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成霖企業股份有限公司  
Globe Union Industrial Corp.

# 2025 Annual Report

Printed on March 31, 2026

## Notice to readers

This English version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

1. Company Spokesperson and Deputy Spokesperson  
Name of spokesperson: Vivian Chen  
Job title: Director, Accounting  
Contact number: (04) 2534-9676  
E-mail: IR@globeunion.com  
Name of deputy spokesperson: Colby Wang  
Job title: Manager, Finance Dept  
Contact number:(04)2534-9676  
E-mail: IR@globeunion.com
2. Addresses and telephone numbers of the head office, branch offices, and factories  
Company address: No. 22, Chien-Kuo Rd., Tanzi District, Taichung City 42760,  
Taiwan  
Contact number: (04)2534-9676 (Operator)
3. Name, address, website, and telephone number of stock registration agent  
Name: Stock Agent Department, SinoPac Securities Corporation  
Address: 3F, No. 17, Bo'ai Rd, Taipei City 10044, Taiwan  
Contact number: (02)2381-6288  
Website: <http://securities.sinopac.com>
4. CPA for most recent financial report  
Accounting Firm: Ernst & Young  
Name of Accountants: Chin-Yuan Tu, CPA and Wen-Chen Lo, CPA  
Address: 26F, No. 186, Shizheng N. 7th Rd., Xitun Dist., Taichung City 40756, Taiwan  
Website: [http://www.ey.com/tw/zh\\_tw](http://www.ey.com/tw/zh_tw)  
Contact number: (04)2259-8999
5. Overseas Securities Listing Exchange and Information: N/A
6. Company Website: <https://tw.globeunion.com/>

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# A. Letter to Shareholders

Dear Shareholders,

In 2025, the global economy operated in an environment of high uncertainty. Changes in various U.S. tariff policies, the continuation of the high-interest-rate environment, and the heating up of geopolitical risks have placed the construction and home improvement industries under severe pressure.

Facing drastic fluctuations in the external environment, Globe Union not only rapidly initiated various response measures but also accelerated the promotion of physical optimization and structural adjustment, strengthening the operational foundation and management capabilities to establish more stable conditions for subsequent development.

## **Operational Results and Financial Performance: Demonstrating Operational Resilience, Laying the Foundation for Growth**

The North American market accounts for approximately 55% of the Company's revenue and is our core battlefield. Facing tariff challenges, the Group accelerated the adjustment of the "China + 1" supply chain. By the end of the third quarter, we successfully met all U.S. customer demand for faucet products through our strategic partner in Thailand; in the field of ceramics, we simultaneously promoted product structure optimization and supply chain upgrades.

Furthermore, in response to market challenges, we conducted organizational streamlining last year, aiming to reduce overall operating costs and enhance decision-making efficiency. Although the relevant benefits were not fully reflected in the 2025 annual profit, pre-tax net profit remained stable, further laying a foundation for profitability in 2026. At the same time, we continue to refine asset allocation and cash flow management to ensure a sound financial structure, supporting the Company's adjustment flexibility amidst changing circumstances.

## **Market and Strategic Development: Demand is Deferred, Not Gone**

In the global housing market, particularly the North American market, under the influence of a high-interest-rate environment, new housing starts and residential transaction activities have slowed down significantly. Overall, market demand has not disappeared, but rather has been deferred due to the influence of financial conditions. We believe that as inflation eases and financial conditions gradually loosen, market demand will progressively recover.

In response to industry trends, Globe Union will continue to deepen the following four core strategies:

### **(1) Supply Chain Diversification and Localized Layout**

We will continue to strengthen the roles of the production bases in Thailand and Mexico, combined with North American local assembly and logistics systems, to construct a supply network with high stability and lead-time controllability, thoroughly diversifying risks from a single region.

### **(2) Value Integration of Products and Services**

The Company is gradually adjusting from a single-product sales model to a total bathroom solution model. With bathroom ceramics at the core, we are integrating plumbing hardware, accessories, and design capabilities to strengthen the overall value of the product portfolio.

### **(3) Deepening of Brand and Channel Capabilities**

In the North American market, our own brand GERBER reached a historic

milestone—this year, it officially expanded from traditional wholesale channels into the largest retail channel in North America, symbolizing a major breakthrough in brand influence. At the same time, the e-commerce sector also performed brilliantly, with North American own-brand e-commerce revenue increasing significantly by 30% compared to the same period last year. In the European market, we precisely support the market demands of different channels through the flexible application of branding and private labeling, supplemented by local logistics services.

(4) Sustainable Management and Operational Refinement

We continue to integrate the spirit of ESG into our operations, investing resources in carbon reduction plans, production efficiency improvements, and social welfare, striving to achieve the symbiotic prosperity of the environment and the enterprise.

**Looking Toward the Future: Moving Forward Steadily, Continuously Accumulating Long-term Value**

Looking toward the future, Globe Union will continue to focus on its core businesses, improving operational efficiency through digital transformation and supply chain optimization, and expanding its global market layout. Leveraging the experience accumulated during structural adjustments in recent years, the Company is committed to strengthening operational resilience to face the constantly changing external environment. We will implement our established strategies with steady steps, deepen brand management, and, while ensuring the quality of operations, strive to create long-term, sustainable profit returns for all shareholders.

Finally, on behalf of the management team, I would like to thank all shareholders, the Board of Directors, and our partners for their trust and express even greater gratitude for the hard work and dedication of all employees. Globe Union will continue to evolve, creating greater value for the Group and all shareholders.

The Company's 2025 annual operating results, 2026 operating plan, and future development strategy are described as follows:

I. Business results of the 2025

(I) Consolidated business results:

Business plan implementation results:

Unit: NT\$ Thousand

project \ year	Financial information for the most recent year	
	2025	2024
Operating income	17,389,978	18,161,444
Gross profit from operations	5,937,553	6,176,485
operating profit	250,139	583,353
Non-operating income and expenses	(99,391)	54,486
Net profit before tax	150,748	637,839
The net profit of the continuing operating unit for the period	(118,266)	470,013
The net profit is attributable to the owners of the parent company	(118,266)	470,013
Basic earnings per share (NT\$) (after tax).	(0.29)	1.15

(II) Budget implementation status in 2025: The company did not disclose its financial forecasts for 2025.

(III) Financial income and expenditure and profitability analysis: Financial information in consolidated statements

Unit: NT\$ Thousand

project		2025
Financial income and expenditure	Operating income	17,389,978
	Gross profit from operations	5,937,553
	The net profit is attributable to the owners of the parent company	(118,266)
profitability	Return on assets (%)	0.27%
	return on shareholders' equity (%)	(1.90)%
	Net profit margin (%)	(0.68)%
	Earnings per share (NT\$).	(0.29)

Financial income and expenditure analysis:

This year's operating income decreased compared with last year, operating gross profit decreased by \$238,932 thousand, operating expenses increased by \$94,282 thousand, non-operating income and expenses decreased by \$153,877 thousand, and income tax expenses increased by \$101,188 thousand, resulting in a decrease of \$588,279 thousand in net profit attributable to owners of the parent company compared with 2024.

Profitability analysis:

This year's profitability declined due to a decrease in gross profit, an

increase in operating expenses, and a decrease in non-operating income. Return on assets, return on equity, net profit margin, and earnings per share all decreased compared to 2024.

(IV) Research and development status:

Annual progress and specific results:

1. Top-mount and quick-release function for faucet installation:

This function has been used on its own brand leader, GERBER, and it is expected to be launched in 2026. The feature has also been promoted to OEM customers for their new models, and it is expected that 2026 will enter mass production in the second half of the year.

2. Runner Technology:

- Toilet Runner Noise Improvement (QC 2.0) collaborated with external experts to achieve a technological breakthrough in the ceramic noise improvement project using simulation technology, successfully designing a lower noise runner structure.

- Developed a semi-concealed toilet structure with a high-pressure grouting embedded structure process.

- Introduce the concept of energy conservation and water saving, update the European product platform, and add a cold water starter faucet.

3. Tap performance optimization:

- In terms of surface treatment technology, it has developed dual-effect coating technology featuring anti-fingerprint and spot resistance, applicable to most colors in the existing surface finish database, among which champagne CG has been adopted by European and American customers.

- At the same time, it has also developed a water-repellent technology coating, committed to providing more convenient solutions for end consumers, and can easily keep the faucet shiny as new by wiping. OEM customers also expressed high interest, and it is expected that 2026 will also enter the mass production stage in the second half of the year.

II. Business Plan for 2026: Future Company Development Strategies, Impact of External Competitive Environment, Regulatory Environment, and Overall Business Environment

The company's business plan and development strategy aim to enhance corporate competitiveness and deepen the corporate culture of cooperation to achieve the goal of sustainable growth and profitability. By optimizing management processes, strengthening supply chain resilience, and exploring diversified markets, we are committed to enhancing the value of our products and services to achieve sustainable development and long-term interests for our shareholders.

(I) Business policy

Adhering to the company spirit of "Act with Integrity, Dare to Try, Keep Improving, and Work Together", we are committed to providing sanitary products and services that make people feel at ease, comfortable and trustworthy, so as to achieve the goal of continuous growth and profit.

(II) Important production and marketing policies

1. Value integration services: Make full use of the group's ceramics and water hardware products, combined with brand/OEM diversified sales models, to provide customers with one-stop solutions.

2. Deepening Brand Value: Strengthen brand recognition and influence, cultivate customer loyalty and accumulate long-term brand benefits through channel

expansion.

3. Production Management Improvement: Continuously optimize manufacturing processes, focusing on improving output yield and cost efficiency, and establishing resilient supply chain buffers to ensure the stability of the supply system.
4. Supply Chain Strategic Layout: In response to tariffs and geopolitical challenges, we actively deepen production and marketing collaboration with strategic partners, effectively reducing operating costs and improving execution efficiency by optimizing global procurement and production allocation. We also strengthen supplier management and monitoring mechanisms to ensure stable quality. Through resource sharing and technology integration, we gradually improve our manufacturing efficiency and market competitiveness, laying a more solid foundation for the Group's sustainable development.

### (III) Main business plans and future development strategies

#### 1. North American Market:

In recent years, GERBER has continued to adjust its regional dealer layout and product portfolio, gradually expanding its sales bases to the national wholesale channel system, and in 2025, GERBER officially entered the largest retail channel in North America and achieved initial results of a 30% year-on-year increase in the e-commerce field, opening a new milestone in brand management. In response to the needs of OEM customers, the company and strategic partners quickly launched the collaborative transfer of production and sales in 2025. By the end of the third quarter, the faucet product orders from American customers had been fully transferred to Thailand's strategic partners. By strengthening cross-regional supply chain collaboration, efficiency and dynamic capacity allocation, we will further provide customers with better services.

In terms of operational execution, the company will combine the local assembly capabilities in Laredo, Texas, USA, and the local warehousing and logistics resources in North America to improve delivery controllability and serve as the operational basis to support existing channels and customer needs.

#### 2. European Market:

In the European market, under the influence of inflationary pressures, regulatory requirements, and geopolitical factors, we will focus on flexibly utilizing the LENZ brand and OEM dual-track strategy to expand the breadth of supporting products such as ceramics, provide one-stop service capabilities for channel customers, and actively expand e-commerce and other customers. Combined with local warehousing and logistics service capabilities, product portfolio, and inventory allocation management, it improves delivery flexibility and supply stability.

#### 3. PJH: Strengthen logistics service capabilities and support private label retail layout

PJH is committed to providing "First Choice" services, and PJH has won the "Best Distributor of the Year" award at the KBB Focus Awards in the UK for two consecutive years (2024 - 2025) with its excellent service quality and logistics capabilities.

PJH officially moved into a new logistics center in Wolverhampton, which covers an area of about 200,000 square feet and has been awarded BREEAM

Excellent green building certification in the first quarter of 2025. This base not only optimizes warehouse configuration and operational processes but also strengthens the support capabilities of retail channels in terms of delivery flexibility, inventory allocation, and response speed.

Faced with the challenge of 2026 key customers terminating logistics and distribution cooperation due to strategic adjustments, PJH sees this as an opportunity to accelerate operational transformation. With the deep cultivation of high-margin private-brand promotion and well-known-brand distribution agreements over the past few years, the strategic focus for 2026 will fully shift to optimizing the operating structure and profit efficiency, with resources highly concentrated on the KBB (kitchen and bathroom) channel business, which offers better profit margins. With the aim of stabilizing operations and service quality, PJH will leverage its professional warehousing and distribution capabilities to support existing channel needs and maintain flexibility for subsequent development. It is expected that as the real estate repair market recovers due to the slowdown in interest rates in the UK and the United States, PJH, as a leading kitchen and bathroom distributor in the UK, will prioritize benefiting from the growth of decoration demand.

#### 4. Lean manufacturing: Enhance supply chain resilience and implement global layout

##### (1) Water hardware manufacturing and multi-location supply configuration

In the field of water hardware manufacturing, Globe Union Ann Bo Manufacturing Factory has completed production integration with strategic suppliers and will continue to strengthen collaboration and production capabilities with strategic partners such as China and Thailand. Combining the localization advantages and assembly capabilities of the Laredo assembly plant in Texas, the United States focuses on improving supply flexibility, delivery controllability, and service stability to fully support the actual operational needs of North America and other major markets.

##### (2) The role and management focus of ceramic manufacturing bases

Milim Ceramics Factory focuses on automation process refinement and process technology innovation, simultaneously promoting energy conservation and carbon reduction upgrades, optimizing process efficiency and cost structure, and aligning with global ESG regulatory requirements to move towards green manufacturing.

After early integration and adjustment, the Mexican ceramic factory will focus on improving output yield and cost efficiency in 2026, adhering to the principle of lean management, with the technical management assistance of the Milim team, strengthening production management discipline, improving personnel and technical capabilities, and ensuring production stability and yield performance to support the operational needs of the North American market.

##### (3) Deepen the integration of the entire supply chain

The Group will continue to deepen the allocation of the global supply chain, and through the integration of operation management and quality management systems, improve cross-regional collaboration efficiency and management consistency, and strengthen the support capabilities of the overall manufacturing system, as an important foundation for the

company's medium- and long-term operation and development.

#### 5. Talent sustainability and organizational management

Employees are GUIC's most important asset and the core of driving growth. Since 2023, we have actively promoted talent development and corporate culture reshaping, gradually cultivating team competitiveness by deepening training mechanisms, identifying and cultivating high-potential talents. We are committed to creating a diverse, inclusive, and innovative environment that encourages cross-departmental collaboration and continuous learning, and allows outstanding talent to become the driving force behind sustainable business operations.

In the face of changing market challenges, talent is also the key to driving transformation. In 2026, we will focus on optimizing organizational functions and allocating key functions, further enhancing the depth of management and cross-border collaboration capabilities, and supporting the group's long-term development through talent soft power.

#### (IV) Expected sales quantity and its basis:

The Company's expected sales volume is based on industry environmental trends and global market supply and demand conditions, combined with its own production capacity planning and business development strategy, and is formulated after a comprehensive evaluation. Due to the company's extensive product line and different units of measurement for various products, the specific expected sales quantity is not listed. It is estimated that the sales proportions for each business entity are: 40% for brand products, 18% for OEM products, and 42% for PJH business.

#### (V) It is affected by the external environment, regulatory environment, and overall operating environment

The company continues to pay attention to global markets, regulatory trends, environmental and sustainability trends, focusing on the following core directions:

- Implement environmental protection, expand the application of green energy, implement low-carbon transformation, and move towards green operations
- Expand the global market and optimize supply chain and operational efficiency
- Deepen innovative design, create high value-added products, and provide a reassuring customer experience.
- Committed to talent development, cultivating diverse talents, creating a fair and inclusive workplace, and enhancing the overall competitiveness of the organization.
- Adhere to the business philosophy of integrity and integrity, be responsible to shareholders, customers and employees, and create the core driving force for the long-term development of the enterprise

Looking ahead, GUIC will continue to create long-term value in an uncertain environment through physical strengthening and ability accumulation with established and robust strategies.

On behalf of Globe Union Industrial Corp., we thank you for your continued support.

Best wishes to you and your families.

Chairman: Shane Ouyang

## B. Corporate governance report

### I. Information on directors, supervisors, and management team:

#### (I) Directors and Supervisors:

##### Director Information (I)

March 31, 2026 (as of the date of suspension of transfer registration)

Unit: shares

Number of outstanding common shares: 411,016,962 shares

Title	Nationality or place of registration	Name	Gender/Age	Date elected/appointed	Term (Year)	Date of initial election	Shares held when elected		Shares currently held		Current shares held by spouse and underage children		Shares held in the name of others		Major education/work experience.	Other concurrent positions within the Company or elsewhere	Spouse or relatives of second degree or closer acting as directors, supervisors, or other department heads			Note
							Number of shares	shareholding ratio	Number of shares	shareholding ratio	Number of shares	shareholding ratio	Number of shares	shareholding ratio			Title	Name	Relationship	
Chairman	Republic of China	Ming-Ling Co., Ltd.	-	2024.5.30	2024.5.30~2027.5.29	2006.6.15	37,974,032	9.27%	37,974,032	9.24%	0	0%	0	0%	N/A	N/A	N/A	N/A	N/A	N/A
	Republic of China	Representative: Shane Ouyang	Male 40~49	2024.5.30	2024.5.30~2027.5.29	2019.2.20	0	0%	32,298,496	7.86%	0	0%	0	0%	M.S. in Marketing, Northwestern University, USA Founder and CEO of Venture-G Inc. Director and President of Globe Union Industrial Corp.	Note 1	N/A	N/A	N/A	N/A

Title	Nationality or place of registration	Name	Gender/Age	Date elected/appointed	Term (Year)	Date of initial election	Shares held when elected		Shares currently held		Current shares held by spouse and underage children		Shares held in the name of others		Major education/work experience.	Other concurrent positions within the Company or elsewhere	Spouse or relatives of second degree or closer acting as directors, supervisors, or other department heads			Note
							Number of shares	shareholding ratio	Number of shares	shareholding ratio	Number of shares	shareholding ratio	Number of shares	shareholding ratio			Title	Name	Relationship	
Director	Republic of China	Ming-Ling Co., Ltd.	-	2024.5.30	2024.5.30~2027.5.29	2006.6.15	37,974,032	9.27%	37,974,032	9.24%	0	0%	0	0%	N/A	N/A	N/A	N/A	N/A	N/A
	Republic of China	Representative: Hung-Kuang Lin	Male 60~69	2024.5.30	2024.5.30~2027.5.29	2022.1.7	0	0%	0	0%	0	0%	0	0%	M.S. in Business Management, Brooklyn College, CUNY Director of Chu May Social Welfare Foundation Chairman of Ernst & Young Cultural and Educational Foundation Director and Accountant of Ernst & Young	Note 1	N/A	N/A	N/A	N/A
	Republic of China	Representative: Ta-Chin Hsu	Male 70~79	2024.5.30	2024.5.30~2027.5.29	2023.5.26	0	0%	0	0%	0	0%	0	0%	Bachelor of Business Administration, Fu Jen Catholic University Director of Thai Kin Co., Ltd. and Chairman of Royal Finishing Co., Ltd.	Note 1	N/A	N/A	N/A	N/A

Title	Nationality or place of registration	Name	Gender/Age	Date elected/appointed	Term (Year)	Date of initial election	Shares held when elected		Shares currently held		Current shares held by spouse and underage children		Shares held in the name of others		Major education/work experience.	Other concurrent positions within the Company or elsewhere	Spouse or relatives of second degree or closer acting as directors, supervisors, or other department heads			Note
							Number of shares	shareholding ratio	Number of shares	shareholding ratio	Number of shares	shareholding ratio	Number of shares	shareholding ratio			Title	Name	Relationship	
Director	Republic of China	Representative: Yuan-Lung Lo	Male 30~39	2024.5.30	2024.5.30~2027.5.29	2024.5.30	0	0%	221,160	0.05%	0	0%	0	0%	Ph.D. in Physics, University of Washington Director of Cheng Shin Rubber Industry Co., Ltd.	Note 1	N/A	N/A	N/A	N/A
	United States	Representative: Todd Alex Talbot	Male 60~69	2024.5.30	2024.5.30~2027.5.29	2024.5.30	0	0%	650,000	0.16%	0	0%	0	0%	President of Globe Union Industrial Corp. President of FluidMaster Inc. Partner of Mega Western Sales CEO of OldCastle Glass Division of CRH, President of BrassCraft and Alsons Division of Masco Group. University of Nevada, BS in Business Management	N/A	N/A	N/A	N/A	N/A
Independent Director	Republic of China	Pi-Ling Hu	Female 50~59	2024.5.30	2024.5.30~2027.5.29	2024.5.30	0	0%	0	0%	0	0%	0	0%	Master's Degree in Financial Management, University of Memphis (formerly Memphis State University) Bachelor's Degree in Economics, National Chengchi University Associate Vice President, Capital Markets Division, Taishin Securities Assistant Manager, Underwriting Department, CTBC Securities Financial News Reporter, Commercial Times and The Independence Morning Post	Note 1	N/A	N/A	N/A	N/A

Title	Nationality or place of registration	Name	Gender/Age	Date elected/appointed	Term (Year)	Date of first election	Shares held when elected		Shares currently held		Current shares held by spouse and underage children		Shares held in the name of others		Major education/work experience	Other concurrent positions within the Company or elsewhere	Spouse or relatives of second degree or closer acting as directors, supervisors, or other department heads			Notes
							No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Title	Name	Relationship	
Independent Director	Republic of China	Chien-Chih Sheng	Female 40~49	2024.5.30	2024.5.30~2027.5.29	2024.5.30	0	0%	0	0%	0	0%	0	0%	MBA, Peter F. Drucker and Masatoshi Ito Graduate School of Management, Claremont Graduate University Chief Executive Officer and Director, Hota Industrial Mfg. Co., Ltd.	Note 1	N/A	N/A	N/A	N/A
	Republic of China	Wen-Yi Fan	Male 50~59	2024.5.30	2024.5.30~2027.5.29	2021.8.2	0	0%	0	0%	0	0%	0	0%	Master's Degree in Advertising, Michigan State University, US The chief strategy officer of Fortunately, Cultural and Creative Marketing Co., Ltd. Chief Strategy Officer, Bremen Co., Ltd.; Managing Director, Analogfolk Shanghai Co., Ltd.; Chief Strategy Integration Officer, China Iso-bar Group Note 2	Note 1	N/A	N/A	N/A	N/A

Title	Nationality or place of registration	Name	Gender/Age	Date elected/appointed	Term (Year)	Date of first election	Shares held when elected		Shares currently held		Current shares held by spouse and underage children		Shares held in the name of others		Major education/work experience	Other concurrent positions within the Company or elsewhere	Spouse or relatives of second degree or closer acting as directors, supervisors, or other department heads			Notes
							No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Title	Name	Relationship	
	Republic of China	Hung-Yi Hsiao	Male 50~59	2024.5.30	2024.5.30~2027.5.29	2024.5.30	0	0%	0	0%	0	0%	0	0%	Ph.D. in Law, Department of Law, Soochow University Master of Laws, Institute of Law, National Cheng Kung University Director, Institute for Information Industry – Science & Technology Law Institute Member, Personal Data Protection Committee for Citizen Judges, Judicial Yuan Note 3	Note 1	N/A	N/A	N/A	N/A

Note 1:

Name	He currently holds positions in the Company and other companies
Shane Ouyang	President, Globe Union Industrial Corp. and Board Director of the following subsidiaries: Globe Union Industrial (BVI) Corp., Globe Union (Bermuda) Ltd., Globe Union Cayman Corp., Shenzhen Globe Union Enterprise Co., Ltd., He Shun Investment Co., Ltd., Milim G&G Ceramics Co., Ltd., Globe Union Ann Bo Manufacturing Co., Ltd., Globe Union Group, Inc., Danze, Inc., Globe Union (Canada) Inc., Gerber Plumbing Fixtures LLC, Globe Union Services, Inc., GU Plumbing de Mexico, S.A. de C.V., Globe Union (UK) Limited, Globe Union Germany GmbH & Co. KG, and Globe Union Verwaltungs GmbH.
Hung-Kuang Lin	O-Bank Co., Ltd.: Independent Director; Convener, Audit Committee; Member, Remuneration Committee; Member, Corporate Governance and Nomination Committee; Member, Sustainable Development Committee. Johnson Health Tech. Co., Ltd.: Independent Director; Convener, Audit Committee; Member, Remuneration Committee. Supervisor of the Union Mechatronic Inc., Representative of the Institutional Director of Panjit International Inc., Supervisor of EverBot Technology Co., Ltd.
Ta-Chin Hsu	Director of Thai Kin Co., Ltd. and Chairman of Royal Finishing Co., Ltd.
Yuan-Lung Lo	Director and member of the Sustainability Committee of Cheng Shin Rubber Industry Co., Ltd.
Chien-Chih Sheng	Chairman, Nomination Committee Member, Risk Committee Member, and Sustainability Committee Convenor of Hota Industrial

Name	He currently holds positions in the Company and other companies
	Mfg. Co., Ltd.; CEO, Kao Ho Chun-Kuei Charitable Foundation; Director, Kao Fong Machinery Co., Ltd.; Director, World Known MFG (Cayman) Limited; Independent Director, Audit Committee Convenor, and Compensation Committee Member, Orange Electronic Co., Ltd.; Independent Director, Audit Committee Convenor, and Compensation Committee Member, Tan De Technology Co., Ltd. ; Representative Director of Juristic Person, HWA FONG RUBBER IND. CO., LTD.
Wen-Yi Fan	Director of Fortunately, Cultural and Creative Marketing Co., Ltd.
Hung-Yi Hsiao	Independent director and audit committee member of NEXT COMMERCIAL BANK Co., LTD. Independent director, audit committee member, and member of the remuneration committee of IOVTEC Co., Ltd. Independent director, audit committee member, and member of the remuneration committee of GREENROCK ENERGY CO., LTD.

Name	Directors and independent directors concurrently serve on the functional committees of the Company		
	Audit Committee	Remuneration Committee	Corporate Governance and Sustainability Committee
Shane Ouyang			Convenor
Yuan-Lung Lo			Member
Pi-Ling Hu	Convenor		
Chien-Chih Sheng	Member	Member	Member
Wen-Yi Fan	Member	Convenor	
Hung-Yi Hsiao	Member	Member	Member

Note 2: Independent Director Wen-Yi Fan Other major experiences: Managing Director, ShangAn Isobar Co., Ltd.; Deputy General Manager, J. Walter Thompson Taiwan.

Note 3: Independent Director Hung-Yi Hsiao Other major experiences: Trade Remedy Review Committee Member, Ministry of Economic Affairs; Senior Strategy Officer, Technology Transfer Legal Center, Industrial Technology Research Institute; Member, Prosecutors Evaluation Committee, Ministry of Justice; Full-time Professor, School of Law, Soochow University. Former positions: Director, Office of International and Cross-Strait Academic Exchanges, Soochow University; Director, Chunghwa Telecom Co., Ltd.; Independent Director and Chairman, China Electric Mfg. Corp.

Major shareholders of corporate shareholders:

March 31, 2026

The name of the corporate shareholder	Major shareholders of corporate shareholders
Ming-Ling Co., Ltd.	Shane Ouyang, holding 77.02% of shares. Lei Ouyang, holding 22.91% of shares.

