



Stock Code: 4441

GREAT GIANT FIBRE GARMENT CO., LTD.

2024 Annual Report

Printed on March 26, 2025

Website for the Annual Report: MOPS <http://mops.twse.com.tw>

Company Website: <https://www.greatg.com.tw>

I. The Company spokesperson, acting spokesperson name, title, contact phone number, and email address:

Spokesperson Lee, Che-Yu
Title: CFO
Tel: (02)2721-7588
Email: ir@greatg.com.tw

Deputy spokesperson Liu, Wen-Chung
Title: Executive Vice President
Tel: (02)2721-7588
Email: ir@greatg.com.tw

II. Address and Phone of the Headquarters, Branches, and Factories:

Address: 4F., No. 73, Fuxing N. Rd., Taipei City, Taiwan, R.O.C.
Tel: (02)2721-7588
Factory Address: No. 33, Renliu Rd., Fuxing Village, Wujie Township, Yilan County, Taiwan, R.O.C.
Tel: (03)960-1678

III. The name, address, website, and phone number of the stock transfer agency:

Name: Stock Affairs Agency Department of Grand Fortune Securities Co., Ltd.
Address: 6th Floor, No. 6, Section 1, Zhongxiao West Road, Zhongzheng District, Taipei City
Website: <https://www.gfortune.com.tw>
Tel: (02)2371-1658

IV. Names of the certified public accountants for the most recent year's financial report, the name of the accounting firm, address, website, and phone number.

Names of the the CPA: Yang, Shu-Chih and Lin, Heng-Shen.
Name of the accounting firm: KPMG Taiwan
Address: 68th Floor, No. 7, Section 5, Xinyi Road, Xinyi District, Taipei City
Website: <https://kpmg.com/tw/zh/home.html>
Tel: (02)8101-6666

V. Names of Trading Venues for Listing and Trading of Overseas Securities and Methods for Inquiring Information on such Overseas Securities:

As of the date of printing, the company has no overseas securities listed for trading.

VI. Company Website: <https://www.greatg.com.tw>

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Chapter 1 Letter to Shareholders

Dear Shareholders:

In recent years, due to the rapidly changing international political and economic situation, with increasing geopolitical risks, the ability and speed of suppliers to respond to international brand clients' demands have become particularly important. Faced with an industry environment filled with uncertainties and challenges, Great Giant continues to delve deeply into fundamentals, strengthening cost and risk management. In addition to maintaining cooperative relationships with existing brand clients and engaging in full, timely communication with them, Great Giant is also actively acquiring orders from new brand clients, continuously optimizing its product portfolio to steadily increase operational scale and contribute to profits.

Facing the future, although uncertainties may remain, there are also limitless possibilities. Great Giant will continue to strengthen its existing clients and develop potential high-quality clients, aiming to enhance production capacity, quality, research and development capabilities, and competitiveness. In order to meet client demands, Great Giant will strategically position its production areas and expand production capacity, demonstrating its flexibility and resilience for continuous and stable growth.

I. Business Report for the Previous Year

(I) Execution Results and Budget Implementation Status of the Business Plan for 2024

1. Implementation results: The net operating revenue for the Company in 2024 was NT\$5,831,162 thousand, representing a 11.14% increase compared to NT\$5,246,728 thousand in 2023; the net profit after tax for 2024 was NT\$929,364 thousand, showing a 25.59% growth compared to NT\$740,011 thousand in 2023.
2. Budget implementation status: According to the "Regulations Governing the Public Disclosure of Financial Forecasts of Public Companies," the Company has not publicly disclosed the financial forecast information for 2024 and is not required to disclose the budget execution analysis data for 2024.

(II) Analysis of Financial Income and Expenditure and Profitability

Unit: NT\$ in Thousands

Fiscal Year		2023	2024
Item			
Analysis of financial income and expenditure	Net operating revenue	5,246,728	5,831,162
	Gross profit	1,275,136	1,444,723
	Operating profit	813,557	936,269
	Net profit or loss after tax	740,011	929,364
Profitability	Return on Assets (%)	13.29	16.45
	Return on Equity (%)	17.39	19.73
	Operating profit to paid-in capital ratio (%)	134.96%	154.97%
	Pre-tax profit to paid-in capital ratio (%)	163.91%	195.25%
	Net Profit Margin (%)	14.10	15.94
	Basic EPS (in NT\$)	\$12.33	\$15.41

(III) Research and Development Status

Great Giant and its clients engage in a mutually beneficial cooperation model through joint research and development. The design and R&D team at the Taipei headquarters have enhanced their development capabilities, enabling the company to continuously assist clients in co-developing products, offering clients a diverse range of product choices, and strengthening client loyalty to Great Giant.

II. Summary of the Business Plan for the Fiscal Year.

(I) Development of New Customers

In addition to maintaining existing client relationships and client satisfaction, ensuring long-term cooperation, the company actively develops 1 to 2 or more potential clients each year. This is aimed at developing stable client relationships to effectively diversify operational risks and enhance growth momentum.

(II) Optimization of production efficiency and quality.

The company strengthens automated production equipment and increases online inventory storage systems to reduce production costs, effectively enhancing production efficiency and capacity. The management continues to optimize management capabilities and improve system utilization. Coupled with internal optimization of management, improvements in operational processes, and continuous promotion of internal audits and controls, efforts are made to enhance actual production efficiency and management effectiveness to improve the overall competitiveness of the group.

(III) Promote sustainable development and align with international standards.

Actively promote regulations related to human rights, social and environmental protection, and corporate governance, establish comprehensive systems that align with international standards, and ensure that company operations comply with supply chain regulations. Focus on sustainable development, including talent cultivation, employee care, energy conservation, water resource reuse, and solar power generation, to achieve corporate sustainability.

III. The company's future development strategy is influenced by the external competitive environment, regulatory environment, and overall business environment.

Looking ahead, in the face of the rapidly changing industry and business environment, the Company will remain sensitive and proactive, addressing various challenges with caution and positivity in its operations. The Company employs strategies such as vertical integration of the supply chain, strategic positioning of production bases, diversification of products, and development of new customers to reduce operational risks and enhance growth momentum. While pursuing operational growth, the company will steadfastly adhere to corporate governance standards, uphold integrity in management, pursue sustainable development, and continue to maximize shareholder value.

Finally, we sincerely thank all shareholders for their support and trust in the company. The management team and all employees are committed to creating value for shareholders.

Wishing all shareholders

Good health and all the best in everything.

Chairman

Hsu, Kung-Jen

Chapter 2 Corporate Governance Report

I. Information on Directors, Supervisors, General Manager, Deputy General Managers, Assistant Managers, and Heads of Departments and Branches

(I) Information on Directors

February 25, 2025; Unit: shares; %

Title	Nationality or Place of Registration	Name	Gender and Age	Date of Appointment	Term	Initial Date of Appointment	Shares Held at the Time of Appointment		Current Number of Shares Held		Shares Currently Held by Spouse and Minor Children		Holding Shares Under Another Person's Name		Major Experience and Education	Currently Holds Positions in the Company and Other Companies	Other Executives, Directors, or Supervisors with Relationships as Spouses or within Second-Degree Relatives			Note
							Shares	Shareholding	Shares	Shareholding	Shares	Shareholding	Shares	Shareholding			Title	Name	Nature of Relationships	
Chairman	R.O.C	Hsu, Kung-Jen	Male 61-70 years old	2024.06.27	3 years	2009.07.20	6,071,421	10.07	6,071,421	10.05	—	—	5,550,765	9.19	Department of Mechanical Engineering, St. John's University of Technology Vice General Manager of the Overseas Department at Kuohwa Garment & Enamel Industry Co., Ltd.	Director of GIANT LANCE INTERNATIONAL LTD · GREAT VICTORY INNOTECH COMPANY LIMITED · GREAT GLOBAL INTERNATIONAL CO., LTD. · GOLDEN VIGOROUS COMPANY LIMITED · GAMA TEXTILE MADAGASCAR SARLU · GREAT BAOBAB GARMENT SARLU and LOTUS SKY INVESTMENTS LIMITED.	—	—	—	—
Director	R.O.C	Great Galaxy Co., Ltd.	—	2024.06.27	3 years	2017.02.17	5,550,065	9.21	5,550,765	9.19	—	—	—	—	—	—	—	—	—	—
		Representative: Chien, Mei-Erh	Female 61-70 years old			2024.06.27	760,000	1.26	765,000	1.27	—	—	—	—	Accounting and Statistics, Cheng-kung Senior Industrial Commercial Vocational School Business Manager of Gao Feng Garment Factory Co., Ltd. Business Manager of Philtex Limited	Deputy General Manager of Business at the Company	—	—	—	—
Director	R.O.C	Lee, Chao-Hsien	Male 61-70 years old	2024.06.27	3 years	2013.12.09	1,414,306	2.35	1,396,219	2.31	—	—	—	—	Department of Business Administration, National Chung Hsing University Assistant Vice General Manager of the Overseas Department at Kuohwa Garment & Enamel Industry Co., Ltd.	General Manager of the Company	—	—	—	—
Director	R.O.C	Tsou, Shih-Chuan	Male 61-70 years old	2024.06.27	3 years	2021.12.21	600,123	1.00	600,123	0.99	—	—	—	—	Department of Mechanical Engineering, St. John's University of Technology	Head of Shiquan International United Firm	—	—	—	—
Independent Director	R.O.C	Ying, Tzung-Hung	Male 61-70 years old	2024.06.27	3 years	2021.12.21	—	—	—	—	—	—	—	—	Ph.D. in Textile Science from the University of Wisconsin, USA Master's in Textile from Oregon State University, USA	Assistant Professor, Department of Business Administration, Takming University of Science and Technology Director of the Taiwan Textile Research Institute Supervisor of the Chinese Fashion Association	—	—	—	—
Independent Director	R.O.C	Wu, Hong-Cherng	Male 61-70 years old	2024.06.27	3 years	2021.12.21	—	—	—	—	—	—	—	—	Master's in Law from American University, USA Department of Law, National Taiwan University Independent Director of Posiflex Technology, Inc.	Lawyer of Iustitia Law Firm	—	—	—	—

Independent Director	R.O.C	Yeh, Chia-Shin	Male 41-50 years old	2024.06.27	3 years	2021.12.21	-	-	-	-	-	-	-	-	Master's in Business Administration from Judson University, USA. Department of Electronic Engineering, Fu Jen Catholic University.	Managing Accountant of Long Sheen & Co., CPA Supervisor of Freedom Systems Inc. Director of Ri Jia Investment Co., Ltd.	-	-	-	-
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Note 1: If the company's chairman and general manager or equivalent position (top manager) are the same person, spouses, or first-degree relatives, the reasons, rationality, necessity, and response measures should be explained: No such situation.

1. Main shareholder of the corporate shareholder

February 25, 2025

Name of Corporate Shareholder	Main shareholder of the corporate shareholder	Shareholding
Great Galaxy Co., Ltd.	Hsu, Kung-Jen	100.00%

2. The major shareholders of corporate shareholders, if they are corporate entities: Not applicable.

3. Professional qualifications and independence of directors

Condition Name	Professional Qualifications and Experience	Independence Situation	Number of Other Publicly Listed Companies Were Serving as an Independent Director
Hsu, Kung-Jen	Formerly served as the Vice General Manager of the Overseas Department at Kuohwa Garment & Enamel Industry Co., Ltd., has worked in the textile and garment industry for over 30 years, possessing extensive experience in textile industry operations and management, along with professional expertise and experience in leadership decision-making, business management, operational judgment, and commerce.	1. Serves as a Director in the Company's related enterprises. 2. As one of the top ten individual shareholders of the Company.	0
Great Galaxy Co., Ltd. Representative: Chien, Mei-Erh	Formerly served as the Business Manager at Gao Feng Garment Factory Co., Ltd. and Business Manager at Philtex Limited, has been with the Company for over 30 years, and is currently the Deputy General Manager of the Company, possessing relevant experience in the textile industry along with professional expertise and experience in operational judgment, business management, and leadership decision-making.	Also serves as the Deputy General Manager of the Company and is a part of the managerial staff.	0
Lee, Chao-Hsien	Bachelor's degree from the Department of Business Administration, National Chung Hsing University, formerly served as the Assistant Vice General Manager of the Overseas Department at Kuohwa Garment & Enamel Industry Co., Ltd., has been with the Company for over 20 years, and is currently the General Manager of the Company, possessing professional expertise and experience in finance and accounting, business, marketing, and the industry.	1. Also serves as the General Manager of the Company and is a part of the managerial staff. 2. As one of the top ten individual shareholders of the Company.	0
Tsou, Shih-Chuan	Currently the Head of Shiquan International United Firm, possessing professional expertise and experience in commerce and operational judgment.	—	0
Ying, Tzung-Hung	Ph.D. in Textile Science from the University of Wisconsin, USA, possessing expertise in textiles, currently serving as an Assistant Professor in the Department of Business Administration at Takming University of Science and Technology, and a Director of the Taiwan Textile Research Institute. He has knowledge of the textile industry, spanning research institutions, academia, and industry, and possesses the professional qualifications and experience necessary for business and corporate operations.	The three Independent Directors listed on the left met the qualification requirements set by the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" issued by the Financial Supervisory Commission and Article 14-2 of the Securities and Exchange Act two years prior to their appointment and during their tenure. Moreover, these Independent Directors have been granted full participation in decision-making and the right to express opinions according to Article 14-3 of the Securities and Exchange Act, thereby independently executing their relevant duties.	0
Wu, Hong-Cherng	Master's in Law from American University, USA, and a bachelor's degree from the Department of Law, National Taiwan University. Previously served as an Independent Director at Great Galaxy Co., Ltd. Currently employed at Iustitia Law Firm, possessing professional expertise and experience in law and corporate governance.		0
Yeh, Chia-Shin	Master's in Business Administration from Judson University, USA. Currently the Managing Accountant at Long Sheen & Co., CPA, engaged in accounting-related businesses for over 20 years, possessing professional expertise and experience in financial accounting and management.		0

4. Board diversity and independence:

(1) Diversity of the Board of Directors:

According to Article 20 of the Company's "Corporate Governance Code of Practice" and Article 2 of the "Director Election Procedures," the composition of the board should consider diversity and, based on its operations, business model, and development needs, formulate a diversity policy. This includes basic conditions and values (such as gender, age, nationality, and culture) and professional knowledge and skills (such as law, accounting, industry, finance, marketing, or technology). The board as a whole should possess the abilities of operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, an international market perspective, leadership, and decision-making abilities.

The current diversity policy and its implementation of the Company's Board of Directors are as follows:

- A. The goal for the number of Directors who are managerial staff of the Company should not exceed one-third of the total number of Director seats. Among the current seven Director seats, two seats are held by Directors who are also managerial staff of the company (accounting for 29%), which does not exceed one-third.
- B. The goal for the number of Independent Director seats is set at three or more and should not be less than one-third of the total number of Director seats. The current Board of Directors is composed of seven Directors, including three Independent Directors (accounting for 43%), which does not fall below one-third.
- C. The Company emphasizes gender equality in the composition of the Board of Directors, aiming to increase the number of Female Director seats to more than one-third. Among the current seven Director seats, there is one Female Director (accounting for 14%). Efforts will be made in the future to increase the number of Female Director seats to achieve the goal.
- D. The board members should consist of individuals with industry, commerce, business management, and risk management expertise. The Company's Board members possess diverse core competencies and effectively assume their responsibilities based on different professional backgrounds. Their duties include establishing a strong Board governance system, supervision, and enhancing management functions to maximize stakeholder interests.
- E. Among the seven Directors, six are between 61-70 years old, and one is 41-50 years old.

Condition Name	Basic Composition				Professional Backgrounds				Professional Knowledge and Skills					
	Nationality	Gender	Also Serves as an Employee of the Company	Age		Industry Experience	Textile	Financial	Law	Operational Judgment	Business Management	Crisis Management	International Market Perspective	Leadership and Decision-Making Abilities
				41-50 Years Old	61-70 Years Old									
Chairman Hsu, Kung-Jen	R.O.C	Male			V	V	V			V	V	V	V	V
Corporate Director Great Galaxy Co., Ltd. Representative: Chien, Mei-Erh		Female	V		V	V	V			V	V	V	V	V
Director Lee, Chao-Hsien		Male	V		V	V	V			V	V	V	V	V
Director Tsou, Shih-Chuan		Male			V	V				V		V	V	V
Independent Director Ying, Tzung-Hung		Male			V	V	V			V		V	V	
Independent Director Wu, Hong-Cherng		Male			V	V			V	V		V	V	
Independent Director Yeh, Chia-Shin		Male		V		V		V		V		V	V	

(2) Independence of the Board of Directors:

- A. Among the members of the Board of Directors, none are involved in any circumstances listed in Article 30 of the Company Act, nor are there any situations as specified in Article 26-3, Paragraph 3 (where more than half of the seats of the Directors have spousal or second-degree relative relationships) and Paragraph 4 (where supervisors and directors or among supervisors should not have spousal or second-degree relative relationships) of the Securities and Exchange Act.
- B. All Independent Directors fully comply with the regulations on Independent Directors set by the Financial Supervisory Commission. The independence situation is as follows:

Name	Whether Myself, My Spouse, or My Relatives within the Second Degree Serve as Directors, Supervisors, or Employees of the Company or its Related Enterprises	The Number and Proportion of Company Shares Held by Myself, My Spouse, or My Relatives within the Second Degree (or Holding Shares in the Name of Others)	Whether Serving as a Director, Supervisor, or Employee in Companies with Specific Relationships with The Company	The Amount of Compensation Received for Providing Business, Legal, Financial, Accounting, and Other Services to the Company or its Related Enterprises in the Past Two Years
Ying, Tzung-Hung	No	No such situation.	No	No such situation.
Wu, Hong-Cherng	No	No such situation.	No	No such situation.
Yeh, Chia-Shin	No	No such situation.	No	No such situation.

(II) Information on General Manager, Deputy General Managers, Assistant Managers, and Heads of Departments and Branches

February 25, 2025; Unit: shares; %

Title	Nationality	Name	Gender	Date of Appointment	Holdings of Shares		Shares Held by Spouse and Minor Children		Holding Shares Under Another Person's Name		Major Experience and Education	Currently Holds Positions in Other Companies	Manager with Relationships as Spouses or within Second-Degree Relatives			Note
					Shares	Shareholding	Shares	Shareholding	Shares	Shareholding			Title	Name	Nature of Relationships	
General Manager	R.O.C	Lee, Chao-Hsien	Male	1999.09.01	1,396,219	2.31	—	—	—	—	Bachelor's degree from the Department of Business Administration, National Chung Hsing University Assistant Vice General Manager of the Overseas Department at Kuohwa Garment & Enamel Industry Co., Ltd.	—	—	—	—	—
Chief Strategy Officer and Chief Financial Officer	R.O.C	Lee, Che-Yu	Male	2019.02.13	109,131	0.18	—	—	—	—	EMBA from National Taiwan University and EMBA from Fudan University. Master's degree from the Graduate Institute of Accounting, National Chengchi University. US Chartered Financial Analyst (CFA), US Financial Risk Manager(FRM) Certified Public Accountant(CPA) in Taiwan. Assistant vice president of the General Management Office at Chia Chang Co., Ltd. Associate Manager of the President's Office at E.SUN Financial Holding Co., Ltd., Supervisor of E.SUN Bill Finance Company Deputy Researcher of the Banking Bureau, Financial Supervisory Commission, Assistant Officer of Deloitte & Touche Certified Public Accountants Firm	Independent Director of Brightenoptix Co., Ltd.(6747.tw) Director of TUL Corporation(6150.tw)	—	—	—	—
Deputy General Manager	R.O.C	Chien, Mei-Erh	Female	1994.11.15	765,000	1.27	—	—	—	—	Accounting and Statistics, Cheng-kung Senior Industrial Commercial Vocational School Sales Manager of Gao Feng Garment Factory Co., Ltd. Sales Manager of Philtex Limited	—	—	—	—	—
Deputy General Manager	R.O.C	Jou, Yea-Lan	Female	2006.10.02	80,895	0.13	—	—	—	—	Department of International Business, Chinese Culture University Sales Manager of US Prosperity Industrial Co., Ltd. Assistant Manager of Factory Affairs at Gao Lin Industrial Co., Ltd.	—	—	—	—	—
Deputy General Manager	R.O.C	Chiu, Shih-Wei	Female	2009.04.01	63,038	0.10	—	—	—	—	Department of Industrial Management, Ta Hwa University of Science and Technology Sales Specialist of Kuohwa Garment & Enamel Industry Co., Ltd.	—	—	—	—	—
Deputy General Manager	R.O.C	Liu, Wen-Chung	Male	2022.08.18	12,000	0.02	—	—	—	—	Bachelor's degree in Banking, National Chengchi University Master of Business Administration, University of South Australia,Australia Ph.D. in Finance, Southwestern University of Finance and Economics, Chengdu Taipei Exchange of the Listing Department, Listing Supervision Department, internal Audit Office, and Strategy & International Relations Department	—	—	—	—	—
Manager of the Business Department	R.O.C	Yang, Li-Lun	Female	2020.05.20	4,000	0.01	—	—	—	—	Bachelor's degree from the Department of Business Administration, Lingnan University, Hong Kong Sales Director of Di Yi Industrial Co., Ltd. Sales Manager of Aurora Fashion Co. Ltd. Sales Manager of Fashion Network Ltd.	—	—	—	—	—
Assistant Manager of Shipping Affairs Office	R.O.C	Chou, Jung-Ti	Female	2012.03.19	40,649	0.07	—	—	—	—	Songshan High School of Commerce and Home Economics Manager of the Shipping Department at Xiong Bao Co., Ltd.	—	—	—	—	—
Assistant Manager of the Overseas Plant Area	R.O.C	Tang, Yu-Chuang	Male	2021.09.25	37,064	0.06	—	—	—	—	Bachelor's degree from the Department of Public Administration, Tunghai University. Production Supervisor of Yi Qin Industrial Co., Ltd. Factory Director at Hua Xuan Industrial Co., Ltd.	—	—	—	—	—

Note 1: If the general manager or equivalent position (top manager) and the chairman are the same person, spouses, or first-degree relatives, the reasons, rationality, necessity, and response measures should be disclosed: No such situation.

