a people-centric safety culture, enhancing workplace safety, and supporting employees' physical and mental well-being. At the same time, Giant Group advances environmental protection and ecological restoration, reduces greenhouse gas emissions and pollution, improves energy and resource efficiency, and works toward environmental sustainability.

Scope and Applicability

The Board of Directors serves as the highest supervisory body for this policy, providing direction and oversight on the achievement and effectiveness of environmental, safety, and health objectives. After incorporating perspectives from external stakeholders, implementation is led by the Strategic Planning Office (SPO) and jointly executed by Global Manufacturing operations. This policy applies to Giant Group employees, suppliers, contractors, and other key business partners, including distributors, joint ventures, customers, and principals. The scope covers product research and development, procurement, manufacturing and operations, waste management, chemical management, business facilities, products and services, logistics and distribution, and sales. Through these efforts, Giant Group promotes corporate citizenship and social responsibility to achieve sustainable development.

Giant Group' s Implementation Principles

- 1. Regulatory Compliance:** Giant Group collects, identifies, and complies with applicable domestic and international environmental, occupational safety, and

health laws, regulations, standards, and other requirements. By setting self-requirements that go beyond regulatory compliance, the Group establishes environmental, safety, and health management policies and communicates these requirements to employees, as well as to suppliers, contractors, and other key partners' workers.

2. **Risk Control:** Promote the identification of significant environmental aspects and occupational safety and health hazards. Through risk assessments, identify risk factors, implement risk control measures, and prioritize improvement actions. Reduce occupational safety and health risks and enhance ESH management performance. Evaluate the interrelationships and trade-offs among environmental issues and develop corresponding action plans.
3. **Impact Reduction:** To effectively control environmental and occupational safety and health impacts, encourage worker participation in the development of policies and programs, and regularly discuss and review related issues. Provide best available protective measures, environmental protection equipment, or establish standard operating procedures for relevant activities and operations to collectively prevent potential hazards and ESH risks. Guided by the principles of Reduce, Reuse, and Recycle, the Group is committed to reducing or phasing out hazardous substances, managing wastewater to control, reduce, or eliminate water pollution, lowering water withdrawal and consumption, minimizing waste generation, strengthening chemical management, and enhancing pollution prevention.
4. **Continuous Improvement:** Giant Group sets objectives and targets for occupational health and safety, environmental performance, and energy management systems, and implement action plans to achieve a safe, healthy, and environmentally friendly workplace. Commit to reducing energy consumption, adopting renewable energy, and guiding partners through collaborative mechanisms to demonstrate leadership in water stewardship, protect freshwater resources within natural ecosystems, and manage water security for local communities.
5. **Education, Awareness, and Engagement:** Regularly provide education and awareness programs on environmental protection and occupational safety and health, including related responsibilities and obligations, to all Group employees, subsidiaries, and workers of suppliers and contractors. Actively engage stakeholders on all environmental issues and build environmental



management capabilities.