Director Information (II)

I. Disclosure of Professional Qualifications of Directors and Supervisors and Independence of Independent Directors:

Qualifications Name	Professional Qualifications and Experiences	Independence	Number of other Taiwanese public companies concurrently served as an independent director
Shane Ouyang	<p>Mr. Shane Ouyang has a master's degree in marketing from Northwestern University in the USA. He is the founder and CEO of Venture- G Inc. and he specializes in business strategies and management, brand marketing, planning of operating practices, and investments in new ventures.</p> <p>Mr. Shane Ouyang has practical experience, strategic planning, and execution skills. He served as the marketing manager of the US subsidiary Gerber Plumbing Fixtures LLC and is familiar with the bathroom industry and operations of the Group and brand sales. The role of the Chairman of the Board of Directors is to create two-way communications with both the management team and managers, lead and make decisions. He also has leadership skills and the ability to manage all aspects of a business.</p> <p>Does not meet any of the conditions stated in Article 30 of the Company Act.</p>	<ol style="list-style-type: none"> <li>One of the top ten natural-person shareholders of the Company. For details on shareholding, please refer to the aforementioned profile of directors (I).</li> <li>An institutional shareholder (Chairman of Ming-Ling Co., Ltd.) who holds directly 5% or more of the Company's shares.</li> <li>Concurrently a director or institutional director representative of the Company's affiliates (holding 100% shares).</li> <li>The rest have been verified in accordance with the independence requirements set out in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. It still meets the relevant independence requirements.</li> </ol>	0

Qualifications Name	Professional Qualifications and Experiences	Independence	Number of other Taiwanese public companies concurrently served as an independent director
Hung-Kuang Lin	<p>Mr. Lin is a Certified Public Accountant. Mr. Lin served as head of Ernst &amp; Young (EY) Taichung regional office, and is a member of the EY CSR committee. He has over 23 years of experience in multinational enterprises, audit services, and corporate consulting services. Mr. Hung-Kuang Lin specializes in finance, accounting, law, operational management, and corporate governance and has extensive experience. He can propose relevant operational and financial management directions to the Company's Board of Directors and strengthen supervision of the implementation of corporate governance regulations. Does not meet any of the conditions stated in Article 30 of the Company Act.</p>	<ol style="list-style-type: none"> <li>1. A natural-person shareholder and the shareholder's spouse do not hold any shares of the Globe Union Industrial Corp.</li> <li>2. Representative of the institutional director assigned by Ming- Ling Co., Ltd.</li> <li>3. The rest have been verified in accordance with the independence requirements set out in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. It still meets the relevant independence requirements.</li> </ol>	2
Ta-Chin Hsu	<p>Mr. Ta-Chin Hsu possesses over 40 years of management experience, is proficient in the American and European sanitary ware industry, and has unique insights and strategies for international business and diversified business development. The Company will leverage Mr. Hsu's practical experience in industry, international markets, and corporate operational leadership decision-making to strengthen the Company's resilience and core competitiveness, thereby effectively enhancing our operational efficiency. Does not meet any of the conditions stated in Article 30 of the Company Act.</p>	<ol style="list-style-type: none"> <li>1. A natural-person shareholder and the shareholder's spouse do not hold any shares of the Globe Union Industrial Corp.</li> <li>2. The representative designated by Ming- Ling Co., Ltd. was elected as a director.</li> <li>3. The rest have been verified in accordance with the independence requirements set out in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. It still meets the relevant independence requirements.</li> </ol>	0

Qualifications Name	Professional Qualifications and Experiences	Independence	Number of other Taiwanese public companies concurrently served as an independent director
Yuan-Lung Lo	<p>The current Director of Cheng Shin Rubber Ind. Co., Ltd., and Assistant Manager of the General Manager's Office at Cheng Shin Rubber Ind. Co., Ltd. Does not meet any of the conditions stated in Article 30 of the Company Act.</p>	<ol style="list-style-type: none"> <li>1. Holds shares in Globe Union. For details regarding the shareholding, please refer to the aforementioned profile of directors (I).</li> <li>2. The representative designated by Ming-Ling Co., Ltd. was elected as a director.</li> <li>3. The rest have been verified in accordance with the independence requirements set out in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. It still meets the relevant independence requirements.</li> </ol>	0
Todd Alex Talbot	<p>University of Nevada, BS in Business Management CEO of Globe Union Industrial Corp. President of FluidMaster Inc. Partner of Mega Western Sales CEO of OldCastle Glass Division of CRH President of BrassCraft and Alsons Division of Masco Group Does not meet any of the conditions stated in Article 30 of the Company Act.</p>	<ol style="list-style-type: none"> <li>1. Holds shares in Globe Union. For details regarding the shareholding, please refer to the aforementioned profile of directors (I).</li> <li>2. The representative designated by Ming-Ling Co., Ltd. was elected as a director.</li> <li>3. The rest are verified in accordance with the independence requirements set out in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" promulgated by the Financial Supervisory Commission. It still meets the relevant independence requirements.</li> </ol>	0

Qualifications Name	Professional Qualifications and Experiences	Independence	Number of other Taiwanese public companies concurrently served as an independent director
Pi-Ling Hu	<p>A professional specializing in corporate financial and accounting analysis, leveraging her expertise to enhance the Board's audit quality of financial statements, the execution of internal controls, and the operation of financial analysis. Additionally, she serves as the Chairperson of the Audit Committee, fulfilling her responsibilities in supervision and management.</p> <p>Does not meet any of the conditions stated in Article 30 of the Company Act.</p>	<ol style="list-style-type: none"> <li>1. A natural-person shareholder and the shareholder's spouse do not hold any shares of the Globe Union Industrial Corp.</li> <li>2. A natural-person shareholder, shareholder's spouse, or kinship within the second degree does not serve as a director, supervisor, or employee of Globe Union Industrial Corp., its affiliates, or companies that have a specific relationship with Globe Union Industrial Corp.</li> <li>3. Not a professional who provides commercial, legal, financial, or accounting services to Globe Union Industrial Corp. or its affiliates in the last two years.</li> </ol>	0
Chien-Chih Sheng	<p>Chairman of Hota Industrial Mfg. Co., Ltd., specializing in corporate operations and innovative leadership capabilities.</p> <p>Does not meet any of the conditions stated in Article 30 of the Company Act.</p>	<ol style="list-style-type: none"> <li>1. A natural-person shareholder, the shareholder's spouse, and the minor children do not hold any shares of the Globe Union Industrial Corp.</li> </ol>	2
Wen-Yi Fan	<p>Mr. Wen-Yi Fan has brand marketing capabilities and expertise in business management, industry analysis, and the formulation of development strategies. Mr. Fan provided in-depth insights and suggestions on brand management strategies of the Company's brand GERBER and participated in the formulation of the Group's management and strategy developments.</p> <p>Does not meet any of the conditions stated in Article 30 of the Company Act.</p>	<ol style="list-style-type: none"> <li>2. A natural-person shareholder, shareholder's spouse, or kinship within the second degree does not serve as a director, supervisor, or employee of Globe Union Industrial Corp., its affiliates, or companies that have a specific relationship with Globe Union Industrial Corp.</li> <li>3. Not a professional who provides commercial, legal,</li> </ol>	0

Qualifications Name	Professional Qualifications and Experiences	Independence	Number of other Taiwanese public companies concurrently served as an independent director
Hung-Yi Hsiao	Mr. Hung-Yi Hsiao possesses an extensive legal academic background and rich experience in both industry and academia. He is well-versed in international and cross-strait legal affairs and demonstrates expertise in legal compliance, execution and strategic planning, risk management, finance and banking, corporate governance, business and marketing, information technology and cybersecurity, as well as international experience. His industry knowledge, professional skills, and practical experience are remarkable. Does not meet any of the conditions stated in Article 30 of the Company Act.	financial, or accounting services to Globe Union Industrial Corp. or its affiliates in the last two years.	3

## II. Diversity and independence of the board of directors:

### (I) Board Diversity:

The Company stipulates in the Articles of Association that directors shall adopt a "candidate nomination system", which shall be submitted to the shareholders' meeting for election after the resolution of the board of directors is approved.

Chapter 3 of the Company's "Code of Practice on Corporate Governance" strengthens the functions of the Board of Directors, and Article 20 (Competencies of the Board of Directors as a whole) in Section 1 of the Board of Directors Structure stipulates:

The board of directors of the company shall guide the company's strategy, supervise the management, and be accountable to the company and shareholders, and ensure that the board of directors exercises its powers in accordance with laws and regulations, the provisions of the company's articles of association, or resolutions of the shareholders' meeting.

The structure of the board of directors of the Company shall determine the appropriate number of directors, with more than 7 directors, based on the scale of the company's operation and development, and the shareholding of major shareholders, taking into account practical operational needs.

The composition of the board of directors should consider diversity, except for directors who are also managers of the company, which should not exceed one-third of the number of board seats, and formulate appropriate diversity policies

based on their own operations, operating patterns, and development needs, including but not limited to the following two standards:

1. Basic conditions and values: gender, age, nationality and culture, etc.
2. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience, etc.

Board members shall generally possess the knowledge, skills, and literacy necessary to perform their duties. In order to achieve the ideal goals of corporate governance, the board of directors as a whole should have the following capabilities:

1. Operational judgment ability.
2. Accounting and financial analysis skills.
3. Business management capabilities.
4. Crisis management capabilities.
5. Industry knowledge.
6. International market view.
7. Leadership ability.
8. Decision-making ability.

The Company's current board of directors consists of 9 directors, including 4 independent directors (44.44%). Composed of elites from different generations and professional fields, the board members have relevant experience in industry, business, leadership decision-making, accounting, and other fields, and the directors have diverse and complementary capabilities across industries, which greatly help the company's development.

Among the current board members: 1. Independent directors have served less than three terms; 2. Since January 1, 2024, in order to strengthen operational efficiency, Mr. Shane Ouyang, chairman of the board, will also serve as the general manager, and the number of directors and managers of the company in this term is one, accounting for 11.11% of the number of directors, which does not exceed one-third of the number of directors; 3. Please refer to the following table for each director's nationality and age. 4. 2 female directors, accounting for 22.22%, less than one-third of the board seats, because the industry has traditionally been dominated by a single gender and lacks gender-diverse reserve talents, so suitable and experienced candidates are more concentrated in a single gender. In the future, gender diversity will be clearly included in the selection of directors, avoiding a single gender and increasing the proportion of female directors to one-third of the board.

Succession planning for board members:

The current board of directors of the company has diverse abilities such as operational judgment, business management, industry knowledge, leadership decision-making, crisis management and international market view, accounting-related expertise, and law.

The nomination and selection of board members adopt a candidate nomination system, evaluate the academic experience of each member, and comply with the company's "Regulations for the Election of Directors" and "Code of Practice for Corporate Governance" to ensure diversity and incorporate independence into overall consideration. The Company's directors plan successors in accordance with the diversified talent policy, rigorously considering professional and multi-faceted outstanding abilities, and planning director-related courses to cope with the constantly updated laws and regulations (such as corporate governance) and the ever-changing international market competition management environment, so as to have the ability to keep pace with the times. Through the company's management to report on the operational policies, directors can not only continue to enrich their directorial functions, but also gain a deeper understanding of the company's operations and maintain their core values and professional strengths and capabilities.

The progress is detailed in the table below:

✓ indicates full capability, whereas "○" signifies partial capability

Name of director	Concurrently an employee of the Company	Independent Director Term (Year)		Core diversity parameters						
		Below 3 years	3 to 6 years	Operational management	Leadership and decision making	Industrial knowledge	Operational judgment	Finance and accounting	Law	Crisis management and an international market perspective
Shane Ouyang	Yes			✓	✓	✓	✓	○	○	✓
Hung-Kuang Lin	No			✓	✓	○	✓	✓	✓	✓
Ta-Chin Hsu	No			✓	✓	○	✓	○	○	✓
Yuan-Lung Luo	No			✓	✓	○	✓	○	○	✓
Todd Alex Talbot	No			✓	✓	✓	✓	○	○	✓
Pi-Ling Hu	No	✓		○	○	○	○	✓	✓	✓
Chien-Chih Sheng	No	✓		✓	✓	○	✓	○	○	✓
Wen-Yi Fan	No		✓	✓	✓	○	✓	○	○	✓
Hung-Yi Hsiao	No	✓		○	○	○	○	○	✓	✓

For information on the nationality, gender, and age of each director, please refer to the director information (1) above

## (II) Board Independence:

### 1. Board structure

The current composition of the board of directors is 4 independent directors, 5 non-independent directors, with 1 director concurrently serving as an employee/manager. None of them has a spouse or kinship within the second degree of kinship, which meets the requirements of Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

### 2. The board of directors is independent

The board of directors of the company guides the company's strategy, supervises the management and is responsible to the company and shareholders, and exercises its powers in accordance with laws and regulations, the articles of association or resolutions of the shareholders' meeting in accordance with the various operations and arrangements of the corporate governance system. The Board of Directors of the Company emphasizes the function of independent operation and transparency, and the directors and independent directors are independent individuals and exercise their powers independently. The four independent directors also comply with relevant laws and regulations, and in conjunction with the powers of the audit committee, review the control of existing or potential risks of the company, etc., to ensure the effective implementation of the company's internal controls, the appointment (dismissal) of certified public accountants, the independence of the attesting public accountant, and the proper preparation of financial statements. In addition, in accordance with the Company's "Regulations for the Election of Directors", the selection of directors and independent directors uses a cumulative voting system and a candidate nomination system to encourage shareholder participation, and shareholders holding more than a specified number of shares may submit a list of candidates.

The Company has established a performance assessment system for the Board of Directors, and carries out a self-evaluation of the Board of Directors and Board members every year; the content of the performance self-assessment of the Board of Directors includes: 1. Participation in company operations, 2. Enhancement of the Board's decision-making quality, 3. Board composition and structure, 4. Selection and continuous development of Board members, 5. Internal controls. Every three years, the evaluation is conducted by an external professional independent organization or a team of external experts and scholars. On March 11, 2026, the results of both the internal self-assessment and external evaluation for 2025 were reported to the Board. Following this, the related evaluation results were disclosed in the Company's Annual Report and published on the Company's website.

(<https://tw.globeunion.com/investors/corporate-governance/>).

In addition, in order to allow the investing public to fully understand the operation of the remaining board of directors of the Company, relevant information is disclosed in the Company's annual report, the Company's website or the Taiwan Stock Exchange Market Observation Post System (MOPS):

- (1) Participation and attendance of board members
- (2) Board meeting proposals and resolutions
- (3) Continuing education status of directors

Taiwan Stock Exchange Market Observation Post System (MOPS)

<https://mopsov.twse.com.tw/mops/web/t100sb07>

- (4) Changes in shareholding of directors (shareholding ratio, share transfer, pledge setting, etc.)

(refer to the Taiwan Stock Exchange Market Observation Post System, MOPS:

<https://mopsplus.twse.com.tw/mops/#/web/stapap1>

[https://mopsplus.twse.com.tw/mops/#/web/query6\\_1](https://mopsplus.twse.com.tw/mops/#/web/query6_1)

[https://mopsov.twse.com.tw/mops/web/STAMAK03\\_1](https://mopsov.twse.com.tw/mops/web/STAMAK03_1) )

The stock code of the Company: 9934

## (II) Management Team:

March 31, 2026 ( as of the date of suspension of transfer registration ) Unit: shares

Number of outstanding common shares:411,016,962

Title	Nationality	Name	Gender	Date elected/ appointed	Shareholding		Shares held by spouse and underage children		Shares held in the name of others		Major education/work experience	Concurrent job position in other companies	Manager who is a spouse or a relative within the second degree			Notes
					No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Title	Name	Relationship	
President	Republic of China	Shane Ouyang	Male	2024.1.1	32,298,496	7.86%	0	0%	0	0%	M.S. in Marketing, Northwestern University, USA Founder and CEO of Venture-G Inc.	The information is the same as the aforementioned director's information on Page 13	N/A	N/A	N/A	Please refer to the informati on on Page 27
Plumbing Group President	Republic of China	Jack Hung	Male	2023.6.1	0	0%	0	0%	0	0%	EMBA of National Taiwan University; Department of Chemical Engineering at National Tsing Hua University Danisco Nutrition & Biosciences Taiwan Limited - Nutrition and Biotechnology Division / Director of Global Operations and Supply Chain DuPont Taiwan - Nutrition and Biotechnology Division / Director of Global Operations and Supply Chain	N/A	N/A	N/A	N/A	N/A
Vice President	Republic of China	Lourdes Lee	Female	2020.8.6	69,000	0.02%	0	0%	0	0%	Master of International Business, University of Strathclyde	Note 1	N/A	N/A	N/A	N/A
Vice President	Republic of China	Chen- Hui	Male	2022.1.27	500,000	0.12%	2,718	0%	0	0%	Mining and Metallurgical Engineering Department of	Note 1	N/A	N/A	N/A	N/A

Title	Nationality	Name	Gender	Date elected/ appointed	Shareholding		Shares held by spouse and underage children		Shares held in the name of others		Major education/work experience	Concurrent job position in other companies	Manager who is a spouse or a relative within the second degree			Notes
					No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Title	Name	Relationship	
		Chin									Provincial Taipei Institute of Technology Manager of Ta An Aluminum Co., Ltd Chief of San Zhen Aluminum Co., Ltd Supervisor of Hocheng Corporation Precision Die Casting Supervisor of CPD Group Inc					
Vice President	Republic of China	Ta-Yin Chang	Male	2024.8.7	100,000	0.02%	0	0%	0	0%	Vice president of product engineering supporting the head office of Shenzhen Globe Union Enterprise Co., Ltd. R&D manager of Globe Union Industrial Corp.	Note 1	N/A	N/A	N/A	N/A
Chief Operating Officer	United States	Chong Kheng Lim	Male	2024.7.15	0	0%	0	0%	0	0%	MBA, DePaul Driehaus College of Business BS, Mechanical Engineering, Iowa State University ConTech Lighting, Director of Supply Chain Apple, Global Supply Manager ACCO Brands, Project Manager MacLean-Fogg Company, Pacific Rim Sourcing Manager Rockford Powertrain Inc., Product Engineer	Note 1	N/A	N/A	N/A	N/A
Director	Republic of China	Ethan Tseng	Male	2025.11.17	0	0%	0	0%	0	0%	Bachelor of Science, Department of Fiber and Composite Materials, Feng Chia University Special Assistant to the General Manager, Chung Jui Co., Ltd. Business Manager, Chien Lin Co.,	N/A	N/A	N/A	N/A	N/A

Title	Nationality	Name	Gender	Date elected/ appointed	Shareholding		Shares held by spouse and underage children		Shares held in the name of others		Major education/work experience	Concurrent job position in other companies	Manager who is a spouse or a relative within the second degree			Notes
					No. of shares	Shareholding ratio	No. of shares	Shareholding ratio	No. of shares	Shareholding ratio			Title	Name	Relationship	
											Ltd. Business Manager, Yung Shin Containers Co., Ltd. Project Director, Active Tools Ltd.					
Director	Republic of China	Jun- Hong Li	Male	2019.10.25	32,000	0.01%	0	0%	0	0%	Master's degree in Design, National Yunlin University of Science & Technology Manager, Design Department, Tsann Kuen Enterprise Co., Ltd.	N/A	N/A	N/A	N/A	N/A
Director	Republic of China	Ming- Feng Chang	Male	2022.1.27	21,000	0.01%	4,141	0%	0	0%	Bachelor of Science in Accounting, Tunghai University Clerk at E. SUN Commercial Bank Auditor at Deloitte & Touche	Note 1	N/A	N/A	N/A	N/A
Director	Republic of China	Sherry Lin	Female	2023.7.1	0	0%	0	0%	0	0%	Bachelor of Arts in International Business, Monash University The Company's Assistant Vice President of Global Marketing Services, Manager of the Business Manager's Office, and Executive Secretary / International Trade Specialist	N/A	N/A	N/A	N/A	N/A
Director	Republic of China	Vivian Chen	Female	2026.2.6	60,000	0.01%	0	0%	0	0%	Bachelor of Accounting, National Taiwan University Associate Manager of Ernst & Young Accounting Firm	Note 1	N/A	N/A	N/A	N/A
Director	Republic of China	Annie Yu	Female	2026.2.6	14,413	0%	0	0%	0	0%	Master's degree in International Trade from Eastern Michigan University Lisheng Wood Factory Co., Ltd. sales personnel	N/A	N/A	N/A	N/A	N/A

Note 1:

Name	Currently holding positions in other companies
<p>Lourdes Lee</p>	<p>Director of subsidiaries, including: Globe Union Industrial (BVI) Corp., Globe Union (Bermuda) Ltd., Globe Union Cayman Corp., Globe Union (UK) Limited, Globe Union Germany GmbH &amp; Co.KG, Globe Union Verwaltungs GmbH, Globe Union Business Consultancy (Shanghai) Co., Ltd.; Supervisor of subsidiaries, including: Milim G&amp;G Ceramics Co., Ltd., Globe Union Ann Bo Manufacturing Co., Ltd., Globe Union Brassware Operation Co., Ltd, Globe Union Ann Bo Brassware Manufacturing Co., Ltd.</p>
<p>Chen-Hui Chin</p>	<p>Director of subsidiaries, including: Milim G&amp;G Ceramics Co., Ltd., Globe Union Business Consultancy (Shanghai) Co., Ltd.</p>
<p>Ta-Yin Chang</p>	<p>Director of subsidiaries, including: Globe Union Ann Bo Manufacturing Co., Ltd, Globe Union Brassware Operation Co., Ltd, Globe Union Ann Bo Brassware Manufacturing Co., Ltd. Supervisor of subsidiaries, including: Shenzhen Globe Union Enterprise Co., Ltd., Milim G&amp;G Ceramics Co., Ltd., He Shun Investment Co., Ltd.</p>
<p>Chong Kheng Lim</p>	<p>Director of subsidiaries, including: Globe Union (Canada) Inc., Gerber Plumbing Fixtures LLC, GU Plumbing de Mexico, S.A. de C.V.</p>
<p>Ming-Feng Chang</p>	<p>Director of subsidiaries, including: Globe Union Germany GmbH &amp; Co.KG, Globe Union Verwaltungs GmbH, Globe Union Business Consultancy (Shanghai) Co., Ltd.</p>
<p>Vivian Chen</p>	<p>Supervisor of Globe Union Business Consultancy (Shanghai) Co., Ltd.</p>

(III) Reasons, reasonableness, necessity, and countermeasures for the chairman and general manager to be the same person: The board of directors evaluates the company's business development and industry characteristics and determines that it is reasonable and necessary for the chairman to concurrently serve as general manager. Corporate governance response measures: The current board of directors has 9 seats, including 4 independent directors; More than half of the directors do not concurrently serve as employees or managers.

II. Remunerations to directors, supervisors, president, and vice presidents in the most recent year:

(I) Remuneration of general directors and independent directors

December 31, 2025 Unit: NT\$ Thousand

Title	Name	Director's remuneration								Ratio of total compensation (A+B+C+D) to net profit after tax (%) (Note 6)	
		Remuneration (A) (Note 1)		Severance pay and pension (B)		Director's remuneration (C) (Note 2)		Business expenses (D) (Note 3)		The Company	All companies in the financial report (Note 7)
		The Company	All companies in the financial report (Note 7)	The Company	All companies in the financial report (Note 7)	The Company	All companies in the financial report (Note 7)	The Company	All companies in the financial report (Note 7)		
Director	Representative of Ming-Ling Co., Ltd.:										
	Shane Ouyang	3,000	3,000	0	0	0	0	0	0	3,000 (2.54)	3,000 (2.54)
	Hung-Kuang Lin	500	500	0	0	0	0	240	240	740 (0.63)	740 (0.63)
	Ta-Chin Hsu	500	500	0	0	0	0	240	240	740 (0.63)	740 (0.63)
	Yuan-Lung Luo	500	500	0	0	0	0	210	210	710 (0.60)	710 (0.60)
	Todd Alex Talbot	500	500	0	0	0	0	210	210	710 (0.60)	710 (0.60)
Independent Director	Pi-Ling Hu	650	650	0	0	0	0	240	240	890 (0.75)	890 (0.75)
	Chien-Chih Sheng	800	800	0	0	0	0	300	300	1,100 (0.93)	1,100 (0.93)
	Wen-Yi Fan	800	800	0	0	0	0	300	300	1,100 (0.93)	1,100 (0.93)
	Hung-Yi Hsiao	800	800	0	0	0	0	330	330	1,130 (0.96)	1,130 (0.96)

Title	Name	Remuneration for directors concurrently serving as employees								Ratio of total compensation (A+B+C+D+E+F+G) to net profit after tax (%) (Note 6)		Remuneration from reinvestments other than subsidiaries or the parent company
		Salary, bonuses, and allowances (E) (Note 4)		Severance pay and pension (F)		Employee remuneration (G) (Note 5)				The Company	All companies in the financial report (Note 7)	
		The Company	All companies in the financial report (Note 7)	The Company	All companies in the financial report (Note 7)	The Company		All companies in the financial report (Note 7)				
						Cash amount	Shares amount	Cash amount	Shares amount			
Director	Representative of Ming-Ling Co., Ltd.:											
	Shane Ouyang	0	2,193	0	0	0	0	0	0	3,000 (2.54)	5,193 (4.39)	0
	Hung-Kuang Lin	0	0	0	0	0	0	0	0	740 (0.63)	740 (0.63)	0
	Ta-Chin Hsu	0	0	0	0	0	0	0	0	740 (0.63)	740 (0.63)	0
	Yuan-Lung Luo	0	0	0	0	0	0	0	0	710 (0.60)	710 (0.60)	0
	Todd Alex Talbot	0	0	0	0	0	0	0	0	710 (0.60)	710 (0.60)	0
Independent Director	Pi-Ling Hu	0	0	0	0	0	0	0	0	890 (0.75)	890 (0.75)	0
	Chien-Chih Sheng	0	0	0	0	0	0	0	0	1,100 (0.93)	1,100 (0.93)	0
	Wen-Yi Fan	0	0	0	0	0	0	0	0	1,100 (0.93)	1,100 (0.93)	0
	Hung-Yi Hsiao	0	0	0	0	0	0	0	0	1,130 (0.96)	1,130 (0.96)	0

- Note 1: Refers to the remuneration of directors in the most recent year (including directors' salaries, job bonuses, severance pay, various bonuses, incentives, etc.), and the remuneration of independent directors includes the remuneration of concurrently serving on the remuneration committee and the audit committee.
- Note 2: The board of directors approved on March 11, 2026, not to distribute the amount of director remuneration.
- Note 3: Refers to the relevant business execution expenses of directors in the most recent year (including transportation expenses, special expenses, various allowances, dormitories, vehicle allocation, etc.). If housing, automobiles, other means of transportation, or personal expenses are provided, the nature and cost of the assets provided, actual rent, fuel, and other benefits calculated at fair market prices shall be disclosed. If there is a driver, please note that the company pays the relevant remuneration to the driver, but it will not be included in the remuneration.
- Note 4: Refers to the salary, job increase, severance pay, various bonuses, and incentives received by employees (including general managers, deputy general managers, other managers and employees) in the most recent year. Transportation expenses, special expenses, various allowances, dormitories, car allocation and other physical provisions, etc. If housing, automobiles, other means of transportation, or personal expenses are provided, the nature and cost of the assets provided, actual rent, fuel, and other benefits calculated at fair market prices shall be disclosed. If there is a driver, please note that the company pays the relevant remuneration to the driver, but it will not be included in the remuneration. In addition, salary expenses recognized in accordance with IFRS 2 "Share-based Payments", including the acquisition of employee stock option certificates, restricted employee rights, new shares, and participation in cash capital increases through subscription shares, shall also be included in the remuneration. Except for the Chairman concurrently serving as President, none of the other directors are employees of the company.
- Note 5: The proposed amount of employee remuneration was approved by the board of directors on March 11, 2026.
- Note 6: Net profit after tax refers to the net profit after tax in the most recent annual individual financial report.
- Note 7: The total amount of various remuneration paid to the directors of the Company by all companies (including the Company) in the consolidated report.

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

December 31, 2025 Unit: NT\$ Thousand

Title	Name	Salary (A)		Severance pay and pension (B)		Bonuses and allowances (C)		Amount of employee remuneration (D)				Ratio of total compensation (A+B+C+D) to net profit after tax (%)		Receive remuneration from reinvested enterprises or parent companies other than subsidiaries
		The Company	All companies in the financial report	The Company	All companies in the financial report	The Company	All companies in the financial report	The Company		All companies in the financial report		The Company	All companies in the financial report	
								Cash amount	Shares amount	Cash amount	Shares amount			
President	Shane Ouyang	25,748	40,184	432	432	11,434	13,718	411	0	411	0	38,025 (32.15)	54,745 (46.29)	0
Plumbing Group President	Jack Hung													
Vice President	Lourdes Lee													
Vice President	Eric Chen													
Vice President	Nelson Lin													
Vice President	Chen-Hui Chin													
Vice President	Ta-Yin Chang													
Chief Operating Officer	Chong Kheng Lim													

Note: The amount of employee remuneration is the amount of employee remuneration (proposed) approved by the board of directors on March 11, 2026. Net profit after tax refers to the net profit after tax of the most recent year's individual financial report.

Eric Chen resigned on January 1, 2025. Nelson Lin resigned on January 16, 2026.

Remuneration scale for the Company's President and Vice President

Remuneration scale for each of the Company's President and Vice President	Name of President and Vice President	
	The Company	Consolidated Statement of All Companies E
less than NT\$1,000,000	Shane Ouyang, CHONG KHENG LIM	—
NT\$1,000,000 (inclusive) to NT\$2,000,000 (exclusive)	—	—
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)	—	Shane Ouyang
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)	Lourdes Lee, Chen-Hui Chin	—
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)	Eric Chen, Nelson Lin, Ta-Yin Chang	Eric Chen, Lourdes Lee, Chen-Hui Chin, Nelson Lin, Ta-Yin Chang
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)	Jack Hung	Jack Hung, CHONG KHENG LIM
Total	8	8

Remuneration of the Top Five Highest-Paid Executives (individual disclosure of names and remuneration methods)

December 31, 2025 Unit: NT\$ Thousand

Title	Name	Salary (A).		Retirement Pension (B)		Prize and Special Expenses, etc. (C)		Employee remuneration amount (D).				A, B, C, and D, and the total amount of net profit after tax (%)		Receive remuneration from reinvested enterprises or parent companies other than subsidiaries
		The Company	All companies in the financial report	The Company	All companies in the financial report	The Company	All companies in the financial report	The Company		All companies in the financial report		The Company	All companies in the financial report	
								Cash Amount	Share Amount	Cash Amount	Share Amount			
Plumbing Group President	Jack Hung	6,900	6,900	108	108	2,960	2,960	137	0	137	0	10,105 (8.54)	10,105 (8.54)	0
Chief Operating Officer	Chong Kheng Lim	0	10,125	0	0	12	2,296	0	0	0	0	12 (0.01)	12,421 (10.50)	0
Vice President	Ta-Yin Chang	3,162	4,013	0	0	3,158	3,158	75	0	75	0	6,395 (5.41)	7,246 (6.13)	0
Vice President	Nelson Lin	4,800	4,800	108	108	1,819	1,819	0	0	0	0	6,727 (5.69)	6,727 (5.69)	0
Vice President	Chen-Hui Chin	3,028	4,245	108	108	1,218	1,218	78	0	78	0	4,432 (3.75)	5,649 (4.78)	0

(3) Comparison and analysis of remuneration to directors, supervisors, President and Vice Presidents as a percentage of net profit after tax from standalone or individual financial reports within the last two years, and description of the policy, standards, and packages of remuneration; the procedure for making such decisions; and relation to business performance and future risks.

Unit: NT\$ Thousand

Standalone	2025			2024		
Title	Total remuneration	Net profit after tax	The total remuneration accounts for % of net profit after tax	Total remuneration	Net profit after tax	The total remuneration accounts for % of net profit after tax
Director	10,120	(118,265)	(8.56)	15,462	470,013	3.29
President and Vice Presidents	38,025		(32.15)	53,445		11.37

Consolidated	2025			2024		
Title	Total remuneration	Net profit after tax	The total remuneration accounts for % of net profit after tax	Total remuneration	Net profit after tax	The total remuneration accounts for % of net profit after tax
Director	12,313	(118,265)	(10.41)	15,592	470,013	3.32
President and Vice Presidents	54,745		(46.29)	53,812		11.45

The total director remuneration decreased compared to 2024 because no directors' remuneration was distributed in 2025.

The policies and standards of paying remuneration, and packages of remuneration; the procedure for making such decisions; and relation to business performance and future risks:

● Policies, standards and combinations of remuneration:

1. The policy, standards and composition of the Company's directors' remuneration shall be handled in accordance with the Company's Articles of Incorporation and the "Regulations Governing the Payment of Directors' Remuneration" approved by the Board of Directors.

(a). Directors' remuneration: According to Article 23 of the Company's Articles of Incorporation, the chairman and directors may receive fixed remuneration annually and pay transportation expenses based on in-person (video) participation in meetings. The Articles of Incorporation stipulate the payment standards and authorize the board of directors to formulate relevant remuneration payment regulations and agree on the usual level of the industry. If the chairman is also an employee of the Company (including affiliated companies), no additional transportation expenses will be paid, and if the director is also an employee of the Company (including affiliated companies), the fixed remuneration of the directors will not be paid separately, nor will the transportation expenses be paid separately. If a director concurrently serves on a functional committee, he or she may receive remuneration in accordance with the functional committee's organizational regulations.

(b). Directors' remuneration: In accordance with Article 25-1 of the Company's Articles of Incorporation, if there is a profit in the current year, no more than 2% may be allocated as directors' remuneration. Article 3 of the "Regulations Governing the Payment of Directors' Remuneration" stipulates that if the company makes a profit during the year and the net pre-tax per share reaches NT\$1 or more, it may contribute and distribute directors' remuneration in accordance with the provisions of the articles of association. In addition, the Company regularly evaluates directors' performance in accordance with the "Regulations for Performance Evaluation of Board of Directors", and the relevant performance evaluations and the reasonableness of remuneration are reviewed by the Remuneration Committee and the Board of Directors.