II. Remuneration Paid to Directors, Supervisors, General Manager, and Deputy General Managers in the Most Recent Year (2024)

(I) Remuneration of General Directors and Independent Directors

Unit: NT\$ in thousands

Title	Name	Remuneration to Directors								The Total Amount of Items A, B, C, and D and Their Proportion of the Net Profit or Loss after Tax		Receiving Remuneration Related to Concurrently Serving as an Employee								The Total Amount of Items A, B, C, D, E, F, and G and Their Proportion of the Net Profit or Loss after Tax		Receiving Remuneration from Reinvested Businesses other than Subsidiaries or from the Parent Company
		Compensation (A)		Retirement Pension (B)		Director Compensation (C)		Business Execution Expenses (D)				Salaries, Bonuses, and Special Allowances, etc. (E)		Retirement Pension (F)		Employee Compensation (G)						
		The Company	All entities in the Financial Report	The Company	All entities in the Financial Report	The Company	All entities in the Financial Report	The Company	All entities in the Financial Report	The Company	All entities in the Financial Report	The Company	All entities in the Financial Report	The Company	All entities in the Financial Report	The Company		All entities in the Financial Report		The Company	All entities in the Financial Report	
																Cash Amount	Stock Amount	Cash Amount	Stock Amount			
Chairman	Hsu, Kung-Jen	—	—	—	—	—	—	40	40	40 0.00%	40 0.00%	7,922	7,922	—	—	948	—	948	—	8,870 0.95%	8,870 0.95%	—
Director	Great Galaxy Co., Ltd. Representative: Chien, Mei-Erh (Note)																					
Director	Great Galaxy Co., Ltd. Representative: Lee, Che-Yu (Note)																					
Director	Lee, Chao-Hsien																					
Director	Tsou, Shih-Chuan	1,440	1,440	—	—	—	—	70	70	1,510 0.16%	1,510 0.16%	—	—	—	—	—	—	—	1,510 0.16%	1,510 0.16%	—	
Independent Director	Ying, Tzung-Hung																					
Independent Director	Wu, Hong-Cherng																					
Independent Director	Yeh, Chia-Shin																					
1. Please explain the Independent Director remuneration policy, system, standards, and structure. Describe the relationship between remuneration amounts and factors such as responsibilities, risks, and invested time: The remuneration for the Company's Independent Directors takes into account basic expenses, time spent on business execution, and is determined by referring to the usual standards in the industry. If the company has profits in the fiscal year, according to the company's articles of incorporation, the remuneration committee and the Board of Directors may allocate no more than five percent as the Directors' remuneration. 2. Apart from the disclosure in the above table, the remuneration received by the company's directors for providing services (such as acting as consultants for the parent company, all companies in the Financial Report, or reinvested businesses without being employees) in the most recent year: None.																						

1. Please explain the Independent Director remuneration policy, system, standards, and structure. Describe the relationship between remuneration amounts and factors such as responsibilities, risks, and invested time: The remuneration for the Company's Independent Directors takes into account basic expenses, time spent on business execution, and is determined by referring to the usual standards in the industry. If the company has profits in the fiscal year, according to the company's articles of incorporation, the remuneration committee and the Board of Directors may allocate no more than five percent as the Directors' remuneration.

2. Apart from the disclosure in the above table, the remuneration received by the company's directors for providing services (such as acting as consultants for the parent company, all companies in the Financial Report, or reinvested businesses without being employees) in the most recent year: None.

Note: Mr. Lee, Che-Yu, the representative of the corporate director, stepped down from the office on June 27, 2024, and Great Galaxy Co., Ltd. was elected as a corporate director on June 27, 2024, and appointed Ms. Chien, Mei-Erh as the representative.

Compensation Scale Table

Compensation Scale for Each Director of the Company	Name of the Director			
	The Total amount of the First Four Compensations (A+B+C+D)		The Total Amount of the First Seven Compensations (A+B+C+D+E+F+G)	
	The Company	All entities in the Financial Report	The Company	All entities in the Financial Report
Under NT\$1,000,000	Hsu, Kung-Jen, Chien, Mei-Erh, Lee, Che-Yu, Lee, Chao-Hsien, Tsou, Shih-Chuan, Ying, Tzung-Hung, Wu, Hong-Cherng, Yeh, Chia-Shin	Hsu, Kung-Jen, Chien, Mei-Erh, Lee, Che-Yu, Lee, Chao-Hsien, Tsou, Shih-Chuan, Ying, Tzung-Hung, Wu, Hong-Cherng, Yeh, Chia-Shin	Tsou, Shih-Chuan, Ying, Tzung-Hung, Wu, Hong-Cherng, Yeh, Chia-Shin, Hsu, Kung-Jen	Tsou, Shih-Chuan, Ying, Tzung-Hung, Wu, Hong-Cherng, Yeh, Chia-Shin, Hsu, Kung-Jen
NT\$1,000,000 (inclusive) to NT\$2,000,000 (exclusive)	—	—	Lee, Che-Yu, Chien, Mei-Erh	Lee, Che-Yu, Chien, Mei-Erh
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)	—	—	—	—
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)	—	—	Lee, Chao-Hsien	Lee, Chao-Hsien
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)	—	—	—	—
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)	—	—	—	—
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)	—	—	—	—
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)	—	—	—	—
NT\$50,000,000 (inclusive) to NT\$100,000,000 (exclusive)	—	—	—	—
NT\$100,000,000 and above	—	—	—	—
Total	8 people	8 people	8 people	8 people

(II) Remuneration of the General Manager and Deputy General Managers

Unit: NT\$ in thousands

Title	Name	Compensation (A)		Retirement Pension (B)		Bonuses, and Special Allowances, etc. (C)		Employee Compensation Amount (D)				The Total Amount of Items A, B, C, and D and Their Proportion of the Net Profit or Loss after Tax(%)		Receiving Remuneration from Reinvested Businesses Other than Subsidiaries or from the Parent Company
		The Company	All entities in the Financial Report	The Company	All entities in the Financial Report	The Company	All entities in the Financial Report	The Company		All entities in the Financial Report		The Company	All entities in the Financial Report	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
General Manager	Lee, Chao-Hsien	10,101	10,101	—	—	4,507	4,507	1,902	—	1,902	—	16,510 1.78%	16,510 1.78%	—
Chief Strategy Officer and Chief Financial Officer	Lee, Che-Yu													
Deputy General Manager	Chien, Mei-Erh													
Deputy General Manager	Jou, Yea-Lan													
Deputy General Manager	Chiu, Shih-Wei													
Deputy General Manager	Liu, Wen-Chung													

Compensation Scale Table

Compensation scale for each General Manager and Deputy General Manager of the Company	Name of the General Manager and Deputy General Managers	
	The Company	All Entities in the Financial Report
Under NT\$1,000,000	—	—
NT\$1,000,000 (inclusive) to NT\$2,000,000 (exclusive)	Chiu, Shih-Wei	Chiu, Shih-Wei
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)	Lee, Che-Yu, Chien, Mei-Erh, Jou, Yea-Lan, Liu, Wen-Chung	Lee, Che-Yu, Chien, Mei-Erh, Jou, Yea-Lan, Liu, Wen-Chung
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)	—	—
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)	Lee, Chao-Hsien	Lee, Chao-Hsien
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)	—	—
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)	—	—
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)	—	—
NT\$50,000,000 (inclusive) to NT\$100,000,000 (exclusive)	—	—
NT\$100,000,000 and above	—	—
Total	6 people	6 people

(III) Name of the Managers for Distributing Employee Compensation and Distribution Situation

December 31, 2024; Unit: NT\$ in thousands

Title		Name	Stock Amount	Cash Amount	Total	The Total Amount as a Proportion of the Net Profit or Loss After Tax (%)
Manager	General Manager	Lee, Chao-Hsien	—	2,215	2,215	0.24
	Chief Strategy Officer and Chief Financial Officer	Lee, Che-Yu				
	Deputy General Manager	Chien, Mei-Erh				
	Deputy General Manager	Jou, Yea-Lan				
	Deputy General Manager	Chiu, Shih-Wei				
	Deputy General Manager	Liu, Wen-Chung				
	Business Manager	Yang, Li-Lun				
	Assistant Manager of Shipping Affairs at the department	Chou, Jung-Ti				
	Assistant Manager of the Overseas Plant Area	Tang, Yu-Chuang				

(IV) Please separately compare and explain the analysis of the proportion of the total remuneration paid to the Company's directors, supervisors, general manager, and deputy general managers by the Company and all companies in the consolidated report in the most recent two years against the net profit after tax in the individual or separate financial reports. Additionally, explain the policy, standards, and composition of the remuneration, the procedure for determining remuneration, and the relationship with business performance and future risks.

1. The analysis of the proportion of the total remuneration paid by the Company and all companies in the consolidated report to the Company's directors, supervisors, general manager, and deputy general managers against the net profit after tax in the individual or separate financial reports.

Fiscal Year Item	2023		2024	
	The Company	All Entities in the Consolidated Financial Report	The Company	All Entities in the Consolidated Financial Report
Director	1.37%	1.37%	1.11%	1.11%
Supervisor	—	—	—	—
General Manager and Deputy General Manager	2.20%	2.20%	1.71%	1.71%

2. The policy, standards, and composition of the remuneration, the procedure for determining remuneration, and the relationship with business performance and future risks.

- (1) Director

The Company's Directors' compensation policy is clearly stipulated in the Company's articles of incorporation, and the compensation distribution plan should be reported at the Shareholders' Meeting.

- (2) General Manager and Deputy General Manager

The remuneration of the General Manager and Deputy General Managers of the Company is determined based on their positions, responsibilities, and salary regulations.

- (3) In summary, the Company's policy on remuneration is determined based on an individual's level of participation and contribution to the Company's operations, and by referring to industry standards. It takes into account the operational risks the Company may face in the future and maintains a positive correlation with business performance to achieve a balance in risk management.

III. Corporate Governance Operations

(I) Operation Status of the Board of Directors.

1. Operation status of the Board of Directors information.

The Board of Directors met 6 times in the most recent year (3 times before the re-election and 3 times after the re-election). The attendance of the Directors is as follows:

Title	Name	Actual Attendance Count [B]	Number of Delegated Attendances	Actual Attendance Rate (%) [B/A]	Note
Chairman	Hsu, Kung-Jen	6	0	100	Reappointed on 2024.06.27
Vice Chairman	Great Galaxy Co., Ltd. Representative: Lee, Che-Yu	3	0	100	Stepped down on 2024.06.27 Should attend 3 times
Director	Great Galaxy Co., Ltd. Representative: Chien, Mei-Erh	3	0	100	Newly appointed on 2024.06.27 Should attend 3 times
Director	Lee, Chao-Hsien	4	2	67	Reappointed on 2024.06.27
Director	Tsou, Shih-Chuan	6	0	100	Reappointed on 2024.06.27
Independent Director	Ying, Tzung-Hung	5	1	83	Reappointed on 2024.06.27
Independent Director	Wu, Hong-Cherng	6	0	100	Reappointed on 2024.06.27
Independent Director	Yeh, Chia-Shin	6	0	100	Reappointed on 2024.06.27

Note: Mr. Lee, Che-Yu, the representative of the corporate director, stepped down from the office on June 27, 2024, and Great Galaxy Co., Ltd. was elected as a corporate director on June 27, 2024, and appointed Ms. Chien, Mei-Erh as the representative.

Other notable matters:

I. If the operation of the Board of Directors involves any of the following situations, the date of the board meeting, the session, the content of the proposal, the opinions of all Independent Directors, and the company's handling of the Independent Directors' opinions should be specified:

- (I) Matters listed in Article 14-3 of the Securities and Exchange Act: Please refer to (9) major resolutions of the shareholders' meeting and the Board of Directors in the most recent year and up to the date of the annual report publication. The resolutions regarding matters listed in Article 14-3 of the Securities and Exchange Act were all approved with the agreement of the Independent Directors.
- (II) Other than the aforementioned matters, there were no resolutions of the Board of Directors opposed or reserved in opinion by the Independent Directors that were recorded or stated in writing: No such situation.

II. The execution of directors' recusal from conflict of interest proposals should specify the Name of the Director, the content of the proposal, the reasons for recusal, and their participation in voting:

- (I) On February 2, 2024, the Board of Directors resolved to allocate the year-end bonuses for the Company's managerial personnel for

the 2023 annual period. At the time of the resolution, Directors Lee, Che-Yu, Lee, Chao-Hsien, who had conflicts of interest, recused themselves from the proceedings and did not participate in discussion or voting. The other directors agreed without objection, and the resolution was passed.

- (II) On March 29, 2024, the Board of Directors resolved to distribute compensation for employees and directors for the Company's 2023 annual period. At the time of the resolution, Directors Lee, Che-Yu, Lee, Chao-Hsien, who had conflicts of interest, recused themselves from the proceedings and did not participate in discussion or voting. The other directors agreed without objection, and the resolution was passed.
- (III) On March 29, 2024, the Board of Directors resolved to establish a list of candidates for Independent Directors. At the time of the resolution, Independent Directors Wu, Hong-Cherng, Ying, Tzung-Hung, and Yeh, Chia-Shin, who had conflicts of interest, recused themselves from the proceedings and did not participate in discussion or voting. The other directors agreed without objection, and the resolution was passed.
- (IV) On March 29, 2024, the Board of Directors resolved to lift the restrictions on the non-compete clause for newly appointed directors and their representatives. At the time of the resolution, Independent Directors Wu, Hong-Cherng, Ying, Tzung-Hung, and Yeh, Chia-Shin, who had conflicts of interest, recused themselves from the proceedings and did not participate in discussion or voting. The other directors agreed without objection, and the resolution was passed.

- III. Listed companies should disclose the evaluation cycle and period, evaluation scope, methods, and evaluation content for the Board of Directors' self (or peer) assessment, and fill in the execution status of the board evaluation.

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content
Conducted once a year.	January 1, 2024 ~ December 31, 2024	Board of Directors	Internal self-evaluation of the Board of Directors	A. The level of participation in the company's operations B. Enhancing the quality of decision-making by the Board of Directors. C. Composition and structure of the Board of Directors D. The appointment and continuous education of Directors E. Internal control
		Individual Director	Self-evaluation of Board members	A. Grasp of the company's goals and missions. B. Understanding of the Director's responsibilities C. The level of participation in the company's operations D. Internal relationship management and communication E. Professional qualifications and continuous education of Directors F. Internal control

			Functional Committee	Self-evaluation of the Functional Committee	A. The level of participation in the company's operations B. Understanding of the Functional Committee's responsibilities C. Enhancing the quality of decision-making by the Functional Committee. D. Composition of the Functional Committee and Member Selection E. Internal control
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IV. The goals for strengthening the functions of the Board of Directors in the current and most recent fiscal year, and the evaluation of the execution status:

(I) The Company convenes at least one Board of Directors meeting every quarter to report to the Directors on the execution status of the previous meeting's minutes and the current operational situation, enabling the Board of Directors to fully grasp the progress and implement business decisions.

(II) To enhance corporate governance efficiency, the Company has established an Audit Committee and a Compensation Committee, both of which are composed entirely of Independent Directors, to assist the Board of Directors in fulfilling its supervisory responsibilities.

(III) The Company promptly publishes important resolutions on the Market Observation Post System after the Board of Directors meetings to protect shareholders' rights. A designated person is responsible for the collection and disclosure of company information, and there is a Spokesperson to ensure that all significant information is disclosed in a timely and appropriate manner for shareholders and stakeholders to reference the Company's financial and business-related information.

(IV) The operations of the Company's Board of Directors strictly adhere to the "Rules of Procedure for Board of Directors Meetings," and relevant laws and corporate governance needs are regularly reviewed and revised as necessary.

(II) Operation Status of the Audit Committee or Supervisors' Participation in the Board of Directors' Operations

1. Duties of the Audit Committee and annual work focus

The Company's Audit Committee is composed of three Independent Directors, with the following responsibilities:

- (1) Establish or amend the Internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
- (2) Assessment of the effectiveness of the Internal control system
- (3) Establish or amend procedures for handling significant financial and business activities related to the acquisition or disposal of assets, engagement in derivative transactions, lending of funds to others, and endorsements or guarantees for others in accordance with Article 36-1 of the Securities and Exchange Act.
- (4) Matters involving the Director's own interests
- (5) Significant transactions involving assets or derivative products
- (6) Significant lending of funds, endorsements, or guarantees
- (7) Raising, issuing, or privately placing equity securities
- (8) The appointment, dismissal, or remuneration of the certified public accountants
- (9) The appointment or dismissal of supervisors responsible for financial, accounting, or internal audit affairs
- (10) Fiscal Year and Semi-Annual Financial Reports
- (11) Major Matters as Required by Other Companies or Regulatory Authorities

2. Operation status of the Audit Committee

The Audit Committee met 5 times in the most recent year (3 times before the re-election and 2 times after the re-election). The attendance of the Independent Directors is as follows:

Title	Name	Actual Attendance Count [B]	Number of Delegated Attendances	Actual Attendance Rate (%) [B/A]	Note
Independent Director	Ying, Tzung-Hung	4	1	80	Reappointed on 2024.06.27
Independent Director	Wu, Hong-Cherng	5	0	100	Reappointed on 2024.06.27
Independent Director	Yeh, Chia-Shin	5	0	100	Reappointed on 2024.06.27

Other notable matters:

I. If the operation of the Audit Committee involves any of the following circumstances, the date of the Audit Committee meeting, the session, the content of the proposal, the opposition opinions, reserved opinions, or major suggestions from Independent Directors, the resolution results of the Audit Committee, and the company's handling of the Audit Committee's opinions should be specified:

(I) Matters listed in Article 14-5 of the Securities and Exchange Act: After being approved by the Audit Committee, they are submitted to the Board of Directors.

Audit Committee	Content of the Audit Committee Proposals	Matters Listed in Article 14-5 of the Securities and Exchange Act	Resolution Results	The Company's Handling of the Audit Committee's Opinions
1st Session 15th meeting 2024.02.02	None.	—	—	—
1st Session 16th meeting 2024.03.29	1. The Company's Business Report and Financial Statements for Fiscal Year 2023.	V	All attending members unanimously agreed to approve the proposal.	All attending Directors of the Board of Directors agreed to approve.
	2. Assessment of the effectiveness of the Internal control system for Fiscal Year 2023 and the Internal Control System Statement.	V		
	3. Amendment to the Company's approval authority table.	V		
	4. Amendment to the Company's Internal control system.	V		
	5. The Company's Earnings Distribution Proposal for Fiscal Year 2023.	V		
1st Session 17th meeting 2024.06.27	1. The appointment, remuneration, and independence evaluation of the certified public accountants of the Company.	V	All attending members unanimously agreed to approve the proposal.	All attending Directors of the Board of Directors agreed to approve.
	2. Amendment to the Company's approval authority table.	V		
	3. Amendment to the Company's Internal control system and management regulations.	V		
2nd Session 1st Meeting 2024.08.13	1. The Company's Consolidated Financial Report for the Second Quarter of 2024.	V	All attending members unanimously agreed to approve the proposal.	All attending Directors of the Board of Directors agreed to approve.
2nd Session 2nd Meeting 2024.12.03	1. The Company's Financial Budget Proposal for Fiscal Year 2025.	V	All attending members unanimously agreed to approve the proposal.	All attending Directors of the Board of Directors agreed to approve.
	2. The Company's Audit Plan for Fiscal Year 2025.	V		
	3. The endorsement and guarantee case provided by the Company for its subsidiary Great Baobab Garment Sarlu.	V		
	4. Set the base date for the execution and conversion of employee stock options to common stock for capital increase.	V		
	5. The Company has engaged an accounting firm to perform a special review of the internal control project for listing.	V		
	6. The amendment to the Company's table of approval authority.	V		
	7. Amendment and addition to the Company's Internal control system and management regulations.	V		
	8. Establishment of the Company's "Sustainable Information Management Procedures."	V		

(II) Other than the aforementioned matters, there were no resolutions not approved by the Audit Committee but agreed upon by more than two-thirds of all Directors: No such situation.

II. The execution of Independent Directors' recusal from conflict of interest proposals should specify the Name of the Independent Director, the content of the proposal, the reasons for recusal, and their participation in voting: No such situation.

III. Communication between the Independent Director, internal audit supervisors, and accountants (should include major matters, methods, and results of communication concerning the company's financial and business status):

(I) After the audit report and follow-up report are reviewed and authorized by the Directors, the audit supervisors send them to each Independent Director via email every month for review. At the Audit Committee, they report to the Independent Directors on the execution status of the Company's internal audits and the operation of internal control.

(II) The accountants report to the Independent Directors on the Company's Financial condition and the execution of internal controls, explaining accounting principles, significant items affecting profits and losses, and recent legal amendments.

3. Operation status of the Audit Committee or Supervisors' participation in the Board of Directors' operations

Not applicable. (The Company appointed three Independent Directors at the extraordinary shareholders' meeting on December 21, 2021, and established an Audit Committee to replace the Supervisors' functions.)

