

Labor Relations

Our company has established a human rights policy, declaring respect for and support of internationally recognized human rights norms and principles, including the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We comply with the laws and regulations of all our operational locations worldwide and have formulated and disclosed our human rights policy based on the United Nations Guiding Principles on Business and Human Rights. We are committed to eliminating any acts that infringe upon or violate human rights, clearly stating that we treat and respect all colleagues with fairness and justice, conduct regular risk assessments, and provide employees with a sense of security and stability.

In response to our human rights policy, we have set the following action goals:

1. **Labor Rights:**

All labor contracts signed with employees comply with relevant local laws and regulations, ensuring the economic well-being of employees. In addition to mandatory social insurance, we also provide group insurance and welfare measures beyond legal requirements to take care of our employees.

2. **Diversity, Inclusion, and Equal Opportunity:**

We provide a gender-equal and diverse working environment, treating all employees equally without discrimination based on gender, race, religion, sexual orientation, age, health status, political affiliation, or pregnancy. We prohibit harassment, respect privacy rights, and strive to create a work environment that is dignified, safe, equal, and free from discrimination and harassment.

3. **Employee Welfare:**

We have established various welfare policies, considering employee rights and aiming to balance employee health and life.

4. **Health and Safety Workplace:**

We prioritize a safe and healthy working environment, expecting employees to work in a healthy and safe environment. We have set up an occupational safety and health management organization, continuously improving working conditions and hygiene, and striving to reduce occupational hazards and protect employees' physical and mental health.

5. **Strengthening Labor-Management Communication:**

We are committed to creating a harmonious workplace environment, protecting employee rights, and establishing smooth two-way communication channels and grievance mechanisms, allowing employees to fully express their opinions and receive timely responses and assistance.

i. **Employee Welfare Measures, Training, Retirement System, and Implementation:**

Our company values labor-management harmony, holding regular labor-management meetings and establishing smooth internal communication channels to ensure employees' thoughts and opinions are promptly addressed. We have formulated various policies considering employee rights, ensuring their protection. We are dedicated to providing a diverse working environment, encouraging employees to balance life and health, and actively building a good mutual trust relationship between labor and management.

ii. Employee Rights Protection Measures:

Given the social harmony and environmental friendliness brought by cycling, our company's mission is to "passionately share the health, joy, and low-carbon new lifestyle culture of cycling, making humans healthier, life better, and the world more beautiful." As a corporate citizen, Giant Group operates sincerely, fulfilling its social corporate responsibility, fully complying with relevant local regulations, supporting and respecting international labor and human rights norms, protecting employees' legal rights, and ensuring non-discriminatory employment policies. We have formulated and disclosed human rights protection policies and will conduct regular risk assessments, aiming to become a century-old company, providing employees with a sense of security and stability.

iii. Flexible Working Hours:

Implementing flexible working hours to enhance employee autonomy, allowing employees to adjust their working hours to best meet work needs while complying with legal working hours regulations.

iv. Strengthening Employee Relations:

- Holding family day events annually to promote family harmony and relationships.
- Organizing diverse domestic and international company trips to enhance employee interaction and mental well-being.
- Fully subsidizing employees with 25 years of service for cycling around the island activities to thank them for their long-term dedication and contributions.
- Organizing cycling-related activities to encourage employees to personally experience the company's products and the good life they bring.
- Other activities: employee club activities, year-end parties, etc.

v. Salary and Benefits:

- Profit sharing and employee bonuses: Establishing profit-sharing methods linked to business performance, building a foundation of mutual trust and joint management.
- Stipulating in the articles of association that if there is a profit in the fiscal year, 6% to 12% should be allocated as employee compensation. For the fiscal year 2021, 7.2% was allocated as employee compensation, amounting to NT\$558,392,774 in cash. For the fiscal year 2022, the estimated basis for employee and director compensation, the calculation basis for stock

compensation, and the actual distribution amount will be handled according to accounting treatment if there is a difference from the estimated amount. The estimated basis for employee compensation is 7.1%, with no difference between the proposed distribution amount and the estimated amount.

- The board of directors approved the distribution of employee compensation for the fiscal year 2022, including cash or stock compensation for employees and directors. The cash compensation for employees amounted to NT\$538,258,062, with no difference from the estimated amount.
- Differentiated rewards: Encouraging capable and contributing employees.
- Various subsidies: marriage, funeral, celebration, and childbirth subsidies, illness & injury condolence subsidies, three festival gifts, birthday gifts, reference book subsidies, club activity subsidies, employee children scholarships, childcare subsidies.
- Employee discounts on Giant products and subsidies for cycling tours.
- Discounts at partner stores.
- Free admission to the Bicycle Culture Exploration Museum with an employee ID.

vi. Daily Employee Care:

- A healthy body is everyone's most important asset. The company provides regular health check-ups and health concept promotion.
- Providing and assisting with group insurance for employees, ensuring personal safety.
- Setting up an employee cafeteria, offering balanced meals and diverse choices.
- Providing shuttle buses for convenient commuting for nearby employees.
- Regularly offering psychological consultation sessions, allowing colleagues to make online appointments and alleviate emotional stress through consultation.

vii. Employee Training and Development:

- Diverse learning and development environment, enabling employees to continuously enhance their abilities and face new challenges.
- Enjoy learning and applying what is learned: We emphasize the motivation and joy of learning, adhering to the spirit of applying what is learned, allowing employees to enhance their abilities and continuously develop.

viii. Practical work training:

We encourage learning from practical work and on-site experiences, accumulating relevant experience and surpassing oneself.

ix. Tolerant environment:

We believe in rapid growth through learning from mistakes, providing a tolerant environment for employees to explore unlimited possibilities.

x. Continuing education subsidies:

To cultivate relevant professionals and improve employee quality, we provide

relevant continuing education subsidy methods.

xi. Employee Retirement System:

The group's retirement system is handled according to the relevant laws and regulations of each subsidiary's location. Companies within the Republic of China follow the Labor Standards Act to establish employee retirement management methods, allocating retirement reserve funds to the Labor Retirement Reserve Fund Supervisory Committee account monthly. Since July 1, 2005, the Labor Pension Act has been fully implemented, with the following applicable regulations:

- For employees who joined on or after July 1, 2005, the Labor Pension Act fully applies, with the company contributing 6% of the monthly salary to the individual pension accounts at the Bureau of Labor Insurance.
- For employees who joined before July 1, 2005, they can choose between the Labor Pension Act or the Labor Standards Act pension system within five years from July 1, 2005, based on their actual needs.
- The old pension system under the Labor Standards Act: For each year of service, two base units are given, and for service exceeding fifteen years, one base unit is given for each additional year, with a maximum of 45 base units.
- Employees meeting any of the following conditions may apply for retirement: (A) Fifteen years of service and aged fifty-five or above (B) Twenty-five years of service (C) Ten years of service and aged sixty or above. To encourage employees to fully commit to their work during their tenure and sincerely thank them for their contributions, the company has established a retirement reward management method.

Employees who retire after meeting the statutory retirement conditions with accumulated service years in all business units of the group will be given a signature commemorative bike, a commemorative trophy, and a lifetime membership card for Giant's direct stores.