2. The company's managerial remuneration is in accordance with the "Policies, Systems, Standards and Structure of Manager Performance Evaluation and Remuneration", and the remuneration structure includes: salary, performance bonuses, and

employee remuneration.

- (a). Salary refers to the level of peers, professional titles, ranks, academic (experience), professional abilities and responsibilities.
- (b). Performance bonuses are awarded based on the company's annual operating performance, financial status, operating conditions, and the high or low correlation between the company's individual responsibilities and the group's profits, and the evaluation results of key performance indicators or target management, respectively. Managers adopt the "Key Performance Indicator" (KPI) or "Objective Management" (MBO) assessment method according to the degree of relevance between their responsibilities and the Group's profits, which are highly integrated with the annual strategies and key policies of the company/institution, focusing on the implementation of annual goals, and through regular cross-departmental/supervisory communication, review the annual performance results in the four aspects of 1. financial goals of the company/business unit, 2. personal annual work priorities, 3. values and behaviors, and 4. leadership. Ensure fair and objective performance evaluation results.
- (c). According to Article 25-1 of the Company's Articles of Incorporation, if the company makes a profit during the year, it shall allocate no less than 2% as employee remuneration. The distribution is based on the premise of profit, concretely demonstrating the results of the team's joint efforts, adhering to the principle of profit sharing among all employees, and also aligning with the evaluation results of individual performance indicators (KPIs) and goal management (MBO), and "giving substantial feedback" based on employees' individual performance and contribution to "implement a performance-oriented incentive mechanism".

The company's 2025 annual employee and director remuneration amounts were reviewed and approved by the Remuneration Committee on March 11, 2026, and were submitted to the board of directors for review and approval on the same date.

● Procedures for determining remuneration:

1. Procedures for determining directors' remuneration:

- (a). The remuneration of directors is in accordance with Article 23 of the Company's Articles of Association: Directors of the Company may receive monthly remuneration and transportation expenses regardless of the company's profits and losses.

(b).Directors' remuneration is stipulated in Article 25-1 of the Company's Articles of Incorporation: If the Company makes a profit during the year, it may allocate no more than 2% as directors' remuneration; However, if the company still has accumulated losses, it should reserve the amount to make up in advance.

2.Procedures for determining managers' remuneration:

(a).The performance bonus of managers is calculated based on the achievement rate of annual individual key performance indicators (KPIs). In addition to aligning with the Group's annual operational and financial indicators (such as the achievement of profit targets), the scope of the evaluation also includes personal function management objectives, aiming to reflect the high correlation between the Group's profits, individual performance and remuneration feedback.

(b).Employee remuneration is stipulated in Article 25-1 of the Company's Articles of Association: If the Company makes a profit during the year, it shall set aside not less than 2% as employee remuneration.

● Correlation with operating performance and future risks:

1.The relationship between directors and operating performance and future risks:

(a).The remuneration of the directors of the Company is paid in accordance with the provisions of the "Articles of Incorporation" and the annual profit of the company, so it is related to operating performance, and refers to the evaluation items of the "Board Performance Evaluation Regulations" (including functional committees), and the directors are given reasonable remuneration according to their contribution to the company's operating performance, and the company's remuneration committee regularly evaluates the contribution of directors and the board of directors and the company's operations (including corporate operating risks, strategic planning, business performance) and other review of the remuneration system.

(b).The performance self-evaluation results of the board of directors, board members and members of various functional committees in 2025 were excellent on average.

2.The relationship between managers and operating performance and future risks:

(a).The reasonableness of the remuneration of the Company's directors and managers and related performance appraisals are regularly evaluated and reviewed by the Remuneration Committee and the Board of Directors every year, taking into account the Company's operating performance, future development trends and possible risks of the industry, and

reviewing the remuneration system in accordance with relevant laws and regulations and the Company's actual operating conditions.

- (b). The review of the payment standards and systems related to the Company's remuneration policy mainly considers the company's overall operating performance, and the approval of the payment standard based on the performance achievement rate and contribution degree to improve the overall effectiveness of the management team. To ensure the Company's management remuneration is competitive, we refer to industry remuneration standards to retain outstanding management talent. The performance of managers is closely linked to financial goals, and the management and prevention of potential risks within their authority and responsibility are reflected in the company's profitability and then linked to the relevant compensation policies based on the results of actual performance evaluation. The Company also issues employee stock options to its management executives and those of its subsidiaries, and the actual benefits of the remuneration are tied to future stock prices. The management executives jointly bear the overall future operating risks with the Company and actively create overall profits.

Manager's name and distribution of employee bonuses

December 31, 2025 Unit: NT\$ Thousand

	Title	Name	Shares amount	Cash value (Note 2)	Total	Percentage of total bonuses to net profit after tax (%)
Manager	President	Shane Ouyang	0	556	556	(0.47)
	Plumbing Group President	Jack Hung				
	Vice President	Lourdes Lee				
	Vice President	Chen-Hui Chin				
	Vice President	Ta-Yin Chang				
	Director	Ethan Tseng				
	Director	Jun-Hong Li				
	Director	Ming-Feng Chang				
	Director	Sherry Lin				
	Head of Accounting	Vivian Chen				

Note 1: On March 11, 2026, the board of directors approved the distribution of total employee remuneration.

Note 2: Fill in the amount of employee remuneration (including stocks and cash) approved by the board of directors for the most recent year, and if it cannot be estimated, calculate the proposed distribution amount for this year based on the proportion of the actual distribution amount last year.

Note 3: Net profit after tax refers to the net profit after tax in the most recent annual individual financial report.

Note 4: The scope of application of managers is as follows, in accordance with the provisions of Letter No. 0920001301 dated March 27, 2003

- (1) General manager and equivalent level.
- (2) Deputy general manager and equivalent level.
- (3) Associate manager or equivalent level.
- (4) Head of the finance department.
- (5) Head of the accounting department.
- (6) Other persons who have the right to manage affairs and sign for the company.

### III. Corporate Governance Practices:

#### (I) Operation of the board of directors:

The term of office of the 19th board of directors is from May 30, 2024, to May 29, 2027.

The board of directors held 8 meetings in 2025, and as of the date of publication of the annual report (A) (6 times in 2025), the attendance of directors is as follows:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) 【B/A】	Notes
Chairman	Shane Ouyang (Representative, Ming-Ling Co., Ltd.)	8	0	100	
Director	Hung-Kuang Lin (Representative, Ming-Ling Co., Ltd.)	8	0	100	
Director	Ta-Chin Hsu (Representative, Ming-Ling Co., Ltd.)	8	0	100	
Director	Yuan-Lung Lo (Representative, Ming-Ling Co., Ltd.)	8	0	100	
Director	Todd Alex Talbot (Representative, Ming-Ling Co., Ltd.)	8	0	100	
Independent Director	Wen-Yi Fan	8	0	100	
Independent Director	Pi-Ling Hu	8	0	100	
Independent Director	Chien-Chih Sheng	8	0	100	
Independent Director	Hung-Yi Hsiao	8	0	100	

Other matters to be recorded:

1. For matters listed in Article 14-3 of the Securities and Exchange Act, or other resolutions of the board of directors that have been objected to or qualified by independent directors and have a record or written statement, the date, period, content of the resolution, opinions of all independent directors, and the company's handling of the opinions of independent directors shall be specified. 4. Corporate Governance Operations (9) Resolutions of the Board of Directors in the most recent year (pages 118~123).
2. The directors' implementation of the recusal of the interest proposal shall specify the director's name, the content of the proposal, the reason for the recusal of the interest, and the status of participation in the voting: Please refer to page 123.
3. The TWSE/GTSM-listed company shall disclose information such as the evaluation cycle, period, scope, method, and content of the board of directors' self-evaluation (or peer-evaluation), and fill in the attached table regarding the implementation of the board of directors' evaluation (see below).
4. Goals for strengthening the functions of the board of directors in the current and most recent years (e.g., establishment of an audit committee, improvement of information transparency, etc.) and evaluation of their implementation:
  1. The Company's "Articles of Association" stipulate the terms and functions of the board of directors, and have established the rules of procedure for the board of directors in accordance with the rules of procedure of the board of directors, which were approved and amended by the board of directors on December 16, 2022 to strengthen the operation of the board of directors.
  2. Implementation evaluation: In order to enhance the transparency of the Company's information, after each board meeting, important resolutions are immediately announced on the Public Information Observatory and published on the Company's website to protect shareholders' rights and interests.

The implementation of the board of directors' evaluation was reported on March 11, 2026, and the results of the 2025 annual self-assessment were reported

Self-evaluation: The results of the internal performance evaluation of the Company's board of directors and functional committees shall be reported to the board of directors before the end of the first quarter of the following fiscal year.

External evaluation: The implementation of the performance evaluation of the board of directors of the Company shall be carried out by an external professional independent organization or a team of external experts and scholars at least once every three years and shall be reported to the board of directors before the end of the first quarter of the following year.

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Implemented once a year	2025/1/1 ~ 12/31	Performance evaluation of the Board of Directors, individual Board members, and functional committees	Self-evaluation of the Board	<ul style="list-style-type: none"> <li>• Level of participation in the Company's operations</li> <li>• Improvement of the quality of the Board of Directors' decision-making</li> <li>• Board composition and structure</li> <li>• Election and continuing education of the directors</li> <li>• Internal control</li> </ul>
			Self-evaluation of the Board members	<ul style="list-style-type: none"> <li>• Familiarity with the goals and missions of the Company</li> <li>• Understanding of director responsibilities</li> <li>• Level of participation in the Company's operations</li> <li>• Internal relationship management and communication</li> <li>• Professionalism and continuing education of the directors</li> <li>• Internal control</li> </ul>
			Self-evaluation of Functional Committee Members (Remuneration Committee, Audit Committee, Corporate Governance and Sustainable Development Committee)	<ul style="list-style-type: none"> <li>• Level of participation in the Company's operations</li> <li>• Understanding of the roles and responsibilities of the functional committee</li> <li>• Improvement of the quality of the functional committee decisions</li> <li>• Composition of the functional committee and the selection of its members</li> <li>• Internal control</li> </ul>

Self-assessment options:

Excellent (Strongly agree).	Excellent (agreed).	Medium (Normal).	Poor (disagree).	Extremely poor (strongly disagree).
5 points	4 points	3 points	2 points	1 point

## 2025 self-assessment results

Performance evaluation of the board of directors and functional committees	Evaluation metrics	Self-rated total average score
Board of Directors	45 items	4.14 points
Individual Board members (self-evaluation)	23 items	4.73 points
Remuneration Committee	22 items	4.98 points
Audit Committee	19 items	4.96 points
Corporate Governance and Sustainable Development Committee	16 items	4.70 points

Please refer to our website for details

<https://tw.globeunion.com/investors/corporate-governance/>

Performance evaluation reports of the board of directors and functional committees, as well as other relevant documents (regulations, performance evaluations, attendance at meetings, etc.).

(II) Operation of the Audit Committee:

The term of office of the 3rd Audit Committee is from May 30, 2024 to May 29, 2027. In 2025 and as of the date of publication of the annual report, the audit committee held 8 meetings (A) (6 times in 2025), and the attendance of independent directors was as follows:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) (B/A)	Notes
Independent Director	Pi-Ling Hu	8	0	100	Convenor
Independent Director	Chien-Chih Sheng	8	0	100	
Independent Director	Wen-Yi Fan	8	0	100	
Independent Director	Hung-Yi Hsiao	8	0	100	

Other matters to be recorded:

- I. In any of the following situations, the date and period of the audit committee's meeting, the content of the proposal, the objections, reservations, or material recommendations of independent directors, the results of the audit committee's resolutions, and the company's handling of the audit committee's opinions shall be specified. (See below).
  - (I) Matters listed in Article 14-5 of the Securities and Exchange Act.
  - (II) In addition to the aforementioned matters, other resolutions not approved by the Audit Committee and approved by more than two-thirds of all directors: None.
- II. The status of the independent director's recusal of the proposal of interest shall specify the name of the independent director, the content of the proposal, the reason for the recusal of the benefit, and the status of participation in voting; please refer to page 123.
- III. Communication between independent directors and internal audit officers and CPAs (including material matters, methods, and results of communication regarding the company's financial and business conditions):

The Audit Department regularly submits audit reports to independent directors for review and reports to the board of directors.

The audit committee is regularly convened, and accountants, audit directors, and other relevant supervisors are invited to attend as needed. The CPA shall compile the governance matters for the audit or review of financial reports and communicate with the audit committee in writing or in person. If there are other operational or internal control-related cases that need to be communicated and discussed immediately, meetings will be arranged as needed.

Please visit the Company's website for communication among independent directors, supervisors, chief auditors, CPAs, and the head of accounting: <https://tw.globeunion.com/investors/corporate-governance/>

Matters resolved by the Audit Committee

Audit Committee	Board of Directors	Details of the proposal and subsequent developments	Audit Committee resolution outcome	The Company's response to Audit Committee opinions
3rd session 6th 2025/3/6	19th session 7th 2025/3/6	<ol style="list-style-type: none"> <li>1. 2024 annual business report and financial statements.</li> <li>2. 2024 Annual Internal Control Statement Case.</li> <li>3. Amendment to the Company's Articles of Association.</li> <li>4. The Company periodically evaluates the independence of the attesting CPA.</li> <li>5. Attesting CPA's public expense review.</li> <li>6. Exercise employee stock options to convert new shares.</li> <li>7. Revised the Company's "Internal Audit Implementation Rules".</li> <li>8. The Company is engaged in derivatives trading ratification.</li> <li>9. The Company applied for credit from the bank.</li> </ol>	All members present passed the bill without objection.	It is submitted to the board of directors for review and approved by the board of directors.
3rd session 7th 2025/4/11	19th session 8th 2025/4/11	<ol style="list-style-type: none"> <li>1. Cash dividend distribution from earnings.</li> <li>2. Revised the "Regulations for Financial Business Related Matters between Related Parties".</li> <li>3. Amend the "Regulations for the Pre-approval of Non-assurance Services by Certified Public Accountants".</li> <li>4. The Company is engaged in derivatives trading ratification.</li> <li>5. The Company applied for credit from the bank.</li> </ol>	<p>1. The distributable earnings are NT\$449,361,130, cash dividends of NT\$0.35 per share, and shareholder dividends of NT\$143,855,937 are allocated without objection.</p> <p>Other motions: All members present passed without objection.</p>	It is submitted to the board of directors for review and approved by the board of directors.
3rd session 8th 2025/5/9	19th session 9th 2025/5/9	<ol style="list-style-type: none"> <li>1. Consolidated financial report for the first quarter of 2025.</li> <li>2. Exercise employee stock options to convert new shares.</li> <li>3. Extension of endorsement and guarantee for subsidiaries.</li> <li>4. Extension of capital loans to subsidiaries.</li> <li>5. The Company is engaged in derivatives trading ratification.</li> <li>6. The Company applied for credit from the bank.</li> </ol>	All members present passed the bill without objection.	It is submitted to the board of directors for review and approved by the board of directors.

Audit Committee	Board of Directors	Details of the proposal and subsequent developments	Audit Committee resolution outcome	The Company's response to Audit Committee opinions
3rd session 9th 2025/8/8	19th session 10th 2025/8/8	<ol style="list-style-type: none"> <li>1. Consolidated financial report for the second quarter of 2025.</li> <li>2. Extension of endorsement and guarantee for subsidiaries.</li> <li>3. The Company is engaged in derivatives trading ratification.</li> <li>4. The Company applied for credit from the bank.</li> </ol>	All members present passed the bill without objection.	It is submitted to the board of directors for review and approved by the board of directors.
3rd session 10th 2025/11/7	19th session 11th 2025/11/7	<ol style="list-style-type: none"> <li>1. Consolidated financial report for the third quarter of 2025.</li> <li>2. Extension of endorsement and guarantee for subsidiaries.</li> <li>3. Revision of the Company's "Internal Control System".</li> <li>4. In order to regularly evaluate the company's grassroots employee scope definition.</li> <li>5. Revised the Company's "Sustainable Development Code of Practice".</li> <li>6. The Company is engaged in derivatives trading ratification.</li> <li>7. The Company applied for credit from the bank.</li> </ol>	All members present passed the bill without objection.	It is submitted to the board of directors for review and approved by the board of directors.
3rd session 11th 2025/12/12	19th session 12th 2025/12/12	<ol style="list-style-type: none"> <li>1. The Company's 2026 annual group operating plan and financial budget.</li> <li>2. 2026 annual audit plan.</li> <li>3. The Company is engaged in derivatives trading ratification.</li> <li>4. The Company applied for credit from the bank.</li> </ol>	All members present passed the bill without objection.	It is submitted to the board of directors for review and approved by the board of directors.
3rd session 12th 2026/1/15	19th session The 13th 2026/1/15	Change of the company's chief financial officer, treasurer, spokesperson and acting spokesperson	All members present passed the bill without objection.	It is submitted to the board of directors for review and approved by the board of directors.
3rd session The 13th 2026/3/11	19th session 14th 2026/3/11	<ol style="list-style-type: none"> <li>1. 2025 annual business report and financial statements.</li> <li>2. 2025 Annual Internal Control Statement Case.</li> <li>3. In order to strengthen the independence of attesting accountants by the securities competent authority, in order to implement the self-rotation mechanism of certified public accountants, the case of replacing certified public accountants.</li> <li>4. The Company periodically evaluates the independence of the attesting CPA.</li> </ol>	All members present passed the bill without objection.	It is submitted to the board of directors for review and approved by the board of directors.

Audit Committee	Board of Directors	Details of the proposal and subsequent developments	Audit Committee resolution outcome	The Company's response to Audit Committee opinions
		5. Attesting CPA's public expense review. 6. The Company is engaged in derivatives trading ratification. 7. The Company applied for credit from the bank.		

Communication between independent directors and audit officers, accountants, and accounting officers

Date	meeting	Communication focus	Recommendations and results
2025/3/4	Communication meeting	Ernst & Young United Accounting Firm explains 2024 years 1. The scope of the group's audit. 2. Discussion on accounting and auditing issues. 3. Key inspection items. 4. Consolidated financial position after audit. Audit supervisor: 2024 internal control summary report.	No objection No objection No objection No objection No objection
2025/3/6	Audit Committee Board of Directors	Ernst & Young I. Communication with the corporate governance unit and management 1. Accountant independence 2. The content of the customer statement 3. The scope of the group's audit 4. Consolidated financial position after audit 5. Key inspection items 6. The 2024 annual accountant audit opinion II. Updates to securities regulatory laws	No objection No objection No objection No objection No objection No objection
2025/3/6	Audit Committee Board of Directors	The first internal audit report of 2025: Audit the achievement rate of planned items and the deficiencies and abnormalities of audit items.	No objection
2025/5/9	Audit Committee Board of Directors	The second internal audit report of 2025: Audit the achievement rate of planned items and the deficiencies and abnormalities of audit items	No objection
2025/8/8	Communication meeting	Ernst & Young 1. The consolidated financial position and performance after review 2. Accounting and audit issue discovery and tracking 3. Review the conclusion to be issued by the CPA 4. Annual audit plan Audit Supervisor: Audit plan implementation report	No objection No objection No objection No objection
2025/8/8	Audit Committee	Ernst & Young I. Communication with the corporate governance unit and	

Date	meeting	Communication focus	Recommendations and results
	Board of Directors	<p>management</p> <ol style="list-style-type: none"> <li>1. Accountant independence</li> <li>2. The content of the customer statement</li> <li>3. Scope of review</li> <li>4. The consolidated financial position and performance after review</li> <li>5. The audit report to be issued by the CPA</li> </ol> <p>II. Updates to securities regulatory laws</p> <p>III. Sustainability Disclosure Standards Update</p>	<p>No objection</p> <p>No objection</p> <p>No objection</p> <p>No objection</p> <p>No objection</p> <p>No objection</p> <p>No objection</p>
2025/8/8	Audit Committee Board of Directors	The third internal audit report of 2025: Audit the achievement rate of planned items and the deficiencies and abnormalities of audit items	No objection
2025/12/12	Audit Committee Board of Directors	The fourth internal audit report of 2025: Audit the achievement rate of planned items and the deficiencies and abnormalities of audit items The 2026 annual audit plan was discussed and approved	No objection No objection
2026/3/11	Communication meeting	Ernst & Young United Accounting Firm explains the 2025 fiscal year <ol style="list-style-type: none"> <li>1. The scope of the group's audit.</li> <li>2. Discussion on accounting and auditing issues.</li> <li>3. Key inspection items.</li> <li>4. Consolidated financial position after audit.</li> </ol> <p>Audit supervisor: 2025 years of internal control summary report.</p>	<p>No objection</p> <p>No objection</p> <p>No objection</p> <p>No objection</p> <p>No objection</p>
2026/3/11	Audit Committee Board of Directors	Ernst & Young <p>I. Communication with the corporate governance unit and management</p> <ol style="list-style-type: none"> <li>1. Accountant independence</li> <li>2. The content of the customer statement</li> <li>3. The scope of the group's audit</li> <li>4. Consolidated financial position after audit</li> <li>5. Key inspection items</li> <li>6. The 2025 annual accountant is expected to audit the opinions</li> </ol> <p>II. Updates to securities regulatory laws</p>	<p>No objection</p> <p>No objection</p> <p>No objection</p> <p>No objection</p> <p>No objection</p> <p>No objection</p> <p>No objection</p>
2026/3/11	Audit Committee Board of Directors	The first internal audit report of 2026: Audit the achievement rate of planned items and the deficiencies and abnormalities of audit items.	No objection

Supervisor's participation in the operation of the board of directors: N/A, the company has established an audit committee.

(III) Corporate governance implementation and deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for such deviations:

Evaluation item	Operating status (Note 1)			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
1. Has the company established and disclosed a Code of Practice on Corporate Governance in accordance with the "Code of Practice on Corporate Governance for Listed and OTC Listings"?	✓		The Company has established a Code of Practice on Corporate Governance to promote the operation of corporate governance, which is disclosed on the Public Information Observatory and the Company's website.	There are no material differences.
2. The company's shareholding structure and shareholders' equity (1) Does the company have established internal operating procedures to handle shareholder suggestions, doubts, disputes, and litigation matters, and implement them in accordance with the procedures?	✓		To protect shareholders' rights and interests, the Company has appointed a spokesperson and a proxy spokesperson to handle matters such as shareholder proposals and disputes.	There are no material differences.
(2) Does the company have a list of the major shareholders and ultimate controllers of the actual controlling company?	✓		The Company regularly discloses the list of major shareholders and ultimate controllers of major shareholders in accordance with relevant laws and regulations, and reports changes in accordance with regulations.	There are no material differences.
(3) Has the company established and implemented risk control and firewall mechanisms with its affiliates?	✓		The Company has formulated and implemented relevant control measures in its internal control system.	There are no material differences.

Evaluation item	Operating status (Note 1)			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
(4) Does the company have internal regulations prohibiting company insiders from using undisclosed information in the market to buy and sell securities?	✓		The Company has formulated the "Administrative Measures for the Prevention of Insider Trading" to regulate that insiders and employees of the Company shall not use undisclosed information in the market to profit.	There are no material differences.
3. The composition and responsibilities of the board of directors (1) Has the board of directors formulated diversity policies, specific management goals, and implemented them?	✓		The Company stipulates in Chapter 3 of the "Corporate Governance Code of Practice", "Strengthening the Functions of the Board of Directors", that the composition of the Board of Directors should take diversity into account and generally possess the knowledge, skills, and competencies necessary to perform its duties. Nomination and Selection of Directors The Articles of Association stipulate that directors adopt a candidate nomination system, carefully evaluate the qualifications of directors nominated by shareholders, and comply with the "Regulations for the Election of Directors" to ensure the diversity and independence of members. For more information on diversity policies, specific management goals, and implementation, please refer to the above-mentioned disclosure on board diversity and independence (pages 19 to 23).	There are no material differences.
(2) In addition to the remuneration committee and audit committee established by law, does the company voluntarily set up other functional committees?	✓		The company has established a remuneration committee and an audit committee in accordance with the law, and on November 6, 2023, the board of directors resolved to establish a corporate governance and sustainable	There are no material differences.

Evaluation item	Operating status (Note 1)			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			development committee.	
(3) Does the company establish regulations for the performance evaluation of the board of directors and its evaluation methods, conduct annual and regular performance evaluations, and submit the results of the performance evaluation to the board of directors, and use them as a reference for the remuneration of individual directors and the nomination for re-election?	✓		The company was approved by the board of directors on March 29, 2019, to establish the "Board of Directors Self-Evaluation or Peer Evaluation Measures", and on December 10, 2020, the regulation names were revised in accordance with the law to "Board Performance Evaluation Measures". The evaluation results were submitted to the board of directors on March 11, 2026, and are intended to be used as a reference for the remuneration and nomination of individual directors.	There are no material differences.
(4) Does the company regularly evaluate the independence of attesting accountants?	✓		The Company's CPA self-rotation mechanism and the replacement of certified public accountants are approved by the Board of Directors. Since 104, in accordance with Article 29 of the "Code of Practice for Listing and OTC Governance", the board of directors has annually evaluated the independence of accountants. Evaluation of the independence of attesting accountants: On March 6, 2025, the audit committee and the board of directors discussed the public funds of the audit and referred to the audit quality index (AQIs) information to evaluate the independence and competence of the attesting accountants. Relevant information includes the case level. Ernst & Young also issued a statement of accountant independence.	There are no material differences.

Evaluation item	Operating status (Note 1)			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>In order to ensure the independence of the attesting CPA firm, the CPA is evaluated with reference to Article 47 of the CPA Act and the Official Gazette of the Professional Ethics of CPAs No. 10 of the Republic of China "Integrity, Fairness, Objectivity and Independence" The inspection confirms that the attesting CPA does not hold any shareholding in the Company, that the CPA does not concurrently hold any position in the Company, that the CPA has no other financial interests or business relationships with the Company other than the fees for attesting and related tax cases, that the CPA and audit team members do not currently or in the past two years serve as directors or managers of the Company or have a significant impact on the audit work, and that they are not related to the aforementioned related positions. The meeting deliberated and approved that Ernst &amp; Young Accountants Chin-Yuan Tu and Wen-Chen Lo both meet the independence assessment standards and are qualified to serve as the company's financial and tax attesting accountants.</p> <p>On March 11, 2026, the audit committee and the board of directors discussed the proposal, cooperating with the securities competent authority to strengthen the independence of certified public accountants, implement a self-rotation mechanism for certified public accountants,</p>	

Evaluation item	Operating status (Note 1)			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			replace certified public accountants, regularly evaluate the independence of attesting accountants, review attesting public funds, and review audit quality indicators (AQIs).and the Statement of Role, Responsibilities and Independence of the Attesting Accountant, as well as the Company's Independence and Competency Assessment Form for the Attesting Accountant, which was reviewed and approved by Ernst & Young Accountants Ming-hong and Certified Public Accountants Wen-Chen Lo both met the independence assessment standards and were qualified to serve as the Company's financial and tax attesting accountants.	
4. Does the TPSE/GTSM listed company have appointed an appropriate number of corporate governance personnel and designated a corporate governance officer to be responsible for corporate governance-related affairs (including but not limited to providing information necessary for directors and supervisors to perform their duties, assisting directors and supervisors in complying with laws and regulations, handling matters related to board meetings and shareholders' meetings in accordance with the law, and preparing minutes of board and shareholders' meetings)?	✓		The board of directors of the company resolved to appoint a corporate governance officer on April 13, 2021. In response to the resignation of Nelson Lin, the former head of corporate governance, the board of directors approved the appointment on January 15, 2026, and Vivian Chen, the head of accounting, will concurrently serve as the head of corporate governance from January 16, 2026. The main responsibilities of the Corporate Governance Officer are to provide information necessary for the performance of business by the Remuneration Committee and directors (including independent directors), assist them in complying with laws and regulations, handle matters related to the Remuneration Committee, Audit	There are no material differences.

Evaluation item	Operating status (Note 1)			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>Committee, Board of Directors and shareholders' meetings, and promote sustainability reports. In 2025, the board of directors met 6 times, the audit committee met 6 times, and the remuneration committee met 4 times. Corporate Governance and Sustainable Development Committee 1 time.</p> <p>For detailed information on the business execution in 2025, please refer to the "Operation and Implementation of the Dedicated Corporate Governance Unit" section on the Company's website:  <a href="https://tw.globeunion.com/investors/corporate-governance/">https://tw.globeunion.com/investors/corporate-governance/</a></p> <p>For the continuing education of corporate governance executives in 2025, please refer to Supplement 2 below.</p>	
5. Has the company established communication channels with stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.), and set up a stakeholder section on the company's website to appropriately respond to important corporate social responsibility issues of concern to stakeholders?	✓		The Company has established a stakeholder area at <a href="https://tw.globeunion.com/stakeholders/">https://tw.globeunion.com/stakeholders/</a> and contact addresses for spokespersons, acting spokespersons, and responsible personnel for various important corporate social responsibility issues, to facilitate effective, smooth communication and to handle and protect the reasonable and legitimate rights and interests of both parties.	There are no material differences.
6. Does the company appoint a professional shareholder affairs agency to handle	✓		The Company appointed the Shareholder Affairs Agency Department of SinoPac Securities Co., Ltd. to handle	There are no material differences.

Evaluation item	Operating status (Note 1)			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
shareholders' meeting affairs?			matters related to shareholders' meetings and shareholder affairs.	
7. Information disclosure (1) Has the company set up a website to disclose financial, business and corporate governance information?	✓		The Company discloses the Company's financial, business, and corporate governance information on the Company's website. In accordance with relevant laws and regulations, the company shall report its regular and irregular financial and business information on time	There are no material differences.
(2) Does the company adopt other methods of information disclosure (such as setting up an English website, designating a dedicated person to be responsible for collecting and disclosing company information, implementing a spokesperson system, placing the company's website during the investor briefing, etc.)?	✓		The Company shall appoint a spokesperson and an acting spokesperson in accordance with regulations, who will handle issues related to legal persons and investors. Assign all relevant departments responsibility for disclosing relevant information on the company's Chinese and English websites.	There are no material differences.
(3) Does the company announce and file its annual financial report within two months after the end of the fiscal year, and announce and report its first, second, and third quarter financial reports and monthly operations before the specified deadline?		✓	The Company currently publishes and reports its annual financial reports, as well as its first, second, and third quarter financial reports and monthly operations within three months after the end of the fiscal year within the prescribed time limit.	There are no material differences.
8. Does the company have any other important	✓		(1) Employee rights and care: The company has always	There are no material

Evaluation item	Operating status (Note 1)			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
information that is helpful for understanding the company's governance operations (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholder rights, further education for directors and supervisors, implementation of risk management policies and risk measurement standards, implementation of customer policies, and the company's purchase of liability insurance for directors and supervisors, etc.)?			<p>treated employees with integrity, protected the legitimate rights and interests of employees in accordance with the provisions of the Labor Standards Act, and established an employee welfare committee to establish a good relationship of mutual trust and mutual dependence with employees through various welfare measures and education and training.</p> <p>(2) Investor relations: The Company implements a spokesperson system to handle shareholders' suggestions and respond to shareholders' inquiries in detail to better understand the Company's operations and operating conditions. In accordance with the Company Act and relevant laws and regulations, relevant matters before and after the convening of shareholders' meetings are handled, relevant information is fully disclosed, and material information is released simultaneously in Chinese and English for major matters to ensure that shareholders are fully informed and participate in or make decisions accordingly.</p> <p>(3) Maintain a good relationship between the Company and the supplier.</p> <p>(4) Respect the rights and interests of stakeholders, and stakeholders may communicate and make suggestions to the company to safeguard their legitimate rights and interests.</p>	differences.