(III) Corporate Governance Operation and the Differences and Reasons Compared to the Corporate Governance Practice Guidelines for Listed and OTC Companies

Evaluation Items	Operation Status			The Differences and Reasons Compared to the Corporate Governance Practice Guidelines for Listed and OTC Companies
	Yes	No	Description	
I. Did the company establish and disclose the corporate governance practice guidelines in accordance with the "Corporate Governance Practice Guidelines for Listed and OTC Companies"?	✓		The Company hereby refers to the " Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies". The Company's Board of Directors resolved to establish the "Corporate Governance Practice Guidelines" on December 15, 2022, and resolved to amend it on December 3,2024. It has been disclosed on the Company's website and the Market Observation Post System.	No significant differences.
II. The company's equity structure and shareholder rights. (I) Did the company establish internal procedures to handle shareholder suggestions, inquiries, disputes, and litigation, and implement them accordingly?	✓		(I) In addition to having a spokesperson, deputy spokesperson, and stock affairs department, the Company has set up an investor contact email on its website. A designated person is responsible for addressing shareholders' suggestions and providing timely responses.	No significant differences.
(II) Does the company have a grasp of the list of major shareholders who actually control the company, and the ultimate controllers of these major shareholders?	✓		(II) The Company regularly obtains the list of major shareholders and the controller of the major shareholders by referencing the shareholder register provided by the stock agency.	No significant differences.
(III) Has the company established and implemented a risk control and firewall mechanism between the company and its related enterprises?	✓		(III) The financial and business operations of the Company and its related enterprises operate independently. Internal audit personnel regularly inspect the related enterprises to prevent any potential issues from arising and posing a risk to the Company. To protect the rights and interests of the Company and its investors, the Company has established the "Management Procedures for Transactions with Group Enterprises, Specific Companies, and Related Parties" and "Operational Standards for Financial and Business Transactions Between Related Parties." These regulations effectively facilitate risk control and function as a firewall	No significant differences.

Evaluation Items	Operation Status			The Differences and Reasons Compared to the Corporate Governance Practice Guidelines for Listed and OTC Companies
	Yes	No	Description	
			with related enterprises.	
(IV) Did the company establish internal regulations prohibiting insiders from trading securities using non-public information on the market?	✓		(IV) The Company has established the "Insider Trading Prevention Management Procedures," explicitly prohibiting the use of non-public material information for insider trading.	No significant differences.
III. Composition and responsibilities of the Board of Directors (I) Has the Board of Directors formulated a diversity policy, and is it managed and implemented concretely?	✓		(I) The members of the Company's Board of Directors have become diverse, with each Director possessing work experience and expertise in operational management, industry knowledge, finance, and strategic management, contributing significantly to the Company's operational development. Please refer to pages 5 to 7 of the annual report for the Director's professional qualifications and independence situation and Board diversity and independence.	No significant differences.
(II) Apart from the legally mandated establishment of the Compensation Committee and the Audit Committee, has the company voluntarily established other types of Functional Committees?		✓	(II) In accordance with the law, the Company has established a Compensation Committee and an Audit Committee. All other aspects of corporate governance operations are handled by each department according to their respective responsibilities, with future assessments for establishment as needed.	In the future, additional types of Functional Committees will be established as required by the company's operational needs or legal regulations.
(III) Has the company established a Board of Directors performance evaluation method and its evaluation method, conducted performance evaluations regularly each year, reported the evaluation results to the Board of Directors, and used them as a reference for individual Director compensation and renomination?	✓		(III) The Company has established a "Director Performance Evaluation Method," conducts performance evaluations annually, reports the evaluation results to the Board of Directors, and uses them as a reference for individual Director compensation and renomination. The Company has completed the 2024 annual performance evaluation of the Board of Directors and submitted it to the Audit Committee and the Board of Directors on January 21, 2025, and the evaluation results are excellent.	No significant differences.

Evaluation Items	Operation Status			The Differences and Reasons Compared to the Corporate Governance Practice Guidelines for Listed and OTC Companies																																																																
	Yes	No	Description																																																																	
(IV) Does the company regularly evaluate the independence of the certified public accountants?	✓		(IV) The Company's Audit Committee annually evaluates the independence of the certified public accountants and submits it to the Board of Directors for discussion. The most recent evaluation results were discussed and approved by the Audit Committee on June 27, 2024, and then submitted and approved by the Board of Directors on the same day. In addition to requiring the certified public accountants to provide a "Statement of Independence," the evaluation mechanism is conducted according to the standards in Table 1 below. Table 1 <table> <tr> <th>No.</th> <th>Evaluation Items</th> <th>Y</th> <th>N</th> </tr> <tr> <td>1.</td> <td>Up to the most recent certification work, there has not been a situation where there has been no change for seven years.</td> <td>■</td> <td></td> </tr> <tr> <td>2.</td> <td>There are no significant financial interests with the client.</td> <td>■</td> <td></td> </tr> <tr> <td>3.</td> <td>Avoid any inappropriate relationships with the client.</td> <td>■</td> <td></td> </tr> <tr> <td>4.</td> <td>Accountants should ensure that their assistants adhere to honesty, fairness, and independence.</td> <td>■</td> <td></td> </tr> <tr> <td>5.</td> <td>The financial statements of service organizations within the first two years of practice shall not be audited.</td> <td>■</td> <td></td> </tr> <tr> <td>6.</td> <td>The accountant's name must not be used by others.</td> <td>■</td> <td></td> </tr> <tr> <td>7.</td> <td>Does not hold shares in the Company and its related enterprises.</td> <td>■</td> <td></td> </tr> <tr> <td>8.</td> <td>No monetary lending situation with the Company and its related enterprises.</td> <td>■</td> <td></td> </tr> <tr> <td>9.</td> <td>No shared investment or profit-sharing relationship with the Company or its related enterprises.</td> <td>■</td> <td></td> </tr> <tr> <td>10.</td> <td>Does not concurrently serve in regular duties for the Company or its related enterprises, and receives a fixed salary.</td> <td>■</td> <td></td> </tr> <tr> <td>11.</td> <td>Not involved in management functions related to decision-making for the Company or its related enterprises.</td> <td>■</td> <td></td> </tr> <tr> <td>12.</td> <td>Does not concurrently engage in other businesses that may compromise their independence.</td> <td>■</td> <td></td> </tr> <tr> <td>13.</td> <td>No spousal or second-degree relative relationships with the Company's managerial personnel.</td> <td>■</td> <td></td> </tr> <tr> <td>14.</td> <td>Has not received any business-related commissions.</td> <td>■</td> <td></td> </tr> <tr> <td>15.</td> <td>Up to now, there has not been any disposition or situation that compromises the principle of independence.</td> <td>■</td> <td></td> </tr> </table>	No.	Evaluation Items	Y	N	1.	Up to the most recent certification work, there has not been a situation where there has been no change for seven years.	■		2.	There are no significant financial interests with the client.	■		3.	Avoid any inappropriate relationships with the client.	■		4.	Accountants should ensure that their assistants adhere to honesty, fairness, and independence.	■		5.	The financial statements of service organizations within the first two years of practice shall not be audited.	■		6.	The accountant's name must not be used by others.	■		7.	Does not hold shares in the Company and its related enterprises.	■		8.	No monetary lending situation with the Company and its related enterprises.	■		9.	No shared investment or profit-sharing relationship with the Company or its related enterprises.	■		10.	Does not concurrently serve in regular duties for the Company or its related enterprises, and receives a fixed salary.	■		11.	Not involved in management functions related to decision-making for the Company or its related enterprises.	■		12.	Does not concurrently engage in other businesses that may compromise their independence.	■		13.	No spousal or second-degree relative relationships with the Company's managerial personnel.	■		14.	Has not received any business-related commissions.	■		15.	Up to now, there has not been any disposition or situation that compromises the principle of independence.	■		No significant differences.
No.	Evaluation Items	Y	N																																																																	
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Evaluation Items	Operation Status			The Differences and Reasons Compared to the Corporate Governance Practice Guidelines for Listed and OTC Companies
	Yes	No	Description	
IV. Has the listed or OTC company allocated an appropriate number of competent corporate governance personnel and designated a corporate governance officer responsible for corporate governance-related affairs (including but not limited to providing directors and supervisors with necessary information for the execution of their duties, assisting directors and supervisors in complying with laws and regulations, handling matters related to Board of Directors and shareholders' meetings as required by law, and preparing minutes of Board of Directors and shareholders' meetings)?	✓		The Company has established a financial and accounting department, and an internal audit office, responsible for corporate governance related affairs. On March 14, 2025, the Board of Directors resolved to appoint the manager of the financial and accounting department, Manager Chen Yan Ru, as the corporate governance supervisor. The primary responsibilities include providing directors with necessary information for the execution of their duties, assisting directors in complying with laws and regulations, handling matters related to Board of Directors and shareholders' meetings as required by law, preparing minutes of Board of Directors and shareholders' meetings, and assisting directors with their appointment and continuous education.	No significant differences.
V. Has the company established communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers) and set up a stakeholder section on the company website, and properly responded to important corporate social responsibility issues concerned by stakeholders?	✓		The Company has set up a stakeholder section ("Contact Us") on its website, providing phone numbers and email addresses for shareholders, investors, customers, suppliers, and employees. Handled by dedicated personnel to respond to important issues of concern to stakeholders.	No significant differences.
VI. Did the company appoint a professional stock agency to handle Shareholders' Meeting affairs?	✓		The Company has appointed the Stock Affairs Agency Department of Grand Fortune Securities Co., Ltd. to handle Shareholders' Meeting affairs.	No significant differences.
VII. Information Disclosure (I) Did the company establish a website to disclose financial, business, and corporate governance information?	✓		(I) The Company has established a corporate website (https://www.greatg.com.tw/) to disclose financial, business, corporate governance, and other significant information.	No significant differences.

Evaluation Items	Operation Status			The Differences and Reasons Compared to the Corporate Governance Practice Guidelines for Listed and OTC Companies
	Yes	No	Description	
(II) Has the company adopted other methods of information disclosure (such as establishing an English website, appointing designated personnel for the collection and disclosure of company information, implementing a Spokesperson system, and placing the process of institutional investor conferences on the company's website, etc.)?	✓		(II) The Company has established both Chinese and English websites to regularly disclose financial and business information, with relevant departments responsible for the collection and disclosure of information. The Company has a spokesperson and a deputy spokesperson to implement the Spokesperson system, responsible for external communication. Information regarding institutional investor conferences and shareholders' meetings is also promptly updated on the Company's website.	No significant differences.
(III) Does the company announce and file the annual financial report within two months after the end of the fiscal year, and announce and file the financial reports for the first, second, and third quarters and the operating status for each month ahead of the stipulated deadline?		✓	(III) The Company is currently listed on the Emerging Stock Board and completes the announcements of the Semi-Annual and Annual Financial Reports and the operating status for each month within the deadlines set by the regulatory authorities.	No significant differences.
VIII. Does the company have any other important information that helps understand the corporate governance operational situation (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholder rights, the status of director and supervisor training, the implementation of risk management policies and risk measurement standards, the implementation of customer policies, and the company's provision of liability insurance for directors and supervisors, etc.)?	✓		1. Employee Rights: The Company has established various employee benefits and management systems that comply with the "Labor Standards Act" and other relevant regulations. Regular labor-management meetings are held to protect employee rights. 2. Employee Care: To facilitate communication with employees, the company provides a variety of communication channels to ensure timely and transparent information dissemination, allowing employees to fully express their suggestions for the company as a basis for improving various measures. 3. Investor Relations: In addition to disclosing relevant information on the Market Observation Post System as required, the Company has established an Investor Relations section on its website to regularly update various financial, business, and stock-related information for investors to access, ensuring they have a thorough understanding of the Company's operational status. There is also an investor service desk to facilitate two-way communication between investors and the Company.	No significant differences.

Evaluation Items	Operation Status			The Differences and Reasons Compared to the Corporate Governance Practice Guidelines for Listed and OTC Companies
	Yes	No	Description	
			4. Supplier Relationships: The Company has established supplier management procedures and implemented necessary control mechanisms to mitigate risks. There is also a procurement department responsible for supplier management to maintain open communication channels and good relationships with suppliers, ensuring the rights and interests of both parties. 5. Stakeholders: To protect the rights and interests of stakeholders, the Company has established effective communication channels and appointed dedicated personnel. They handle matters with integrity and responsibility, fulfilling corporate social responsibility. 6. Director training status: The Company arranges director training in accordance with the "Guidelines for the Implementation of Continuing Education for Directors and Supervisors of Listed Companies." For detailed information on the training, please refer to the Market Observation Post System. 7. Implementation of Risk Management Policies and Risk Measurement Standards: The Company has established an Internal control system and internal management procedures in accordance with the law, and conducts various risk management assessments based on these systems and procedures to reduce and prevent all possible risks. 8. Implementation of Customer Policies: The Company maintains open communication channels with clients and has established a quality control team dedicated to improving quality and enhancing professional skills. From research and development, production, to sales services, the aim is to meet client standards, provide high-quality and competitive products, and become a preferred long-term supplier for clients. 9. The Company has purchased liability insurance for the Directors and Independent Directors and submitted the insurance status to the Board of Directors. The coverage period is from December 2024 to December 2025.	

Evaluation Items	Operation Status			The Differences and Reasons Compared to the Corporate Governance Practice Guidelines for Listed and OTC Companies
	Yes	No	Description	
IX.			Explanation of improvements based on the most recent Corporate Governance Evaluation results released by the Corporate Governance Center of the Taiwan Stock Exchange Corporation, and prioritized strengthening items and measures for aspects not yet improved: Not applicable (The Company is currently listed on the Emerging Stock Board).	

(IV) If the Company has Established a Compensation Committee or a Nomination Committee, it Should Disclose their Composition and Operation Status

With the diligence of a good administrator, the compensation committee faithfully executes the following duties and submits its recommendations to the Board of Directors for discussion: regularly reviewing the policies, systems, standards, and structures of performance evaluation and compensation for Directors and managerial staff and regularly evaluating and determining the compensation for Directors and managerial staff.

1. Information on the members of the Compensation Committee

Identity	Condition	Professional Qualifications and Experience	Independence Situation	Number of Other Publicly Listed Companies Were Serving as a member of the Compensation Committee
	Name			
Independent Director (Convener)	Ying, Tzung-Hung	Please refer to pages 5 to 7 of the annual report for the Director's professional qualifications and independence situation.		0
Independent Director	Yeh, Chia-Shin			0
Independent Director	Wu, Hong-Cherng			0

2. Operation status of the Compensation Committee information.

- (1) The Company's Compensation Committee consists of 3 members.
- (2) The current Committee members' Term of Office: June 27, 2024, to June 26, 2027. The Compensation Committee met 3 times in the most recent Annual period (2 times before the re-election and 1 time after the re-election). The qualifications and attendance of the Committee members are as follows:

Title	Name	Actual Attendance Count [B]	Number of Delegated Attendances	Actual Attendance Rate (%) [B/A]	Note
Convener	Ying, Tzung-Hung	2	1	67	Reappointed on 2024.06.27
Committee Member	Yeh, Chia-Shin	3	0	100	Reappointed on 2024.06.27
Committee Member	Wu, Hong-Cherng	3	0	100	Reappointed on 2024.06.27

Other notable matters:

- I. If the Board of Directors does not adopt or revise the recommendations of the Compensation Committee, the date of the Board meeting, the session, the content of the proposal, the resolution results of the Board of Directors, and the company's handling of the Compensation Committee's opinions should be specified (if the compensation approved by the Board is more favorable than the recommendations of the Compensation Committee, the differences and reasons should be specified): No such situation.
- II. If any member has opposing or reserved opinions on the resolutions of the Compensation Committee, and such opinions are recorded or stated in writing, the date of the Compensation Committee meeting, the session, the content of the proposal, all members' opinions, and the handling of these opinions should be specified: No such situation.

(3) Content of the Compensation Committee proposals, resolution results, and the company's handling of the Compensation Committee's opinions:

Compensation Committee	Content of the Compensation Committee Proposals	Resolution Results	The Company's Handling of the Audit Committee's Opinions
1st Session 8th Meeting 2024.02.02	1. The Company's Employee and Managerial staff Year-End Bonus Distribution Proposal for Fiscal Year 2023.	All attending members unanimously agreed to approve the proposal.	All attending Directors of the Board of Directors agreed to approve.
1st Session 9th Meeting 2024.03.29	1. The Company's Employee and Directors' Compensation Distribution Proposal for Fiscal Year 2023.	All attending members unanimously agreed to approve the proposal.	All attending Directors of the Board of Directors agreed to approve.
2nd Session 1st Meeting 2024.12.03	1. The Company reviews the policies, systems, standards, and structures of performance evaluation and compensation for Directors and managerial staff, and amends the Company's "Director and Managerial Staff Performance Evaluation Method" and "Director and Managerial Staff Compensation Method."	All attending members unanimously agreed to approve the proposal.	All attending Directors of the Board of Directors agreed to approve.

3. Information on Nomination Committee members and operation status:
Not applicable.

(V) The Implementation Situation for Promoting Sustainable Development and the Differences and Reasons Compared to the Corporate Sustainability Practice Guidelines for Listed and OTC Companies

Evaluation Items	Operation Status			The Differences and Reasons Compared to the Corporate Sustainability Practice Guidelines for Listed and OTC Companies
	Yes	No	Description	
I. Did the company establish a governance structure to promote sustainable development and set up dedicated or concurrent units for promoting sustainable development, authorized by the Board of Directors for handling by senior management, and supervised by the Board of Directors?	✓		The Company has established a structure to promote sustainable development, including a sustainable environment, sustainable supply chain, employee and social care, and corporate governance groups. It has also set up responsible units to promote sustainable development and plans to report the execution status to the Board of Directors at least once a year starting from the fiscal year 2025.	No significant differences.
II. Has the company conducted risk assessments related to environmental, social, and corporate governance issues associated with company operations in accordance with the principle of materiality, and formulated relevant risk management policies or strategies?		✓	The Company implements corporate governance, sustainable environmental development, social welfare maintenance, and related information disclosure in accordance with the "Sustainable Development Practice Guidelines" and "Sustainability Information Management" approved by the Board of Directors. Senior management conducts risk assessments related to the Company's daily operations, taking into account environmental, social, and corporate governance issues, and formulates relevant risk management policies based on the Company's future development.	In the future, risk management policies on environmental, social and corporate governance issues will be planned.
III. Environmental issues				
(I) Has the company established an appropriate environmental management system according to the characteristics of its industry?	✓		(I) The Company promotes the conservation of resources, energy-saving, and waste sorting to reduce environmental burden, and provides customers with environmentally friendly materials as design elements, assisting them in introducing ESG-friendly garments.	No significant differences.
(II) Is the company committed to improving energy use efficiency and using renewable materials with low environmental impact?	✓		(II) The Factories have installed rainwater harvesting systems to collect rainwater for domestic use, conserving water resources. They have also installed solar panels to use renewable energy, achieving environmental protection and energy-saving goals.	No significant differences.

Evaluation Items	Operation Status			The Differences and Reasons Compared to the Corporate Sustainability Practice Guidelines for Listed and OTC Companies
	Yes	No	Description	
(III) Has the company evaluated the potential risks and opportunities of climate change on the business both now and in the future, and taken relevant countermeasures?	✓		(III) The Company internally promotes the concept of energy saving and carbon reduction and actively implements energy-saving and carbon reduction plans by phasing out old, high-consumption equipment.	No significant differences.
(IV) Has the company compiled statistics on greenhouse gas emissions, water consumption, and total waste weight over the past two years, and formulated policies for reducing greenhouse gas emissions, water usage, or other waste management?		✓	(IV) The Company has not yet formulated policies for reducing greenhouse gas emissions, water usage, or other waste management. Such policies will be considered and developed based on the Company's future development.	Future considerations will be based on operational needs.
IV. Social issues (I) Has the company formulated relevant management policies and procedures in accordance with applicable laws and international human rights conventions?	✓		(I) The Company has established a "Human Rights Policy" that adheres to the legal regulations of the location where the Company operates, respects and supports internationally recognized human rights norms and principles, and implements the human rights policy through the following execution guidelines: 1. Establish a safe and healthy work environment. 2. Prohibit any discrimination and ensure equal employment opportunities. 3. Prohibit forced labor and the employment of child labor. 4. Provide fair and reasonable compensation and working conditions. 5. Respect employees' rights, allowing them to freely form associations in accordance with the law. 6. Establish open communication channels and regularly hold labor-management meetings to ensure the rights and interests of both parties. 7. Fully protect the privacy of customers and all stakeholders by establishing a comprehensive information security management mechanism and adhering to strict control regulations and protective measures.	No significant differences.

Evaluation Items	Operation Status			The Differences and Reasons Compared to the Corporate Sustainability Practice Guidelines for Listed and OTC Companies
	Yes	No	Description	
(II) Has the company established and implemented reasonable employee welfare measures (including compensation, leave, and other benefits) and appropriately reflected operational performance or results in employee compensation?	✓		(II) The employee welfare measures established and implemented by the Company are as follows: 1. Overall compensation policy: According to the company's articles of incorporation, if the company has profits in the fiscal year (profit refers to the profit before tax, before the allocation of employee and Directors' remuneration), no less than 0.1% should be allocated as employees' remuneration and no more than 5% may be allocated as Directors' remuneration. However, if the company still has accumulated losses, it should first retain the amount needed to cover those losses. The recipients of the compensation include employees of subsidiaries who meet certain conditions. 2. The group's employees enjoy variable compensation, such as seniority bonuses and performance bonuses. The Company's governance and operational management policies focus not only on achieving substantial operational outcomes but also on fulfilling corporate social responsibility through performance indicators that combine business unit objectives with individual performance and sustainability metrics. The company hopes that, in addition to striving for corporate profitability, it is more important for the entire company, from top to bottom, to be environmentally friendly, nature-centric, and focused on the overall social benefit. 3. Fair Compensation: The Company is committed to implementing an equal and friendly workplace, with the average monthly income for entry-level employees being 1.6 times the minimum wage in Taiwan. Among them, males earn 2.1 times and females earn 1.5 times the minimum wage. Overall compensation is superior to industry standards and does not vary due to factors such as gender, age, race, or nationality or place of registration. This allows employees to realize their individual value and contribute their expertise in an equal work environment.	No significant differences.