Evaluation item	Operating status (Note 1)			Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>(5) Continuing education status of directors and supervisors of the Company: Please refer to Supplement 1 below.</p> <p>(6) Implementation of risk management policies and risk measurement standards: Please refer to the risk management instructions on pages 172 to 181.</p> <p>(7) The Company maintains stable and good relationships with customers to generate profits for the Company.</p> <p>(8) The company has purchased liability insurance for all directors, and the insurance period is from December 31, 2025, to December 31, 2026. The insured amount (US\$750), coverage, and insurance rate are as follows, and the board of directors reports on March 11, 2026. and report the insurance status at the public information observatory in accordance with regulations.</p>	
<p>9. Please explain the improvement status of the corporate governance evaluation results released by the Corporate Governance Center of the Taiwan Stock Exchange Corporation in the most recent year, and propose priority enhancement items and measures for those that have not yet improved:</p> <p>The results of the 11th corporate governance evaluation were submitted to the 10th meeting of the 19th Session board of directors of the company on August 8, 2025.</p> <p>Among the unscored items in the results of the 11th Corporate Governance Evaluation:</p> <p>Current improvements: Revision of written regulations for financial and business operations with related parties. After the shareholders' meeting, the whole process of continuous audio and video recording was uploaded.</p> <p>Priority items not yet improved to be strengthened: Disclose information on corporate governance, strategy, risk management, metrics, and</p>				

Evaluation item	Operating status (Note 1)		Summary	Deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No		
targets for climate-related risks and opportunities in accordance with the Recommendation on Climate-related Financial Disclosures (TCFD) framework.				

Supplement 1 Continuing education for the Company's directors (including independent directors):

Name	Title	Date	Organizer	Course Name	Training Hours
Shane Ouyang	Institutional Director Representative of the Chairman	2025/8/6	Taiwan Corporate Governance Association	The new version of the corporate governance blueprint and key analysis of legal compliance	3
		2025/8/7	Taiwan Corporate Governance Association	directors' fiduciary duties and business judgment standards	3
Hung-Kuang Lin	Institutional Director Representative of the Directors	2025/2/13	Taiwan Corporate Governance Association	Practical discussion on the latest development trends of artificial intelligence and the risk management framework	2
		2025/4/9	Taiwan Investor Relations Institute (TIRI)	Corporate sustainability – from anxiety to strategy	2
		2025/5/9	Taiwan Investor Relations Institute (TIRI)	ESG Corporate Governance: A new era of ethical management, gender equality, and fair service	2
		2025/7/22	Taiwan Corporate Governance Association	Sustainable Development Promotion Meeting - Taichung Session	3

Name	Title	Date	Organizer	Course Name	Training Hours
		2025/7/25	Taiwan Corporate Governance Association	Corporate governance and the obligations and responsibilities of the responsible person of the company	3
		2025/8/21	Taiwan Academy of Banking And Finance	Corporate Governance Forum - Responding to the trend of anti-money laundering, counter-terrorism financing and financial sanctions	2
Ta-Chin Hsu	Institutional Director Representative of the Directors	2025/10/2	Taiwan Corporate Governance Association	Introduction to the carbon pricing mechanism and the latest IFRS International Sustainability Standards (S1&S2).	3
		2025/10/7	Taiwan Corporate Governance Association	The latest economic trends, risk indicators, and response strategies under geopolitics in 2025	3
Yuan-Lung Luo	Institutional Director Representative of the Directors	2025/7/25	Taiwan Corporate Governance Association	Corporate governance and the obligations and responsibilities of the responsible person of the company	3
		2025/8/12	Taiwan Corporate Governance Association	Trump 2.0: Corporate response strategies for global tax reform and supply chain restructuring	3
		2025/11/12	Taiwan Corporate Governance Association	Technology and Trends - The Development and Business Impact of AI	3
Todd Alex Talbot	Institutional Director Representative of the Directors	2025/8/6	Taiwan Corporate Governance Association	The new version of the corporate governance blueprint and key analysis of legal compliance	3
		2025/8/7	Taiwan Corporate Governance Association	directors' fiduciary duties and business judgment standards	3
Pi-Ling Hu	Independent Director	2025/6/25	Taiwan Academy of Banking And Finance	Corporate Governance Forum	3

Name	Title	Date	Organizer	Course Name	Training Hours
		2025/7/25	Taiwan Corporate Governance Association	Corporate governance and the obligations and responsibilities of the responsible person of the company	3
Chien-Chih Sheng	Independent Director	2025/5/23	Taiwan Institute of Directors	【Challenges and Solutions for Family Business Inheritance】 【Mergers and Acquisitions and Anti-Mergers and Acquisitions】	3
		2025/8/7	THE ALLIED ASSOCIATION FOR SCIENCE PARK INDUSTRIES	Legal matters that the board of directors should supervise enterprises should understand - be careful of the red line of accidentally violating the red line of joint behavior and analysis of insider trading	3
		2025/8/7	THE ALLIED ASSOCIATION FOR SCIENCE PARK INDUSTRIES	Gender equality and sustainable development under corporate governance	3
Wen-Yi Fan	Independent Director	2025/7/25	Taiwan Corporate Governance Association	Corporate governance and the obligations and responsibilities of the responsible person of the company	3
		2025/8/7	Taiwan Corporate Governance Association	directors' fiduciary duties and business judgment standards	3
Hung-Yi Hsiao	Independent Director	2025/4/15	Taiwan Corporate Governance Association	Case study of the company's management rights competition	3
		2025/4/18	Taiwan Corporate Governance Association	Corporate innovation, growth, and angel investment	3

Supplement 2. The total number of training hours for the head of corporate governance (Nelson Lin) in 2025 is 18 hours, and the training situation is as follows:

Date of Training	Course Organizer	Course Name	Training Hours
2025/5/7	Taiwan Institute of Directors	SAP NOW AI Tour Taiwan	3
2025/7/25	Taiwan Corporate Governance Association	Corporate governance and the obligations and responsibilities of the responsible person of the company	3
2025/10/3	Securities and Futures Institute	2025 Annual Insider Trading Prevention Promotion Conference (Online Publicity Meeting)	3
2025/10/31	Securities and Futures Institute	2025 Annual Insider Equity Transaction Legal Compliance Publicity Briefing (Online Publicity Meeting).	3
2025/11/26	Taiwan Institute for Sustainable Energy	The 8th GCSF Global Corporate Sustainability Forum 2-2 Embracing the Future: Reshaping Sustainable Resilience in Turbulent Times	3
2025/11/27	Taiwan Institute for Sustainable Energy	The 8th GCSF Global Corporate Sustainability Forum 3-2 Enhance Nature-Positive! Seminar on cross-border solutions for natural positive growth	3

(IV) Composition and operating status of the Remuneration Committee:

Members of the Remuneration Committee

March 31, 2026

Qualifications		Professional Qualifications and Experiences	Independence	Number of other public companies in which the member also serves as a member of their remuneration committee
Identity Type	Name			
Independent Director Convener	Wen-Yi Fan	Please refer to page 18 above for the relevant content on the disclosure of the professional qualifications of directors and supervisors, and on the independence of independent directors.		0
Independent Director	Chien-Chih Sheng	Please refer to page 18 above for the relevant content on the disclosure of the professional qualifications of directors and supervisors, and on the independence of independent directors.		2
Independent Director	Hung-Yi Hsiao	Please refer to page 19 above for the relevant content on the disclosure of the professional qualifications of directors and supervisors, and on the independence of independent directors.		2

Identity Type	Name	Qualifications  Professional Qualifications and Experience	Independence	Number of other public companies in which the member also serves as a member of their remuneration committee
Other	Kuan-Chun Wang	<p>He has served as the vice president of the Human Resources Department of HTC International Electronics Co., Ltd., the executive consultant of the Chinese Human Resources Management Association, the director of the Human Resources Department of Philips Taiwan, and the assistant director of the Human Resources Department of Anxun Information System, Associate Director of the Personnel and General Affairs Department of Fule Dairy Company, Director of Human Resources Service of TSMC, and Associate Human Resources Manager of Quanta Computer.</p> <p>Mr. Wang Guanguan has over 30 years of practical experience in human resource management in listed companies, and uses his expertise to supervise the performance evaluation, remuneration policy, remuneration and other matters of directors and managers, so as to achieve sound corporate governance and strengthen the remuneration management function of the board of directors.</p>	<ol style="list-style-type: none"> <li>1. My spouse and I do not hold shares in GUIC.</li> <li>2. My spouse, I, or relatives within the second degree of kinship do not serve as directors, supervisors, or employees of GUIC or its affiliates, or companies with specific affiliates of GUIC.</li> <li>3. In the past 2 years, GUIC or its affiliates have not provided business, legal, financial, accounting and other services.</li> </ol>	0

Identity Type	Name	Qualifications	Professional Qualifications and Experience	Independence	Number of other public companies in which the member also serves as a member of their remuneration committee
Other	Chin-Shan Huang	He holds a master's degree from the Institute of Management at Cambridge College in Boston, USA, and is currently the chairman and chief consultant of Youyi Enterprise Management Consulting Co., Ltd., and has served as the general manager of Leihu Technology, the consultant of Taizheng Enterprise Management Consulting Co., Ltd., and the deputy general manager of Fuying Metal Company. Mr. Huang Qinshan has expertise in business management, operational optimization, industry analysis, risk management, and related areas, and has served as an independent director, a member of the audit committee, and the convener of the remuneration committee of the Company.	<ol style="list-style-type: none"> <li>1. Holds 541 shares of GUIC; The shareholding ratio is 0%.</li> <li>2. My spouse, I, or relatives within the second degree of kinship do not serve as directors, supervisors, or employees of GUIC or its affiliates, or companies with specific affiliates of GUIC.</li> <li>3. In the past two years, GUIC or its affiliates have not provided business, legal, financial, accounting and other services.</li> </ol>	0	

### Remuneration Committee Responsibilities

The Company's Remuneration Committee shall faithfully perform the following duties and powers with the care of a good manager, and submit the proposed recommendations to the Board of Directors for discussion:

- I. Formulate and regularly review policies, systems, standards, and structures for performance evaluation and remuneration of directors and managers.
- II. Regularly evaluate and determine the remuneration of directors and managers.

The Committee shall meet at least twice a year and may convene at any time as necessary.

## Operation of the Remuneration Committee

1. The Company's Remuneration Committee consists of 5 members.

2. Term of office of the 6th members: June 26, 2024 to May 29, 2027

The Remuneration Committee held 7 meetings (A) (4 times in 2025), and as of the date of publication of the annual report, and the qualifications and attendance of the members are as follows:

Title	Name	Actual attendance (B)	Attendance by proxy	Actual attendance rate (%) (B/A)	Notes
Convener	Wen-Yi Fan	7	0	100	Independent Director
Independent Director	Chien-Chih Sheng	7	0	100	
Independent Director	Hung-Yi Hsiao	7	0	100	
Committee member	Kuan-Chun Wang	7	0	100	
Committee member	Chin-Shan Huang	7	0	100	

Other matters to be recorded:

1. If the board of directors does not adopt or amend the recommendation of the remuneration committee, it shall specify the date, period, content of the resolution, the results of the board resolution, and the company's handling of the remuneration committee's opinion (if the remuneration approved by the board of directors is better than the recommendation of the remuneration committee, the circumstances and reasons for the discrepancy shall be stated):
2. If a member has objections or reservations and has a record or written statement on the resolution of the Remuneration Committee, the date, period, content of the resolution, opinions of all members, and the handling of members' opinions shall be stated.

Resolutions of the Remuneration Committee:

The Company's important resolutions of the Remuneration Committee in 2025, as of the date of publication of the annual report, are summarized as follows:

Meeting date	Details of the proposal and subsequent developments	Remuneration Committee opinions	The Company's handling of the opinions of the Remuneration Committee
6th session 3rd time 2025/1/22	<ol style="list-style-type: none"> <li>1. Review the 2024 annual year-end performance bonus payment of the company's managers.</li> <li>2. Review the Company's managerial remuneration adjustment proposal.</li> </ol>	It was passed without objection by all members present	None
6th session 4th time 2025/3/4	<ol style="list-style-type: none"> <li>1. Approved the company's 2024 annual director and employee remuneration allocation.</li> <li>2. Review the policies, systems, standards, and structures for director performance evaluation and remuneration, and regularly evaluate the remuneration of directors.</li> <li>3. Review the policies, systems, standards, and structures of managers' performance evaluation and remuneration, and regularly evaluate managers' remuneration proposals.</li> <li>4. Review the adjustment of the company's managers' year-end performance bonus in 2024.</li> </ol>	It was passed without objection by all members present.	<ol style="list-style-type: none"> <li>1. Submit to the board of directors for review and approval.</li> <li>2.~4. None</li> </ol>
6th session 5th time 2025/7/25	<ol style="list-style-type: none"> <li>1. Amendment to the "Policies, Systems, Standards, and Structures for Manager Performance Evaluation and Remuneration".</li> <li>2. Review the company's managers' allocation of employee remuneration for 2024.</li> <li>3. Review the Company's managerial remuneration adjustment proposal.</li> <li>4. Discuss the work plan of the Company's Remuneration Committee for the 2026.</li> </ol>	It was passed without objection by all members present.	None
6th session 6th 2025/11/7	Review the Company's proposed new managers and their remuneration.	It was passed without objection by all members present.	None

Meeting date	Details of the proposal and subsequent developments	Remuneration Committee opinions	The Company's handling of the opinions of the Remuneration Committee
6th session 7th time 2026/1/15	Review the severance pay case for the Company's managers.	It was passed without objection by all members present.	The board of directors for deliberation and approval.
6th session 8th 2026/2/6	<ol style="list-style-type: none"> <li>1. Review the 2025 annual year-end performance bonus payment of the company's managers.</li> <li>2. Review the Company's managerial promotion and salary adjustment proposal.</li> </ol>	It was passed without objection by all members present.	None
6th session 9th 2026/3/11	<ol style="list-style-type: none"> <li>1. Approved the company's 2025 annual director and employee remuneration allocation.</li> <li>2. Review the policies, systems, standards, and structures for director performance evaluation and remuneration, and regularly evaluate the remuneration of directors.</li> <li>3. The Company's "Policies, Systems, Standards, and Structures for Manager Performance Evaluation and Remuneration" and the periodic review and evaluation of managers' remuneration.</li> </ol>	It was passed without objection by all members present.	<ol style="list-style-type: none"> <li>1. Submit to the board of directors for review and approval.</li> <li>2.~3. None</li> </ol>

(V) Sustainable Development implementation and deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and the reason for such deviations:

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
1. Has the company established a governance structure to promote sustainable development, and set up a full-time (part-time) unit to promote sustainable development, which the board of directors authorizes senior management to handle, and the board of directors supervises it?	✓		<p>1. In November 2023, the company established a functional committee: the "Corporate Governance and Sustainable Development Committee", with the chairman serving as the top decision-maker of the committee. The chairman and general manager of the ESG Sustainability Promotion Organization report to the committee on the impact assessment of ESG and climate change on the group's operations and the progress of achieving sustainability goals.</p> <p>2. The Company has established an ESG Sustainability Promotion Organization, with the chairman and general manager serving as the highest person in charge of the unit, leading the first-level supervisors to identify sustainability issues of concern to the company's operations and stakeholders, and then formulate strategies and promote sustainability-related work. The ESG Sustainability Promotion Organization holds regular meetings to review the implementation of goals and implementation results, compiles the implementation results of sustainability projects and the progress of greenhouse gas inventory, and reports to the board of directors every quarter.</p> <p>3. The Corporate Governance and Sustainable Development Committee held a total of 1 meeting in 2025, and the content of the proposals included reviewing and approving the 2024 Sustainability Report; and approving the implementation plan for sustainable development and</p>	There are no material differences.

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>greenhouse gas inventory for the next year.</p> <p>4. The board of directors of the company regularly listens to reports from the committee and management team on the current year's ESG implementation, the next year's plans and goals, and regularly reviews the implementation progress.</p>	
2. Does the company conduct risk assessments on environmental, social, and corporate governance issues related to the company's operations in accordance with the principle of materiality, and formulate relevant risk management policies or strategies?	✓		<p>1. The Company regularly sends questionnaires to stakeholders to understand the sustainability issues that stakeholders value and identify material issues in accordance with the GRI reporting principles. The topics are divided into three categories: environmental, social, and corporate governance. The risk assessment boundary is primarily the company, with subsidiaries included.</p> <p>2. The Sustainability Promotion Organization analyzes the materiality principle of the sustainability report, communicates with internal and external stakeholders, and evaluates material ESG issues by reviewing domestic and foreign research reports, literature, and integrating evaluation data from various departments and subsidiaries, formulates measures to effectively identify, measure, evaluate, supervise, and control, and takes specific action plans to reduce related risks.</p> <p>3. Based on the assessed risks, the relevant management policies for material issues related to environmental, social, and corporate governance are as follows:</p>	There are no material differences.

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons													
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				<p>pace with market-leading brands.</p> <p>1. Strengthen the influence of its own brand, expand its product and channel territory, and lay out long-term growth.</p> <p>2. Flexible use of OEM capabilities in water hardware and sanitary ceramics, combined with its own brand, to deepen the stickiness with customers in retail channels.</p> <p>3. Diversify the customer base of the UK Warehousing and Logistics Business (PJH) to enhance flexibility in responding to market changes.</p>	
<p>3. Environmental issues</p> <p>(1) Has the company established an appropriate environmental management system based on the characteristics of its industry?</p>	✓		<p>The company's manufacturing side identifies, complies with and complies with the relevant requirements of environmental laws and regulations in accordance with local laws and regulations, and continues to implement environmental protection and improvement plans. The subsidiary Milim G&amp;G Ceramics Co., Ltd has established an environmental management system in accordance with ISO 14001 and continues to pass third-party certification. (Certificate validity period: April 23, 2024 to March 25, 2027).</p>		<p>There are no material differences.</p>

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
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(2) Is the company committed to improving the efficiency of energy source use and using recycled materials with low impact on the environment?	✓		<p>The Company actively promotes various energy reduction measures, selects equipment with high energy efficiency and energy-saving design, optimizes energy use efficiency, reduces internal energy consumption within the enterprise, and continuously conducts renewable energy use assessments. Its subsidiary, Milim G&amp;G Ceramics Co., Ltd, has obtained ISO 50001 certification (certificate validity date: April 12, 2025 to April 12, 2028), and the renewable energy consumption of Milim subsidiary increased by 4% in 2025 years compared to the previous year, demonstrating the Group's gradual efforts to promote energy transition.</p> <p>The raw materials used by the subsidiary are mainly procured locally to reduce carbon emissions during transportation, and continue to integrate resources to achieve recycling, including process material recycling, pollution reduction in the manufacturing process, waste reduction, waste heat recovery, and water recycling to reduce environmental impact, continue to develop green manufacturing, and reduce unnecessary resource waste, in the upstream and downstream of the value chain, work together to develop recyclable product packaging; In product design, we prioritize recyclable materials with low environmental impact and actively develop water-saving kitchen and bathroom products to maximize the benefits of circular economy.</p>	There are no material differences.
(3) Does the company assess the potential risks and opportunities of climate change for the company now and in the future, and take measures to address climate-	✓		<p>The Company has established the Corporate Governance and Sustainable Development Committee (Committee), chaired by the Chairman, to review the Company's climate change strategy and goals annually, manage climate change risks and opportunities, review implementation status, discuss future plans, and report to the Board of Directors. In accordance with the Task Force on Climate-related Financial</p>	There are no material differences.

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
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related issues?			Disclosures (TCFD) recommended framework published by the Financial Stability Board (FSB), the risks and opportunities of climate change for companies are assessed, and the latest climate risk assessment is regularly reviewed and updated annually. the severity of extreme weather events, rising raw material costs, carbon taxes and fees, changes in customer consumption behavior, etc. To reduce the aforementioned risk factors, the company identified feasible opportunities and developed countermeasures. In terms of climate change mitigation, it is developed based on energy management, carbon information disclosure, and renewable energy projects. In terms of climate change adaptation, the company has implemented measures such as strengthening basic measures and making full use of water resources. More assessments and countermeasures of companies related to climate change and opportunities are listed in this annual report under "Climate-related Information of Listed and OTC Listed Companies".	
(4) Does the company count greenhouse gas emissions, water consumption, and total waste weight in the past two years, and formulate policies for greenhouse gas reduction, water use reduction, or other waste management?	✓		<b>【Greenhouse Gas Management】</b> Currently, only Taiwan's parent company and subsidiary Milim G&G Ceramics Co., Ltd (Ceramic Factory) have conducted greenhouse gas inventory operations in accordance with the ISO14064-1:2018 standard, and have completed Scope 1 and Scope 2 inventories.	There are no material differences.

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			<p>saving promotion is carried out periodically.</p> <p><b>【Water Resources Management】</b>  The company has long been concerned about water resource conservation, energy conservation, and environmental protection, and, in terms of water conservation plans, it starts with the comprehensive implementation of water conservation in daily life to maximize the benefits of available water resources.</p> <p>Water consumption in the last 2 years</p> <table border="1"> <thead> <tr> <th rowspan="2">Year</th> <th>2024</th> <th>2025</th> </tr> <tr> <th>Water Consumption (Metric Tons)</th> <th>Water Consumption (Metric Tons)</th> </tr> </thead> <tbody> <tr> <td>Parent company</td> <td>3,927</td> <td>4,584</td> </tr> <tr> <td>Milim</td> <td>732,763</td> <td>779,396</td> </tr> <tr> <td>Total</td> <td>763,690</td> <td>793,980</td> </tr> </tbody> </table> <p><b>【Waste Management】</b>  Its subsidiary, Milim G&amp;G Ceramics Co., Ltd, passed the ISO 14001 environmental management system certification in 2024, and the certificate is valid from April 23, 2024 to March 25, 2027. During the validity period of the certificate, continue to perform relevant management operations in accordance with the regulations of the ISO 14001 environmental management system.</p>	Year	2024	2025	Water Consumption (Metric Tons)	Water Consumption (Metric Tons)	Parent company	3,927	4,584	Milim	732,763	779,396	Total	763,690	793,980	
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			<p>The Company and its subsidiaries shall handle waste classification, storage, and removal in accordance with relevant laws and regulations. Waste is prioritized for reuse or recycling at the factory. If it cannot be reused, it shall be incinerated or buried by a qualified manufacturer.</p> <p>Hazardous waste and non-hazardous waste output in the last 2 years:</p> <table border="1"> <thead> <tr> <th rowspan="2">year</th> <th colspan="2">2024</th> <th colspan="2">2025</th> </tr> <tr> <th>harmful (metric tons).</th> <th>Not harmful (metric tons).</th> <th>harmful (metric tons).</th> <th>Not harmful (metric tons).</th> </tr> </thead> <tbody> <tr> <td>Parent company</td> <td>0</td> <td>3.58</td> <td>0</td> <td>3.69</td> </tr> <tr> <td>Milim</td> <td>0.58</td> <td>4,018.32</td> <td>1.07</td> <td>11,975.48</td> </tr> <tr> <td>Total</td> <td>0.58</td> <td>4,021.90</td> <td>1.07</td> <td>11,979.17</td> </tr> </tbody> </table> <p>In addition to the increase in the amount of waste gypsum and filter sludge recycled from the process, the disclosed data in 2025 increased compared to the previous year due to the temporary storage of some waste in 2024 and the completion of cleaning and transportation in 2025. The above differences are mainly due to different processing times.</p>	year	2024		2025		harmful (metric tons).	Not harmful (metric tons).	harmful (metric tons).	Not harmful (metric tons).	Parent company	0	3.58	0	3.69	Milim	0.58	4,018.32	1.07	11,975.48	Total	0.58	4,021.90	1.07	11,979.17	
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<p>4. Social issues</p> <p>(1) Does the company formulate relevant management policies and procedures in accordance with relevant laws and international human rights conventions?</p>	✓		<p>The Company actively promotes human rights management and implements the concept of human rights protection in daily operations to ensure that basic human rights are respected and safeguarded in the process of operation. The formulation, promotion, and management of human rights policies are coordinated by the human resources department, covering all employees and supply chain partners.</p> <p>The Company supports and complies with internationally recognized human rights standards such as the United Nations Universal Declaration of Human Rights, the International Covenants on Human Rights, the United Nations Global Alliance, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, as well as relevant laws and regulations of the locations where it operates, and formulates human rights policies in accordance with the United Nations Guiding Principles on Business and Human Rights to concretely implement its responsibility to respect and protect human rights. The relevant policy content has been announced on the Company's website.</p> <p>The Company's human rights management policies and specific programs are summarized as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%; text-align: center;">Human Rights Management Policy</td> <td style="text-align: center;">Specific plan</td> </tr> <tr> <td style="text-align: center;">Diversity and inclusion</td> <td>There is no discrimination based on religion, gender, race, age, etc., and we are committed to creating a</td> </tr> </table>	Human Rights Management Policy	Specific plan	Diversity and inclusion	There is no discrimination based on religion, gender, race, age, etc., and we are committed to creating a	There are no material differences.
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	Yes	No	Summary	
			<p>Equal job opportunities</p> <p>work environment that is diverse, open, dignified, safe, equal, and free from discrimination and harassment.</p> <p>As of the end of December 2025, no complaints of discrimination have been received, and 1% of employees with disabilities have been hired in accordance with the law.</p>	
		<p>Forced labor is prohibited and the employment of child labor</p>	<p>Implement a leave system, and the system automatically sends out leave reminders every month to encourage employees to pay attention to life-work balance. Respect the wishes of employees, prohibit forced labor, meet the minimum age limit of local regulations, prohibit human trafficking, do not discriminate in employment, and never allow any human rights violations.</p> <p>As of the end of December 2025, the number of overtime workers was 0; 0 child workers were employed.</p>	
		<p>Provide reasonable salaries and working conditions</p>	<p>Implement fairness in employment, remuneration and benefits, training, evaluation, and promotion opportunities in accordance with laws and regulations. "Flexible working hours", the work shift is selected by the employee based on their own situation.</p>	

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>Provide a safe, hygienic and healthy working environment</p> <p>Build a safe and healthy working environment, jointly reduce workplace safety and health risks, and regularly implement labor safety-related education and training. Take the initiative to care for employees' physical and mental health to enrich the concept of "work-life balance". Breastfeeding rooms are set up, regular health checkups for in-service employees, and on-site services are provided by doctors with special labor health services.</p>	
			<p>Maintain positive labor relations and provide multiple communication channels</p> <p>The company is committed to establishing an open and diverse communication mechanism, continuously promoting positive interaction and understanding between labor and management through regular labor-management meetings, creating a harmonious and stable labor-management relationship, and effectively coordinating and responding to employee opinions.</p> <p>As of the end of December 2025, the company has held:</p> <ul style="list-style-type: none"> <li>• 4 labor-management meetings</li> <li>• Townhall (staff all-hands meeting) 2 sessions</li> <li>• 5 symposiums between the chairman and employees</li> </ul> <p>At the same time, the company collects feedback from colleagues through employee opinion surveys</p>	

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons										
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			<p>(including general questionnaires and sample interviews), and overall employee satisfaction remains above average. In response to the survey results and employee recommendations, the company has gradually planned and promoted relevant improvement measures, including:</p> <ul style="list-style-type: none"> <li>• Provide more learning and training resources</li> <li>• Continue to strengthen cross-departmental communication mechanisms</li> <li>• Enhance management information transparency</li> </ul> <p>In 2025, the Human Resources Department conducted an annual employee opinion survey</p> <table border="1"> <tr> <td>Object</td> <td>All employees of the operation headquarters (153 people)</td> </tr> <tr> <td>Coverage</td> <td>100%</td> </tr> <tr> <td>During the investigation</td> <td>November 19, 2025 ~ November 25, 2025</td> </tr> <tr> <td>Overall satisfaction</td> <td>3.83 (scored on a 5-point scale).</td> </tr> <tr> <td>Direction of improvement</td> <td>Continue to arrange "discussions with the chairman" (departments) to delve into the root causes of problems and offer suggestions</td> </tr> </table>	Object	All employees of the operation headquarters (153 people)	Coverage	100%	During the investigation	November 19, 2025 ~ November 25, 2025	Overall satisfaction	3.83 (scored on a 5-point scale).	Direction of improvement	Continue to arrange "discussions with the chairman" (departments) to delve into the root causes of problems and offer suggestions	
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			<p>for improvement.</p> <p>In addition, the company has also established the gu.careyou mailbox and the global employee notification mailbox (whistle@globeunion.com) to provide a formal channel for colleagues to report various work and workplace issues to ensure that opinions can be responded to and handled promptly and effectively. As of the end of December 2025, 5 employee symposiums have been completed; Departments that have not yet completed the symposium will continue to arrange for it in 2026. The company will also compile relevant opinions and improvement directions and, in the future, disclose and track implementation results in a timely manner.</p>	
			<p>Implement the Information Security and Personal Information Protection Act</p> <p>For employees, customers, suppliers/contractors, relevant security maintenance and strict control measures are taken to ensure the rights and interests of personal data owners.</p>	
			<p>In order to ensure the effective implementation of human rights policies, the company continues to track relevant performance indicators, and the implementation status in 2025 is as follows:</p>	

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
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			<ul style="list-style-type: none"> <li>• 2025 training related to promoting human rights protection: A total of 732 people participated, with a total of 1,245 training hours</li> <li>• Zero violation records: There have been no child labor employment at any of our operating sites around the world, and we maintain zero complaints about discrimination, sexual harassment, violations of indigenous rights, or forced labor.</li> <li>• Effectiveness of parental leave: The reinstatement rate and retention rate of the Taiwan headquarters in 2025 reached 100%, demonstrating support for gender equality and a friendly parenting culture.</li> <li>• Strengthen communication and participation mechanisms: Regularly hold dialogue meetings between the chairman and the CEO, establish an anonymous pre-question mechanism, and provide public feedback from decision-makers to deepen information transparency between labor and management.</li> <li>• Supply Chain Human Rights Management: Establish supplier ESG management standards, require suppliers to sign the "Supplier Code of Conduct Commitment", and include the prohibition of child labor and the protection of human rights in supplier evaluation indicators. 100% of Milim key suppliers have signed the Environmental Protection and Anti-Terrorism Agreement (C-TPAT) to enhance the overall social responsibility awareness of the supply chain.</li> <li>• External honors: Continued to win the 1111 Manpower Bank Happy Enterprise Silver Award, and continued the Ministry of Health and Welfare's "Healthy Workplace Certification - Health</li> </ul>	

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
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			Promotion Label" as an affirmation of the workplace environment by external organizations.	
(2) Does the company formulate and implement reasonable employee welfare measures (including salary, vacation and other benefits, etc.), and appropriately reflect its operating performance or results in employee compensation?	✓		<p>Employee remuneration</p> <p>The company's year-end bonus system is based on the company's operating profit status for the year, and refers to the results of individual work evaluations, departmental performance, and other indicators required by the company as the performance bonus payment standard, so as to motivate all colleagues to work together for the company's goals. Employee remuneration is calculated in accordance with the provisions of the Company's Articles of Incorporation, and the Company's profit in the current year shall not be less than 2%. In accordance with the Financial Supervisory Commission's Letter No. 1130385442 dated November 8, 2024 and Article 14, Paragraph 6 of the "Securities and Exchange Act", passed by the board of directors on March 6, 2025, the company's articles of association stipulate that the proportion of base-level employees in employee remuneration should not be less than 25%. The amendment to the company's articles of association was voted on and approved by the discussion of the 2025 annual shareholders' meeting.</p> <p>Employee welfare measures</p> <p>The company has set up an employee welfare committee, which allocates 7/10,000 of the total sales of GUIC as welfare funds every month to provide various benefits to employees, such as: employee and children's education scholarships, employee travel subsidies, Dragon Boat Festival and Mid-Autumn Festival gifts, birthday gifts, Group Accidental</p>	There are no material differences.

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>Insurance and subsidies for Regular Health Check-ups, maternity and wedding and funeral subsidies, various sports and fitness equipment and equipment, and annual fixed subsidies for various associations established by employees. In terms of the leave system, in addition to a fixed two-day weekly holiday, special leave in accordance with the law, and employees who apply for leave without pay if they need it, consider taking care of both personal and family care.</p> <p>Workplace diversity and equality  Implement equal compensation conditions and fair and equal promotion opportunities for male and female colleagues, and implement a friendly workplace to allow colleagues of all genders to work with peace of mind. The average female staff of the group in 2025 years accounted for 34.73%; Female supervisors account for 32.29%, and the company also provides a good working environment to ensure that all ethnic groups receive comprehensive care for their physical, mental and spiritual well-being: (1) In accordance with the provisions of the "Labor Health Protection Rules", qualified factory doctors/factory nurses are hired to actively serve employees' health management and ensure their health on a monthly basis. (2) Handle various insurance affairs in accordance with the provisions of the Labor Standards Act and the Labor Health Insurance Act. (3) Implement the empowerment of women in a friendly workplace, set up breastfeeding (collection) rooms, and care for the needs of female colleagues.</p>	

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>Operating performance is reflected in employee compensation</p> <ul style="list-style-type: none"> <li>•Article 25-1 of the Articles of Association: If the Company has a profit during the year (the term "profit" refers to the profit before deducting the remuneration of employees and directors), it shall first set aside not less than 2% as employee remuneration (of which the proportion of base-level employees shall not be less than 25%), and may allocate not more than 2% as directors' remuneration. However, if the company still has accumulated losses, it should reserve the amount to make up in advance. Employee remuneration may be made in stock or cash, and the recipients of the payment may include employees of the controlling or subordinate companies that meet certain conditions. The definition of base-level employees, the specific contribution rate of employee remuneration, and the relevant conditions and payment methods may be adjusted by the board of directors based on the operating results, financial conditions, and industry characteristics of the current year, but the salary standards of base-level employees shall not be lower than those announced by the competent authority in accordance with relevant laws and regulations.</li> <li>•Overall Remuneration Policy: The company believes that a good remuneration and welfare system can create employee happiness; Therefore, the company is committed to creating a fair, transparent, competitive, and talent sustainability compensation and welfare system to support the growth of employees and the company.</li> </ul>	

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>Regular evaluations are conducted annually based on the company's operating performance, external market salary levels, and individual employee performance to ensure fair remuneration and market competitiveness. Rewards initiatives are designed to motivate employees to contribute to the company's long-term success.</p> <p>The company strives to create a performance, fair and happy working environment, and provides a stage for employees to develop their talents. The company attaches great importance to performance and rewards according to results, combines corporate development vision and strategic goals to establish an objective performance management system, and pays salaries and remuneration based on individual performance achievement results. The company also encourages employees to develop in all aspects, and in addition to formulating their own training plans and work goals, they also communicate with their supervisors to jointly determine the achievement of personal work goals and functional development capabilities.</p> <p>More information on employee welfare measures, retirement systems, and implementation is listed on page 154 of this annual report, "V. Labor relations".</p>	

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
(3) Does the company provide a safe and healthy working environment for employees, and regularly implements safety and health education for employees?	✓		<p><b>Occupational Safety and Health Policy</b>  The company complies with the Occupational Safety and Health Act and the regulations of customers and related organizations to formulate policies, and respects the requirements of relevant stakeholders for occupational safety and health to build a healthy and happy workplace. With disaster prevention and disaster prevention as the core concept, we use appropriate management tools, mature technology, and available resources to integrate occupational safety and health issues in our operating bases, propose effective countermeasures, continuously improve and promote occupational safety culture, strengthen the protection and management of operators, and invest resources to strengthen occupational disease prevention to create a zero-accident environment. Its subsidiary, Milim G&amp;G Ceramics Co., Ltd has obtained ISO 45001 certification (the certificate is valid from March 28, 2025 to March 31, 2028).</p> <p>The company has also established quantitative indicators to improve overall occupational safety and health performance and effectively control risks. The parent company and its subsidiary Milim G&amp;G Ceramics Co., Ltd have a disabling injury frequency of 0 in 2025; There were 6 occupational accidents with 6 people (accounting for 0.29% of the total number of employees at the end of 2025), including 0 fires and 0 deaths (accounting for 0% of the total number of employees at the end of 2025).</p> <p><b>Labor Working Environment Monitoring</b>  In order to protect workers from the harm of harmful substances in the workplace and provide a healthy and comfortable working environment for workers, regular monitoring of the working environment is conducted</p>	There are no material differences.

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons									
	Yes	No	Summary										
			<p>every year to understand the actual exposure status of workers.</p> <p>The company's occupational safety education and training and publicity in the past two years In order to ensure that employees are familiar with occupational safety and health regulations and promote employee health care, education and training programs are arranged every year, including emergency response (including fire) at operating bases, occupational safety and health, etc.</p> <p>The number and number of people in the company's public safety Education, training and advocacy in the past two years are as follows:</p> <table border="1"> <thead> <tr> <th>Occupational safety training</th> <th>Total training hours (hours).</th> <th>Number of trainees (number of people).</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>52,113</td> <td>17,086</td> </tr> <tr> <td>2025</td> <td>192,229</td> <td>22,500</td> </tr> </tbody> </table>	Occupational safety training	Total training hours (hours).	Number of trainees (number of people).	2024	52,113	17,086	2025	192,229	22,500	
Occupational safety training	Total training hours (hours).	Number of trainees (number of people).											
2024	52,113	17,086											
2025	192,229	22,500											
(4) Does the company establish an effective career development training program for employees?	✓		<p>Every year, the company plans complete functional training for supervisors and colleagues at all levels based on business operations, business direction, and future forward-looking development, including new employee training, professional advanced training, supervisor training, etc., to assist employees in continuous learning and growth through multiple learning methods, and introduce training courses related to the development of corporate ethics to cultivate colleagues' key competencies. For information such as 2025 education and training hours,</p>	There are no material differences.									

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>please refer to the sustainability report.</p> <p>During regular performance interviews each year, supervisors and employees discuss and set up personal annual competency development plans, encourage employees to improve their professional abilities through internal and external training courses, and assist employees in tailoring their career development plans through regular reviews and feedback.</p>	
(5) Does the company comply with relevant laws and international standards, and formulate relevant policies and complaint procedures to protect the rights and interests of consumers or customers on issues such as customer health and safety, customer privacy, marketing, and labeling of products and services?	✓		<p>The company controls the value chain of products, from raw materials, logistics to sales, sets up relevant operating standards and management mechanisms, continuously tracks product safety information and a comprehensive internal feedback mechanism, and implements product safety commitments.</p> <p>The company has established an information security policy to manage and protect customer privacy. Through internal and external information security supervision, disaster drills, social engineering prevention and education and training, strengthen employees' information security awareness, and check customer data.</p> <p>The company strictly adheres to relevant government regulations and international manufacturing and sales standards, formulates internal quality management regulations, and compiles relevant operating standards for personnel to follow.</p> <p>Product labeling is key to protecting consumer rights and health, and the company has a laboratory and product certification department that formulates product screening standards to ensure that product ingredients, manufacturing, and labeling meet regulatory requirements.</p> <p>The company (GERBER, PJH, LENZ) has set up customer service</p>	There are no material differences.

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons				
	Yes	No	Summary					
			hotlines and opinion mailboxes to receive customer complaints, assist frontline business colleagues in handling them, and effectively protect customer rights and interests.					
(6) Does the company have established a supplier management policy that requires suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and their implementation?	✓		<p>The company has established the "Supplier Evaluation Management Measures" to establish the filtering conditions for suppliers in terms of delivery time, production capacity and equipment, as well as the requirements and expectations for suppliers in terms of integrity and ethics, health and safety, and environmental quality. The Company understands new suppliers through the supplier questionnaire and conducts regular and irregular supplier evaluations as the basis for assessment and supervision. The company's 2025 cooperative supplier meets the following conditions.</p> <table border="1"> <tr> <td>Supplier evaluation</td> <td>All suppliers must pass supplier assessments and comply with the Supplier Code of Conduct.</td> </tr> <tr> <td>Supplier assessment</td> <td>The company conducts regular monthly assessments and tracks the progress of supplier improvements to enhance quality and technology, strengthen environmental protection and safety, and improve other hygiene performance.</td> </tr> </table>	Supplier evaluation	All suppliers must pass supplier assessments and comply with the Supplier Code of Conduct.	Supplier assessment	The company conducts regular monthly assessments and tracks the progress of supplier improvements to enhance quality and technology, strengthen environmental protection and safety, and improve other hygiene performance.	There are no material differences.
Supplier evaluation	All suppliers must pass supplier assessments and comply with the Supplier Code of Conduct.							
Supplier assessment	The company conducts regular monthly assessments and tracks the progress of supplier improvements to enhance quality and technology, strengthen environmental protection and safety, and improve other hygiene performance.							

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
5. Does the company refer to internationally accepted report preparation standards or guidelines to prepare sustainability reports and other reports that disclose the company's non-financial information? Has the aforementioned report obtained the conviction or guarantee opinion of the third-party verification unit?	✓		Our company has prepared this report in accordance with the GRI Universal Standards 2021 issued by the Global Sustainability Standards Board (GSSB), the AA1000 Accountability Principles, the Sustainability Accounting Standards Board (SASB) standards, and the Task Force on Climate-related Financial Disclosures (TCFD) framework.	There are no material differences.
6. If the company has its own sustainability code in accordance with the "Code of Practice for Sustainable Development of Listed and OTC Listed Companies", please describe the differences between its operation and the established code: The company was approved by the board of directors in December 2014 to formulate the "Corporate Social Responsibility Code" to strengthen the implementation of corporate social responsibility. In March 2022, the board of directors approved the revision of the "Sustainable Development Code" to promote and implement relevant sustainable development work. The Code is formulated in accordance with the principles of the "Code of Practice for Sustainable Development of TPEX Listed Companies", and its code structure, governance requirements, and information disclosure have been incorporated into the Company's existing sustainability governance and sustainability reporting operations, and there is no material difference from the provisions of the "Code of Practice on Sustainable Development of TPEX Listed Companies".				
7. Other important information that is helpful for understanding the implementation of sustainable development: "Society" is composed of "people" who play different roles, and the company is committed to creating a superior working environment under the business philosophy of becoming the world's most trusted company and corporate sustainability, and while earning the trust of				

Implementation items	Implementation			Deviations from Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>customers, employees, manufacturers, shareholders and competitors, it also fulfills its due social responsibilities. Support and sponsorship for legal entities in the society, such as the Cross-Strait Economic, Trade and Cultural Exchange Association, the Taichung Rotary Club of Taichung City, the purchase of Mid-Autumn Festival gift boxes from Meng En Hearing Impaired Bakery in response to public welfare, and the long-term support of colleagues in the Taichung City Industrial Park Tongci Association, etc., totaling NT\$210 thousand. Colleagues participated in the "Happiness Canteen" to provide meal care activities for the elderly, the "Rice Tank" ESG public welfare activities, accompanied the visually impaired students at Huiming School for the Blind to carry out food and agriculture education, and ESG public welfare activities - Rice Natural Field Volunteers - Assisting small farmers in field activities.</p> <p>In addition, the Charity Communication Foundation established by the founder of the company donated a total of NT\$6,100 thousand to the Republic of China Disabled Baseball and Softball Association, Voice Hidden, Taiwan Hope Volunteer Group, the Republic of China Mercy and Good Guidance College Cultural and Educational Association, and the Taiwan Rice Tank Sustainable Care Association.</p> <p>The company values human rights, and all employees, regardless of gender, religion, or political affiliation, are equal in employment opportunities. It strives to create a good working environment to ensure there is no discrimination or harassment. Safety and health are implemented and controlled in accordance with government laws and regulations.</p> <p>Certified:</p> <p>Milim G&amp;G Ceramics Co., Ltd</p> <ol style="list-style-type: none"> <li>1. Quality management system: ISO9001 (certificate validity period: 2025.03.28~2028.03.31).</li> <li>2. Environmental management system: ISO14001 (certificate validity period: 2024.04.23~2027.03.25).</li> <li>3. Occupational safety and health management system: ISO45001 (Certificate validity period: 2025.03.28~2028.03.31).</li> <li>4. Energy management certification: ISO50001 (certificate validity period: 2025.04.12~2028.04.12).</li> </ol> <p>Globe Union Industrial Corp.</p> <ol style="list-style-type: none"> <li>1. TIPS Taiwan Intellectual Property Management Regulations (Certificate validity period: 2026.12.31).</li> <li>2. ISO27001: 2022 Information Security Management System (Certificate Validity: 2024.09.29~2027.09.29).</li> </ol>	

Explanation 1: Work environment and personal protection measures: The Company recognizes the importance of workplace and individual employee protection measures. Our key targets and implementation are as follows:

Item No.	Target/Goal	Project	Current Situation	Implementation
1	Zero elevator accidents	Freight elevators are specially designed for carrying goods, and it is strictly forbidden to carry people or overload. They are regularly entrusted to qualified professional manufacturers for maintenance and maintenance in accordance with relevant laws and regulations.	We have signed maintenance contracts with qualified professional manufacturers, regularly perform elevator maintenance, complete annual inspections in accordance with regulations, and ensure that equipment is used only after qualification.	The precautions for strictly prohibiting the carrying of people and the overloading of freight elevators have been publicized to the relevant competent units, and elevator safety maintenance management regulations have been posted inside and outside the elevator. The company's various equipment safety management systems are implemented in accordance with standardized processes, and the safety evaluation has reached the highest level of the enterprise.
2	Zero harm to electrical appliances and electrical equipment	In accordance with Article 9 of the "Regulations for the Administration of Full-time Electrical Technicians and Electrical Equipment Inspection and Maintenance Industry" and relevant regulations on national safety electricity use, all equipment is equipped with leakage circuit breakers and complete grounding protection measures.	It has signed contracts with qualified professional manufacturers to conduct regular safety inspections of the power circuits of the entire plant, and conduct power outage inspections and maintenance operations at least once a year in accordance with regulations.	Conduct real-time review and improvement of suspected overloaded electrical circuits, and clearly post warning slogans on each circuit box that read, "Please do not turn on for non-professional electrical operators" to effectively prevent electric shock and other electrical safety risks.
3	Zero fire accidents	In accordance with relevant laws and regulations, conduct regular maintenance of fire safety equipment within the specified time limit, and	According to Article 15 of the Enforcement Rules of the Fire Protection Act, fire extinguishing, notification, and evacuation training shall be conducted at least once	The industrial safety team conducts daily fire safety inspections to ensure the fire passage remains unobstructed and that fire hydrants and related equipment function properly. If abnormalities or potential safety hazards are

Item No.	Target/Goal	Project	Current Situation	Implementation
		implement fire management and training systems.	every six months, for no less than 4 hours each time, and the local fire protection authority shall be notified prior to the training. In addition, fire equipment manufacturers regularly perform maintenance and replace damaged equipment.	found in fire safety equipment, they should be immediately eliminated, repaired, or replaced, and managed by numbering to ensure the fire protection system remains in good condition. Once the fire safety equipment is found to be a potential safety hazard, it will be eliminated in a timely manner, and if there is any abnormality, maintenance, or damage, it will be immediately replaced and managed.
4	Access control In and out	To prevent unknown people from entering the company, access control personnel are responsible for controlling entry and exit. Implemented in accordance with the company's access control regulations.	New colleagues are granted general permissions, and for special access control and application openings, they need to obtain permission from the highest supervisor stipulated by the approval authority. For business negotiations conducted by external personnel, identification cards must be obtained in accordance with regulations, and personnel and their vehicles must be parked in designated areas for designated personnel. The goods shall be inspected and verified by the relevant release documents	Access control list management, when a person leaves the company, immediately withdraws and deletes their authority in the system.
5	Security management Safety after hours Maintenance	The last off-duty colleague must complete the security settings to maintain company safety. Employees in the factory area are allowed to enter after getting off work, except in special	Employees in the factory area who work overtime on holidays must follow the "Overtime Personnel Summary Table" issued by the human resources department. On holidays, employees who work overtime at the company must first	In case of unknown situations, the factory security or the security company may ascertain the current situation and report it.

Item No.	Target/Goal	Project	Current Situation	Implementation
		circumstances, after explaining to the guards to ensure the safety of personnel and property.	register and receive a security magnetic buckle from the General Affairs Division, and immediately return it on working days to ensure proper management.	
6	Air conditioning maintenance management	Chillers, blowers, and cooling towers are scheduled for maintenance.	Regularly check the chiller's operating indicators, and if any abnormality is detected, it will be identified in advance and addressed in a planned manner.	Regularly clean the cooling tower and add chlorine ingots to inhibit the generation of germs, and at the same time, it can maintain the high-pressure generation of the chiller and reduce electricity costs.
7	Power-driven centrifugal machinery Zero disasters	Design an automatic checklist and require operators to check regularly according to regulations.	Article 74 of the Occupational Safety and Health Facilities Regulations stipulates that before removing items from the centrifugal machine, the machine must be confirmed to stop operation.	Confirm that each item is inspected according to the facts, and require the supervisor of the executive unit to supervise effectively.
8	Hot work Zero disasters	If the operating unit needs to carry out operations that may generate sparks, the unit supervisor shall inform the safety control unit (General Affairs Division or Safety Division). The operating unit shall follow the fire operation instructions.	After applying for a fire permit and approval, it is still necessary to be checked by the safety control unit for any safety concerns and to be informed of the precautions before starting a fire.	The fire area should first remove the source of danger and pay close attention to any scattered sparks at all times. The fire extinguisher should be placed at the work site for easy use when needed. According to the level of the hot work certificate, check the safety measures at the work site and the timeliness of the work permit from time to time.
9	Contractor construction safety and hygiene links	Before signing, the contractor must be asked to read it in detail and to verbally confirm if anything is not specified. When the contract is signed, the construction safety and	During construction, the contractor shall comply with various safety management regulations and provide necessary protective equipment and equipment for employees.	If there is a violation of safety and health regulations, it can be requested to stop work immediately for important safety matters, and the remaining non-compliant matters can be improved and the contract terminated within a time limit.

Item No.	Target/Goal	Project	Current Situation	Implementation
		health requirements are agreed upon, and the protective work before construction and the treatment after completion are confirmed.	Before construction, the construction management department, safety management department, and 6S management department confirm the on-site construction protection requirements, conduct process inspections, and accept completion.	
10	Zero accidents involving cutting saw tools	Newly purchased automatic band saw machine	The item can run automatically when cut off, and automatically stop, so the operator can operate safely	The supervisor of the operating unit is required to limit the operation of personnel
11	Occupational safety Guarantee	The company has carried out a series of safety knowledge training, established a part-time safety supervisor system and improved workshop safety, established a three-level safety education system, and supervised the safety production responsibility system	The company attaches great importance to employee labor safety and health protection, conducts regular occupational disease and health examinations for employees in positions exposed to harmful factors, and maintains comprehensive employee health management files to continuously monitor employees' health status. At the same time, a comprehensive three-level safety education and training system and related training materials have been established, and the wearing standards for labor protection products have been clearly stipulated to ensure the implementation of safety measures	The company has completed safety awareness training for all relevant employees and continues to promote the improvement of the workshop operating environment, including the optimization of operation flow and the upgrade of ventilation, lighting and lighting equipment, so that the safety and comfort of the working environment have been significantly improved. Implement on-site health services for medical professionals in accordance with regulations, regularly conduct employee health management consultations and health promotion activities, and make rolling adjustments based on actual implementation. Relevant measures have effectively reduced the risk of occupational accidents and diseases, and have had a positive effect on improving employees' physical and mental health and work efficiency.

Item No.	Target/Goal	Project	Current Situation	Implementation
			<p>at the work site. The company conducts regular occupational safety and health inspections every year, arranges for medical professionals to provide on-site health consultation services, and establishes a hierarchical management mechanism based on employees' health status to effectively prevent occupational accidents and diseases and continuously improve overall workplace safety and health.</p>	
12	(3) waste (water, air, sound) control	<p>Carry out three waste control measures in accordance with the standards set by the environmental protection department. Invest in wastewater treatment systems, clean energy, waste desulfurization and dust-removal discharge, and sound-insulation equipment.</p>	<p>The company continues to promote the improvement of wastewater, exhaust gas, noise, etc.</p>	<p>Complete networking with environmental protection authorities to implement online real-time monitoring of emission indicators to ensure that various emission data comply with regulatory requirements. In addition, in line with the annual plan, we regularly conduct environmental factor testing, continue to promote wastewater recycling and reuse measures to reduce resource consumption and environmental impact, and implement the management goals of pollution prevention and continuous improvement.</p>
13	Resource recycling	<p>Improve product yield, reduce waste generation, and strengthen the recycling and reuse of 6S competition-level waste to reduce resource waste and recycling.</p>	<p>Conduct monthly reviews of product yield and implement recycling management for waste generated during the process to reduce raw material consumption and overall waste generation. At the same time, we continue to promote waste heat</p>	<p>In accordance with relevant environmental protection laws and regulations and the requirements of competent authorities, we have established a comprehensive waste management system, fully implemented the principles of harmlessness, reduction, and resource treatment of various types of waste generated during</p>

Item No.	Target/Goal	Project	Current Situation	Implementation
			recovery and reuse and reclaimed water use measures to effectively save energy and water resources. In addition, by promoting the 6S management system, we will strengthen resource use efficiency and commend units with excellent performance to encourage all units to continue to implement resource recycling, energy conservation, and waste reduction actions	operation, and continued to strengthen internal management and audit mechanisms. Through institutionalized management and continuous improvement measures, we effectively reduce environmental risks, ensure that the impact of our operations on the surrounding environment is minimized, and demonstrate the company's long-term commitment and implementation results in resource recycling and environmental sustainability.
14	Energy saving and consumption reduction	To identify problems in energy utilization, the company outsourced an energy usage audit and, at the same time, proposed and implemented a cleaner production review.	In terms of the energy management system, a complete management organization has been established, and a series of energy conservation and consumption reduction systems have been implemented. Assessments will be conducted.	Renovation of lighting, water, and electricity, recycling of waste heat from kilns, energy-saving motor equipment, secondary use of reclaimed water, high-efficiency and energy-saving kilns, the use of energy-saving lamps, water valves, and repairs of buildings such as dormitories and factories, promote energy conservation and consumption reduction, reduce pollutant emission concentration and total emissions.

## Climate-Related Information for Listed Companies

### 1. Execution Status of Climate-Related Information

Item	Implementation
<p>1. Describe the oversight and governance of the board of directors and management on climate-related risks and opportunities.</p>	<ul style="list-style-type: none"> <li>Corporate governance plays an important role in addressing climate change. In view of this, the company established the Corporate Governance and Sustainable Development Committee (Committee) in November 2023, with the chairman serving as the top decision-maker of the committee, holding regular committee meetings every year to discuss and resolve climate-related activities and strategies, and regularly reporting on climate-related activity results and strategic resolutions to the board of directors.</li> <li>The chairman and general manager serve as the top persons in charge of the "ESG Sustainability Promotion Organization", leading the company's internal senior executives to plan and implement sustainable development and climate change strategies. The "ESG Sustainability Promotion Organization" is composed of senior internal executives and has a dedicated sustainability management department, which is responsible for cross-departmental coordination, communication, and integration of management activities related to sustainability and climate change, and reports to the "ESG Sustainability Promotion Organization". The "ESG Sustainability Promotion Organization" then sets the company's short-, medium-, and long-term goals and development strategies for sustainability and climate change, and the person in charge reports to the committee annually.</li> </ul>
<p>2. Describe how the identified climate risks and opportunities affect the company's business, strategy, and finances (short, medium, and long term).</p>	<ul style="list-style-type: none"> <li>After a comprehensive assessment of the major climate risks faced by the Company, it mainly comes from domestic and foreign regulations and the requirements of important stakeholders such as clients for the reduction of greenhouse gases and compliance with product water consumption and energy efficiency standards. The company has long been committed to developing low-consumption, water-saving sanitary products, and has won the stable support and trust of the existing market. In order to properly manage the risks associated with extreme weather events and the transition to a low-carbon economy, the Company has actively developed solutions and gradually incorporated climate change-related risks into operational decisions, and strives to achieve climate mitigation and adaptation goals through risk identification and management, thereby enhancing the Company's climate resilience.</li> </ul>

Item	Implementation			
	Business, Strategy and Financial Planning for Climate-related Risks and Opportunities (Short, Medium and Long Term)			
Type	period	Climate risks/opportunities	Financial implications	Precautions taken by the company
Physical risk	Short-term	Increase the severity of extreme weather events (typhoons, heavy rainfall, droughts).	Extreme weather events are becoming increasingly severe, which may lead to disruption of operating bases, equipment damage, or employees being unable to come to work, which will increase the company's operating costs, including personnel costs and property losses.	<ol style="list-style-type: none"> <li>1. Carry out flood control actions before typhoons, such as stacking sandbags, dredging drainage pipes, and raising plant equipment.</li> <li>2. Improve infrastructure resilience (such as installing waterproof gates), assess flood risks in manufacturing plants, and develop and implement risk mitigation measures.</li> <li>3. Regularly inspect and maintain the factory environment every year to reduce the risk of operational disruption caused by climate events.</li> </ol>

Item	Implementation				
	Type	period	Climate risks/opportunities	Financial implications	Precautions taken by the company
Transformation risk	Medium term	carbon tax, carbon fee	The main markets for the company's products are North America and Europe, and the officially implemented international carbon tariff mechanism requires reporting the carbon content (carbon footprint) of the company's products, in addition to paying carbon taxes/fees, which will increase the company's operating costs.	<ol style="list-style-type: none"> <li>1. Combine with external experts to continuously pay attention to regulatory trends at each operating site to facilitate early response.</li> <li>2. Grasp the emissions of each operating site by establishing a greenhouse gas inventory and further evaluating appropriate response measures.</li> <li>3. Try our best to improve and optimize the process to reduce product carbon emissions.</li> </ol>	
	Long-term	The cost of raw materials has risen	Climate change has increased market uncertainty and put pressure on the company's manufacturing costs, including restrictions on mineral resource extraction and fluctuations in natural gas prices, which may lead to higher operating costs.	<ol style="list-style-type: none"> <li>1. Improve energy and resource use efficiency, reduce waste, maximize resource efficiency, and thereby reduce operating costs.</li> <li>2. Seek alternative energy or resources and increase the number of alternative suppliers to avoid the risk of fluctuations in raw materials and energy prices, and seek preferential treatment.</li> </ol>	

Item	Implementation				
	Type	period	Climate risks/opportunities	Financial implications	Precautions taken by the company
	Transformation risk	long-term	Customer consumption behavior changes	If low-carbon products cannot be developed in line with market trends, market sales will decrease, resulting in a decline in revenue.	<p>Optimize product or packaging material requirements according to customer or market regulatory needs:</p> <ol style="list-style-type: none"> <li>1. Optimize packaging design and use minimal and minimal packaging while protecting products from damage during transportation.</li> <li>2. Try to avoid using plastic bag packaging.</li> <li>3. Continue to invest in R&amp;D, the company's R&amp;D expenses in 2025 is NT\$164 million, of which R&amp;D expenses related to energy-saving products account for 0.94%.</li> <li>4. At present, water hardware products have complied with the latest environmental protection regulations and met energy and water conservation standards; At the same time, ceramic toilets continue to optimize their energy-saving and water-saving performance to further reduce environmental impact.</li> </ol>

Item	Implementation				
	Type	period	Climate risks/opportunities	Financial implications	Precautions taken by the company
	opportunity	Medium term	Limited resource management (resource reuse and conservation strategies).	The company has completed the construction and operation of carbon-reduction-related equipment, reducing its water and energy use and lowering operating costs by improving energy efficiency, reducing consumption, recovering heat energy, and treating and reusing wastewater.	The company actively implements the "open source and throttling" strategy in the field of power and water resource management, by continuously promoting the concept of conservation, gradually replacing existing equipment with more efficient and energy-saving models, and optimizing waste heat recovery and reuse systems at the kiln firing plant to improve overall energy efficiency and resource scheduling flexibility.