Evaluation Items	Operation Status			The Differences and Reasons Compared to the Corporate Sustainability Practice Guidelines for Listed and OTC Companies
	Yes	No	Description	
(III) Does the company provide a safe and healthy work environment for its employees and regularly conduct safety and health education for them?	✓		(III) In accordance with the Occupational Safety and Health Act and relevant regulations, the Company provides employees with access to information. In addition to having access control and routine cleaning of the operational environment, the Company also occasionally educates employees on occupational safety concepts and regularly conducts inspections of the work environment and firefighting equipment. This ensures that company facilities and equipment are kept in good condition, providing employees with a safe work environment. Provide regular health check-ups for employees and establish a dedicated phone line and email for a reassuring workplace to ensure their physical and mental well-being.	No significant differences.
(IV) Has the company established an effective career development training program for employees?	✓		(IV) The Company organizes internal training for each department and occasionally sends employees to external institutions for training. Through the implementation of training programs, employees can effectively develop their professional abilities both in their current positions and for their future careers.	No significant differences.
(V) Does the company comply with relevant laws and international guidelines concerning customer health and safety, customer privacy, marketing, and labeling issues, and has it formulated relevant policies and complaint procedures to protect consumer or customer rights?	✓		(V) The Company's products are sold to international manufacturers, and all provided products comply with relevant laws and international guidelines. In the research and development, procurement, and production processes, inspection procedures are established to ensure consumer rights and health safety. Provide channels on the company website for customer complaints and suggestions to protect customer rights.	No significant differences.

Evaluation Items	Operation Status			The Differences and Reasons Compared to the Corporate Sustainability Practice Guidelines for Listed and OTC Companies
	Yes	No	Description	
(VI) Has the company established supplier management policies requiring suppliers to comply with relevant regulations on environmental protection, occupational safety and health, or labor human rights, and what is the status of their implementation?			(VI) The Company has established a supplier management system and conducts supplier evaluations annually. Suppliers who do not meet the assessment criteria will not be engaged. Additionally, if a supplier is involved in violations of environmental protection, occupational safety and health, or labor human rights, which have a significant impact on the environment and society, the termination or cancellation of the contract will be considered.	No significant differences.
V. Did the company refer to internationally accepted reporting guidelines or standards to prepare sustainability reports or other reports disclosing non-financial information? Did the aforementioned report obtain assurance or a statement of opinion from a third-party verification entity?		✓	The Company is listed on the Emerging Stock Board, so there is currently no requirement to prepare sustainability reports or other reports disclosing non-financial information. In the future, this will be considered based on the Company's operational needs or to comply with legal regulations. However, the Company has disclosed financial and non-financial information on the Market Observation Post System, in the annual report, and on the Company's website for public reference.	In the future, this will be considered based on the company's operational needs or to comply with legal regulations.
VI. If the Company has established its own sustainability practice guidelines according to the "Corporate Sustainability Practice Guidelines for Listed and OTC Companies," please describe the operation and the differences with the established guidelines: The Company has established the "Sustainability Practice Guidelines" and "Sustainability Information Management", and is committed to promoting various aspects of sustainable development. The actual operation status shows there are no significant differences with the Company's guidelines.				
VII. Other important information that helps understand the implementation situation for promoting sustainable development: None.				

(VI) The Fulfillment of Ethical Corporate Management and the Differences and Reasons Compared to the Ethical Corporate Management Guidelines for Listed and OTC Companies

Evaluation Items	Operation Status			the Differences and Reasons Compared to the Ethical Corporate Management Guidelines for Listed and OTC Companies
	Yes	No	Description	
I. Formulate ethical corporate management policies and plans. (I) Has the company formulated an integrity management policy approved by the Board of Directors, and explicitly stated the integrity management policy and practices in regulations and external documents, along with the commitment of the Board of Directors and senior management to actively implement the management policy?	✓		(I) The Company has obtained Board of Directors' approval to establish the "Integrity Management Code," "Integrity Management Procedures and Behavior Guidelines," and "Code of Ethical Conduct" as a commitment by the Company's Board of Directors and management to actively implement the integrity management policy. With the aim of upholding the principle of integrity as a fundamental responsibility for supervision, to create a sustainable development operating environment.	No significant differences.
(II) Has the company established an assessment mechanism for the risks of unethical conduct, regularly analyzed and evaluated business activities with higher risks of unethical conduct within its business scope, and accordingly formulated prevention plans for unethical conduct, covering at least the preventive measures specified in the second paragraph of Article 7 of the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies"?	✓		(II) The Company has established the "Integrity Management Code" and "Integrity Management Procedures and Behavior Guidelines." In addition to promoting the concept of integrity management, the Company also prevents unethical business activities through its whistleblowing system.	No significant differences.

Evaluation Items	Operation Status			the Differences and Reasons Compared to the Ethical Corporate Management Guidelines for Listed and OTC Companies
	Yes	No	Description	
(III) Does the company explicitly define the operating procedures, behavior guidelines, disciplinary measures for violations, and the grievance system within the unethical conduct prevention plans, implement these measures, and periodically review and revise the aforementioned plans?	✓		(III) The Company has established the "Integrity Management Code" and "Integrity Management Procedures and Behavior Guidelines," specifying the concrete practices of integrity management and preventing unethical conduct. This includes operating procedures, behavior guidelines, and the establishment of internal promotion, reward and punishment, grievance system, and disciplinary measures, outlining the matters that personnel should pay attention to while performing their duties.	No significant differences.
II. Implement integrity management. (I) Does the company assess the integrity records of counterparties and explicitly state clauses of integrity behavior in contracts signed with these counterparties?	✓		(I) Before engaging in transactions with clients or suppliers, the Company verifies the authenticity and commercial integrity of the counterparties to avoid conducting transactions or signing contracts with those who have records of dishonest behavior. The contract stipulates that both parties should perform their obligations with integrity.	No significant differences.

Evaluation Items	Operation Status			the Differences and Reasons Compared to the Ethical Corporate Management Guidelines for Listed and OTC Companies
	Yes	No	Description	
(II) Has the company established a dedicated unit under the Board of Directors to promote ethical corporate management, and does it report its ethical management policies, unethical conduct prevention plans, and supervision execution status to the Board of Directors regularly (at least once a year)?	✓		(II) The Company has designated the Administration Department as the dedicated unit for promoting ethical corporate management, responsible for formulating and supervising ethical management policies and prevention plans. The unit reported its execution status to the Board of Directors on January 21, 2025. The Company implements the integrity management policy. Execution status: 1. The Company conducts an annual campaign to promote the prohibition of insider trading, reminding directors and insiders of related issues. The "Specific Implementation of Insider Trading Prevention" is placed on the Company's website for reference by directors, managerial staff, and employees. 2. The Company held an educational training on the trading of insiders' equity and insider trading on December 3, 2024, with a duration of 3 hours and 20 participants. 3. The Company has established a whistleblowing system and set up a stakeholder section on its website to provide effective communication methods for employees, shareholders, investors, customers, and suppliers.	No significant differences.

Evaluation Items	Operation Status			the Differences and Reasons Compared to the Ethical Corporate Management Guidelines for Listed and OTC Companies
	Yes	No	Description	
(III) Has the company formulated a conflict of interest prevention policy, provided appropriate communication channels, and implemented them effectively?	✓		(III) The Company provides appropriate communication channels to prevent conflicts of interest or unethical behavior.	No significant differences.
(IV) Has the company, to implement integrity management, established effective accounting systems and internal control systems, with the internal audit unit formulating relevant audit plans based on the assessment results of the risks of unethical conduct, and accordingly auditing the compliance of unethical conduct prevention plans, or commissioned accountants to perform audits?	✓		(IV) The Company has established effective accounting systems and internal control systems, with the internal audit unit formulating relevant audit plans annually and implementing them to ensure the continuous effectiveness of the system design and implementation, achieving corporate governance and risk control to implement integrity management.	No significant differences.
(V) Does the company regularly organize internal and external training on integrity management?	✓		(V) The Company actively promotes the concept and norms of integrity management to employees through training or meetings.	No significant differences.
III. Operation status of the company's whistleblowing system.				No significant differences.
(I) Has the company established specific whistleblowing and reward systems, created convenient channels for whistleblowing, and appointed appropriate personnel to handle cases regarding the subjects of reports?	✓		The Company has established the "Whistleblowing Procedures" with a dedicated hotline and mailbox and has designated personnel to handle related matters.	
(II) Did the company establish standard operating procedures for investigating reported matters, subsequent measures to be taken upon completion of the investigation, and related confidentiality mechanisms?	✓		The Company has established the "Whistleblowing Procedures" with operating procedures for handling reported matters and related confidentiality mechanisms.	

Evaluation Items	Operation Status			the Differences and Reasons Compared to the Ethical Corporate Management Guidelines for Listed and OTC Companies
	Yes	No	Description	
(III) Has the company taken measures to protect whistleblowers from improper treatment as a result of their reports?	✓		The Company has established the "Whistleblowing Procedures," clearly defining mechanisms to protect whistleblowers from improper treatment and threats as a result of their reports.	No significant differences.
IV. Enhance information disclosure Did the company disclose the contents and effectiveness of its established integrity management guidelines on its website and the Market Observation Post System?	✓		The Company has established a website and disclosed the "Integrity Management Code" and "Integrity Management Procedures and Behavior Guidelines," and has promptly announced and updated relevant information on the Market Observation Post System in accordance with the law.	No significant differences.
V. If the company has established its own ethical management guidelines according to the "Ethical Corporate Management Best Practice Principles for Listed and OTC Companies," please describe the operation and the differences with the established guidelines: The Company has established an "Integrity Management Code" to foster a culture of integrity and sound development. The actual operation status shows there are no significant differences with the Company's guidelines.				
VI. Other important information that helps understand the operation status of the company's ethical management:				None.

(VII) Other Important Information Sufficient to Enhance the Understanding of Corporate Governance Operations may be Disclosed Together:
None.

(VIII) Implementation Status of the Internal Control System

1. Internal Control Statement: For more information, please refer to MOPS (<http://mops.twse.com.tw>).
2. Those who have engaged accountants for special review of the internal control system should disclose the accountant's review report:
No such situation.

(IX) Important Resolutions of the Shareholders' Meeting and the Board of Directors in the Most Recent Year and up to the Date of Publication of the Annual Report

1. Important resolutions for the Shareholders' Meeting

Date of the Meeting	Content of Important Resolutions	Execution Status
2024.06.27 General Shareholders' Meeting	1. The company's Business Report and Financial Statements for Fiscal Year 2023.	Approved as presented.
	2. The company's Earnings Distribution Proposal for Fiscal Year 2023.	Approved as presented.
	3. Amendment to the Company's "Articles of Incorporation."	Approved as presented.
	4. The amendment to the Company's "Rules of Procedure for Shareholders' Meetings."	Approved as presented.
	5. Proposal to Fully Re-elect Directors.	Elected List: Director: Hsu, Kung-Jen, Great Galaxy Co., Ltd., Lee, Chao-Hsien, Tsou, Shih-Chuan. Independent Director: Wu, Hong-Cherng, Ying, Tzung-Hung, Yeh, Chia-Shin.
	6. Lift the non-compete restrictions for the new directors and their representatives.	Approved as presented.

2. Important resolutions of the Board of Directors

Date of the Meeting	Content of Important Resolutions
11th Session 18th Meeting 2024.02.02	1. Amendment to the Company's "Articles of Incorporation."
	2. The Company's Managerial staff Year-End Bonus Distribution Proposal for Fiscal Year 2023.
11th Session 19th Meeting 2024.03.29	1. The Company's Business Report and Financial Statements for Fiscal Year 2023.
	2. Assessment of the effectiveness of the Internal control system for Fiscal Year 2023 and the Internal Control System Statement.
	3. Amendment to the Company's approval authority table.
	4. Amendment to the Company's Internal control system.
	5. The Company's Earnings Distribution Proposal for Fiscal Year 2023.
	6. The Company's cash dividends proposal for Earnings Distribution for Fiscal Year 2023.
	7. The Company's Employee and Directors' Compensation Distribution Proposal for Fiscal Year 2023.
	8. Proposal to Fully Re-elect Directors.
	9. Proposal for the Nomination of Independent Director Candidates.
	10. Lift the non-compete restrictions for the new directors and their representatives.
	11. Proposal for Matters Related to Convening the Company's 2024 General Shareholders' Meeting.
11th Session 20th Meeting 2024.06.27	1. The appointment, remuneration, and independence evaluation of the certified public accountants of the Company.
	2. Amendment to the Company's approval authority table.
	3. Amendment to the Company's Internal control system and management regulations.
	4. The proposal to increase the Company's bank loan limit.

Date of the Meeting	Content of Important Resolutions
12th Session 1st Meeting 2024.06.27	1. The chairman selection proposal for the Twelfth session of the Company.
	2. The appointment proposal for the Second session of the Company's Compensation Committee.
12th Session 2nd Meeting 2024.08.13	1. The Company's Consolidated Financial Report for the Second Quarter of 2024.
12th Session 3rd Meeting 2024.12.03	1. The Company's Financial Budget Proposal for Fiscal Year 2025.
	2. The Company's Audit Plan for Fiscal Year 2025.
	3. Proposal for the appointment of the custodian for the Company's Ministry of Economic Affairs registration seal change.
	4. The endorsement and guarantee case provided by the Company for its subsidiary Great Baobab Garment Sarlu.
	5. Set the base date for the execution and conversion of employee stock options to common stock for capital increase.
	6. The Company has engaged an accounting firm to perform a special review of the internal control system project for listing.
	7. The amendment to the Company's table of approval authority.
	8. Amendment and addition to the Company's Internal control system and management regulations.
	9. Establishment of the Company's "Sustainable Information Management Procedures."
	10. The Company reviews the policies, systems, standards, and structures of performance evaluation and compensation for Directors and managerial staff, and amends the Company's "Director and Managerial Staff Performance Evaluation Method" and "Director and Managerial Staff Compensation Method."
	11. The Company's bank loan limit proposal.
12th Session 4th Meeting 2025.01.21	1. The Company is applying for stock listing.
	2. Conducting cash capital increases through the issuance of new shares as a source for public underwriting before listing, with all original shareholders waiving their subscription rights.
	3. The Company has entrusted the lead underwriter to handle over-allotment and voluntary collective custody of specific shareholders during the underwriting period.
	4. The definition proposal for the scope of the Company's grassroots employees.
	5. Amendment to the Company's "Articles of Incorporation."
	6. Amendment to the Company's Internal control system.
	7. Proposal for Matters Related to Convening the Company's 2025 General Shareholders' Meeting.
	8. Proposal for the appointment of subsidiary company Directors and key managerial staff.
	9. The Company regularly evaluates and determines the compensation for Directors and managerial staff.
12th Session 5th Meeting 2025.03.14	1. The Company's Employee and Directors' Compensation Distribution Proposal for Fiscal Year 2024.
	2. The Company's Business Report and Financial Statements for Fiscal Year 2024.
	3. The Company's Earnings Distribution Proposal for Fiscal Year 2024.
	4. The Company's cash dividends proposal for Earnings Distribution for Fiscal Year 2024.
	5. Assessment of the effectiveness of the Internal control system for Fiscal Year 2024 and the Internal Control System Statement.
	6. The Company has formulated Information Security Management Policy.
	7. The Company has established a Corporate Governance Officer.
	8. The Company has renewed a lease agreement with a related party.

- (X) If any Director or Supervisor has Dissenting Opinions on Important Resolutions Passed by the Board of Directors in the Most Recent Year and up to the Date of Publication of the Annual Report, and Such Opinions are Recorded or Stated in Writing, their Main Content: No such situation.

IV. Information on the Fees for the CPA

- (I) The Amounts of Audit and Non-Audit Fees Paid to the Certifying Public Accountants, their Affiliated Firms, and Related Enterprises, as well as the Content of Non-Audit Services, Should be Disclosed:

Amount unit: NT\$ in thousands

Name of the CPA	Names of the CPA	Audit Period of the CPA	Audit Fees	Non-Audit Fees	Total	Note
KPMG	Yang, Shu-Chih Lin, Heng-Shen.	2024.01.01~ 2024.12.31	7,060	12,160	15,410	Note 1

Note 1: Audit fees include NT\$3,250 thousand for the parent company and approximately NT\$3,810 thousand for subsidiaries (calculated using the average exchange rate of December 31, 2024), totaling NT\$7,060 thousand.

Note 2: Non-audit fees include tax certification fees of NT\$700 thousand, inventory and fixed asset count of NT\$200 thousand, internal control project review of NT\$11,000 thousand, and transfer pricing report fees of NT\$260 thousand, totaling NT\$12,160 thousand.

1. If the audit fees paid in the fiscal year of changing the accounting firm are lower than those in the fiscal year before the change, the audit fees before and after the change and the reasons should be disclosed: No such situation.
2. If the audit fees decrease by more than ten percent compared to the previous fiscal year, the amount, percentage, and reasons for the decrease in audit fees should be disclosed: No such situation.

V. Information on Changing Accountants: None.

VI. The Chairman, General Manager, And Managers Responsible for Finance or Accounting of the Company have Held Positions at the Accounting Firm where the Certified Public Accountant Belongs or its Affiliated Enterprises within the Most Recent Year. the Names, Titles, and Duration of Employment at the Accounting Firm or its Related Enterprises Should be Disclosed: No such situation.

VII. The Transfer of Equity and Changes in Equity Pledges by Directors, Supervisors, Managerial Officers, and Shareholders with a Shareholding Ratio Exceeding Ten Percent in the Most Recent Year and up to the Date of Publication of the Annual Report

- (I) The Transfer of Equity and Changes in Equity Pledges by Directors, Supervisors, Managerial Officers, and Shareholders

For more information, please refer to MOPS (<http://mops.twse.com.tw>).

- (II) Related party for the purpose of share transfer: None.

- (III) Related party for the counterparty to the pledge: None.

VIII. Information on the Top Ten Shareholders Whose Shareholding Ratios are Related Parties or Have Relationships as Spouses or Within Second-Degree Relatives:

February 25, 2025; Unit: shares; %

Name	Holdings of Shares by Myself		Shares Held by Spouse and Minor Children		Holding Shares Under Another Person's Name		The Name and Relationship of Those Among the Top Ten Shareholders Who are Related Parties or Have Relationships as Spouses or Within Second-Degree Relatives		Note
	Shares	Shareholding	Shares	Shareholding	Shares	Shareholding	Name	Nature of Relationships	
Hsu, Kung-Jen	6,071,421	10.05	—	—	5,550,765	9.19	Great Galaxy Co., Ltd.	The person in charge of the company	—
							Zhi Bang Investment Co., Ltd.	The person in charge of the company	—
							Dei You Investment Co., Ltd.	The person in charge of the company	—
							Jyun You Investment Ltd.	The person in charge of the company	—
							Zhen Lun Investment Ltd.	The person in charge of the company	—
							Hsu, Han-Lin	Within second-degree kinship	—
							Hsu, Han Quan	Within second-degree kinship	—
Great Galaxy Co., Ltd.	5,550,765	9.19	—	—	—	—	Hsu, Kung-Jen	The person in charge of Great Galaxy Co., Ltd.	—
Representative: Hsu, Kung-Jen	6,071,421	10.05	—	—	—	—	Zhi Bang Investment Co., Ltd.	The person in charge of the company	—
							Dei You Investment Co., Ltd.	The person in charge of the company	—
							Jyun You Investment Ltd.	The person in charge of the company	—
							Zhen Lun Investment Ltd.	The person in charge of the company	—
							Hsu, Han-Lin	Within second-degree kinship	—
							Hsu, Han Quan	Within second-degree kinship	—
Zhi Bang Investment Co., Ltd.	4,490,974	7.43	—	—	—	—	Hsu, Kung-Jen	The person in charge of Zhi Bang Investment Co., Ltd.	—
Representative: Hsu, Kung-Jen	6,071,421	10.05	—	—	—	—	Great Galaxy Co., Ltd.	The person in charge of the company	—
							Dei You Investment Co., Ltd.	The person in charge of the company	—
							Jyun You Investment Ltd.	The person in charge of the company	—
							Zhen Lun Investment Ltd.	The person in charge of the company	—
							Hsu, Han-Lin	Within second-degree kinship	—
							Hsu, Han Quan	Within second-degree kinship	—
Dei You Investment Co., Ltd.	3,824,771	6.33	—	—	—	—	Hsu, Kung-Jen	The person in charge of Dei You Investment Co., Ltd.	—
Representative: Hsu, Kung-Jen	6,071,421	10.05	—	—	—	—	Great Galaxy Co., Ltd.	The person in charge of the company	—
							Zhi Bang Investment Co., Ltd.	The person in charge of the company	—
							Jyun You Investment Ltd.	The person in charge of the company	—
							Zhen Lun Investment Ltd.	The person in charge of the company	—
							Hsu, Han-Lin	Within second-degree kinship	—
							Hsu, Han Quan	Within second-degree kinship	—
Li Zhi Investment Co., Ltd.	3,615,298	5.98	—	—	—	—	—	—	—
Representative: Jian, Li-Shi	0	0	—	—	—	—	Lee, Chao-Hsien	The spouse of the person in charge of the company	—

Name	Holdings of Shares by Myself		Shares Held by Spouse and Minor Children		Holding Shares Under Another Person's Name		The Name and Relationship of Those Among the Top Ten Shareholders Who are Related Parties or Have Relationships as Spouses or Within Second-Degree Relatives		Note
	Shares	Shareholding	Shares	Shareholding	Shares	Shareholding	Name	Nature of Relationships	
Jyun You Investment Ltd.	3,459,548	5.73	—	—	—	—	Hsu, Kung-Jen	The person in charge of Jyun You Investment Co., Ltd.	—
Representative: Hsu, Kung-Jen	6,071,421	10.05	—	—	—	—	Great Galaxy Co., Ltd.	The person in charge of the company	—
							Zhi Bang Investment Co., Ltd.	The person in charge of the company	—
							Dei You Investment Co., Ltd.	The person in charge of the company	—
							Zhen Lun Investment Ltd.	The person in charge of the company	—
							Hsu, Han-Lin	Within second-degree kinship	—
Hsu,, Han-Lin	3,348,800	5.54	—	—	—	—	Hsu, Han Quan	Within second-degree kinship	—
							Hsu, Kung-Jen	Within second-degree kinship	—
Zhen Lun Investment Ltd.	2,991,512	4.95	—	—	—	—	Hsu, Kung-Jen	The person in charge of Zhen Lun Investment Co., Ltd.	—
Representative: Hsu, Kung-Jen	6,071,421	10.05	—	—	—	—	Great Galaxy Co., Ltd.	The person in charge of the company	—
							Zhi Bang Investment Co., Ltd.	The person in charge of the company	—
							Dei You Investment Co., Ltd.	The person in charge of the company	—
							Jyun You Investment Ltd.	The person in charge of the company	—
							Hsu, Han-Lin	Within second-degree kinship	—
Hsu, Han Quan	1,437,645	2.38	—	—	—	—	Hsu, Han Quan	Within second-degree kinship	—
							Hsu, Kung-Jen	Within second-degree kinship	—
Lee, Chao-Hsien	1,396,219	2.31	—	—	—	—	Hsu, Han-Lin	Within second-degree kinship	—
							Li Zhi Investment Co., Ltd.	The spouse of the representative of the company	—

IX. The Number of Shares Held by the Company, its Directors, Supervisors, Managers, and Businesses Directly or Indirectly Controlled by the Company in the Same Reinvestment Business, and trhe Combined Calculation of the Total Shareholding Percentage:

December 31, 2024; Unit: Share; %

Reinvestment Business	Investment by the Company		Investment by Directors, Supervisors, Managerial Personnel, and Directly or Indirectly Controlled Businesses		Comprehensive Investment.	
	Number of Shares	Shareholding	Number of Shares	Shareholding	Number of Shares	Shareholding
GIANT LANCE INTERNATIONAL LTD.	40,150	100.00%	—	—	40,150	100.00%
GREAT VICTORY INNOTECH COMPANY LIMITED	(Note)	100.00%	—	—	(Note)	100.00%
GAMA TEXTILE MADAGASCAR SARLU	44,000	100.00%	—	—	44,000	100.00%
GREAT BAOBAB GARMENT SARLU	441,887	100.00%	—	—	441,887	100.00%
GREAT GLOBAL INTERNATIONAL CO., LTD.	(Note)	100.00%	—	—	(Note)	100.00%
GOLDEN VIGOROUS COMPANY LIMITED	(Note)	91.76%	—	—	(Note)	91.76%

Note: No Stock issuance.