Item	Implementation														
	<table border="1" data-bbox="584 296 1984 855"> <thead> <tr> <th data-bbox="584 296 685 408">Type</th> <th data-bbox="685 296 797 408">period</th> <th data-bbox="797 296 1055 408">Climate risks/opportunities</th> <th data-bbox="1055 296 1402 408">Financial implications</th> <th data-bbox="1402 296 1984 408">Precautions taken by the company</th> </tr> </thead> <tbody> <tr> <td data-bbox="584 408 685 855">opportunity</td> <td data-bbox="685 408 797 855">long-term</td> <td data-bbox="797 408 1055 855">Use efficient shipping methods or reduce shipping distances</td> <td data-bbox="1055 408 1402 855">By finding suitable transportation contractors and continuous market management, you can plan more efficient transportation modes and reduce operating costs.</td> <td data-bbox="1402 408 1984 855">           1. For automobile transportation in China, all vehicle models that meet the "National Phase V Motor Vehicle Pollutant Emission Standards" are used, and off-peak delivery is implemented according to weather conditions in accordance with government guidelines.            2. According to order demand, part of the production will be transferred to the company's factory in Mexico for R&amp;D and production to shorten shipping distances and improve logistics efficiency.         </td> </tr> </tbody> </table> <p data-bbox="584 855 1984 935">Note: The periods in the table above are defined as short-term (1-3 years), medium-term (3-5 years), and long-term (more than 5 years).</p> <p data-bbox="584 935 1984 1078">Based on the above risk and opportunity assessment results, although extreme weather and transition actions do not have a direct impact on the Company's finances in the short term, it is still necessary to continue to reduce the impact of climate risk factors on the Company through regular assessments.</p>					Type	period	Climate risks/opportunities	Financial implications	Precautions taken by the company	opportunity	long-term	Use efficient shipping methods or reduce shipping distances	By finding suitable transportation contractors and continuous market management, you can plan more efficient transportation modes and reduce operating costs.	1. For automobile transportation in China, all vehicle models that meet the "National Phase V Motor Vehicle Pollutant Emission Standards" are used, and off-peak delivery is implemented according to weather conditions in accordance with government guidelines. 2. According to order demand, part of the production will be transferred to the company's factory in Mexico for R&D and production to shorten shipping distances and improve logistics efficiency.
Type	period	Climate risks/opportunities	Financial implications	Precautions taken by the company											
opportunity	long-term	Use efficient shipping methods or reduce shipping distances	By finding suitable transportation contractors and continuous market management, you can plan more efficient transportation modes and reduce operating costs.	1. For automobile transportation in China, all vehicle models that meet the "National Phase V Motor Vehicle Pollutant Emission Standards" are used, and off-peak delivery is implemented according to weather conditions in accordance with government guidelines. 2. According to order demand, part of the production will be transferred to the company's factory in Mexico for R&D and production to shorten shipping distances and improve logistics efficiency.											
3. Describe the financial impact of extreme climate events and transition actions.	Extreme weather and transition actions have no direct impact on finances in the short term; However, it is still necessary to continue to reduce the impact of climate risk factors on the company through regular assessments. In order to properly manage the risks associated with extreme weather events and low-carbon economic transition, we will gradually incorporate climate change risks into operational decisions, identify and manage risks, and make every effort to mitigate and adapt to them.														
4. Describe how the identification, assessment, and	The identification and assessment of the Company's climate-related risks has the following processes: 1. Perform top-down assessments at the organizational level to understand the company's key risks;														

Item	Implementation
<p>management processes of climate risks are integrated into the overall risk management system.</p>	<p>2. Perform bottom-up assessments at the operational level and conduct aggregate analysis of individual market assessments. and</p> <p>3. Conduct materiality assessments by engaging with external stakeholders to understand their concerns, to minimize their impact, and to help the company achieve its long-term goals and operational strategy.</p> <p>After summarizing climate-related risks, GUIC assesses the likelihood of each risk and the degree of impact on the company, and considers the time period during which these risks may have an impact, so as to complete the company's materiality assessment and analysis of climate-related risks and opportunities, define the priority and risk level of risk control, and adopt corresponding risk management strategies according to the risk level.</p> <p>In terms of the management process of transformation risks and opportunities, GUIC identified that the ceramic firing process that uses a large amount of energy will be affected by future carbon taxes (fees) and the risk of incurring additional operating costs. Therefore, the company continues to manage energy in ceramic factories and invests in upgrading heat recovery systems. Milim has established a kiln waste heat recovery system since 92, and after more than 20 years, it has been utilized and renovated three times, in the drying process after the toilet is formed, by recovering the heat generated during the production process, reducing the heat demand that originally needs to be continuously supplied by the boiler, which will effectively reduce the overall energy use and achieve the effect of energy conservation and environmental protection. At the same time, the proportion of renewable energy use is gradually expanding. The Company uses an annual mechanism to track the progress of short-term targets, evaluate employee and manager performance in achieving energy management goals, prompt discussions on specific measures, and formulate improvement reward mechanisms and action plans.</p> <p>In terms of the management process of physical risks, the Company considers changes in rainfall patterns, and the water availability may be significantly reduced due to precipitation and water supply, which may lead to the risk of operational interruption of the ceramic process that uses a large amount of water, thereby affecting the Company's safety stock. The Company investigates, analyzes, and evaluates the likelihood and impact of water shortages in factories due to increased drought (immediate risk) and changes in rainfall patterns (long-term risk) through the World Resources Institute (WRI) development tool, and proposes corresponding climate change adaptation measures. Within the time dimension of the aforementioned analysis, some of the Group's subsidiaries' factories are located in areas with potential water scarcity, but this has no direct impact on the current situation.</p> <p>The company adheres to the principle of "becoming a trustworthy partner, a proud company, and a sustainable enterprise", and in 2024, it newly established the "Sustainability Information Management Measures" to integrate the risk management process into the company's overall internal control system management process; The Company</p>

Item	Implementation
	conducts annual audits of the sustainability information management process by the head of internal audit, and regularly reports the audit results to the Audit Committee and the Board of Directors.

Item	Implementation
5. If scenario analysis is used to assess resilience to climate change risks, it should describe the scenarios, parameters, assumptions, analysis factors, and key financial impacts used.	None at this time.
6. If there is a transition plan to manage climate-related risks, explain the content of the plan, and the indicators and goals used to identify and manage physical risks and transition risks.	None at this time.
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be explained.	None at this time.
8. If climate-related goals are set, information such as the activities covered, greenhouse gas emissions scope, planning schedule, and annual progress should be described. If carbon offsets or renewable energy certificates (RECs) are used to achieve relevant goals, the source and quantity of carbon reduction credits or the number of renewable energy certificates (RECs) should be explained.	None at this time.
9. Greenhouse gas inventory and assurance, as well as reduction targets, strategies, and specific action plans.	(Fill in 1-1 and 1-2 separately)

## 1-1 Greenhouse Gas Inventory and Verification Status for the Last Two Fiscal Years

### 1-1-1 Greenhouse Gas Inventory Information

Describe the greenhouse gas emissions (metric tons of CO<sub>2</sub>e), intensity (metric tons of CO<sub>2</sub>e/million dollars), and the scope of data coverage of greenhouse gases in the last two years.

According to the disclosure schedule plan of the Financial Supervisory Commission (FSC), the company should complete disclosure of the parent company's individual inventory information from 2026 and disclosure of subsidiaries' inventory information in the consolidated financial report from 2027. However, the greenhouse gas inventory project has been planned and implemented in advance, and the inventory information disclosure is as follows:

Currently, only Taiwan's parent company and subsidiary, Milim G&G Ceramics Co., Ltd (Ceramic Factory), have conducted greenhouse gas inventory operations in accordance with the ISO14064-1:2018 standard, and have completed Scope 1 and Scope 2 inventories. In 2025, greenhouse gas emissions per unit product were 0.0178 tons of CO<sub>2</sub>e/metric ton, slightly higher than last year's 0.0155 tons of CO<sub>2</sub>e/metric ton.

year		2024	2025
Items (units).		Emissions (tons CO <sub>2</sub> e).	Emissions (tons CO <sub>2</sub> e)
Parent company	Category 1	23.0696	23.2900
	Category 2	369.9570	380.8590
	Subtotal	393.0266	404.1490
Milim	Category 1	25,003.6434	30,574.8084
	Category 2	27,285.5239	29,108.9125
	Subtotal	52,289.1673	59,683.7209
Total		52,682.1939	60,087.8699

Notes:

1. In terms of Scope 1 emissions, both the parent company and Milim use the emission factors announced in the Environmental Protection Agency's "Greenhouse Gas Emission Factor Management Table" (version 6.0.4), which are based on the global warming potential (GWP) announced by IPCC AR6 released in 2021.
2. The Scope 2 parent company's electricity emission factor is calculated based on the latest electricity emission factor announced by the Energy Administration of the Ministry of Economic Affairs. Milim is based on the latest mainland emission factor announced by China.
3. The Company has not conducted a Scope 3 data inventory.

### 1-1-2 Greenhouse gas verification information

A description of the conviction status for the most recent two years as of the date of publication of the annual report, including the scope of conviction, the conviction body, the conviction criteria, and the conviction opinion.

The company is a listed and OTC company with a capital of less than 5 billion yuan, and according to the disclosure schedule plan of the Financial Supervisory Commission, it should complete the disclosure of individual assurance information of the parent company from 2028, and the disclosure of consolidated financial reports of subsidiaries from 2029, but it is not yet convinced.

### 1-2 Greenhouse gas reduction goals, strategies, and specific action plans

Describe the greenhouse gas reduction base year and its data, reduction targets, strategies, specific action plans, and achievement of reduction targets.

The Company will complete the greenhouse gas assurance operation ahead of the regulatory schedule and formulate reduction targets, strategies, and specific action plans based on the assurance results.

(VI) Implementation of ethical corporate management and measures, and departure from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons

Evaluation item	Operating status			Departure from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
1. Formulate ethical management policies and plans (1) Has the company formulated an ethical management policy approved by the board of directors, and clearly stated the ethical management policies and practices in its regulations and external documents, as well as the commitment of the board of directors and senior management to actively implement the management policy?	✓		The "Code of Ethical Management" and "Ethical Management Operating Procedures and Conduct Guidelines" established by the Company have been approved by the Board of Directors, and the work rules and codes of conduct stipulate that all employees, the board of directors, and senior management implement the principles of integrity, integrity and fairness, and comply with government laws and regulations, and implement them in internal management and external business activities.	There are no material differences.
(2) Has the company established an assessment mechanism for the risk of unethical conduct, regularly analyzes and evaluates business activities with a high risk of unethical conduct within its business scope, and formulates a plan to prevent unethical conduct accordingly, and at least covers the preventive measures for the behaviors in Article 7, Paragraph 2 of the "Code of Ethical Management for OTC Listed and OTC Listed Companies"?	✓		In the Code of Ethical Management established by the Company, regarding business activities with a high risk of unethical behavior within the business scope, measures such as strengthening the prevention of bribery and acceptance, the provision of illegal political contributions, the provision or acceptance of improper benefits, and the infringement of trade secrets are strengthened.	There are no material differences.
(3) Has the company clearly stipulated operating procedures, guidelines for conduct, and a	✓		The Company has established the "Code of Ethical Management" in accordance with relevant	There are no material differences.

Evaluation item	Operating status			Departure from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
punishment and complaint system for violations in the plan to prevent unethical behavior, and implemented them, and regularly reviewed and revised the aforementioned plans?			laws and regulations to foster a corporate culture of ethical management and the company's sound development. The most recent revision of the Code of Ethical Management was November 8, 2019.	
2. Implement ethical management (1) Does the company evaluate the integrity record of its counterparties and specify the terms of good conduct in the contracts it signs with its counterparties?	✓		According to Article 9 of the Code, before conducting business dealings, a company should assess the legality of its agents, suppliers, customers, or other business counterparties, and whether any are engaged in dishonest behavior, and avoid transactions with those involved in such behavior. The contract shall include a clause that adheres to the ethical management policy and that the counterparty may terminate the contract at any time if the trading counterparty engages in dishonest behavior.	There are no material differences.
(2) Does the company set up a dedicated unit under the board of directors to promote corporate ethical management, and regularly (at least once a year) report to the board of directors on its ethical management policies, plans to prevent unethical behavior, and supervise the implementation of the company's integrity management policies?	✓		The Company promotes corporate ethical management by the General Management Office, and reports on the implementation of "ethical management" by relevant companies at least once a year to the board of directors. The relevant regulations of the "Code of Ethical Management" and "Ethical Management Operating Procedures	There are no material differences.

Evaluation item	Operating status			Departure from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>and Conduct Guidelines" have been established, and published on the company's internal network for employees to check and understand at any time, requiring employees (in-service/newly appointed) to read the relevant regulations every year, and read and complete relevant records in the system, which is convenient for tracking those who have not completed relevant training. The most recent report to the board of directors was made on December 12, 2025, mainly reporting the company's policies to promote ethical management in 2025, internal and external implementation, and results:</p> <ol style="list-style-type: none"> <li>1. In 2025, we did not receive any internal or external reports or legal cases related to the Company's violation of ethical management.</li> <li>2. 100% of directors and senior management sign a commitment to ethical management (see below).</li> <li>3. Directors and senior management have conducted a total of 19 legal compliance courses on preventing insider trading through company advocacy and external training, with 49 hours of class hours.</li> <li>4. All employees implemented ethical management education and training 149 times,</li> </ol>	

Evaluation item	Operating status			Departure from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>totaling 149 hours. All employees received 141 insider trading prevention education and training, totaling 141 hours.</p> <p>5. 30 days/15 days before the announcement of the annual/quarterly financial report, notify the stock trading closure period.</p> <p>6. Whistleblowing Mailbox  <a href="mailto:whistle@globeunion.com">whistle@globeunion.com</a></p> <p>Follow the commitment to ethical management Committed to abide by the "Code of Ethical Management for Listed and OTC Listed Companies" issued by the Taiwan Stock Exchange, the "Code of Ethical Management" and the "Ethical Management Procedures and Conduct Guidelines" of GUIC to ensure that they act in accordance with their principles. I promise that I will perform my business in accordance with the law and will never provide, accept, promise, or demand any improper benefits, directly or indirectly, or engage in other acts that violate integrity, illegality, or breach of fiduciary obligations, in order to obtain or maintain benefits.</p>	
(3) Has the company established a conflict of interest prevention policy, provided appropriate channels for statements, and implemented it?	✓		If there is, or is likely to be, a conflict between the performance of duties and one's own interests, the employee shall report to the direct supervisor, explain the reason, and then recuse himself from	There are no material differences.

Evaluation item	Operating status			Departure from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			doing so according to the direct supervisor's instructions. If the direct supervisor instructs the person to continue to undertake, the direct supervisor may be required to issue the instruction in writing.	
(4) Has the company established an effective accounting system and internal control system to implement ethical management, and the internal audit unit has formulated relevant audit plans based on the assessment results of the risk of unethical conduct, and based on the results of the assessment of the risk of unethical conduct, and based on this, has the company audited the compliance with the dishonest behavior prevention plan, or entrusted a certified public accountant to conduct the audit?	✓		The Company has established an effective accounting system and internal control system, and the personnel of the internal audit unit shall regularly review the compliance with the system referred to in the preceding paragraph and report to the Board of Directors.	There are no material differences.
(5) Does the company regularly conduct internal and external education and training on ethical management?	✓		The "Code of Conduct" formulated by the company stipulates the prohibition of providing or accepting improper benefits, avoidance of conflicts of interest, organization and responsibility of confidentiality mechanisms, insider trading and confidentiality, handling of dishonest behavior by company personnel, protection and handling of reports, etc. In addition to reflecting the values of integrity and	There are no material differences.

Evaluation item	Operating status			Departure from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			<p>transparency, it also specifically regulates the matters that personnel should pay attention to when performing their duties. The "Code of Conduct" is published on the Company's internal employee system so that all employees of the Company can read it at any time. From time to time, relevant letters from the competent authority are forwarded to directors and insiders to enhance their awareness of legal compliance. Internal training on ethical management is held annually, and directors are invited to participate in external symposiums and courses in a timely manner. In 2025, the pre-employment training for 945 new employees at the subsidiary on the day of employment (average training time per person is about 1 hour) includes the "Code of Conduct". The number of new employees at the operation headquarters in 2025 is 24, and on-the-job and related education and training are provided on the day of employment (each person receives about 8 hours of education and training), including the "Code of Conduct" and "Insider Trading Promotion". In addition, a total of 149 employees completed the "Code of Conduct" publicity in the company's internal online courses, with 149 hours of training.</p>	

Evaluation item	Operating status			Departure from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
<p>3. The operation of the company's whistleblowing system</p> <p>(1) Has the company established a specific reporting and reward system, established channels to facilitate reporting, and assigned appropriate personnel to handle the report?</p>	✓		<p>The company has a global employee reporting hotline (whistle@globeunion.com). To resolve ethical dilemmas, employees can seek advice and report concerns about the Code of Conduct, or violations of the Code of Conduct, in a real-name manner through the department head, local human resources, internal audit units, or the global employee hotline. The global employee reporting hotline is responsible for the group's human resources and cooperates with the audit unit or assigns relevant units to assist with the investigation as needed. The company shall issue reasonable bonuses based on the severity of the reported situation. If an internal employee makes a false report or makes a malicious accusation, he or she shall be disciplined, and if the circumstances are serious, he or she shall be dismissed.</p>	<p>There are no material differences.</p>
<p>(2) Does the company establish standard operating procedures for accepting reports, follow-up measures to be taken after the investigation is completed, and related confidentiality mechanisms?</p>	✓		<p>Each report/report information should include detailed information such as person/event/time/place/thing, and the content will be accepted only if it meets the requirements of "real name, specific, complete, and good faith". According to the company's internal reporting</p>	<p>There are no material differences.</p>

Evaluation item	Operating status			Departure from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			system operation regulations, reports involving general employees should be reported to the supervisor of the functional department, and reports involving directors or senior executives should be reported to independent directors or the audit committee. If it is confirmed that the reported person has violated relevant laws and regulations or the Company's ethical management policies and regulations, the Company shall immediately request the reported person to stop the relevant behavior and take appropriate action, and if necessary, request damages through legal procedures to protect the Company's reputation and rights and interests. The results of the fact-finding review shall be properly kept confidential and corresponding measures shall be taken, and the responsible unit shall reply to the processing results within the specified number of days and complete the closure of the case.	
(3) Does the company take measures to protect whistleblowers from being improperly dealt with due to reporting?	✓		The supervisor and the relevant personnel handling the report shall keep the identity and contents of the report confidential and promise to protect the whistleblower from improper treatment due to the report. Strict confidentiality management of whistleblowers and the content of	There are no material differences.

Evaluation item	Operating status			Departure from Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and reasons
	Yes	No	Summary	
			the report is carried out, and the reported information of the whistleblower and stakeholders is thoroughly protected, and the whistleblower is prohibited from losing interests or differentiating working conditions in their identity (personnel).	
4. Strengthen information disclosure Does the company disclose the content of its ethical management code and the effectiveness of its promotion on its website and public information observatory?	✓		The Company discloses information on ethical management through public information observatories, annual reports, and its website in a timely manner.	There are no material differences.
5. If the company has established its own ethical management code in accordance with the "Code of Ethical Management for Listed and OTC Listed Companies", please describe the differences between its operation and the established code: The Company has established the "Code of Ethical Management", and the differences in its operation are as described above.				
6. Other important information that is helpful for understanding the company's ethical management operations: (such as the company's review and revision of its established ethical management code, etc.): 2019/11/8 revised the "Ethical Management Code".				

(VII) Other significant information which may improve the understanding of corporate governance and operation:

1. The Company has established the "Internal Material Information Handling Regulations" to clearly regulate the company's internal material information processing and disclosure mechanism, and the regulations have been submitted to the board of directors for approval. The company regulations are announced and disclosed on the company's website in the company's internal system  
<https://tw.globeunion.com/investors/corporate-governance/>.
2. The Company and the personnel involved in financial information transparency have obtained relevant licenses designated by the competent authority: CPA of the Republic of China: 2 financial accountants.

(VIII) Implementation status of the internal control system:

1. Internal Control Statement: Please refer to the Market Observation Post System at <https://mopsplus.twse.com.tw/mops/#/web/t06sg20>.
2. Commissioning a CPA to review the internal control system on a project: None.

(IX) Important resolutions made during shareholders' meetings and Board of Directors' meetings in the most recent year and up to the publication date of this annual report:

Date of shareholders' meeting: May 23, 2025

Shareholders' Meeting Resolutions	Implementation
1. Approval of the 2024 annual business report and financial statements.	The motion was passed by a vote.
2. Recognize the 2024 annual earnings distribution case.	The motion was passed by a vote.
3. Approved the amendment of some articles of the company's "Articles of Association".	The proposal was passed by a vote, and the company's change of registration was carried out within the specified time limit.

Resolutions of the Board of Directors:

The summary of the company's resolutions of the board of directors in 2025, as of the date of publication of the annual report, is as follows:

Date of the Board of Directors Meeting	Details of the proposal and subsequent developments	Matters stated in Article 14-3 of the Securities and Exchange Act	Dissenting or qualified opinion of independent director(s)
19th session 7th 2025.3.6	1. Approved the company's 2024 annual director and employee remuneration allocation.		
	2. Approved the 2024 annual business report and financial statements.		
	3. Passed the 2024 annual internal control statement.	✓	None

Date of the Board of Directors Meeting	Details of the proposal and subsequent developments	Matters stated in Article 14-3 of the Securities and Exchange Act	Dissenting or qualified opinion of independent director(s)	
	4. Approved the amendment of the Company's Articles of Association.			
	5. Approved the time, location, shareholder nomination, proposal and agenda for the 2025 annual shareholders' meeting.			
	6. The company regularly evaluates the independence of the attesting CPA.	✓	None	
	7. Passed the public expense review of the attesting accountant.	✓	None	
	8. Conversion of new shares through the exercise of employee stock options.	✓	None	
	9. Approved the revision of the Company's "Internal Audit Implementation Rules".	✓	None	
	10. Recognizes that the Company engages in derivatives trading.	✓	None	
	11. Approved the company's application for credit from the bank.			
	Opinion of independent directors: None.			
	The Company's handling of opinions on independent directors: None.			
Resolution result: All directors present agreed to pass.				
19th session 8th 2025.4.11	1. Approved the distribution of cash dividends from earnings.			
	2. Approved the time, place, shareholder nomination, proposal operation and agenda of the 2025 annual shareholders' meeting (new report).			
	3. Approved the revision of the "Regulations for Financial Business Related to Related Parties Between Related Parties".			
	4. Approved the revision of the "Regulations for the Pre-approval of Non-assured Services by Certified Public Accountants".	✓	None	
	5. Recognizes that the Company engages in derivatives trading.	✓	None	
	6. Approved the company's application for credit from the bank.			
	Opinion of independent directors: None.			
The Company's handling of opinions on independent directors: None.				

Date of the Board of Directors Meeting	Details of the proposal and subsequent developments	Matters stated in Article 14-3 of the Securities and Exchange Act	Dissenting or qualified opinion of independent director(s)	
	Resolution result: All directors present agreed to pass. The first case was approved by the Audit Committee without objection regarding the non-distribution of the special surplus reserve, with distributable earnings of NT\$449,361,130, a cash dividend of NT\$0.35 per share, and a shareholder dividend of NT\$143,855,937, which was approved by all directors present without objection.			
19th session 9th 2025.5.9	1. Passed the consolidated financial report for the first quarter of 2025.			
	2. Conversion of new shares through the exercise of employee stock options.	✓	None	
	3. Approved the extension of the endorsement guarantee for the subsidiary.	✓	None	
	4. Approved the extension of the capital loan to the subsidiary.	✓	None	
	5. Recognizes that the Company engages in derivatives trading.	✓	None	
	6. Approved the company's application for credit from the bank.			
	Opinion of independent directors: None.			
	The Company's handling of opinions on independent directors: None.			
Resolution result: All directors present agreed to pass.				
19th session 10th 2025.8.8	1. Passed the consolidated financial report for the second quarter of 2025.			
	2. Approved the extension of the endorsement guarantee for the subsidiary.	✓	None	
	3. Approved the company's 2024 sustainability report.			
	4. Recognizes that the Company engages in derivatives trading.	✓	None	
	5. Approved the company's application for credit from the bank.			
	Opinion of independent directors: None.			
	The Company's handling of opinions on independent directors: None.			
	Resolution result: All directors present agreed to pass.			
19th session 11th 2025.11.7	1. Passed the consolidated financial report for the third quarter of 2025.			
	2. Approved the extension of the endorsement guarantee for the	✓	None	

Date of the Board of Directors Meeting	Details of the proposal and subsequent developments	Matters stated in Article 14-3 of the Securities and Exchange Act	Dissenting or qualified opinion of independent director(s)	
	subsidiary.			
	3. Open a Singapore account by applying to HSBC (Singapore) Bank.	✓	None	
	4. Approved the revision of the Company's "Internal Control System".	✓	None	
	5. Defined for the periodic evaluation of the scope of the Company's base-level employees.			
	6. Approved the revision of the Company's "Code of Practice for Sustainable Development".			
	7. Recognizes that the Company engages in derivatives trading.	✓	None	
	8. Approved the company's application for credit from the bank.			
	Opinion of independent directors: None.			
	The Company's handling of opinions on independent directors: None.			
	Resolution result: All directors present agreed to pass.			
19th session 12th 2025.12.12	1. Approved the company's 2026 annual group operating plan and financial budget.			
	2. Approved the 2026 annual audit plan.			
	3. Approved the company's sustainable development and greenhouse gas inventory implementation plan for the next year.			
	4. Recognizes that the Company engages in derivatives trading.	✓	None	
	5. Approved the company's application for credit from the bank.			
	Opinion of independent directors: None.			
	The Company's handling of opinions on independent directors: None.			
Resolution result: All directors present agreed to pass.				
19th session 13th 2026.1.15	1. Approved the severance pay for the company's managers.			
	2. Approved the change of the company's chief financial officer, treasurer, spokesperson, and acting spokesperson.	✓	None	
	3. Approved the change of the company's corporate governance officer.			

Date of the Board of Directors Meeting	Details of the proposal and subsequent developments	Matters stated in Article 14-3 of the Securities and Exchange Act	Dissenting or qualified opinion of independent director(s)
	Opinion of independent directors: None.		
	The Company's handling of opinions on independent directors: None.		
	Resolution result: All directors present agreed to pass.		
19th session 14th 2026.3.11	1. Approved the company's 2025 annual director and employee remuneration allocation.		
	2. Approved the 2025 annual business report and financial statements.		
	3. Passed the 2025 annual internal control statement.	✓	None
	4. By cooperating with the securities competent authority to strengthen the independence of certified public accountants, in order to implement the self-rotation mechanism of certified public accountants, the case of replacing certified public accountants.	✓	None
	5. The company regularly evaluates the independence of the attesting CPA.	✓	None
	6. Passed the public expense review of the attesting accountant.	✓	None
	7. Approved the time, place, shareholder nomination, proposal operation, and agenda of the 2026 annual shareholders' meeting.		
	8. Recognizes that the Company engages in derivatives trading.	✓	None
	9. Approved the company's application for credit from the bank.		
		Opinion of independent directors: None.	
	The Company's handling of opinions on independent directors: None.		
	Resolution result: All directors present agreed to pass.		

### Attendance of Independent Directors at Board Meetings

Date Name	2025						2026	
	3/6	4/11	5/9	8/8	11/7	12/12	1/15	3/11
Pi-Ling Hu	⊙	⊙	⊙	⊙	⊙	⊙	⊙	⊙
Chien-Chih Sheng	⊙	⊙	⊙	⊙	⊙	⊙	⊙	⊙
Wen-Yi Fan	⊙	⊙	⊙	⊙	⊙	⊙	⊙	⊙
Hung-Yi Hsiao	⊙	⊙	⊙	⊙	⊙	⊙	⊙	⊙

Note: ⊙ Attended in person (including via video) △ Represented by proxy

☆ On leave — Not yet appointed or resigned after reelection

Implementation of Directors' Recusal for Conflict of Interest Matters: None.

(X) Dissenting or qualified opinions of directors or supervisors against an important resolution passed by the Board of Directors that are on record or stated in a written statement in the most recent year and up to the printing date of this annual report: None.

#### IV. Compensation for the service of the external auditor:

Unit: NT\$ Thousand

Name of the accounting firm	Name of CPA	Accountant's duration of audit	Audit fee	Non-Audit fee	Total	Notes
Ernst & Young	Chin-Yuan Tu	2025.01.01 ~2025.12.31	6,230	280	6,510	Non-audited public expenses are: 2024 business tax, direct deduction method, audit, business tax audit, and certification of public expenses.
	Wen-Chen Lo					

- (I) If the CPA firm changes and the audit fees paid in the year of change are less than the audit fees paid in the year before the change, the amount of audit fees before and after the change and the reasons shall be disclosed: There is no change of CPA firm.
- (II) If the audit fee decreases by 10% or more compared to the previous year, the amount, proportion, and reason for the reduction in audit expenses shall be disclosed: None of this is the case.

#### V. Information on change of accountants:

In line with the securities competent authority's efforts to strengthen the independence of certified public accountants, in accordance with Article 29 of the Code of Practice for Corporate Governance of Listed and OTC Listed Companies, to implement a self-rotation mechanism for certified public accountants, the accountants responsible for the Company's financial statement certification services will make the following adjustments to their attestation services starting from the quarterly report of the first quarter of 2026 :

Previous: CPA Chin-Yuan Tu and CPA Wen-Chen Lo.

New appointments: CPA Ming-Hong Chen and CPA Wen-Chen Lo.

- VI. If the company's chairman, president, financial manager, or accounting manager has worked at the firm of the certifying accountants or its affiliates within the last year, their name, position, and position at the firm of the certifying accountant or its affiliates should be disclosed: None.

VII. Share transfers and share pledging by directors, supervisors, managers and shareholders holding more than 10% equity in the most recent year and up to the printing date of this annual report:

- (1) Change in share equity among directors, supervisors, managers, and major shareholders:

Please refer to the Market Observation Post System at  
<https://mopsplus.twse.com.tw/mops/#/web/home>

Single Company > Equity Changes / Securities Issuance >

Details of directors' and supervisors' shareholding balances

Single Company > Equity Changes / Securities Issuance > Major Shareholders' Shareholding / Pledge / Transfer > Details of Directors and Supervisors' Shareholding Balances > Directors and Supervisors' Shareholding Balances

<https://mopsplus.twse.com.tw/mops/#/web/stapap1>

Announcements on the internal personnel's pledge release

[https://mopsov.twse.com.tw/mops/web/STAMAK03\\_1](https://mopsov.twse.com.tw/mops/web/STAMAK03_1)

Post-event reporting forms for changes in the shareholding of internal personnel

Single Company > Equity Changes / Securities Issuance > Equity Transfer Data Inquiry > Post-Event Reporting Forms for Changes in Internal Personnel's Shareholding

[https://mopsplus.twse.com.tw/mops/#/web/query6\\_1](https://mopsplus.twse.com.tw/mops/#/web/query6_1)

- (2) Equity transfer information (if the counterparty to the transaction is a related party): None.
- (3) Equity pledge information (if the counterparty is a related party): None.