Chapter 3 Fundraising Overview

I. Capital and Shares

(I) Source of Capital

Year and Month.	Issuing Price (NT\$)	Authorized Capital		Paid-in Capital		Note		
		Number of Shares (In Thousands)	Amount (In Thousands)	Number of Shares (In Thousands)	Amount (In Thousands)	Source of Capital	For those Who Pay Share Capital with Non-Cash Assets	Others
2016.10	10	42,000	420,000	37,726	377,260	Cash capital increase of NT\$119,260 thousand	None	Note 1
2017.09	25	50,000	500,000	41,726	417,260	Cash capital increase of NT\$40,000 thousand	None	Note 2
2017.09	10	50,000	500,000	48,517	485,167	Earnings transfer capital increase of NT\$67,907 thousand	None	Note 2
2018.08	25	50,000	500,000	48,795	487,947	Issuance of new shares transferred from employee stock warrants of NT\$2,780 thousand.	None	Note 3
2018.08	10	50,000	500,000	49,765	497,651	Earnings transfer capital increase of NT\$9,704 thousand	None	Note 3
2019.08	25	80,000	800,000	50,053	500,529	Issuance of new shares transferred from employee stock warrants of NT\$2,878 thousand.	None	Note 4
2020.09	25	80,000	800,000	50,307	503,068	Issuance of new shares transferred from employee stock warrants of NT\$2,539 thousand.	None	Note 5
2021.08	25	80,000	800,000	50,372	503,718	Issuance of new shares transferred from employee stock warrants of NT\$650 thousand.	None	Note 6
2021.08	110	80,000	800,000	57,472	574,718	Cash capital increase of NT\$71,000 thousand	None	Note 6
2021.08	10	80,000	800,000	59,987	599,871	Earnings transfer capital increase of NT\$25,153 thousand	None	Note 6
2022.12	24.3	80,000	800,000	60,147	601,469	Issuance of new shares transferred from employee stock warrants of NT\$1,598 thousand.	None	Note 7
2023.12	22.8	80,000	800,000	60,280	602,800	Issuance of new shares transferred from employee stock warrants of NT\$1,331 thousand.	None	Note 8
2024.12	21.9	80,000	800,000	60,418	604,176	Issuance of new shares transferred from employee stock warrants of NT\$1,376 thousand.	None	Note 9

Note 1: Approval letter Fu Chan Ye Shang No. 10593298910 dated October 20, 2016.

Note 2: Approval letter Fu Chan Ye Shang No. 10658765800 dated September 27, 2017.

Note 3: Approval letter Fu Chan Ye Shang No. 10752083010 dated August 29, 2018.

Note 4: Approval letter Jing Shou Shang No. 10801117480 dated August 27, 2019.

Note 5: Approval letter Jing Shou Shang No. 10901171280 dated September 15, 2020.

Note 6: Approval letter Jing Shou Shang No. 11001148590 dated August 30, 2021.

Note 7: Approval letter Jing Shou Shang No. 11230009730 dated January 19, 2023.

Note 8: Approval letter Jing Shou Shang No. 11330004670 dated January 19, 2024.

Note 9: Approval letter Jing Shou Shang No. 11430005640 dated February 5, 2025.

March 26, 2025

Type of Stock	Authorized Capital			Note
	Outstanding Shares	Unissued Shares	Total	
Common Stock	60,417,578	19,582,422	80,000,000	The Company is an emerging stock company.

(II) List of Main Shareholders

February 25, 2025

Name of the Main Shareholder	Shares	Shares Held	Shareholding
Hsu, Kung-Jen		6,071,421	10.05%
Great Galaxy Co., Ltd.		5,550,765	9.19%
Zhi Bang Investment Co., Ltd.		4,490,974	7.43%
Dei You Investment Co., Ltd.		3,824,771	6.33%
Li Zhi Investment Co., Ltd.		3,615,298	5.98%
Jyun You Investment Ltd.		3,459,548	5.73%
Hsu, Han-Lin		3,348,800	5.54%
Zhen Lun Investment Ltd.		2,991,512	4.95%
Hsu, Han-Quan		1,437,645	2.38%
Lee, Chao-Hsien		1,396,219	2.31%

(III) The Company's Dividend Policy and Execution Status

1. The dividend policy stipulated in the company's articles of incorporation

If the Company has net income after tax in the fiscal year, it shall first make up for accumulated losses. If there is any remaining surplus, 10% of the remainder shall be appropriated as the legal reserve. However, if the legal reserve has already reached the Company's paid-in capital, no further appropriation is required. The rest shall be appropriated or reversed as a special reserve in accordance with legal regulations. If there is still a balance, it shall be combined with accumulated undistributed earnings, and the Board of Directors shall draft an earnings distribution proposal to be resolved by the Shareholders' Meeting for the distribution of dividends and bonuses to shareholders.

The dividend policy of the Company is formulated in line with its current and future development plans, taking into account the investment environment, capital needs, and domestic and international competition, while also considering the interests of shareholders. Each year, at least 10% of the year's earnings, after deducting any accumulated losses, and setting aside legal reserve and special capital reserve, shall be distributed as dividends to shareholders. However, if the year's earnings are less than 10% of the paid-in capital, no distribution is required. Shareholder dividends may be distributed in the form of cash or stock, with cash dividends being no less than 10% of the total dividend distribution.

2. The Proposed Dividend Distribution Situation for this Shareholders' Meeting

- (1) The amendment to the Company's articles of incorporation was approved by the Shareholders' Meeting on June 29, 2022. The distribution of all or part of the dividends and bonuses in the form of issuing new shares shall be resolved by the Shareholders' Meeting. The distribution in the form of cash shall be specially resolved by the Board of Directors and reported to the Shareholders' Meeting, and is not subject to the requirement of resolution by the Shareholders' Meeting.

- (2) On March 14, 2025, the Board of Directors of the Company resolved to approve the allocation of earnings for the Year 2024. The distributable earnings for the Year 2024 are NT\$ 3,084,001,238. It is proposed to distribute a cash dividend of NT\$ 10.3 per share to shareholders, totaling NT\$ 622,301,054. The Chairman is authorized to set the record date for dividend distribution and handle other related matters.
 3. When significant changes to the expected dividend policy are anticipated, they should be explained: None.
- (IV) The impact of the proposed gratuitous allotment of shares for this Shareholders' Meeting on the company's operating performance and earnings per share
- There is no proposed gratuitous allotment of shares for this Shareholders' Meeting, so it is not applicable.
- (V) Employee, Directors, and Supervisors' Remuneration
1. The percentages or range of Employee, Directors, and Supervisors' remuneration as stated in the company's articles of association.

If the Company has any profits in the fiscal year (referred to as the profit before tax, before the allocation of employee and Directors' remuneration), they should be allocated according to the following regulations. However, if the Company still has accumulated losses, the amount to cover these losses should be retained in advance:

 - (1) Employee compensation shall not be less than 0.1 percent and may be paid in the form of cash or stock. The recipients of the compensation may include employees of controlling and subsidiary companies who meet certain conditions, which are determined by the Board of Directors.
 - (2) Directors' remuneration shall not exceed five percent.
 2. The estimation basis for the employee, directors, and supervisors' remuneration amount for this period, the calculation basis for the number of shares allocated as employee compensation, and the accounting treatment when the actual distribution amount differs from the estimated amount.

The estimated amount of the Company's employee and directors, directors, and Director' remuneration is based on the pre-tax net profit for the period, after deducting the amounts allocated for employee and directors' remuneration. This estimation is in accordance with the percentages for employee and directors' remuneration allocation as stated in the Company's articles of association and is recognized as salary expenses. If the actual distribution amount resolved by the subsequent Shareholders' Meeting differs from the estimated amount, it will be treated as a change in accounting estimates and recognized in the gains or losses of the actual distribution year.

3. The situation of the Board of Directors approving the distribution of compensation.

- (1) Amounts of employee compensation and directors, supervisors' remuneration distributed in cash or stock; if there are differences from the estimated amounts recognized in the fiscal year, the differences, reasons, and handling situations should be disclosed:

On March 14, 2025, the Board of Directors resolved to distribute employee compensation of NT\$9,489 thousand and director remuneration of NT\$0 for Fiscal Year 2024 in cash, consistent with the estimated amounts for Fiscal Year 2024, with no discrepancies.

- (2) The amount of employee compensation distributed in stock and its proportion of the net profit after tax and the total employee compensation in the individual or separate financial reports for this period:

On March 14, 2025, the Board of Directors resolved to distribute employee and director remuneration in cash, with no employee compensation distributed in the form of stock.

4. The actual distribution situation for employee, directors, and supervisors' remuneration in the previous year (Fiscal Year 2023), including the number of shares, amounts, and stock prices distributed; if there are differences from the recognized employee, directors, and supervisors' remuneration, the differences, reasons, and handling situations should be specified:

The Board of Directors resolved to distribute employee compensation of NT\$11,363 thousand and director remuneration of NT\$0 for Fiscal Year 2023 in cash, consistent with the amounts recognized in the Fiscal Year 2023 financial report.

(VI) Situation of the Company Buying Back its Own Shares: None.

II. Corporate Bond Handling Situation: None.

III. Preferred Stock Handling Situation: None.

IV. Handling Situation of Overseas Depositary Receipts: None.

V. Handling Situation of Employee Stock Options:

(I) The Handling Situation of Unexpired Employee Stock Warrants and Their Impact on Shareholders' Equity up to the Date of the Annual Report Publication

March 26, 2025

Types of Employee Stock Options	The first time employee stock options in 2021.	The second time employee stock options in 2021.
Effective Date of Filing and Total Number of Units	Not Applicable. (Note 1)	Not Applicable. (Note 1)
Issue Date	October 1, 2021	October 1, 2021
Total Number of Units Issued	1,939,000 units (1 share per unit)	267,000 units (1 share per unit)
Remaining Number of Units Issuable	0	0
Number of Subscription Shares issued as a Percentage of Total Number of Issued Shares	3.21%	0.44%
Duration of the Stock Subscription	6 years and 1 month	9 years and 1 month
Method of Fulfillment	Issuing new shares as payment	Issuing new shares as payment
Restricted Subscription Period and Ratio (%)	Upon the expiration period and ratio of the granted employee stock options: 1 year: 29%; 2 years: 39%; 3 years: 49%; 4 years: 64%; 5 years: 79%; 6 years: 100%.	Upon the expiration period and ratio of the granted employee stock options: 1 year: 7%; 2 years: 16%; 3 years: 25%; 4 years: 33%; 5 years: 42%; 6 years: 52%; 7 years: 63%; 8 years: 79%; 9 years: 100%.
Number of Shares Acquired	394,492 shares	36,000 shares
Executed Subscription Amount	NT\$9,087 thousands	NT\$844 thousands
Unexecuted Subscription Quantity	962,508 shares (Note 2)	78,000 shares (Note 3)
Unexecuted Subscribers Subscription Price per Share	NT\$21.9 (Note 4)	NT\$21.9 (Note 4)
Subscription Price per Share for Unexecuted Subscribers	1.59%	0.13%
Impact on Shareholder Rights	The purpose of issuing employee stock options by the Company is to attract and retain the necessary talent, motivate employees, and enhance their cohesion, with the aim of jointly creating benefits for the Company and its shareholders. Since the compensation cost of employee stock warrants is allocated evenly over the vesting period, the issuance of employee stock warrants by the Company has no significant impact on shareholders' equity.	The purpose of issuing employee stock options by the Company is to attract and retain the necessary talent, motivate employees, and enhance their cohesion, with the aim of jointly creating benefits for the Company and its shareholders. Since the compensation cost of employee stock warrants is allocated evenly over the vesting period, the issuance of employee stock warrants by the Company has no significant impact on shareholders' equity.

Note 1: When the Company issued the employee stock options at that time, it was a private company. According to Article 167-2 of the Company Act, the issuance was approved by the Board of Directors.

Note 2: Unexecuted subscription quantity, not including 582,000 units recovered from resigned employees.

Note 3: Unexecuted subscription quantity, not including 153,000 units recovered from resigned employees.

Note 4: The exercise price of stock options is adjusted according to the formula stipulated in the employee stock option plan, and up to the date of publication of the annual report, the subscription price per share is NT\$21.9.

(II) The Name, Acquisition, and Subscription Situation of Managers Who Have Obtained Employee Stock Options and the Top Ten Employees in Terms of the Number of Shares that can be Subscribed with the Vouchers Accumulated up to the Date of Publication of the Annual Report

1. The first time in Fiscal Year 2021.

March 26, 2025; Unit: Shares; NT\$ in thousands; %

		Name	Title	Number of Shares Acquired for Subscription	The Ratio of the Number of Shares Acquired for Subscription to the Total Number of Shares Issued (Note 2)	Executed			Unexecuted			
						Number of Shares Acquired for Subscription	Subscription Price (Note 3)	Subscription Amount	The Ratio of the Number of Shares Acquired for Subscription to the Total Number of Shares Issued (Note 2)	Number of Shares Acquired for Subscription	Subscription Price (Note 4)	Subscription Amount
Manager	Chief Strategy Officer and Chief Financial Officer	Lee, Che-Yu	681,000	1.13	102,794	24.3, 22.8, and 21.9	2,363	0.17	474,206 (Note 12)	21.9	10,385	0.78
	Deputy General Manager (Note 5)	Chien, Mei-Erh										
		Wang, Yan-Ling										
		Chiu, Shih-Wei										
		Jou, Yea-Lan										
	Assistant Manager (Note 6)	Chou, Jung-Ti										
		Wu, Ke-Fan										
		Tang, Yu-Chuang										
Manager	Lu, Wei-Jun											
Manager	Yang, Li-Lun											
Audit Supervisor (Note 7)	Dai, Cheng-Han											
Employee (Note 1)	Manager	Zhao, Zi-Qi	280,000	0.46	73,000	24.3, 22.8, and 21.9	1,680	0.12	103,000 (Note 13)	21.9	2,256	0.17
	Deputy Head of Overseas Plant (Note 8)	Chen, Li-Ling										
	Head of Overseas Plant (Note 9)	Huang, Su-Huan										
	Deputy Section Chief Overseas Plant (Note 10)	Wang, Wei-Ning										
	Specialist (Note 11)	Shen, Mei-Xiu										
	Manager	Wu, Guan-Hui										
	Manager (Note 12)	Wang, Qi-Zhen										
	Manager	Chen, Yue-Yin										
	Manager	Chen, Yi-Fang										
	Manager	Liao, Hui-Ju										

Note 1: The top ten employees in terms of the number of shares that can be subscribed with the vouchers refer to employees other than managers.

Note 2: The total number of shares issued refers to the number of shares listed in the registration data changed by the Ministry of Economic Affairs.

Note 3: The subscription price for executed employee stock options should disclose the subscription price at the time of execution.

Note 4: The subscription price of unexecuted employee stock options should disclose the adjusted subscription price calculated according to the issuance plan.

Note 5: Wang, Yan-Ling stepped down on March 31, 2023.

Note 6: Wu, Ke-Fan and Lu, Wei-Jun stepped down on June 15, 2023, and October 31, 2022, respectively.

Note 7: Dai, Cheng-Han resigned on March 31, 2022.

Note 8: Chen, Li-Ling resigned on July 31, 2023.

Note 9: Huang, Su-Huan resigned on February 28, 2022.

Note 10: Shen, Mei-Xiu resigned on April 17, 2024.

Note 11: Wang, Qi-Zhen resigned on September 20, 2024.

Note 12: Unexecuted subscription quantity, not including 104,000 units recovered from resigned employees.

Note 13: Unexecuted subscription quantity, not including 104,000 units recovered from resigned employees.

2. The second time in Fiscal Year 2021.

March 26, 2025; Unit: Shares; NT\$ in thousands; %

March 30, 2023, Unit: Shares, 1% in thousands, %											
Title	Name	Number of Shares Acquired for Subscription	The Ratio of the Number of Shares Acquired for Subscription to the Total Number of Shares Issued (Note 2)	Executed				Unexecuted			
				Number of Shares Acquired for Subscription	Subscription Price (Note 3)	Subscription Amount	The Ratio of the Number of Shares Acquired for Subscription to the Total Number of Shares Issued (Note 2)	Number of Shares Acquired for Subscription	Subscription Price (Note 4)	Subscription Amount	The Ratio of the Number of Shares Acquired for Subscription to the Total Number of Shares Issued (Note 2)
Manager	Deputy General Manager of Finance (Note 5)	Wu, Jing-Han	72,000	0.12	10,000	24.3	243	0.02	— (Note 7)	—	—
Employee (Note 1)	Administrative Manager of the Overseas Plant Area	Zhang, Yi-Zhen	195,000	0.32	26,000	24.3, 22.8, and 21.9	601	0.04	78,000 (Note 8)	21.9	1,708
	Plant Manager of the Overseas Plant Area	Liao, Bo-En									
	Reserve Cadre and Plant Manager of the Overseas Plant Area (Note 6)	Shen, Zi-Xiang									
		Hong, Yun-Xing									
		Zhang, Zhe-Hao									
		Lin, Bo-Hui									

Note 1: The top ten employees in terms of the number of shares that can be subscribed with the vouchers refer to employees other than managers.

Note 2: The total number of shares issued refers to the number of shares listed in the registration data changed by the Ministry of Economic Affairs.

Note 3: The subscription price for executed employee stock options should disclose the subscription price at the time of execution.

Note 4: The subscription price of unexecuted employee stock options should disclose the adjusted subscription price calculated according to the issuance plan.

Note 5: Wu, Jing-Han resigned on November 15, 2022.

Note 6: Shen, Zi-Xiang, Hong, Yun-Xing, and Zhang, Zhe-Hao resigned on March 18, 2022, November 25, 2022, and March 7, 2023, respectively.

Note 7: Unexecuted subscription quantity, not including 62,000 units recovered from resigned employees.

Note 8: Unexecuted subscription quantity, not including 91,000 units recovered from resigned employees.

VI. Handling Situation of New Restricted Employee Shares: None.

VII. Situation of Issuing New Shares for Mergers or Acquisitions or Acquiring Another Company's Shares: None.

VIII. Execution Status of the Capital Utilization Plan: None.

Chapter 4 Operational Overview

I. Business Overview

(I) Scope of Business

1. The main business operation of the Company
 - (1) Garment industry.
 - (2) Spinning industry.
 - (3) Weaving industry.
 - (4) Dying and finishing industry.
 - (5) Apparel manufacturing industry.
 - (6) Other textile and product manufacturing industry.
 - (7) Electronic component manufacturing industry.
 - (8) International trade industry.
 - (9) In addition to permitted businesses, operate business not prohibited or restricted by law.
2. Promotion of sales

Unit: NT\$ in thousands; %

Product \ Fiscal Year	2024	
	Net Operating Revenue	Proportion
Revenue from sale of garments	5,829,100	99.96
Others	2,062	0.04
Total	5,831,162	100.00

3. Current items and services offered by the Company

The Company's main business is the design, manufacturing, and sale of garments, and products are categorized into sportswear, fashion apparel, and home wear etc.

4. Planned development of new products and services

With the popularity of sports in recent years, women have also heavily invested in fitness, yoga, mountaineering and other sports. Related functional clothing has grown rapidly, and seamless functional clothing has high market growth potential. The Company has entered the seamless garment-related market, focusing on the huge business opportunities. Seamless garments have the characteristics of comfort, smoothness, lightness, and an aesthetic appearance. Seamless garments bring consumers comfort and a high degree of freedom of movement, reducing the discomfort caused by friction and the hassle of loose stitches. Seamless knitting and seamless sewing technology expand the market for the functional apparel industry. Garment manufacturers can use this technology to accelerate production efficiency, reduce labor requirements, and diversify apparel product designs.

(II) Industry Overview

1. The current situation and development of the industry

Taiwan's textile industry (including man-made fibers, spinning, weaving, dyeing and finishing, and garment manufacturing, etc.) has been developing for more than half a century, and as a result, it has accumulated excellent technical standards in terms of fabric production, dyeing and finishing, processing, filling, and other process technologies. To date, the development of our textile industry has gradually evolved from the previously labor-intensive garment industry into a comprehensive upstream, midstream, and downstream textile production system. Meanwhile, the development of our textile industry has also been upgraded from the original equipment manufacturer (OEM) manufacturing model to the original design manufacturer (ODM) innovative manufacturing model. It has also carried out vertical integration and horizontal division of labor, and has been integrated into the international cooperative production and marketing system. It has now become the most important part of the global textile supply chain.

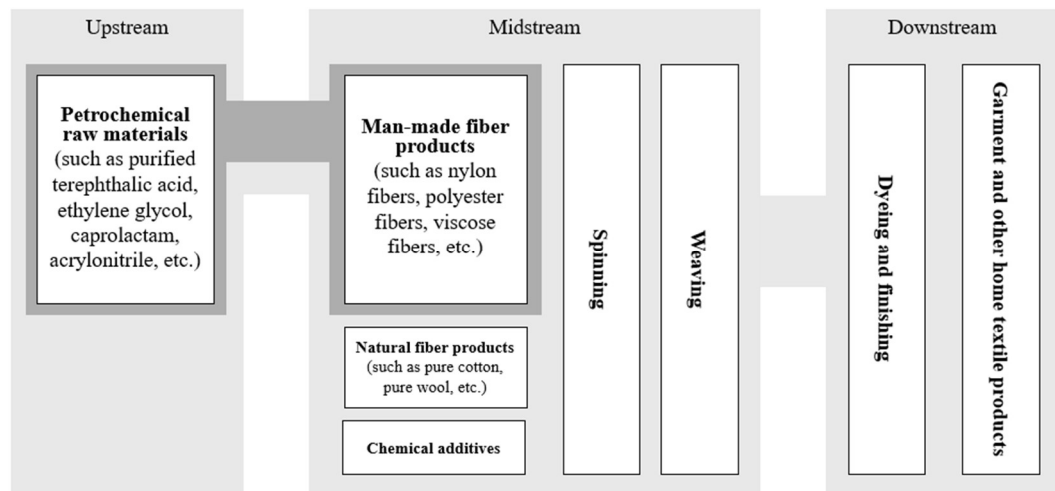
Due to regional integration factors, Taiwan's textile industry has seen an increase in outward investment and the relocation of production capacity in order to get closer to the market and compete for tariff preferences or lower production factor costs. Faced with competition from other countries, Taiwanese textile companies have established core capabilities in innovative research and development and the production of niche products, increasing the added value of their products and establishing the ability to quickly respond to upstream research and development and downstream customer needs, while integrating the rapid response advantages of the industrial value chain and production clusters to improve the overall industrial competitiveness.

Among the upstream, midstream, and downstream segments of the textile industry, garments are in the highest processing level with added value. However, due to domestic labor shortages, rising wages, and the rise of emerging countries, Taiwanese manufacturers have gradually adjusted their industrial structure in recent years, shifting production to focus on marketing and design, investing directly in overseas markets, and strengthening product design capabilities, from unique design styles or functional perspectives.

Global brand apparel companies have switched to one-stop shopping due to tariffs and cost reduction considerations. Domestic textile and garment factories in the upstream, midstream, and downstream of the industry, including raw materials, yarns, fabrics, and garments, have gradually expanded to create a one-stop supply chain in Southeast Asia. The textile and garment supply chain in Southeast Asia is becoming more and more mature, and with increasing market demand, textile factories are still speeding up the expansion of production lines and production capacity to compete for orders. In addition to Southeast Asia, countries including but not limited to South Asia, North America, Central America, and Africa have become the top countries for apparel brand companies looking up tariff-preferential production areas.

The textile industry is a labor-intensive industry. With factors such as old equipment and older workers, production efficiency will gradually decline. Production process can be digitalized in the textile industry, wherein these stages are connected forming an entire supply chain, which is also an optimized model of intelligent manufacture. Digital design, 3D design tools, digital fabrics, digital color management, digital proofing, digital asset management, mixed reality displays, virtual fitting rooms, and supply chain transparency management tools are currently experiencing a surge in market adoption. The advancement of intelligent manufacturing has the potential to offer consumers a service experience that is distinct from that of the past, thereby satisfying the requirements of brand clients for centralized, one-stop procurement. In the future, international brands will increasingly prioritize environmentally friendly, high-end products that are functional, reduce carbon emissions, and safeguard the environment. Natural materials, such as cotton textiles, biodegradable plastic materials, and eco-friendly textiles will become the norm in the market. In this manner, the production of apparel can be shortened and environmental pollution can be reduced by establishing a connection between European and American brands at any given moment.

2. The degree of correlation that exists among an industry's upstream, midstream, and downstream segments



Source: Industry Value Chain Information Platform

- (1) Upstream of the textile industry: Petrochemical raw materials, natural raw materials

Petrochemical raw materials and natural raw materials are the two categories that are used to classify the raw materials that are used in the textile supply chain. In light of this, the most significant element that influences the price trend of upstream textile raw materials is the change in the price of crude oil on the international market. The price of crude oil has a strong relationship with caprolactam (CPL), which is an essential raw material for the production of nylon in the petrochemical industry. Both ethylene glycol (EG) and pure terephthalic acid (PTA) are subject to price fluctuations in response to changes in oil prices. However, in addition to the influence of oil prices, the demand for polyester products that are further downstream also has an effect on the prices of PTA and EG.

- (2) Midstream of the textile industry: Natural fibers, man-made fibers, spinning and weaving.

Despite its low natural fiber output, Taiwan has a fully integrated plastic supply chain. Taiwan is the global leader in synthetic fiber production, accounting for up to 85% of total output. As a result, Taiwan's textile sector boasts the most comprehensive production system. Additionally, as a result of the industry's attempts to reform, it has been steadily transitioning towards a refined and differentiated layout over the course of the past few years, gradually emerging into a new construction for the industrial sector. At the same time, the significance of functional fabrics is growing at an ever-increasing rate, which is a direct result of the rise of the global sports trend. Taiwanese manufacturers have become one of the most important supply chains for globally known garment brands and have acquired the favor of internationally renowned sports brands. Taiwanese manufacturers will continue to gain this favor.

- (3) Midstream and downstream of the textile industry: Dyeing and finishing, garments, and home textile products.

Dyeing, garments, and finishing comprise the downstream portion. The textile industry's most energy- and water-intensive procedure is dyeing and finishing, which is also a critical component of product differentiation and added value. The dying and finishing business has lately concentrated on creating green or low-carbon products to conserve energy and reduce carbon emissions in response to the growing worldwide concern for the environment. The textile industry's final link is the apparel and household textiles industry, which also offers the highest level of processing and added value in the industry chain. Most Taiwanese apparel factories are now concentrating on enhancing their in-house design capabilities and shifting their business models to be more marketing-oriented, like ODM or OBM, rather than OEM.

3. Different trends in product development

(1) Evolve to be trendy and practical

The demand for smart wearable apparel is on the rise as a result of the rapid advancement of information technology and the global Internet of Things. Consequently, the next phase of Taiwan's textile industry will be dominated by the critical issue of how to integrate biological protection, the electronics industry, and the textile industry to facilitate cross-industry collaboration. Additionally, the development of fashionable epidemic prevention clothing or smart clothing and the redefining of such clothing will be a critical focus.

(2) A growing number of people are concerned about environmental impact, and many see the circular economy as the way forward.

Many of the world's largest supply chains have joined the "green economy" movement after the Paris Climate Agreement went into force in 2016. A growing number of well-known sportswear companies have made environmentally conscious pledges, emphasizing their commitment to "corporate social responsibility" by promising to utilize more sustainable and recyclable materials in their products. In the meantime, customers are becoming more environmentally conscious and placing a greater emphasis on sustainable development. As a result, environmentally friendly textiles will become an important factor for consumers to take into consideration when making product selections in the future. The manufacturers of textiles are continuing to make investments in environmentally sustainable technologies, such as materials that are biodegradable, reusable, and harvested from biomass. In addition to this, they have included sustainability concerns into their brand operating methods in order to accomplish results in green marketing and sustainable development.

(3) Utilize digital tools to establish a novel purchasing experience in the digital era.

There has been a shift in customer behavior over the past several years, and the number of individuals buying online and on mobile devices has been steadily growing. This trend has had an effect on traditional retailers who operate out of brick-and-mortar locations. In addition to the Direct to Customer (D2C) sales model, which enables brands to more effectively communicate their brand spirit and value proposition, develop a new shopping experience, and deliver services and goods that are more timely, personalized, and accurate. In addition, Taiwan's textile industry has actively laid out and continues to keep up with the pace of "smart manufacturing and digitalization" as well as the "new service model" that integrates digital platforms. In order to develop new business models and improve the overall shopping experience, it makes effective use of many technologies and apps, including artificial intelligence machine learning, smart manufacturing and process data analysis, and other tools. In addition to preventing scenarios such as the outbreak of the COVID-19 pandemic in 2020, the situation in which significant end customers delay or cancel orders and are unable to respond in a timely manner will not occur again. This is something that occurred during the outbreak of the COVID-19 pandemic in 2020. At the same time, digital tools are being utilized to enhance operational efficiency, reduce expenses, and boost overall profitability. This is happening concurrently with the progressive shift toward a "mass customization" paradigm for customer orders.

(4) Rapidly shifting textile production to ASEAN nations and cutting ties with China

The Sino-US confrontation has established a long-term trend, which has resulted in significant uncertainty regarding the future, as per the Textile Industry Comprehensive Research Institute. This has also resulted in a greater degree of caution among brands when it comes to evaluating the financial status of suppliers, operational management, and the dispersion of production bases. Simultaneously, they are increasingly advocating for Taiwan's mid- and downstream supply chains to increase their production in Vietnam and other ASEAN countries in response to China's influence. In response to the regionalization, shortening, and vertical integration of supply chains, textile businesses should actively expand their supply networks, increase their responsiveness, and deploy southern footholds. Both of these strategies are necessary. In the not too distant future, customers will give preference to providers who are able to integrate supply chains through their capabilities.

4. Competition across industrial sectors

Wages in the apparel sectors have a significant impact on the ready-made apparel market. Its focus has recently moved to brand management and high-value design development in response to shifts in the industrial ecology. At present, the primary competitors are predominantly associated with various Asian nations. Taiwanese competitors encompass garment export manufacturers including Eclat, Makalot, Tainan Enterprises, and Nien Hsing Textile. In contrast, China boasts a comprehensive textile supply chain, with its primary competitors being large enterprises such as Shenzhou International, Crystal International Group, Texhong Textile, and Weiqiao Textile. Other competitors from Asia predominantly originate from South Korea, including Sae-A, Hansae, Hansoll, Youngone, among others. Government support and a demographic dividend have contributed to the textile industry's steady expansion in South Asian nations in recent years. In the last several years, Sri Lanka, Bangladesh, and India have all emerged as major players in the global textile industry. The two most formidable rivals are MAS and Brandix. To compensate for their deficiency in fabric creation, these manufacturers leverage their massive labor and manufacturing advantages, together with the massive scale of garment production.

We are a professional garment manufacturer. Our primary products are sports and leisure apparel, as well as garments, which are primarily exported. Our raw material suppliers are predominantly Asian, and our production facilities are situated in Madagascar and Vietnam. With a mature production technology, the Company has amassed over 30 years of experience in the production of garments overseas. We have a long history of international distribution and have developed a strong foundation for growth in conjunction with our customers. At any given moment, we are capable of accommodating customer requirements and precisely managing delivery times, thereby accommodating the design requirements of their products. We are a domestic manufacturer that possesses both a strong foundation and the potential for growth.

In response to the evolving landscape and competitive nature of the global apparel industry, the Company is proactively seeking new customers and developing multifunctional products to broaden its product categories and distribution channels. Additionally, it is enhancing its outsourcing capabilities and establishing collaborative factories to improve the responsiveness of its production line and bolster the Company's competitive edge.

(III) Overview of Technology and Research & Development

1. R&D spending during the last fiscal year and through the annual report's publishing date

Unit: NT\$ in thousands; %

Item \ Fiscal Year	2024	March 26, 2025
Research and development expenditure	7,093	1,274
Net operating revenue	5,831,162	1,014,877
Proportion (%)	0.12	0.13

2. Innovative technology or new product that has been developed and released during the past year

In response to current trends in the textile industry's growth, our R&D efforts have lately concentrated on functional goods with a high value addition. In order to create functional clothing that uses natural materials for functions like wicking, moisture permeability, waterproofing, and sweat absorption, we have also incorporated the R&D advantages of upstream suppliers. Listed below are the R&D initiatives aimed at enhancing the Company's competitiveness through the improvement of internal manufacturing processes and the development of innovative applications:

- (1) AI Automatic Scheduling Smart System
- (2) Smart Warehouse Management System (WMS)
- (3) Lean Production Management System (MPS)

(IV) Long and Short-term Business Development Plans

1. Short-term Business Development Plans

- (1) Business strategy
 - A. The goal is to expand the number of people who shop online and buy from worldwide brands while simultaneously strengthening ties with current consumers and providing better service for all kinds of orders.
 - B. Bringing together in-house design and production capabilities to offer customers a seamless experience from fabric sampling through design, development, and manufacturing.
 - C. Develop functional and fashionable clothing and actively pursue new consumers who have a fashion-conscious perspective on sports.
 - D. Improving capacity and quality through a collaborative model of raw material development; collaborating with suppliers to create new materials and technologies; and providing clients with novel applications and designs through a combination of upstream top-notch supply chain cooperation. Form a virtual supply chain that adds significant value.
 - E. Develop a local supply chain within the country of the production base. The objective is to minimize production response time, enhance the overall efficiency of the supply chain, and assist customers in alleviating inventory pressure and risk.

(2) Production strategy

- A. Boost the share of our own production capability in areas where production is highly competitive worldwide.
- B. Raise output from the current plant by increasing its capacity, streamlining and improving the quality of its specialized production, and making it more efficient overall.
- C. Improve production efficiency, technical level, and product quality by actively recruiting exceptional management and technical staff and by strengthening the effectiveness of factory management.
- D. With the goal of enhancing both the quality and efficiency of production, we develop auxiliary production tools for sections that have high requirements for the manufacturing process.

2. Long-term Development Plans

(1) Collaborate to create value through co-design with clients.

Build up the in-house design team, engage with clients to create unique garment styles and fabrics, and use your production expertise to help launch new items and investigate untapped markets.

(2) Engage prospective clients

Grow the Company's momentum by supporting and cultivating small and medium-sized customers with development potential, while also cultivating worldwide sports and fashion brands.

(3) Create sustainable textiles that embrace environmentally beneficial principles

In order to meet customer sustainable development laws and fulfill corporate social responsibility, actively collaborate with upstream fabric producers to develop and design materials that meet sustainable environmental protection concepts.

(4) Incorporate an ESG mindset into manufacturing facility design and management practices.

Customers will feel more at ease, the environment will be protected, our duty to care for our employees will be fulfilled, and corporate governance will be raised when the ESG spirit is incorporated into the building of new factories and the ongoing renovation of existing ones.

(5) Utilizing extant artificial intelligence to assist the design team in the development of novel styles

For the purpose of assisting the Company's existing design team in the process of designing and producing new kinds of apparel and accessories, it is necessary to conduct research and development with external developers regarding the utilization of existing artificial intelligence, which may include but is not limited to the Open AI series (for example, ChatGPT).

II. Market and Production Overview

(I) Market Analysis

1. The primary region for merchandise commerce

Unit: NT\$ in thousands

Region \ Fiscal Year	2023		2024	
	Amount	%	Amount	%
Americas	5,027,321	95.82	5,611,676	96.24
Others	219,407	4.18	219,486	3.76
Total	5,246,728	100.00	5,831,162	100.00

2. Market share

Over the course of our more than three decades in business, we have invested much in R&D, which has yielded a wide range of technologies and products. As a result of its varied product offering and rigorous quality control, the Company has built strong and long-term relationships with brand clients, which contributes to its market dominance. The Company's long-term goals include expanding its presence in the worldwide textile industry by the application of its expertise, knowledge of the market, and cutting-edge R&D capabilities, as well as through the continuous improvement of its services and R&D.

3. Present and future supply and demand conditions, as well as the market's potential for expansion

- (1) Demand side: With more and more pressure from consumers, governments, and social groups to prove that the apparel industry is environmentally and socially responsible, businesses in the sector need to provide more details about their products and how they adhere to sustainability principles if they want to keep their customers' confidence and loyalty. As a further point of interest, the shopping habits of consumers have also shifted since the pandemic. Consumers are becoming more accustomed to purchasing clothing and accessories online, and as a result, they are paying greater attention to factors such as value, quality, functionality, and diversity. Companies in the garment industry need to improve their digital marketing and channels, as well as increase the number of product options available to satisfy the preferences and requirements of customers.
- (2) Supply side: The risks and expenses of the apparel business have gone up due to the uncertain global trading environment, political conflicts, economic inflation, and red sea transportation. It is imperative that apparel companies modify their procurement strategies, diversify their procurement sources, and enhance the supply chain's responsiveness and adaptability. To lessen the impact on the environment and the well-being of their employees, apparel firms should prioritize sustainable practices and open communication across the board, including in product design, raw material selection, procurement procedures, recycling, and other areas. New service approaches and commercial models have also been introduced by technological advancement. Big data, artificial intelligence, and cloud computing are some of the tools that garment firms must utilize to expand tailored services, lower inventory risk, and improve manufacturing efficiency.

4. Competitive niche

(1) Taking on multiple roles to improve ties with customers

In recent years, the corporation has strived to play a larger part in its clients' supply chains in order to gain their trust and confidence. During the COVID-19 epidemic, the design department was more proactive in suggesting and aiding e-commerce customers with inventory control, which significantly increased customer trust. For customers, the organization has become an invaluable research and development and strategic partner.

(2) To keep the strong, optimize the customer structure and get rid of the weak.

The growth of current clients is just as important as the development of new ones to the organization. Oversupply is plaguing the ready-to-wear sector as it capitalizes on the post-pandemic era. Even now, the business routinely assesses the level of customer collaboration and, over time, swaps out weaker brand kinds with more robust ones.

(3) The flexibility of scheduling is facilitated by the dual production locations.

Since the apparel business is already mature, there are not many ways for these companies to increase their profitability, except than creating goods with unique features or materials. Thanks to the African Growth and Opportunity Act (AGOA), which allows for tariff-free exports to the United States and lower labor wages in the Madagascar production area, where the Company has been cooperating for many years, we will be able to secure orders more easily and increase our profits.

(4) Always one step ahead of the curve, growing our reach on the web

Data research, consumer demand forecasting, and product trends are just a few areas where our organization has a leg up because to our extensive background working with clients through the online channel. The Company's sales and profit have been driven by the dramatic rise of online channels, which has been affected by the new crown epidemic.

5. Favorable and unfavorable factors of development prospects and countermeasures

(1) Favorable factors

A. Global economic recovery

The global economy is gradually recuperating, and the apparel market is also gradually increasing in demand as the COVID-19 pandemic is gradually lifted. Furthermore, the pandemic has resulted in the natural closure of certain garment factories. Nevertheless, the larger garment factories, which possess robust operational and financial frameworks, should be able to promptly reestablish their overall revenue and profitability as the economy recovers.

B. Cost advantage of the Madagascar production area

Our business is in the textile sector, which is governed by the US government's African Growth and Opportunity Act (AGOA). When importing apparel into the United States, the Company's items made and shipped from the Madagascar producing region benefit from zero duties. At the same time, our business has a significant cost advantage when negotiating and working with brand customers because of the low pay levels of African Madagascar workers.

C. Experience with online channels

Individuals' behaviors, consumption patterns, and lifestyles have been altered by the COVID-19 pandemic. One of the main factors propelling consumption during the pandemic is the replacement of physical outlets by online e-commerce. As a result of the Company's many years of experience dealing with international e-commerce customers, we are familiar with their sales methods. Furthermore, we are able to offer advice and comments on the production process, which helps to establish a good connection that is mutually beneficial.

(2) Unfavorable factors and countermeasures

A. Fluctuations in raw materials prices

Natural disasters, political struggles between countries, and the simultaneous acceleration of monetary policy tightening and interest rate hikes by major international powers such as Europe and the United States, combined with fluctuations in international crude oil prices, have all had an impact on the price trend of upstream textile raw materials in recent years. The Company's cost control has become more complex since raw material costs have become more volatile. Profit variations have also increased.

Countermeasures:

We maintain positive relationships with a variety of suppliers and closely monitor the price estimates of upstream raw materials. We engage in the active comparison and negotiation of prices for the primary raw materials necessary for the fulfillment of end-customer orders. Additionally, our organization collaborates with clients to relocate production facilities. For instance, we relocate garment styles with relatively straightforward processes to the Madagascar production area, where the comprehensive cost is lower. This move is intended to partially alleviate the pressure of raw material price fluctuations, which will assist the business side in pricing and stabilize the Company's profitability.