VIII. Information on the relationship between any of the top ten shareholders (related party, spouse, or kinship within the second degree):

March 31, 2026

Name	Shareholding		Shares held by spouse and underage children		Total shares held in the name of others		Shareholders with the top 10 shareholding ratios who are related, spouses, and second-degree relatives, their names, and their respective relationships.		Notes
	No. of shares	Share holding ratio %	No. of shares	Share holding ratio %	No. of shares	Share holding ratio %	Name (or name)	Relationship	
Ming-Ling Co., Ltd. (Representative: Shane Ouyang)	37,974,032	9.24	0	0	0	0	Shane Ouyang	Representative of the Institutional Director for Ming-Ling Co., Ltd.	N/A
Shane Ouyang	32,298,496	7.86	0	0	0	0	Ou Young Chang Su-Hsiang Lei Ouyang	Mother and son Brothers	N/A
Ou Young Chang Su-Hsiang	28,516,175	6.94	0	0	0	0	Shane Ouyang Lei Ouyang	Mother and son	N/A
Lei Ouyang	26,858,132	6.53	0	0	0	0	Ou Young Chang Su-Hsiang Shane Ouyang	Mother and son Brothers	N/A
Yue Feng International Co., Ltd. Investment account under the custody of Taishin Bank	26,159,515	6.36	0	0	0	0	N/A	N/A	N/A
Trust property account of Scott Ouyoung at the Taipei Branch of the United Bank of Switzerland	20,558,787	5.00	0	0	0	0	Scott Ouyoung	Principal (deceased)	N/A
Chih-Yung Li	18,547,024	4.51	0	0	0	0	N/A	N/A	N/A
Chun-Yu Investment Co., Ltd. (Representative: Li-Chuan Chiu)	7,731,160	1.88	0	0	0	0	N/A	N/A	N/A
Chun-Yao Lin	5,759,000	1.40	0	0	0	0	N/A	N/A	N/A
Rui-Fu International Investment Co., Ltd. (Representative: Su-Ching Chang)	3,075,234	0.75	0	0	0	0	Ou Young Chang Su-Hsiang	Sister	N/A

IX. The shareholding of the Company, directors, supervisors, managers, and enterprises that are directly or indirectly controlled by the Company in the same re-invested company: None.

## C. Capital Overview

### I. Capital and Shares:

#### (I) Source of share capital:

Unit: Share/NT\$

Year Month	Issue price	Authorized capital		Paid-in capital		Notes		
		No. of shares	Amount	No. of shares	Amount	Source of share capital	Shares acquired by noncash assets	Other
March, 2020	10	600,000,000	6,000,000,000	356,848,962	3,568,489,620	Employee share option 636,000 shares	N/A	Note 1
November, 2020	10	600,000,000	6,000,000,000	358,163,962	3,581,639,620	Employee share option 1,315,000 shares	N/A	Note 1
March, 2023	10	600,000,000	6,000,000,000	358,413,962	3,584,139,620	Employee share option 250,000 shares	N/A	Note 2
March, 2023	10	600,000,000	6,000,000,000	408,413,962	4,084,139,620	Cash capital increase 50,000,000 shares	N/A	Note 3
December, 2023	10	600,000,000	6,000,000,000	408,728,962	4,087,289,620	Employee share option 315,000 shares	N/A	Note 2
March, 2024	10	600,000,000	6,000,000,000	409,343,962	4,093,439,620	Employee share option 615,000 shares	N/A	Note 2
May, 2024	10	600,000,000	6,000,000,000	409,463,962	4,094,639,620	Employee share option 120,000 shares	N/A	Note 2
November, 2024	10	600,000,000	6,000,000,000	409,613,962	4,096,139,620	Employee share option 150,000 shares	N/A	Note 2
March, 2025	10	600,000,000	6,000,000,000	410,566,962	4,105,669,620	Employee share option 953,000 shares	N/A	Note 2
May, 2025	10	600,000,000	6,000,000,000	411,016,962	4,110,169,620	Employee share option 450,000 shares	N/A	Note 2

Note 1: October 2, 2015, Jin-Guan-Zheng-Fa-Zi No. 1040039608.

Note 2: April 7, 2020, Jin-Guan-Zheng-Fa-Zi No. 1090336257.

Note 3: Granted approval by Jin-Guan-Zheng-Fa-Zi No. 1110360842 dated November 9, 2022, and permitted to extend fundraising period by Jin-Guan-Zheng-Fa-Zi No. 1120331240 dated January 18, 2023.

Note: As of March 31, 2026, the number of common shares in circulation, following the suspension of share transfers, is 411,016,962 shares.

Shares Type

March 31, 2026 (as of the date of suspension of transfer registration)

Unit: Shares

Shares Type	Authorized capital			Notes
	Shares issued and outstanding	Unissued shares	Total	
Ordinary shares	411,016,962	188,983,038	600,000,000	

Information about the comprehensive reporting system: None.

(II) Major shareholders: Shareholders with a shareholding ratio of over 5%

March 31, 2026

Unit: Shares

Name of major shareholder	No. of shares held	Shareholding ratio (%)
Ming-Ling Co., Ltd. (Representative: Shane Ouyang)	37,974,032	9.24
Shane Ouyang	32,298,496	7.86
Ou Young Chang Su-Hsiang	28,516,175	6.94
Lei Ouyang	26,858,132	6.53
Yue Feng International Co., Ltd. Investment account under the custody of Taishin Bank	26,159,515	6.36
Trust property account of Scott Ouyoung at the Taipei Branch of the United Bank of Switzerland	20,558,787	5.00
Chih-Yung Li	18,547,024	4.51
Chun-Yu Investment Co., Ltd. (Representative: Li-Chuan Chiu)	7,731,160	1.88
Chun-Yao Lin	5,759,000	1.40
Rui-Fu International Investment Co., Ltd. (Representative: Su-Ching Chang)	3,075,234	0.75

(III) Company dividend policy and implementation:

1. Dividend policy:

The Company's Articles of Association stipulate that: If there is a surplus balance shown in the Company's yearly final accounting, the surplus balance shall be used to pay for income tax in accordance with the law, and then used to compensate for deficits in previous years; 10% of the remaining amount shall then be allocated as legal reserve, but allocation to the reserve may not be required if the legal reserve has reached the Company's paid-in capital. After the surplus balance has been apportioned to or reversed from the special reserve in accordance with the regulations of the competent authority, it should be combined with the undistributed surplus balance from previous years. The resulting amount should be distributed per the surplus distribution proposal drafted by the Board of

Directors to be submitted to a shareholders meeting for final resolution and approval. If the earnings are distributed in cash, the Board of Directors shall be authorized to make a resolution in accordance with Article 228-1 and Article 240-5 of the Company Act and shall be reported to the shareholders' meeting.

The Company may distribute all or a part of the capital reserve or legal reserve, based on financial, business, and operational considerations, according to regulations or the regulations of the competent authority. If it is distributed in cash, the Board of Directors shall make resolutions in accordance with Article 241 of the Company Act and shall be reported to the shareholders' meeting.

The Company's dividend policy stipulates that no less than 30% of the available surplus balance should be distributed to shareholders as dividends in accordance with current and future development plans and with consideration to investment market trends, cash-flow demands, and domestic and international competition status as well as consideration of shareholders' interests.

Distribution of company surplus may be in the form of stock dividends or cash based on considerations of capital budgeting, business expansion needs, and sound financial plans for the purpose of sustainable growth, but cash dividends should be no less than 60% of total shareholder dividends for the current year. The aforementioned dividend distribution policy may take into consideration the Company's business needs, transfer investment and merger cash-flow requirements, and circumstances such as major legislation change; appropriate adjustment to the ratio of cash dividend distribution will be proposed by the Board of Directors to the shareholders' meeting for final resolution.

2. Distribution of shareholder dividends proposed in the latest shareholders' meeting:

On April 10, 2026, the Board of Directors resolved that the distributable profit for 2025 amounted to NT\$204,231,349 dividend of NT\$41,101,696 was allocated to shareholders, corresponding to a cash dividend of NT\$100 per thousand shares.

(IV) Effect of stock grants proposed in the latest shareholders' meeting on the Company's business performance and earnings per share: N/A.

(V) Remuneration of employees, directors, and supervisors:

1. Percentages and ranges of remuneration to employees, directors, and supervisors, as specified in the Company's Articles of Association:

According to the Company's Articles of Association:

If the Company was profitable during the year, at least 2% of the profit shall be allocated as employee remuneration (at least 25% of the total workforce must consist of entry-level staff), and no more than 2% may be allocated as remuneration for directors and supervisors. However, profits must first be taken to offset cumulative losses if any.

Employee bonuses may be paid in shares or cash. Employees at affiliated companies that satisfy certain criteria may also qualify.

2. Basis for estimating the amount of remuneration of employees, directors and supervisors; basis for calculating the number of shares to be distributed as employee remuneration; and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated amount, for the current period: If any changes made to the amounts after the annual financial reports are published, the changes will be applied in accordance with accounting estimation changes and will be included in the financial statements of the following year. The Company did not distribute stock dividends to employees in 2025.
3. Remuneration proposals passed by the Board of Directors:
  - (1) Employee, director, and supervisor remuneration will be distributed in cash or shares. If there is any discrepancy with the recognized costs for the year then the difference, reason, and response should be disclosed:

In accordance with the relevant provisions of the Company's Articles of Association, the Board of Directors resolved on March 11, 2026, not to distribute directors' remuneration and to allocate NT\$2,400 thousand for employee remuneration, to be distributed in cash. This allocation is consistent with the estimated amounts recognized in the accounts.
  - (2) The amount of remuneration to employees to be paid in shares and its percentage out of the standalone or individual financial report for the current period in terms of the sum of net profit after tax and employee remuneration: None.
4. Any discrepancy between actual remuneration distribution of employees, directors, and supervisors (including the number of shares, the amount and share price) and the recognized remuneration of employees, directors, and supervisors, and disclosure of the differences, reasons, and responses:

On March 6, 2025, the Company's Board of Directors resolved, and on May 23, 2025, the shareholders' meeting reported the allocation of NT\$3,420 thousand as director remuneration and NT\$19,380 thousand as employee remuneration, consistent with the amounts recorded in the accounts.

(VI) Company stock buyback:

1. Exercised: The most recent year and as of the printing date of the Annual Report: None.
2. Currently exercising: None.

II. Issuance of corporate bonds: None.

III. Issuance of preferred stocks: None.

IV. Issuance of global depositary receipts (GDR): None.

V. Issuance of employee share options and restricted employee share awards :

(I) Exercise of employee share option plan (ESOP):

1. Outstanding employee share options and impact on the shareholder equity:

March 31, 2026

Tranche of ESOP	2020 First Employee Share Option (ESOP) Issuance	2021 First Employee Share Option (ESOP) Issuance	2023 First Employee Share Option (ESOP) Issuance	
Date of approval by competent authorities and total units	April 7, 2020 10,696,000 shares	December 9, 2021 5,000,000 shares	June 20, 2023 3,000,000 shares	
Date of issuance (processing)	August 10, 2020	February 14, 2022	August 9, 2023	November 12, 2024
Units issued	10,200,000 shares	2,100,000 shares	1,400,000 shares	750,000 shares
Units available for issuance	0 shares (Note 1)	0 shares (Note 1)	0 shares (Note 1)	
Ratio of units available for issue to total shares outstanding	2.86%	0.59%	0.34%	0.18%
Subscription duration	5 years	5 years	5 years	
Mode of implementation	Issuance of new shares			
Time frame and ratio of restricted subscription (%)	50% can be exercised two years from the day after issuance; 100% can be exercised after three years.			
Units exercised (shares)	2,853,000	0	0	N/A
Amount exercised (NT\$)	33,874,500	0	0	N/A
Number of rights unexercised	0 (Note 2)	850,000	1,400,000	0 (Note 3)
Exercise price for unexercised units (NT\$)	N/A	13.2	12.8	N/A
Ratio of unexercised rights To total shares outstanding (%)	0%	0.21%	0.34%	0%
Impact on shareholders' equity	Dilution of our Company's earnings per share is still generally limited and so will not exert a major impact on shareholders' equity.			

Explanation : 2020/8/10, total outstanding shares: 356,848,962 shares

2022/2/14, total outstanding shares: 358,163,962 shares

2023/8/9, total outstanding shares: 408,413,962 shares

2024/11/12, total outstanding shares: 409,613,962 shares

As of March 31, 2026, the number of common shares in circulation, following the suspension of share transfers, is 411,016,962 shares.

Note 1: As the issuance period has been reached, the units available for issuance is therefore 0.

Note 2: The deadline to exercise your subscription rights is August 9, 2025. Any rights not exercised by this date will lapse and no longer be valid.

Note 3: Manager has left his or her respective position at the Company within two years of receiving the employee share option; hence, said employee share option is no longer valid.

2. Managers who have acquired employee share options and the 10 employees with the highest number of convertible rights and the conditions of their exercise and subscription as of the printing date of the Annual Report:

As of March 31, 2026

Unit: Shares: Thousand shares ; Amount: Thousand NTD

Date of issuance	Title	Name	Number of rights vested	Vested rights as a percentage of total outstanding shares	Exercised				Unexercised				
					Number of rights	Subscription price	Value of rights	Ratio of rights to total outstanding shares	Number of rights	Subscription price	Value of rights	Ratio of rights to total outstanding shares	
2020.08.10	Managers	Vice President	1,750	0.43%	500	12.3	6,150	0.24%	750	N/A (Note 5)	N/A	0.18%	
		Chin, Chong Kheng Lim			500	11.5	5,750						
		President	Todd Alex Talbot (Note 1)	3,200	0.78%	350	12.3	4,305	0.27%	2,100	N/A	N/A	0.51%
		Vice President	Eric Chen (Note 2) Michael David Bond (Note 3)										
Director	Sheng-Hsiung Huang (Note 3) Jung-Chao Lin (Note 4)												

Note 1: Discharged from duties upon expiration of term on January 1, 2024.

Note 2: Resigned on January 1, 2025.

Note 3: Manager has left his or her respective position at the Company within two years of receiving the employee share option; hence, said employee share option is no longer valid.

Note 4: Retired on July 1, 2023.

Note 5: The deadline for subscription was August 9, 2025. All remaining unexercised rights have lapsed.

Unit: Shares: Thousand shares ; Amount: Thousand NTD

Date of issuance	Title	Name	Number of rights vested	Vested rights as a percentage of total outstanding shares	Exercised				Unexercised			
					Number of rights	Subscription price	Value of rights	Ratio of rights to total outstanding shares	Number of rights	Subscription price	Value of rights	Ratio of rights to total outstanding shares
2020.08.10	Employee	Employee	1,950	0.47%	200	12.3	2,460	0.12%	1,448	N/A (Note 5)	N/A	0.35%
					302	11.5	3,473					
			3,300	0.80%	250	12.4	3,100	0.06%	3,049	N/A	N/A	0.74%
					1	11.5	11.5					

Note 3: Manager has left his or her respective position at the Company within two years of receiving the employee share option; hence, said employee share option is no longer valid. Note 5: The deadline for subscription was August 9, 2025. All remaining unexercised rights have lapsed.

Note 6: Resigned on May 1, 2024. Note 7: Resigned on July 13, 2024. Note 8: Retired on January 1, 2025.

Unit: Shares: Thousand shares ; Amount: Thousand NTD

Date of issuance	Title	Name	Number of rights vested	Vested rights as a percentage of total outstanding shares	Exercised				Unexercised				
					Number of rights	Subscription price	Value of rights	Ratio of rights to total outstanding shares	Number of rights	Subscription price	Value of rights	Ratio of rights to total outstanding shares	
2022. 02.14	Managers	Vice President	Chen-Hui Chin, CHONG KHENG LIM	500	0.12%	0	0	0	0%	500	13.2	6,600	0.12%
	Employee	Employee	Carmen Fiordirosa	350	0.09%	0	0	0	0%	350	13.2	4,620	0.09%
			Jeff Kessler, Chip Boyles (Note 3)	1,250	0.30%	0	0	0	0%	1,250	N/A	N/A	0.30%
2023. 08.09	Managers	Vice President	Jack Hung	1,000	0.24%	0	0	0	0%	1,000	12.8	12,800	0.24%
	Employee	Employee	Carmen Fiordirosa	400	0.10%	0	0	0	0%	400	12.8	5,120	0.10%
2024. 11.12	Managers	Vice President	Nelson Lin (Note 3)	750	0.18%	0	0	0	0%	750	N/A	N/A	0.18%

Note 3: Manager has left his or her respective position at the Company within two years of receiving the employee share option; hence, said employee share option is no longer valid.

(II) Processing of the issuance of restricted share awards:

1. Restricted share awards that have not all met the vesting conditions as of the date of this Annual Report and impact on shareholders' equity: None.
2. Managers with vested restricted shares as of the date of this Annual Report and the top ten employees in terms of vested units: None.

VI. Mergers, acquisitions, or issuance of new shares for acquisition of shares of other companies: None.

VII. Implementation of capital allocation plan:

(I) Content of plan: Up to the season prior to the printing date of this Annual Report, negotiable securities issued in previous batches or private placements that have not been completed or were completed within the last three years and have not yet realized the estimated return: None.

(II) Implementation Status: An itemized analysis of the purposes of the aforementioned plans was conducted up to the quarter preceding the publication date of the Annual Report. The implementation status and its comparison to the originally anticipated benefits: None.

## D. Operational Highlights

### I. Business activities

#### (I) Scope of Business

The primary business activities of the Globe Union Group include the design, manufacture, marketing, and warehousing and logistics services of kitchen and bathroom plumbing products. The operational structure is divided into two business units: the Global Plumbing Business Unit and the UK Warehousing and Logistics Business Unit (PJH).

**Global Plumbing Business Unit:** This unit is primarily engaged in research and development, design, manufacturing, and sales of plumbing products, including sanitary ceramics, brass products (faucets), and related accessories. The business models include own-brand operations and ODM/OEM services, with North America and Europe as the primary markets.

The Company possesses integrated operational capabilities across both own-brand and ODM/OEM businesses, enabling it to offer diverse and flexible cooperation models tailored to different market and customer needs, thereby forming an operational structure that integrates brand management with manufacturing services.

In the North American market, the Company serves various types of customers, including wholesale distributors, retail channels, e-commerce, and major plumbing brands through a diverse product portfolio and business models.

In the European market, the business primarily focuses on own-brand and ODM services, providing products and supply services based on the characteristics of each channel, combined with local warehousing and logistics configurations to enhance delivery controllability and service stability.

**UK Warehousing and Logistics Business Unit (PJH):** PJH has deep roots in the UK plumbing market, providing comprehensive product warehousing and distribution services through a network that covers the entire United Kingdom. Its service targets include bathroom specialists (Retail), large national retail channels (Big Box), and national housebuilders (Builder).

PJH's core competitiveness lies in its two high-efficiency logistics centers and its own delivery fleet, which together possess strong "Last Mile Delivery" capabilities. With the official opening of the new green logistics center in Wolverhampton in the first quarter of 2025, it has not only significantly improved the flexibility and operational efficiency of warehouse management but also strengthened support for retail channels in terms of service response and precision delivery, continuing to consolidate its leading position as an important strategic support for the UK market supply system.

Business breakdown:

Business	2025	Notes
OWN-BRAND (Global Plumbing Business Unit)	40%	
ODM/OEM (Global Plumbing Business Unit)	18%	
PJH (UK Logistics Business Unit)	42%	
Total	100%	

New Products Planned for Development:

Based on the Group's technology development roadmap, we are actively expanding R&D in key technologies and patent layouts to prepare for future trends, primarily including the following items:

1. New Ceramic Products

(1) Introduction of Noise Optimization and Quiet Clean Technology:

Improvement of toilet trapway noise (QC 2.0) achieved through simulation technology in collaboration with external experts. Technological breakthroughs in the ceramic noise improvement project have successfully led to the design of structures with lower noise levels.

Introduction of Smart Toilet into the GERBER product series, expected to launch on E-Commerce in Q4 of this year.

(2) New Brass Products

(A) Faucet Design:

- Development of a new multifunctional 2-in-1 shower set, extending the "1 in 1" design, paired with patented magnetic positioning technology to further enhance the diversity and convenience of showering.
- Development of a series of light, thin, and slender designs in line with new design trends.

(B) Launch of new material faucets to comply with the new European DWD (Drinking Water Directive) copper regulations.

(C) Anti-splash Kitchen Faucet Spray:

Expected to reduce splashing by 30%, addressing the pain points of consumers using kitchen faucets.

(II) Industry overview:

1. Current Status and Development of the Industry

The business layout of the Globe Union Group is in the global plumbing industry, which is closely related to the housing market. Regarding the Group's three major markets (North America, Europe, and the UK), due to high interest rates, high housing prices, and uncertainty around the new US government's tariff policies, real estate markets across regions remain in a wait-and-see phase in 2026.

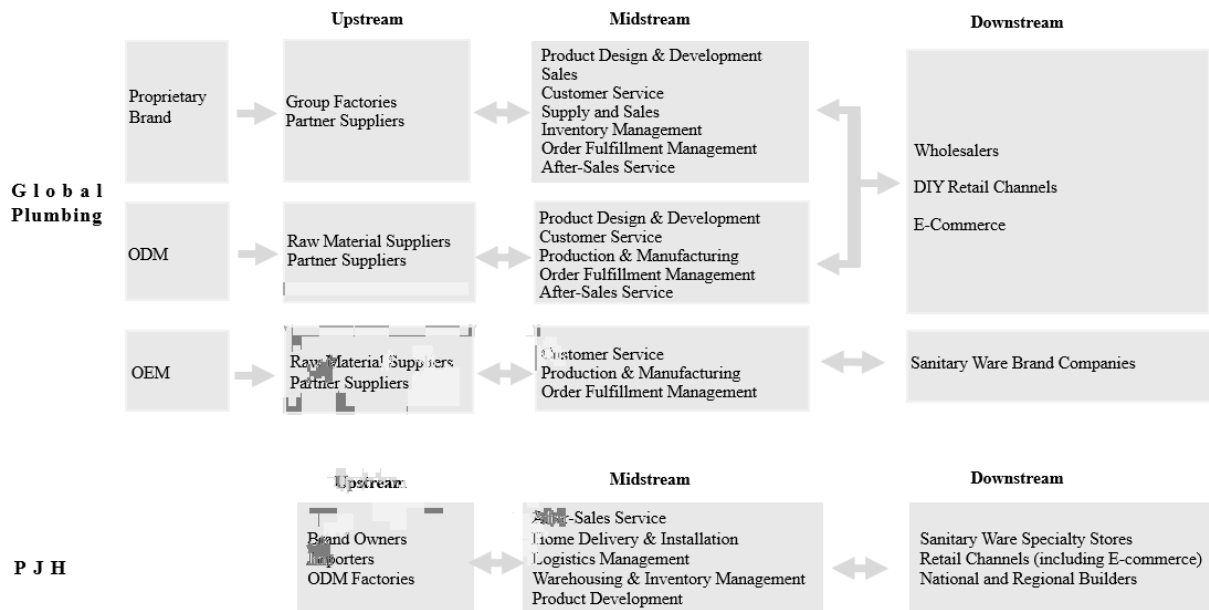
As US mortgage rates are adjusted downward, it is expected to drive some buyers back to the market. The total transaction volume of the housing market in 2026 is predicted to gradually improve from the low point of 2025. According to the real estate market forecast released by the National Association of Home

Builders (NAHB) in February 2026, existing home sales are estimated to grow by 8.0% in 2026, with growth of up to 9.7% in 2027. Although new single-family home sales are expected to decline by 0.2% in 2026, they are expected to recover, growing 2.3% in 2027. Due to persistently high housing prices and mortgage rates, builders continue to cut spending, which has prevented a strong rebound in US housing starts; however, structural and forward-looking indicators show that demand resilience is accumulating. Housing starts are expected to decline slightly by 1.0% in 2026 and then warm up in 2027, with an expected growth of 1.4%. Home sales and building permit applications have risen slightly from extremely low levels, which will contribute to a slight increase in residential renovation and repair activities this year. The Leading Indicator of Remodeling Activity (LIRA) predicts that the year-over-year growth rate of home renovation and repair expenditures will be 2.9% at the beginning of 2026, then slow to 1.6% by the end of the year. Even if the growth rate may slow in the second half of 2026, total annual home improvement expenditures are still expected to reach \$522 billion by the end of the year.

The Canadian Real Estate Association (CREA) predicts that although interest rates have not declined as much as expected, housing demand—especially from first-time homebuyers—is beginning to pick up. National home sales in 2026 are expected to grow by 5.1% compared to 2025, and sales volume is expected to further grow by 3.5% in 2027.

Data from EUROCONSTRUCT indicate that the macroeconomic environment in Europe has not yet reached its optimal state. Although interest rates have fallen from their 2023 peak and inflation has eased, the housing affordability gap is widening due to uncertainty, persistently low private investment, and high construction costs. New residential construction shows the most significant change in growth rates; the cyclical downturn has hit it particularly hard. After a cumulative decline of nearly 17% from 2022, residential construction bottomed out in 2024. After remaining largely unchanged in 2025, new residential construction is expected to grow by a cumulative 14.5% between 2026 and 2028, as many projects delayed by developers in recent years and now in late-stage development are initiated.

2. Correlation Chart of Upstream, Midstream, and Downstream Supply and Demand in the Industry:



3. Product Development Trends and Competitive Landscape:

A. Industry Background and Market Dynamics

1. Macro Challenges and Opportunities

Since the impact of the U.S. tariff policy in 2025, Globe Union's original supply chain has experienced a significant shock. It is expected that, in the future, tariff policies will continue to undergo rolling adjustments by the U.S. government; therefore, constant and rigorous monitoring is required. Additionally, the European market's increasingly strict requirements for environmentally friendly materials and low-toxicity products will affect material selection and product costs.

2. Consumer Behavior Trends

Based on market research and actual sales figures, demand for smart technology in European and American markets is increasing.

B. Development Trends of Plumbing and Ceramic Sanitary Ware Products

1. Plumbing Trends: Shifting from "Polished" to "Warm Colors and Textures":

Kitchen and bathroom designs in North America are rapidly bidding farewell to cold Chrome and moving toward colors with a higher "emotional temperature."

- Surface Treatment (Finishes): Warm metals: Brushed Gold, Soft Brass, and Champagne Bronze are the mainstream.
- Evolution of Black: Matte Black remains strong, but designs combining it with wood grain or stone materials have begun to appear.
- Sense of Vintage: Metal accessories with a "Patina" texture are favored by high-end designers, emphasizing a handcrafted feel over factory-perfect precision.

- Functional Upgrades: Smart touch- and sensor-activated: In North America, smart faucets combined with AI or voice control continue to gain popularity, focusing on hygiene and water conservation.
  - Multifunctional Workstations (Workstation Sinks): Matching faucets need to possess higher flexibility, such as powerful jet modes and a larger pull-out range.
2. Ceramic Sanitary Ware Trends: Transforming from "Functional Items" into "Artistic Furniture":  
Ceramic products are no longer just white sanitary equipment; in 2026, there is greater emphasis on "sensory experience" and "color psychology."
- Color Diversification: Bidding farewell to pure white: Ceramic washbasins and toilets in Warm Grey (Greige), Beige, or even dark tones such as Burgundy or Olive Green are becoming increasingly popular.
  - Matte Ceramics: Matte Ivory and ceramic surfaces with a velvet feel can reduce fingerprints and offer a more luxurious visual appeal.
- Styling and Design:
- Organic Streamlines: Rounded, asymmetrical organic shapes have replaced rigid right angles, making the bathroom space look more like a relaxing SPA.
  - Integrated and Suspended Feel: Wall-mounted Toilets and seamless designs remain popular, as they are convenient for cleaning and save space.
3. Environmental Protection and Sustainability in the North American Market  
This is most critical for export-oriented manufacturing as it directly impacts orders.
- Extreme Water Conservation (WaterSense): North American customers have increasingly strict requirements for flow rate (GPM); not only faucets but also shower systems need to possess powerful water-saving performance.
  - Sustainable Materials: Waste recycling during the ceramic production process, whether faucet materials comply with Lead-Free standards, and whether packaging is plastic-free have become important indicators for channel distributors' procurement.
4. Key Design Style: Home Spa  
In 2026, European and American consumers are willing to spend more money to transform their bathrooms into private healing spaces.
- Large Spray Systems: Showers with atomizing nozzles, fragrance filtration functions, or LED temperature displays.
  - Return of Ceramic Bathtubs: Freestanding Tubs are viewed as the "visual centerpiece" of the bathroom, rather than just a place to bathe.
- C. Competitive Landscape:
1. Brand and Market Positioning
- Focus on the product roadmap planning for the own-brand GERBER and LENZ; strengthen the layout of mid-priced products in retail channels to optimize profits.
  - Continuously enhance brand image and drive market-differentiated competition through innovative design and technology.
  - Utilize e-commerce platforms to expand the market; actively invest in

online sales and digital marketing to achieve broader consumer reach and strengthen brand exposure and competitiveness in digital channels.

2. Technical Innovation and R&D Investment

- Take technical differentiation as the core competitive strategy, focusing on continuous breakthroughs in new structures and innovative experiences.
- Actively expand patent layouts to ensure the products' technical advantages and market competitiveness.

3. Cost Control

- Strengthen product cost control to maintain competitiveness.
- With the growth of online consumption, focus on customer reviews and feedback on e-commerce platforms to further improve product quality and optimize after-sales service digitally.

D. Future Outlook:

1. Continually focus on technological innovation and product upgrades, launching high-value-added products in accordance with market trends. Strengthen research and development investment, explore the application of digital technology, and enhance product performance and ease of use.
2. Strengthen brand and channel strategies, deeply cultivate the mid-priced market, and expand the influence in the high-end market. Through precise market positioning and marketing strategies, expand the brand's influence in e-commerce and further drive the synchronized development of online and offline channels.
3. Actively respond to industry sustainability challenges, create products and processes that comply with environmental standards, and bolster the brand's long-term competitive advantage. Focus on green innovation and sustainable development, actively invest in research and development in environmental protection directions, reduce carbon footprints and resource consumption, and establish a leading position for the brand in sustainable development.