B. Rise of labor costs

Employees at production sites abroad can expect a steady rise in their pay as a result of the global inflation trend.

Countermeasures:

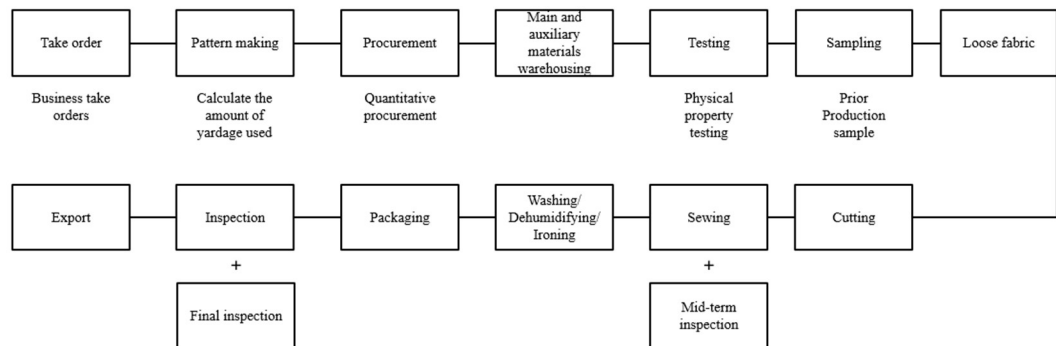
- (a) Make changes to the order level for Vietnam OEM orders, shifting manufacturing of fast and high-level orders to Madagascar, Africa, for orders with strict cost constraints and tolerable extended delivery periods.
- (b) Increase the production efficiency of the Vietnam OEM plant.
- (c) Reduce production costs by actively developing the technological maturity and efficiency of indigenous Malagasy workforce.
- (d) To generate economies of scale within the manufacturing premises, extend the Madagascar production line.
- (e) Reduce needless management and financial losses while increasing the efficiency of local management in Madagascar.

(II) Significant applications and manufacturing methods of key products

1. Significant Applications of Key Products

Key Products	Applications
Casual wear	Casual wear that is warm, comfy, and stylish.
Stylish wear	The theme is more prominently featured in attire, in accordance with the current trends.
Functional wear	Outfits for diverse activities and settings, with distinct wearing types for each.
Pajamas	Sleepwear.

2. Production processes of products.



(III) Supply Status of Main Raw Materials

The garment industry's principal raw materials are classified as primary materials (fabrics) and secondary materials (labels, zippers, buttons, etc.). There are several requirements based on the customer's preferred style. Our organization purchases from both domestic and overseas providers based on demand. Currently, we have numerous key suppliers who work with us and have a long-term stable cooperation partnership. There have been no reports of material shortages or supply interruptions. Furthermore, in response to future trends (such as functional fabrics and recyclable fibers), the Company is actively developing new suppliers. It is believed that aggressively exploring the acquisition of critical raw materials at production bases will result in increased production capacity, shorter material delivery times, decreased risks, and improved supply efficiency.

(IV) An Explanation of the Causes for any Rise or Decrease in Purchases (Sales) from a Particular Client, as well as the Name of any Client that Accounted for More Than 10% of Total Purchases (Sales) in either of the Two Most Recent Years, the Quantity and Proportion of Purchases (Sales) from that Client, and the Aforementioned Information

1. An explanation of the causes for any rise or decrease in purchases (sales) from a supplier, as well as the name of any supplier that accounted for more than 10% of total purchases (sales) in either of the two most recent years, the quantity and proportion of purchases (sales) from that supplier, and the aforementioned information.

Unit: NT\$ in thousands; %

Item	2023				2024			
	Name	Amount	% to Net Purchases for the Fiscal Year	Relationship with Marketable Securities Issuers	Name	Amount	% to Net Purchases for the Fiscal Year	Relationship with Marketable Securities Issuers
1	Supplier A	393,937	14.54	None	Supplier A	474,665	13.41	None
2	—	—	—	—	—	—	—	—
3	—	—	—	—	—	—	—	—
	Others	2,316,133	85.46		Others	3,065,976	86.59	
	Net Purchases	2,710,070	100.00		Net Purchases	3,540,641	100.00	

Reasons for fluctuations: The company is engaged in the manufacture and trading of garments, and purchases fabrics from the top 10 suppliers every year in accordance with the style design of garments and customer needs. The company has a good cooperative relationship with suppliers, and the supply source is stable, and there is no risk of shortage, interruption and excessive concentration of purchases.

2. An explanation of the causes for any rise or decrease in purchases (sales) from a particular client, as well as the name of any client that accounted for more than 10% of total purchases (sales) in either of the two most recent years, the quantity and proportion of purchases (sales) from that client, and the aforementioned information.

Unit: NT\$ in thousands; %

Item	2023				2024			
	Name	Amount	% to Net Sales for the Fiscal Year	Relationship with Marketable Securities Issuers	Name	Amount	% to Net Sales for the Fiscal Year	Relationship with Marketable Securities Issuers
1	Customer C	1,262,732	24.07	None	Customer C	1,759,841	30.18	None
2	Customer B	1,067,046	20.34	None	Customer B	1,346,919	23.10	None
3	Customer D	986,288	18.80	None	Customer D	1,056,037	18.11	None
4	Customer A	720,965	13.74	None	Customer A	13,042	0.22	None
	Others	1,209,697	23.05		Others	1,655,323	28.39	
	Net Sales	5,246,728	100.00		Net Sales	5,831,162	100.00	

Reasons for fluctuations: This is mainly due to the increase or decrease in the sales amount of the customer due to the increase or decrease of the customer's own revenue and the adjustment of the company's sales strategy.

III. Employee data from the previous two years, as well as data collected on the day the annual report is published, including the total number of employees, average tenure, average age, and educational background.

Unit: Persons

Fiscal Year		2023	2024	As of March 26, 2025, for the Fiscal Year
Number of employees	Manager-level and above personnel	38	34	34
	General employees	5,064	5,525	5,617
	Total	5,102	5,559	5,651
Average age		34.87	31.57	30.37
Average years of service		4.93	5.17	5.15
Educational background Distribution ratio	Ph.D.	0.02%	0.03%	0.02%
	Master's degree	0.14%	0.27%	0.19%
	Bachelor's	5.53%	7.26%	5.82%
	High school	2.09%	26.44%	26.23%
	Below high school	92.22%	66.00%	67.74%

IV. Information on Environmental Expenditures

The losses incurred due to environmental pollution in the most recent year and up to the date of publication of the Annual Report (including compensation and violations of environmental regulations as a result of environmental protection inspections) should specify the date of disposals, disposal reference number, violated regulatory articles, content of the violation, and details of the disposals; disclose the estimated current and future possible amounts and response measures, and if a reasonable estimate cannot be made, the inability to reasonably estimate should be stated: No such situation.

V. Labor Relations

(I) List the Company's Various Employee benefits Measures, Further Education, Training, Retirement System and Their Implementation Status, as well as Labor-Management Agreements and Various Measures to Protect Employee Rights

1. Protection of basic employee rights

- (1) All employees of the Company are covered by labor insurance and national health insurance beginning the day they arrive at work, and all benefits are handled in line with the law.
- (2) All employees of the Company are entitled to various forms of leave, including special leave, maternity leave, and personal leave. Holidays are managed in accordance with the Labor Standards Act.
- (3) To ensure that employee welfare concerns are handled efficiently, the Company has formed an employee welfare committee in compliance with the legislation.

2. Measures to promote employee welfare

- (1) Employees and their dependents have the choice to be covered by the group insurance that the employer purchases.
- (2) Subsidize departmental colleagues' travel expenses so they can get together and foster camaraderie amongst departments.
- (3) Each year, a year-end banquet is held, during which the fortunate draw results in a prize or bonus for all attendees.
- (4) Weekly, snacks are offered in the afternoon.
- (5) Monthly subsidies for housing or rental are provided.
- (6) Offer colleagues the opportunity to adjust their work hours on a daily basis in order to better manage their family and professional responsibilities and to strengthen their sense of self.

2. Advanced education and training

A comprehensive education and training system equips employees with the necessary skills, starting from pre-job training for new hires, through on-the-job training, to advanced training, enabling them to excel in their respective fields. Through fire and disaster drills, health education, and advocacy of regulations, employees enhance their understanding of safety concepts and legal frameworks, benefiting from comprehensive learning and development opportunities.

3. Retirement system

The Company manages employee retirement in compliance with applicable rules and regulations. The duration of service required by the Labor Standards Law is computed as follows: two bases for every full year; one base for each full year after 15 years (30 bases in total). The maximum number of bases is 45. Under this retirement plan, the Company bears the cost of pension payments. Since the enactment of the Labor Pension Act (hereinafter referred to as the "new system") on July 1, 2005, employees have had the option of being subject to the Labor Standards Act or the new system while keeping their former seniority. The defined contribution plan will apply to employees who were previously covered by the Labor Standards Act and have opted to be subject to the new system, or who were employed after the new system was implemented. The Company will contribute 6% of the employee's monthly salary to their personal pension account.

4. Management and labor contracts that guarantee workers' rights and interests

The Company has established labor-management meetings, employee welfare committees, and employee complaint mailboxes in accordance with the law in order to establish a harmonious labor-management relationship. Additionally, the Company has formulated an employee handbook in accordance with the law to clearly regulate various labor conditions and protect employee rights and interests. The aforementioned channels enable employees to secure equitable and reasonable treatment of their rights and interests. There has been no incident that has harmed the rights and interests of employees since the Company's inception. The local labor laws of each nation in which a subsidiary operates determine how these concerns are handled. No violations of employee rights have occurred, and labor rights are safeguarded in compliance with the labor laws of the host nation.

5. Employee personal safety and work environment

- (1) Access Control for Safety: For the purpose of access control and employee safety, our organization has set up security cameras at key points of entry and exit and facial recognition systems at all other points of entry and exit. Employees' safety is ensured by a 24-hour security guard stationed at the building's entrance on the first floor and an electronic security system.
- (2) Regular inspections and maintenance of various equipment are required, including but not limited to: water dispensers, drinking water quality tests, public safety inspections, and fire safety equipment.
- (3) Disaster prevention and response: The Company employs a number of labor safety and health administrators, nurses, and first aiders to ensure the safety and well-being of its employees. Furthermore, personnel responsible for fire prevention management are in place to supervise operations that pertain to fire safety. Establish a process for reporting work-related accidents and provide an explanation of the procedures for managing incidents during the onboarding process for new employees.
- (4) Physical Health: The Company conducts routine health exams for its employees at least once every three years to identify any health abnormalities and implement appropriate health management strategies, including health guidance and appropriate work assignments. Depending on the individual's age or employment transition, these measures are implemented at specific intervals. Employees may also review the health check report at their discretion.
- (5) Mental Health: A dedicated receptacle and phone number have been established to facilitate the reporting of workplace violations, including sexual harassment, in order to establish a secure work environment.

(II) In the most recent year and as of the date of publication of the annual report, list the losses that occurred as a result of labor disputes, including violations of the Labor Standards Act that were discovered during inspections. Additionally, please include the date and number of the punishments, the regulations that were violated and their content, and the content of the punishments. It would be prudent to also reveal the anticipated sums and actions to mitigate present and future losses. Whenever it is not feasible to provide a reasonable estimate, the reasons why should be clearly stated:

1. Harmonious labor-management relations are important to the Company, and as of the annual report's release, there had been no significant losses brought on by labor conflicts in the most recent year.
2. The following are specifics of Labor Standards Act infractions as of the annual report's publishing and based on the findings of labor inspections conducted in the most recent year:

Date of Disposals	Disposal Reference Number	Contravened Terms of a Law or Regulation	Infractions of the Law and Regulations	Details of the Penalty
2024.04.23	Taipei-Lau-Dong-Tzi No. 11360061501	Article 24, Paragraph 1 of the Labor Standards Act	Prolonged working hours without the necessary wage adjustment pursuant to the Act	A penalty of NT\$50,000.
		Article 32, Paragraph 2 of the Labor Standards Act	Extended labor hours that exceed the legal limit	A penalty of NT\$100,000 .
2025.01.17	Taipei-Lau-Dong-Tzi No. 11361227761	Article 24, Paragraph 1 of the Labor Standards Act	Prolonged working hours without the necessary wage adjustment pursuant to the Act	A penalty of NT\$100,000 .

3. Countermeasures: The Company has conducted a review of its personnel system to ensure that it complies with pertinent legal requirements. It is committed to promoting a work-life balance and a friendly work environment, and it regularly reviews employee overtime. Additionally, it takes the initiative to understand employee work situations and provides the necessary support to prevent overtime work.

VI. Information Security Management

(I) Outline the Policies, Procedures, and Resources that have been Put into Managing information and Communication Security, as well as the Risk Management Framework for this Area

1. Information and communication security risk management framework

(1) Information security officer

Coordination and Execution: It is our responsibility to oversee the information security implementation team as well as the emergency response team in order to give early warning, monitoring, and appropriate management of security issues.

(2) Information security audit team

Audit Plan: Initiate and carry out an internal audit strategy, keeping tabs on the progress made to address non-conformities.

(3) Information security specialty

Planning and Implementation: To put in place an information security management system and suggest ways to mitigate any system risks, coordinate with the person in charge of important business operations.

Application Review: Help guarantee stable and secure software by taking part in the application's security review throughout development.

Basic Systems: Manage core systems and protection for the plant.

(4) Educational training team

Raise Awareness: Implement ongoing information security training and evaluate and enhance employees' understanding of information security protocols.

(5) Working together with providers of information security technology

Real-time reporting: Connect with others and exchange data efficiently

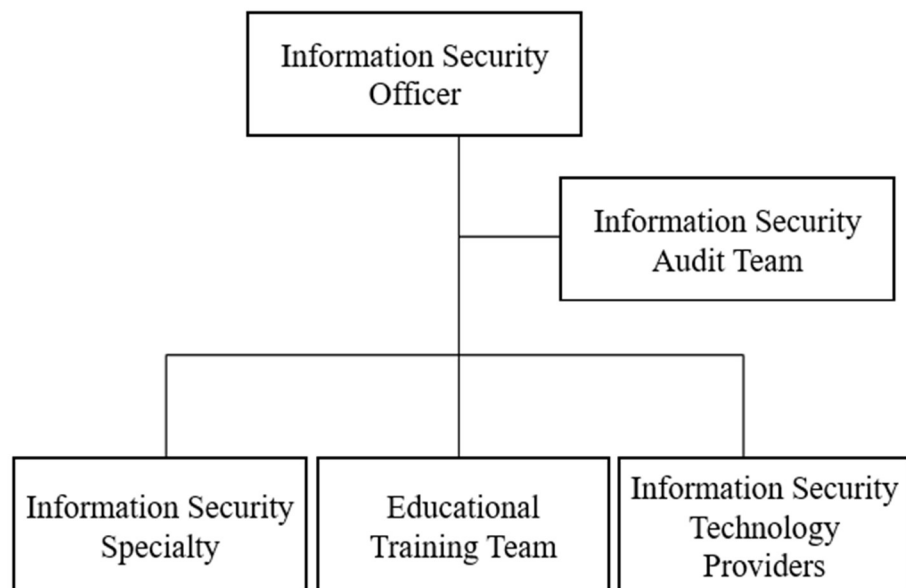
Incident Analysis: Analyze the cause with vendors and develop mitigation measures.

Emergency Remediation: In order to prevent the incident from escalating, implement adjustments and restore operations.

Improvement and Documentation: Update plans, maintain records, and conduct follow-up analysis.

(6) All employees: Adhere to all information security management guidelines and regularly provide information security training.

(7) Organizational framework for enterprise information security of Great Giant:



2. Information and communication security policies

(1) Organizational strategies and framework for enterprise information security and management

The "Information Security Work Promotion Team" was established by the Enterprise Information Security Organization to ensure the effective implementation of information security management. This team is responsible for all units in Taiwan and its overseas subsidiaries. To assess the efficiency of the safeguards and the applicability of the information security policy, the team meets on a monthly basis. In order to guarantee that the information security strategy's implementation can be continually improved to satisfy the demands of the business, the team will also submit frequent reports on the implementation's outcomes to the Great Giant Information Security Committee.

Information security management is the foundation of the Company, and it is implemented in four stages:

- A. Settings: Put an emphasis on risk management for information security, minimize system, technical, and procedural dangers, offer top-notch services for protecting sensitive data, and guarantee the safety of information assets.
- B. Implementation: Information security control mechanisms should be integrated into software and hardware operating processes, innovative technologies should be adopted, and a systematic approach should be taken to information security management in order to guarantee the availability, integrity, and confidentiality of assets.
- C. Audit: To keep tabs on how well information security is working, we run tests and mock attacks on a regular basis. The audit results form the basis for an evaluation of the effectiveness, which in turn informs the implementation of any required improvement measures.
- D. Improvement: Disciplinary action for infractions, oversight and audits, and procedures for continual evaluation and improvement all work together to keep confidential information safe. Measures for training and compliance are part of this.

By means of the integration and execution of four phases, the Company keeps enhancing both internal and exterior security, safeguarding information assets, and guaranteeing the system's steady functioning to satisfy client and business requirements.

(2) Detailed management strategy

- A. Account and permission management: Consistently evaluate the access permissions of employee accounts to confirm that only individuals with proper authorization can reach sensitive information.
- B. Internal network security: Establish distinct access permissions for company-issued devices, employee-owned devices, and guest devices to improve intranet security and safeguard data usage protocols.
- C. Connection device security: Effective oversight of VPN-connected devices guarantees that access to internal company resources is permitted solely after the completion of anti-virus scanning, system updates, and application control evaluations.
- D. Multi-level threat monitoring: Monitoring and alerting for potential threats are conducted based on the significance of the equipment within the organization, ensuring that any abnormal behavior can be addressed promptly.
- E. Information security education: It is mandatory for employees to undergo fundamental information security training upon commencing their employment. Every six months, updates regarding security, website fraud, personal data protection, and related topics are disseminated through email and other channels to improve employee awareness.

(3) Information security risks and countermeasures

Regarding the risks of information technology security, consistently enhance the security protocols associated with network and computer information systems.. While it is not feasible to entirely eliminate external attacks that can lead to system paralysis or disrupt company operations, the organization has developed and executed the following countermeasures aimed at mitigating risks:

A. Safeguarding against network intrusions

Improved network security measures: Effectively block unauthorized access to internal systems by malicious hackers through network attacks. Failure to effectively prevent these attacks could lead to significant disruptions in company operations and harm the business's reputation. In pursuit of this goal, information security regulations and procedures undergo regular reviews and updates to maintain the effectiveness of protective measures.

B. Computer virus and ransomware protection

- (a) Virus Protection: Implement a robust anti-virus mechanism to block malware from infiltrating the Company's internal system, and enhance the network firewall to mitigate the propagation of viruses.
- (b) Endpoint Antivirus Measures: Implement state-of-the-art malware detection methods and set up an endpoint antivirus system that is specific to various types of equipment.
- (c) Backup Mechanism and Data Protection: Enhance the data backup system to safeguard company data against potential loss from ransomware or other cyber threats.
- (d) Phishing Email Prevention: To stop employees from falling for phishing emails and triggering information security events, the detection mechanism needs to be beefed up.

C. Improvement measures

Keep the information security protection system up-to-date and robust, test employee awareness frequently, and raise preventative awareness generally.

3. Financial backing for managing the safety of sensitive data and electronic communications:

Information security has emerged as a critical concern for company operations. For the purpose of addressing concerns regarding the management of information security, the Company has made investments in the following resources and solutions:

- (1) Full-time employees: Two full-time employees and a "Information Security Committee" have been formed by the organization to oversee the development and deployment of information security policies and procedures, as well as the execution of appropriate audits in this area.
 - (2) Customer satisfaction: The Company has not experienced any significant information security incidents to date, nor has it received complaints regarding the loss of customer data, which indicates a robust security posture for customer information.
 - (3) Educational training: The Company mandates that all staff undergo information security training annually and participate in a social engineering phishing email test each year to enhance employee awareness regarding information security.
 - (4) Important announcement about information security: A separate information security window has been set up to handle strange emails, and regular announcements about information security are sent out to make sure that the Company and its employees' information is safe.
- (II) Provide a comprehensive list of the losses, potential impacts, and countermeasures that have arisen as a result of significant information and communication security incidents in the most recent year and as of the publishing date of the annual report. If it is impossible to provide a reasonable estimate, the circumstances that render it impossible should be clarified: None.

VII. Important Contracts

Contract	Litigant	Date	Content	Restrictions
Lease Agreement	Ms. Lin	2022/08/01-2026/07/31	8F., No.73, Guangfu N. Rd., Songshan Dist., Taipei City 105033, Taiwan (R.O.C.) (Office)	-
Lease Agreement	Ms. Wu	2023/01/01-2026/12/31	5F&5F-1., No.73, Guangfu N. Rd., Songshan Dist., Taipei City 105033, Taiwan (R.O.C.) (Office)	-
Lease Agreement	BB Company	2023/04/01-2025/03/31	10F-1., No.73, Guangfu N. Rd., Songshan Dist., Taipei City 105033, Taiwan (R.O.C.) (Office)	-
Lease Agreement	AA Company	2023/07/01-2026/06/30	12F&12F-1., No.73, Guangfu N. Rd., Songshan Dist., Taipei City 105033, Taiwan (R.O.C.) (Office)	-
Lease Agreement	Mr. Yang	2024/01/01-2025/12/31	9F-1., No.73, Guangfu N. Rd., Songshan Dist., Taipei City 105033, Taiwan (R.O.C.) (Office)	-
Lease Agreement	Mr. Huang	2023/06/01-2025/05/31	No.33, Ren 6th Rd., Wujie Township, Yilan County 268038, Taiwan (R.O.C.) (Factory)	-
Lease Agreement	Mr. Hsu	2023/06/01-2025/05/31	No.29, Yangming Rd., Luodong Township, Yilan County 265010, Taiwan (R.O.C.) (Dormitory)	-
Lease Agreement	CC Company	2022/08/01-2026/07/31	Official Car	-
Lease Agreement	DD Company	2024/10/18-2027/10/17	Official Car	-

Chapter 5 Examination of the Company's Financial Condition, Performance, and Risk Factors

I. Financial Condition

Unit: NT\$ in thousands; %

Item	Fiscal Year	2023	2024	Differences	
				Amount	%
Current assets		4,631,107	4,747,778	116,671	2.52
Property, plant and equipment		329,748	386,329	56,581	17.16
Intangible assets		7,305	7,906	601	8.23
Others		650,287	837,312	187,025	28.76
Total assets		5,618,447	5,979,325	360,878	6.42
Current liabilities		1,105,293	946,919	(158,374)	(14.33)
Noncurrent liabilities		55,592	67,342	11,750	21.14
Total liabilities		1,160,885	1,014,261	(146,624)	(12.63)
Capital stock		602,800	604,176	1,376	0.23
Capital surplus		800,319	804,796	4,477	0.56
Retained Earnings		3,061,261	3,555,586	494,325	16.15
Others		(12,836)	(6,638)	6,198	(48.29)
Preemptive rights (within common control)		—	—		
Non-Controlling Interests		6,018	7,144	1,126	18.71
Total Equity		4,457,562	4,965,064	507,502	11.39
1. The main reasons for and impacts of significant changes in Items (with changes of more than 20% from the previous period and Amount changes of more than NT\$10 million): (1) Others: This is primarily attributed to the rise in financial assets at fair value through profit or loss in 2024 relative to the corresponding period of the previous year. (2) Noncurrent liabilities: This is primarily attributed to the rise in Current liabilities in 2024 relative to the corresponding period of the previous year. 2. Future response plans for significant impacts: The changes discussed do not present any significant negative effects on the Company, and the overall performance remains stable, indicating that a response plan is unnecessary.					

II. Financial Performance

Unit: NT\$ in thousands; %

Item \ Fiscal Year	2023	2024	Differences	
			Amount	%
Net revenue	5,246,728	5,831,162	584,434	11.14
Cost of revenue	(3,971,592)	(4,386,439)	(414,847)	10.45
Gross profit	1,275,136	1,444,723	169,587	13.30
Operating expenses	(461,579)	(508,454)	(46,875)	10.16
Operating profit	813,557	936,269	122,712	15.08
Non-Operating Income and Expenses	174,478	243,410	68,932	39.51
Income before tax	988,035	1,179,679	191,644	19.40
Income tax expense	(248,024)	(250,315)	(2,291)	0.92
Net income	740,011	929,364	189,353	25.59
Other comprehensive income (loss)	(6,796)	6,301	13,097	(192.72)
Total comprehensive income (loss)	733,215	935,665	202,450	27.61
1. The main reasons for and impacts of significant changes in Items (with changes of more than 20% from the previous period and Amount changes of more than NT\$10 million): (1) Non-operating income and expenses: This is mainly due to the increase in net foreign exchange gains in 2024. (2) Net income: The increase in the Company's net profit for the current period was mainly due to the increase in order volume in 2024 and the increase in net foreign exchange gains. (3) Other comprehensive income (increase): The primary factor contributing to this situation is the rise in exchange benefits resulting from the conversion of financial statements of foreign operating institutions in 2024. (4) Total comprehensive income (increase): The primary factor was a rise in net profit in 2024. 2. Projected sales volume and the rationale behind it, potential effects on the Company's forthcoming financial activities and strategic response measures: The Company is projected to function normally, taking into account various elements including annual sales targets, customer operating conditions, and the existing order situation. Consequently, there is no requirement to develop a response plan.				

III. Cash Flow

(I) Analytical Note of Changeable Cash Flow in Recent Fiscal Year

Unit: NT\$ in thousands

Accounting Item \ Fiscal Year	2023	2024	Increase (Decrease) in Proportion (%)
Financing cash flow ratio	99.52	1.62	(98.37)
Financing cash flow adequacy ratio	229.98	142.52	(38.03)
Cash reinvestment ratio	15.58	(7.99)	(151.28)

The following is an analysis of changes of up to 20%:

A significant number of factors are responsible for the rise in the cash flow ratio, cash flow adequacy ratio, and cash reinvestment ratio. These elements are as follows:

1. This is because the orders from September to December 2024 increased compared to those from September to December 2023, and the accounts receivable have not yet been collected.
2. In the second half of 2024, terminal customer sales returned to normal levels and inventory increased due to advance stocking.

(II) Improvement Plans for Current Liquidity Shortfall: There is no liquidity issue for the Company.

(III) Analysis of Cash Flow Liquidity for the Next Year

Unit: NT\$ in thousands

Opening balance in cash ①	Estimated Annual Net Cash Flow from Operations ②	Estimated Annual Net Cash Flow from Investments ③	Estimated Annual Net Cash Flow from Funding Activities ④	Period-End Cash Amount	Remedies of the Estimated Cash Shortfall	
				①+②+③+④	Financing Plan	Wealth Management plan
825,496	1,001,811	(442,159)	(650,068)	735,080	—	—
I. Analysis of fluctuations in cash flow during the year: (1) Operating activities: The main reason is that the orders from September to December 2024 increased compared with those from September to December 2023, and the accounts receivable have not yet been collected, so the cash inflow from operating activities decreased compared with the same period last year. (2) Investment activities: The increase was mainly due to the increase in financial assets measured at fair value through profit or loss, resulting in cash outflow from investing activities. (3) Financing activities: The primary factor is cash dividends, which results in a revenue outflow from financing activities. II. Remedies of the estimated cash shortfall: The Company does not foresee a deficiency in cash flow, so it is not applicable.						

IV. Major Capital Expenditures' Influence on Financial Operations during the Most Recent Year: None.

V. Investing Strategies of Recent Years, Key Drivers of Profit Or Loss, Strategies for Improvement, and Goals for Investments of One Year from Now on

(I) Reinvestment Policies

The Company's reinvestment strategy is to invest in firms related to garment design and manufacturing. The primary goal is to give additional value-added services to the Company's present and new clients. The corporation has yet to invest in other industries. Furthermore, it will comply with relevant regulations such as the "Investment Cycle," "Regulations for the Management of the Acquisition or Disposal of Assets," "Regulations for the Management of Transactions between Group Enterprises, specific companies, and related party transactions management measures," and "related party transactions between related parties financial operations related operating rules," among others, as the basis for compliance.

(II) Investing Companies' Primary Drivers of Last Year's Performance and Strategies For Future Growth

Unit: NT\$ in thousands

Reinvestment Business	Main Businesses and Products	Profit and Loss on Investments Recognized in 2024	Primary Causes of a Profit or Loss	Improvement Plans
GIANT LANCE INTERNATIONAL LTD.	Relevant Reinvestments	9,635	Recognition of Investment Income Using the Equity Method	Raise the effectiveness of subsidiary production while lowering costs
GREAT VICTORY INNOTECH COMPANY LIMITED	Outsourcing management center	(5,376)	Falling order quantities result in decreased earnings	Raise the production efficiency and Cost Control
GAMA TEXTILE MADAGASCAR SARLU	Garment processing and manufacturing industry	(19,016)	Personnel expenses constitute an excessive percentage	Raise the production efficiency and Cost Control
GREAT BAOBAB GARMENT SARLU	Garment processing and manufacturing industry	(854)	Still in the initial phases of operation	The plant finalized the expansion and began to take new orders
GREAT GLOBAL INTERNATIONAL CO., LTD	Garment processing and manufacturing industry	3,634	-	-
GOLDEN VIGOROUS COMPANY LIMITED	Garment processing and manufacturing industry	6,858	-	-

(III) Strategic financial outline for the upcoming year: On May 16, 2023, the Company's Board of Directors made a decision to augment the capital of the subsidiary Great Baobab Garment Sarlu by US\$14 million, which is roughly equivalent to NT\$420 million. Since 2023, the Company has secured land use rights for 30,000 square meters surrounding the planned factory site, facilitating potential future expansion of production capacity. The land preparation work for the specified base area has been successfully completed. At the time of the annual report's publication, the total investment amounted to approximately US\$2.966 million.

VI. Risk Factor Analysis and Assessment

(I) Future Response Measures and the Influence of Inflation, Interest Rates, and Exchange Rate Fluctuations on the Company's Profitability and Loss

1. Regarding interest rates,

The Company maintains a robust financial standing and primarily utilizes its own capital for operations; it is enhancing its collaboration with banks while closely monitoring the evolving trends in market interest rates to effectively reduce the cost of capital. The Company possesses adequate capital, ensuring that variations in market interest rates will not substantially affect its operating cash flow.

2. Regarding exchange rates,

The primary sales revenue and procurement expenses of the Company are predominantly denominated in US dollars. By offsetting receivables and payables associated with income and expenses primarily in US dollars, a significant level of natural hedging effect can be attained. In 2024, the Company reported an exchange gain of NT\$112,375 thousand, while in 2023, the exchange gain was NT\$32,980 thousand. These figures represented 1.92% and 0.63% of revenue, respectively. Consequently, the variations in exchange rates have not substantially influenced the Company's operating profit. The Company systematically assesses information pertaining to fluctuations in exchange rates, comprehensively grasps the trends in exchange rates and the evolving nature of its foreign currency exposure, makes timely adjustments to this exposure, and engages in regular hedging activities through the buying and selling of foreign exchange to mitigate exchange rate risks.

3. Regarding inflation,

The Company diligently monitors and analyzes the ongoing and anticipated variations in market raw material prices when providing quotes to customers, allowing us to implement adaptable pricing strategies tailored to the distinct attributes of each product. Furthermore, the majority of raw material suppliers maintain extensive and long-term partnerships with the Company. The Company will persist in fostering a constructive interactive relationship with customers and suppliers to accurately reflect the pertinent raw material costs and uphold the Company's consistent profit growth. The effect of inflation on the Company's operating profit remains constrained.

(II) Policies Governing High-Risk and Highly Leveraged Investments, Lending Funds to Others, Offering Endorsements and Guarantees, and Trading Derivative Products; Key Causes of Gains or Losses; and Future Countermeasures

The Company's primary financial policy is long-term stable operation. Except for providing endorsements and guarantees to subsidiaries due to their operational development needs, the Company does not engage in high-risk, high-leverage investments or loan funds to others. The Company engages in derivatives trading in accordance with the "Derivatives Trading Management Regulations" and the investment cycle regulations of the internal control system established by the Company.

(III) R&D Strategies and Budget Projections for the Future

1. R&D strategies for the future

In response to current trends in the textile industry's growth, our R&D efforts have

lately concentrated on functional goods with a high value addition. In order to create functional clothing that uses natural materials for functions like wicking, moisture permeability, waterproofing, and sweat absorption, we have also incorporated the R&D advantages of upstream suppliers. To further enhance the design and application of relevant seamless apparels for consumers, the Company will partner with fabric producers that have research and development capabilities, and it will keep promoting its seamless apparels to current and future customers.

2. Estimated R&D expenditures

The R&D expenses of the Company for the years 2024 and 2023 were NT\$7,093 thousand and NT\$5,750 thousand, respectively, representing 0.12% and 0.11% of the operating revenue for those periods. It is anticipated that R&D expenses will represent under 1% of operating revenue. The Company will persist in enhancing the training of design team personnel. The team will be systematically assembled as new fabric technologies are introduced or integrated into customer products. The design team's strong rapport and effective collaboration with customers will provide the Company with a significant competitive edge in related industries.

(IV) The Effects on the Business's Bottom Line and Related Metrics of Significant Changes in Home and Foreign Legislation and Policy

All operations of the Company and its subsidiaries are conducted in accordance with the rules and regulations enacted by the relevant authorities. They thoroughly comprehend and assimilate external information, react in real time to changes in domestic and international political and economic situations, and keep a careful eye on significant policy and legal reforms both domestically and internationally. Neither domestic nor foreign policies nor legislation have changed significantly during the last year to affect the Company's bottom line or operations as of the date the annual report was published.

(V) The Financial and Operational Implications of Technological Advancements (Including Information and Communication Security Risks) and Industrial Transformations, as well as the Necessary Mitigation Strategies

The industries in which the Company and its subsidiaries operate are closely monitored for technological advancements and changes. They are dedicated to the integration and enhancement of technology to satisfy the needs of customers, and they continue to enhance the technology in related industries in accordance with industry and market trends.

In order to mitigate information and communication security risks, the Company has implemented an information security policy and associated protocols. The Company has not encountered any substantial financial or operational disruptions as a result of technological advancements (including information and communication security risks) or industry transformations as of the most recent year and the date of the annual report's publication.

(VI) The Influence of Alterations on Corporate Image on Crisis Management Strategies and Associated Actions

The Company and its subsidiaries have always upheld the business values of professionalism

and integrity, prioritized corporate image and risk management, and worked to develop internal management and increase quality management capabilities. The Company has not experienced any crisis management as a result of changes in corporate image in the most recent year, as of the date of publishing of this annual report.

(VII) Proposed advantages, potential disadvantages, and solutions to mergers and acquisitions

Nothing has changed in terms of mergers or acquisitions between the last two years or this year thus far (as of the annual report's release date).

(VIII) Expected Advantages, Prospective Dangers, and Countermeasures for Plant Expansion

According to a decision made by the Company's Board of Directors on May 16, 2023, the capital of the subsidiary Great Baobab Garment Sarlu will be increased by approximately NT\$420 million, which is equivalent to roughly US\$14 million, in order to facilitate the expansion of production capacity in the future. According to the date when the annual report was published, the capital has been increased by a total of about \$2.966 million, which is anticipated to have a beneficial impact on the Company in the years to come.

(IX) Risks and Countermeasures of Centralized Purchasing or Sales

1. Purchases:

Apparel design, production, and retail selling are the core competency of the Company. Sportswear, casual wear, house wear, and formal dress are some of the product categories. The Company's raw material procurement must adhere to customer standards or styles since make-to-order production is based on customer requests. As a result, the business has refrained from entering into any supplier bulk purchase contracts. Furthermore, the Company does not run the risk of centralized procurement due to the variety of our products and the fact that we work with multiple suppliers, with the exception of the fabric mills chosen by our end users.

2. Sales:

The Company's primary sales market is the United States, and its customers are diverse and widespread. The sales targets include prominent American e-commerce platforms, department stores, and various physical channel customers, ensuring resilience against fluctuations from any single customer. The Company's customers include globally recognized apparel brands with strong operations, and our retail channels are focused on achieving sales for these valued partners. Alongside our focus on the balanced growth of our customers, we are enthusiastically expanding our diverse portfolio of new clients.

(X) The effects, potential challenges, and proactive strategies for the Company regarding significant transfers or shifts in equity ownership by directors, supervisors, or major shareholders holding over 10% ownership: In the most recent year and as of the date of publication of this annual report, it is encouraging to note that there have been no large transfers or changes in equity ownership by directors, supervisors, or major shareholders with more than 10% ownership.

(XI) Effects of Adjustments In Management Rights on the Company, Potential Challenges, and Proactive Strategies

Throughout the previous year and continuing into the current year, up to the publication date of the annual report, management rights have remained unchanged.

(XII) The Company, along with its directors, supervisors, general manager, individuals with actual responsibility, major shareholders holding over 10% of the shares, and affiliated companies, will provide a list of significant lawsuits, non-lawsuits, or administrative disputes. These matters, whether they have reached a final judgment or are still ongoing, may influence shareholders' equity or securities prices in a meaningful way. The details of the dispute, the amount involved, the start date of the proceedings, the key parties in the litigation, and the current status of the proceedings as of the annual report publication: The Company has experienced a smooth journey in the most recent year and continues to thrive in the current year up to the date of publication of the annual report.

(XIII) Additional critical risks and their mitigation strategies: As of the date of publishing of the annual report, the Company and its subsidiaries did not have any other significant risk issues, except from the ones already discussed about the evaluation of the various risks.

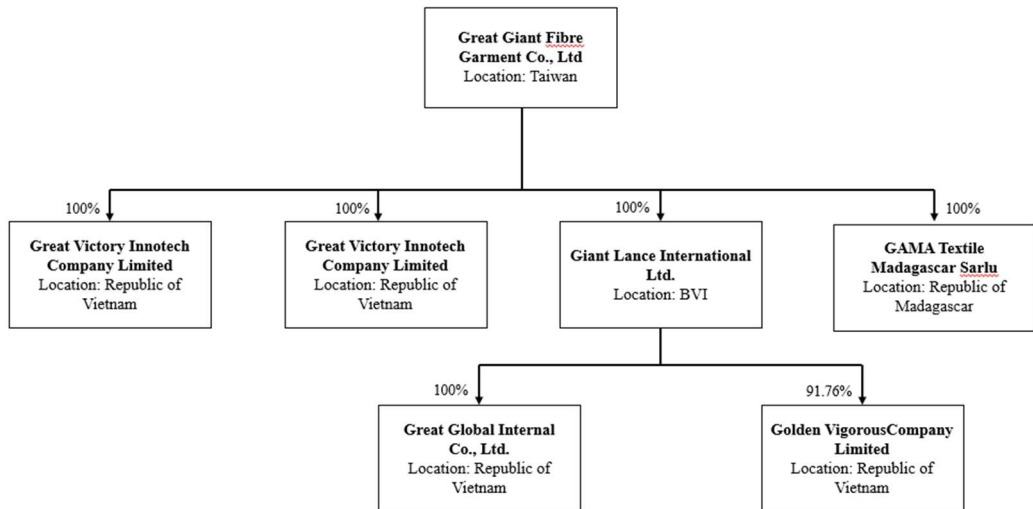
VII. Other Critical Issues: None.

Chapter 6 Special Noted Matters

I. Information on Affiliated Companies

(I) Consolidated Business Report on Affiliated Companies

1. Organizational chart of affiliated companies (Date: December 31, 2024)



2. Profile of affiliated companies

Unit: NT\$ in thousands

Company Name	Establishment Date	Address	Paid-in Capital	Main Business or Production Items
Giant Lance International Ltd.	1997.04.22	British Virgin Islands	321,965 (USD 10,714 thousand)	Relevant Reinvestments
Great Global International Co., Ltd.	2007.04.06	Republic of Vietnam	158,253 (VND 115,028,078 thousand)	Garment processing and manufacturing industry
Gama Textile Madagascar Sarlu	2015.09.17	Madagascar Republic	9,303 (MGA 1,320,000 thousand)	Garment processing and manufacturing industry
Golden Vigorous Company Limited	2017.06.09	Republic of Vietnam	169,118 (VND 123,659,000 thousand)	Garment processing and manufacturing industry
Great Victory Innotech Company Limited	2018.01.11	Republic of Vietnam	90,410 (VND 68,100,000 thousand)	Outsourcing management center
Great Baobab Garment Sarlu	2022.01.31	Republic of Madagascar	95,806 (MGA 13,256,595 thousand)	Garment processing and manufacturing industry

- All of the same information about shareholders, including those who are considered to have a subordinate and controlling relationship: None.
- Identification of the directors, supervisors, and general managers associated with affiliated companies, along with their respective shareholdings or capital contributions in those entities.

Company Name	Title	Name or Representative	Holdings of Shares	
			Number of Shares (In Thousands)	Shareholding %
Giant Lance International Ltd.	Director	Hsu, Kung-Jen	Note	100%
Great Global International Co., Ltd.	Representative	Eng, Cheng-Chuan	Note	100%
	Director	Hsu, Kung-Jen		
Gama Textile Madagascar Sarlu	Representative	Tang, Yu-Chuang	Note	100%
	Director	Hsu, Kung-Jen		
Golden Vigorous Company Limited	Representative	Lee, Li-Huei	Note	91.76%
	Director	Hsu, Kung-Jen		
Great Victory Innotech Company Limited	Representative	Ko, Tzu-Hsoan	Note	100%
	Director	Hsu, Kung-Jen		
Great Baobab Garment Sarlu	Representative	Chang, Yi-Zhen	Note	100%
	Director	Hsu, Kung-Jen		

Note: It is a limited company.

5. Overview of the operations of affiliated companies

December 31, 2024; Unit: NT\$ in thousands

No.	Company Name	Capital Amount	Total Assets	Liabilities	Net Value	Net Revenue	Operating (Loss) Profit	Net Profit or Loss After Tax
1	Giant Lance International Ltd.	321,965	130,422	0	130,422	0	(17)	19,774
2	Great Global International Co., Ltd.	158,253	161,691	129,322	32,369	453,012	12,574	9,694
3	Gama Textile Madagascar Sarlu	9,303	222,340	119,754	102,586	440,683	3,453	(7,217)
4	Golden Vigorous Company Limited	169,118	146,591	59,898	86,693	166,641	9,218	8,835
5	Great Victory Innotech Company Limited	90,410	57,802	1,196	56,606	4,122	(5,705)	(5,376)
6	Great Baobab Garment Sarlu	95,806	92,199	1,151	91,048	0	(1,503)	(854)

(II) Consolidated Financial Statements of Affiliated Companies: For more information, please refer to MOPS (<http://mops.twse.com.tw>).

(III) Report on Affiliated Companies: Not applicable.

II. The Handling of Private Placement Securities in the Most Recent Year and up to the Date of Publication of the Annual Report: None.

III. Other Necessary Supplementary Explanation Matters: None.

IV. If There are Any Matters Defined in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act That Have a Significant Impact on Shareholder Equity or Securities Prices in the Most Recent Year and up to the Date of Publication of the Annual Report: None.