(III) Overview of technology and R&D:

1. R&D expenses of the latest year, up to the print date of the Annual Report

Unit: NT\$ Thousand

Item \ Year	2025	As of February 28, 2026 (Unaudited)
R&D expenses	163,788	25,214

2. Successfully developed technologies and products

Item	Project name	Current Status and Impact of Research and Development Results
1	LENZ Ceramic Toilets and Basins	Includes brand-new packaging while integrating toilet installation functions, enriching the product line to provide a complete suite selection, including both brassware and ceramics.
2	Anti-fingerprint & Water repellent Dual-effect Coating	The product can maintain a clean appearance for a long time, reducing the adhesion of fingerprints and water stains, lowering cleaning frequency, and saving maintenance costs. Water-repellent performance effectively reduces dirt accumulation, enhances product texture and value, meets high-end market demands, and strengthens brand competitiveness.
3	ReadySet™ Quick-release and Quick-install Toilet Seat Design	Convenient for cleaning; quick disassembly allows for more thorough cleaning of the gaps between the toilet and the seat. Installation is simple and can be completed without professional tools, saving time and cost. It is more efficient during maintenance or replacement, reducing user hassle. It enhances convenience of use, making it particularly suitable for high-demand households and commercial venues and boosting product appeal and competitiveness.

(IV) Long-term and Short-term Business Development Plans:

A. Short-term Business Development Plan: Lean Operations, Deep Channel Cultivation:

1. Brand Deepening and Product Portfolio Optimization

As the global housing market environment stabilizes, the Company takes deepening brand power and optimizing the product portfolio as its core tasks. GERBER and LENZ will increase market penetration by optimizing their product portfolios.

Design Platforming: Continually integrate design resources for ceramics and plumbing hardware, strengthen the capability for "Complete Suite Solutions," and enhance product consistency and manufacturing efficiency. Simultaneously, shorten the Time-to-Market for new products to respond to market changes.

2. Experience Innovation: Upholding the brand core of "Peace of Mind and Comfort," the Company will continually optimize product structural design, installation convenience, and performance in water-saving and anti-fouling functions, allowing sustainability concepts to be implemented within product applications and enhancing the overall consumer experience.

3. Diverse Channel Layout and Strengthening of Delivery Flexibility

North American Market: While stabilizing the foundation of existing professional wholesale channels, we have also formally entered retail channels. We will continue to strengthen penetration in retail and e-commerce channels and improve delivery stability and inventory management efficiency to ensure a stable supply capability even during fluctuations in market demand.

European Market: The LENZ brand and private labeling (OEM) are utilized in tandem. At the same time, the ceramic product line is being expanded to provide an integrated bathroom suite concept, coordinated with local warehousing and business services to enhance customer stickiness.

4. Supply Chain Synergy and Risk Diversification

The Company continues to deepen its "China + 1" supply chain layout. Through the collaborative configuration of production bases in China, Thailand, and Mexico, as well as local assembly capabilities in North America, we enhance supply flexibility and overall controllability to respond to tariff barriers across regions. The Company possesses the integrated capability to support both own-brand and ODM/OEM. Through multi-site manufacturing, we provide customers with a full range of services, from design and manufacturing to branding and contract manufacturing, ensuring stable, reliable cooperation across different market environments.

5. Value Extension of PJH Professional Logistics

As a competitive tool for the Group in Europe, PJH in the UK, with the commencement of operations at its new logistics center, will significantly improve logistics management flexibility and service response speed for retail channels. PJH will focus on supporting the needs of brand retail and builder customers, optimizing logistics management capabilities as an important foundation for operations in the UK market.

## B. Long-term Business Development Plan: System Upgrade and Steady Growth

### 1. Manufacturing System Upgrade and Green Transformation

In the long term, the Company will continue to improve manufacturing efficiency and automation, optimizing production processes and yield to make the manufacturing system more stable and scalable. Through smart manufacturing, dependence on labor will be reduced. At the same time, in alignment with the Group's sustainable development direction, energy-saving, carbon-reduction, and resource-circulation measures will be progressively implemented to ensure that the production system meets future environmental regulatory requirements while maintaining a reasonable cost structure and operational flexibility.

### 2. Deepening Core Brands and Flexibly Developing Niche Markets

- **Strengthening Brand Foundations and Consistency:** For core brands such as GERBER and LENZ, resources will be concentrated on consolidating existing market positions in the short term. By continuously optimizing product quality and improving service stability, trust in the brands among consumers and professional channels will be strengthened, ensuring that the delivery of core brand values is highly consistent, thereby accumulating long-term brand equity and market influence.
- **Deepened Management of Existing Channels:** Market layout will prioritize the deep cultivation of mature regions. Based on the pulse of core markets such as North America and Europe, the Product Mix will be precisely adjusted. To ensure operating gross margins and service capacity, market share will be steadily increased through close collaboration with existing retail and builder partners.
- **New Market and Channel Development:** The market expansion strategy will adopt the principle of "Regional Empowerment and Prudent Expansion." In addition to deepening existing North American and Europe channels, the product portfolio will be dynamically adjusted to the characteristics of the real estate renovation and new construction markets in each region. For potential growth markets, we will adopt strategic pilots, balancing development momentum with operational risk control, and using a diversified channel layout (such as online e-commerce and offline projects) to ensure the resilience of revenue sources.

### 3. Digital Strategy Core: Driving Data-Based Decision Making and Achieving Agile Operations

- **Implementation of Digital Tool Integration:** Continue promoting the enterprise's internal digital transformation, focusing on deepening the integration of operational management processes and digital systems. Through the deployment of a new generation ERP system and the establishment of a financial middle-ground platform, data synchronization across departments and regions will be achieved, improving communication efficiency and operational stability within the organization.
- **Precise Allocation of Operational Resources:** Through regular analysis of sales and inventory data, the product development cycle and supply chain configuration logic will be optimized. The core objective of digital transformation is to make the decision-making process more science-based, ensuring that the allocation of various resources (such as manpower, R&D budgets, and inventory costs) is more precise.
- **Enhancing Management Efficiency and Resilience:** Improve process efficiency and strengthen real-time management efficiency and resilience through the introduction and application of various digital tools. In a changing external environment, ensure the company can respond to market fluctuations more flexibly and efficiently, thereby enhancing the Group's overall long-term competitiveness and operational stability.

## II. Market, production, and sales:

- (I) Market analysis: The Company belongs to the bathroom and kitchen products industry, with its primary markets in North America and Europe. Products cover bathroom ceramics, plumbing hardware, and related accessories. The business models include own-brand operations and ODM/OEM services.

### 1. Main markets

Unit: NT\$ Thousand

Region \ Year	2025		2024	
	Amount	%	Amount	%
North America	9,178,785	52.78	10,155,938	55.92
Europe (which includes the United Kingdom)	7,982,311	45.90	7,685,392	42.32
Other	228,882	1.32	320,114	1.76
Total	17,389,978	100.00	18,161,444	100.00

### 2. Market share:

The Company's primary sales regions are North America and Europe, with PJH's operating revenue in the UK accounting for the largest share in Europe. In 2025, the Group's revenue in North America and Europe amounted to NT\$9.179 billion and NT\$7.982 billion, respectively. Gerber's market share in the U.S. has reached 6%. By providing comprehensive services, excellent quality, and a strategy that pursues both own-brand and contract manufacturing (OEM/ODM) simultaneously, the Company holds a place in the global bathroom and kitchen products market.

### 3. Future market supply, demand, and future growth:

#### (1) Supply and demand:

According to the analysis in the *Plumbing Fixtures Market Global Forecast 2026-2032* report published by 360iResearch in February 2026, the global plumbing fixtures market size in 2025 was estimated at US\$123.88 billion, with a projected compound annual growth rate (CAGR) of 5.40% from 2026 to 2032. The market size is expected to reach US\$179.09 billion by 2032.

Driven by the increase in residential construction and the growing demand for bathroom and kitchen renovations and commercial real estate projects, coupled with the popularization of water-saving devices, the use of environmentally friendly and durable materials, and the advancement of smart device technology, the market is seeing greater growth opportunities.

#### 1) North America

According to a report by the market research company Freedonia, the total demand for plumbing fixtures in the United States in 2024 was US\$18.4 billion, and the CAGR from 2025 to 2029 is estimated at 2.3%, with demand reaching US\$20.6 billion by 2029.

In addition to demand from the new residential construction and remodeling markets, market development will also benefit from several key trends, such as the continuous growth of kitchen and bathroom space areas; the development of new products focusing on sustainability, water-saving performance, and smart features; and new product designs that meet specific market segments, such as aging-in-place or multi-family housing needs.

#### 2) Europe

According to a February 2026 report from Market Growth Reports, Europe accounts for 22% of the global plumbing products market. The region holds a leading position in the "Circular Economy," driven by increased consumer environmental awareness and rising demand for high-end design and sustainable bathroom fixtures. The CAGR from 2026 to 2035 is expected to reach 3.8%. Among them, Germany, the UK, Italy, and France account for 72% of the European market, with annual growth rates of 3.5%, 4.2%, 3.2%, and 3.7%, respectively, primarily driven by growth in residential renovation and energy-saving home transformation projects.

#### (2) Growth:

According to the 2025 Q2 report from the Home Improvement Research Institute (HIRI), the U.S. home improvement market is expected to grow by 2.5% in 2025, with an average annual growth rate of 4% from 2026 to 2029. The market size is expected to reach approximately US\$688 billion by 2029.

### 4. Competitive niches

#### (1) Brand Foundation and Market Management Capabilities

- North American Market - GERBER Brand Foundation

The North American plumbing market is roughly divided into two major channels: wholesale and retail, with shares of approximately 45% and 55%, respectively. Relying on its commitment to "Peace of Mind, Comfort, and Professional Trust," GERBER possesses a stable market share among North American professional plumbers and wholesale channels. Building on its strong reputation in wholesale channels, GERBER has also formally entered retail and large chain-store channels, as well as major e-commerce platforms, strengthening brand touchpoints and channel coverage to further increase market share.

- Strategic Layout of Manufacturing Capacity in Mexico: The ceramic production base in Mexico has entered a stage of stable operation, which helps shorten supply chain distances, enhance regional supply flexibility, and strengthen the supply capability for the North American

market.

- Development of the LENZ Brand in Europe: The LENZ brand is positioned in the mid-to-high-end kitchen and bathroom market, continuously optimizing product portfolios and channel structures. Combined with local warehousing and logistics configurations, it enhances delivery stability and service quality, strengthening the foundation of brand management.

## (2) Operational Structure and Supply System Advantages

- Simultaneous Advancement of Own-brand and Contract Manufacturing (Dual-track):

The Company simultaneously possesses own-brand management and ODM/OEM service capabilities. By combining R&D resources for ceramics and plumbing hardware and integrating them through the Product Lifecycle Management (PLM) system and manufacturing management systems, it enhances development efficiency and capacity allocation flexibility.

- Multi-site Production Configuration (China+1):

The Company has currently constructed a production system spanning China, Mexico, and Thailand, as well as strengthening the assembly capacity in Laredo, while continuing to develop supply chains in more countries. Through multi-site configuration, it enhances supply flexibility and risk diversification capabilities, adjusting capacity layouts according to regional regulations and tariff environments.

- Intellectual Property and Product Innovation Capabilities:

By making good use of key core R&D technologies, the Company actively develops high-value products and improves production technology processes. Through patent layouts and process optimization, it enhances product added value and technical barriers.

## (3) Corporate Governance and Sustainability Management

The Company has established a sound supervisory mechanism with a Board of Directors and various functional committees, along with a professional management team, to implement the principles of integrity management. Through the integration of ERP and management information systems, it strengthens cost control and operational transparency. While promoting business development, ESG is incorporated into management considerations, continuously optimizing environmental and operational management practices to enhance the Company's capability for long-term steady development.

## 5. Favorable and Unfavorable Factors for Development Prospects and Response Strategies

### (1) Favorable factors:

- Through the dual-regional layout of the North American and European markets, as well as the diversified services of Brand/OEM & ODM, the company actively explores other markets, hoping to effectively diversify the risk of economic fluctuations in a single region and construct a resilient revenue structure.
- Green Products and Regulatory Compliance Capabilities: As global environmental regulations become increasingly stringent, the company has long invested in fields such as water conservation, energy saving, and material optimization. It already possesses high compliance capabilities and technical barriers, which help lead the industry in aligning with international standards and strengthening market competition.
- Interest Rate Cut Cycle Driving Demand: It is expected that the interest rate environment will tend toward easing in 2026, which will stimulate demand for new housing starts and old home renovations in North America, favoring the enhancement of the market penetration rate and channel growth momentum of own brands.

### (2) Unfavorable Factors and Response Strategies:

- 1) Risks of Geopolitics, Trade Tariffs, and Exchange Rate Fluctuations: Revenue and production costs involve multiple currencies (USD, GBP, TWD, CNY, and MXN). Affected by international geopolitics, tariff changes and exchange rate volatility may pose challenges to the overall profit margin.  
Response Strategies:
  - The Company performs rolling management based on currency exposure positions and collection/payment periods, and uses foreign exchange forward contracts (Forward) as the primary hedging tool to reduce the impact of exchange rate fluctuations on financial performance.
  - Actively arrange multi-regional supply chains and strengthen supplier management and collaborative development mechanisms to reduce risks derived from geopolitics.
- 2) Increasing International Environmental and Regulatory Requirements: Requirements from various countries regarding lead-free standards, water-saving standards, carbon reduction processes, and material specifications are becoming increasingly strict, increasing the complexity of R&D investment and process management.  
Response Strategies:
  - Continuously strengthen the research and development of environmentally friendly materials and process optimization, integrating ESG concepts into product lifecycle design to ensure products pass high-standard certifications in various countries.
  - Enhance the stability of automated manufacturing processes to

offset the production costs increased by compliance while meeting environmental regulations.

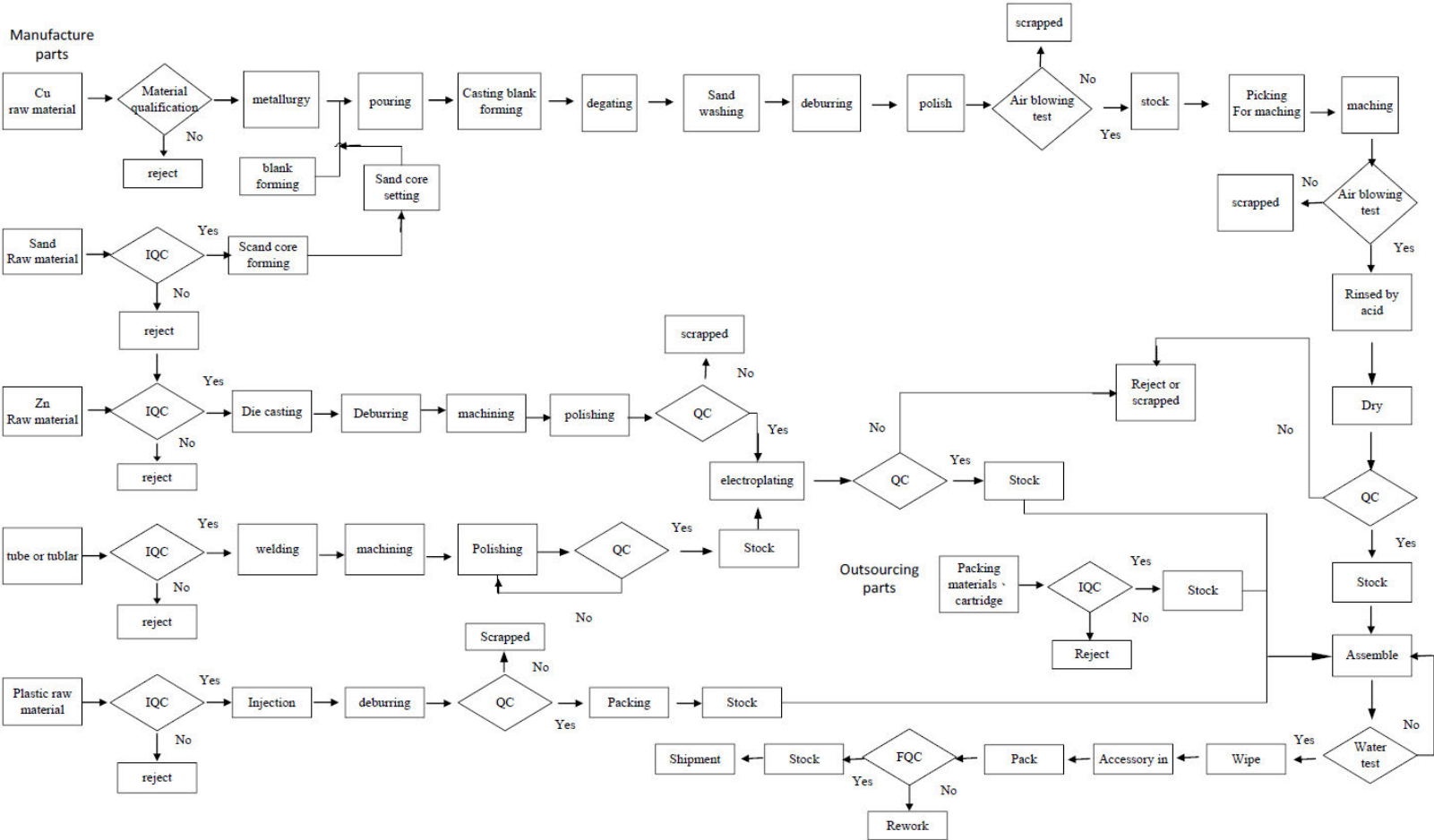
- 3) **Intensified Market Competition and Changes in Channel Structure:** Physical channels face transformation challenges, competition in digital channels is fierce, and customer requirements for price transparency and supply immediacy continue to increase.  
**Response Strategies:** Continuously optimize the product portfolio and channel configuration, improve supply stability and delivery management capabilities, and strengthen digital sales and inventory management systems. By using precise data forecasting to enhance supply chain flexibility and delivery response speed, ensure the maintenance of operational advantages amidst intense market competition.

(II) Major applications and manufacturing processes of core products:

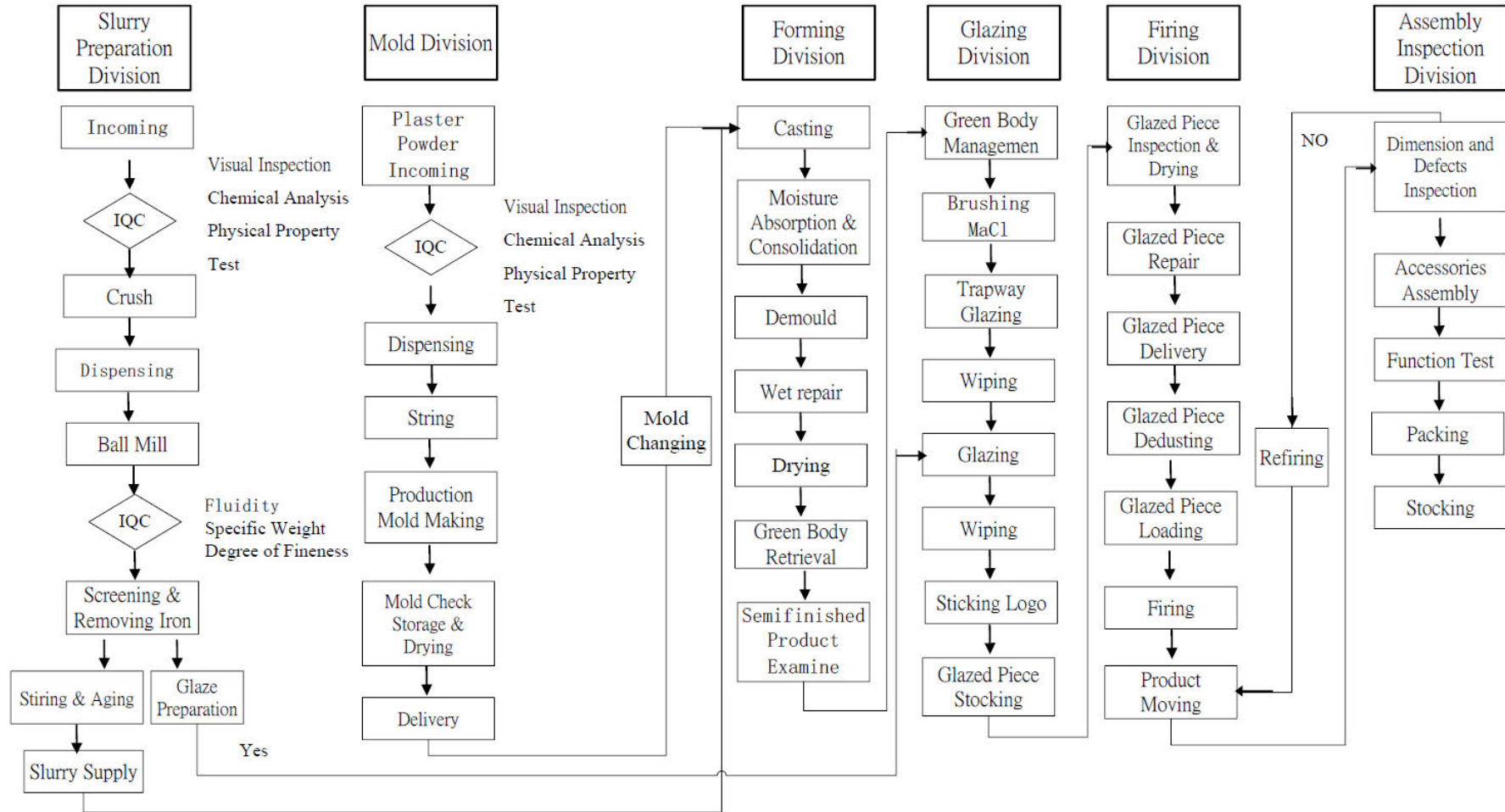
Major applications of core products: Suitable for bathroom, kitchen, and garden use.

Manufacturing processes of products:

Faucet product manufacturing process:



Ceramic sink and toilet manufacturing process:



(III)Supply of main raw materials: The relationship with suppliers is good, thereby enabling the provision of a stable source of goods. The primary raw materials used in hardware products include copper, zinc, and plastic, among others. Among these, brass, which was previously widely used in faucets due to its material stability and antioxidant properties, is gradually being replaced by zinc alloy combined with plastic waterways. Zinc alloy is mostly used in the manufacture of exterior parts, while plastic materials are applied in water-passing parts and functional components. The primary raw materials for ceramic sanitary ware products include clay materials, glaze materials, and gypsum powder, etc. Since the supply of these raw materials is sufficient and market competition is full, coupled with the signing of long-term agreements with suppliers and the stockpiling of raw materials, the stability of production can be ensured.

(IV)Names of customers who accounted for more than 10% of the purchases/sales in any of the last two years, and purchases/sales amount and percentage, with explanations of the increase/decrease of such purchases/sales:

Information on main suppliers within the last two years: Due to the wide variety of products purchased and the large number of suppliers, no single supplier accounted for more than 10% of the annual purchases.

Information on key sales customers during the past two years:

Unit: NT\$ Thousand

Year Item	2025				2024			
	Name	Amount	Percentage of net sales %	Relationship with issuer	Name	Amount	Percentage of net sales %	Relationship with issuer
1.	Customer A	3,137,915	18.04	N/A	Customer A	3,126,067	17.21	N/A
	Other	14,252,063	81.96		Other	15,035,377	82.79	
	Net sales	17,389,978	100.00		Net sales	18,161,444	100.00	

III. Number of current employees, mean number of years in service, mean age, and distribution of education in the most recent two years and up to the date :

Consolidated financial statements:

2026/3/31

Year		2024	2025	Current year up to February 28, 2026
Number of employees	Direct employees	2,181	1,886	1,833
	Indirect employees	1,832	1,665	1,614
	Total	4,013	3,551	3,447
Average age		42.4	44.1	43.1
Average years of service		9.1	10.9	10.89
Academic qualification ratio (%)	Ph.D.	0.03	0.00	0.00
	Master's degree	2.33	2.90	2.90
	University/College	17.05	19.96	19.84
	High school	19.62	23.44	23.38
	Below high school	60.97	53.70	53.88

IV. Environmental protection expenditure information:

Losses incurred as a result of environmental pollution (including compensation and environmental protection audit results that violate environmental laws and regulations; the date of punishment, the number of the punishment, the provisions of the statute violated, the content of the statute violation, and the content of the punishment should be listed) in the most recent year and up to the date this Annual Report was printed, estimated values that might occur now and in the future, and their countermeasures: No such situation.

V. Labor relations:

Talent is the key to core competitiveness. Globe Union operates under the philosophy that "the driving force of enterprise growth lies in continuous innovation and the development of the value of talent." We view employees as partners in sustainable growth and provide a comprehensive career development path, a high-quality workplace environment, and a competitive compensation system; we also encourage teamwork, mutual learning, and the pursuit of performance. This organizational atmosphere demonstrates that the Company attaches great importance to talent development, cares for its members, and seeks to assist them in actively developing

their personal potential through continuous learning.

(I) Various employee welfare measures, advanced studies, training, retirement systems, and their implementation, as well as labor-management agreements and measures for maintaining various employee rights and interests:

1. Employee benefit

(1) Remuneration:

Includes monthly paid salaries, year-end bonuses, and employee remuneration distributed in accordance with the Articles of Incorporation when the Company makes a profit for the year. Furthermore, on March 6, 2025, the Board of Directors resolved to amend the Articles of Incorporation to stipulate that the proportion of base-level employees in employee remuneration shall be no less than 25 percent. The amendment to the Articles of Incorporation was approved by vote as a discussion item at the 2025 Annual General Meeting of Shareholders.

Through the annual "Performance Appraisal," an objective review method is used to provide employees with a fair compensation environment and opportunities for promotion and development.

(2) Health and safety-related benefits:

Since January 2020, in accordance with the "Labor Health Protection Rules," qualified factory doctors/nurses have been hired to provide active monthly on-site health management services for employees and to act as health gatekeepers, ensuring they receive the best care and protection. In addition to handling various insurance matters in accordance with the "Labor Standards Act" and Labor and Health Insurance regulations, the group accidental insurance program is planned to enhance employees' overall protection. Furthermore, employee health lectures and physical examinations are held periodically, and a comfortable employee cafeteria, coffee bar, and a clean, hygienic lactation (breastfeeding) room are established to provide employees with a safe, comfortable, and friendly working environment.

(3) Education and entertainment-related benefits:

Providing education subsidies and scholarships for employees and their children, group travel subsidies, Dragon Boat Festival and Mid-Autumn Festival bonuses, the Company's year-end banquet, performance bonuses, birthday bonuses, subsidies for childbirth, weddings, funerals, and celebrations, and various sports and fitness equipment and venues. Employees are encouraged to freely establish clubs, including the Yoga Club, Board Game Club, Basketball Club, Badminton Club, Human Engine Club, Crochet Club, etc., with fixed annual subsidies provided to each club.

Relevant labor management measures comply with government laws and regulations, including the "Labor Standards Act," "Act of Gender Equality in Employment," "Occupational Safety and Health Act," and "Labor Insurance Act." We value employees' right to express their opinions. The Employee Welfare Committee is established at the headquarters, while Milim has a labor union, and labor contracts are signed with all employees upon recruitment to ensure their rights are protected.

2. Employee Continuing Education and Training

To ensure an enterprise can operate sustainably, high-quality human resources are regarded as the cornerstone. We firmly believe that "the driving force of enterprise growth lies in continuous innovation and the development of the value of talent." Driven by this core management philosophy, a budget is allocated annually to provide employees with comprehensive education and training, which not only enhances employee capabilities and literacy but also further stimulates their potential to strengthen corporate competitiveness.

In 2025, total expenses related to education and training amounted to NT\$9,850 thousand. Throughout the year, there were 2,487 internal and external training courses, with a total course duration of 261,885 hours and a total of 49,457 participants. The main training contents included: Leadership and Management, Culture and Values/Code of Conduct, Industrial Safety Training, Internal Audit, Quality Management, R&D Technology, Financial and Accounting Management, Information Management, Sales/Business Management, Information Security, Intellectual Property Management, Human Rights Education and Training, and Pre-employment Training.

Continuing Education and Training of Globe Union's Managers:

Course Name	Organizer	Date	Hours	Name of Managers
Introduction to Administrative Remedy Practice for Tax Cases in the R.O.C.	PwC	2025/2/26	3	Vivian Chen
U.S. Tariff and Transfer Pricing Policy Changes upon Trump's Return: Challenges and Opportunities for Taiwanese Enterprises	PwC	2025/3/3	3	Vivian Chen
SAP NOW AI Tour Taiwan: "Business AI: Winning the Future"	Taiwan Institute of Directors	2025/5/7	3	Nelson Lin
2025 Fire Drill (First Half)	Tanzi Industrial Park Fire Squad	2025/6/11	4	Vivian Chen
2025 AED Education and Training Course	Tanzi Industrial Park Fire Squad	2025/6/11	4	Vivian Chen, Ming-Feng Chang, Lourdes Lee, Jack Hung
Continuing Education Class for Accounting Supervisors of Issuers, Securities Firms, and Stock Exchanges	Accounting Research and Development Foundation (ARDF)	2025/6/26 ~6/27	12	Vivian Chen

Course Name	Organizer	Date	Hours	Name of Managers
Presentation and Expression Skills (1st Batch)	Chuan-Ren Cultural and Creative	2025/7/2	4	Sherry Lin
New Life in the Smart Age: Who is Stealing Your Password	SYSTEX Software & Service Corporation	2025/7/9	1	Vivian Chen, Ming-Feng Chang, Sherry Lin, Lourdes Lee, Jack Hung
Corporate Governance and the Obligations and Responsibilities of Company Officers	Taiwan Corporate Governance Association	2025/7/25	3	Vivian Chen, Jun-Hong Li, Ta-Yin Chang, Nelson Lin, Lourdes Lee, Jack Hung
Analysis of the New Corporate Governance Roadmap and Key Points of Regulatory Compliance	Taiwan Corporate Governance Association	2025/8/6	3	Jack Hung, Shane Ouyang
Directors' Fiduciary Duties and the Business Judgment Rule	Taiwan Corporate Governance Association	2025/8/7	3	Lourdes Lee, Jack Hung, Shane Ouyang
The Art of Asking Questions Reading Club	Harvard Business Review	2025/8/12	1.5	Jun-Hong Li
Digital Transformation in the AI Era" PTC Southern Taiwan Manufacturing Seminar	Otsuka Information Technology Corp. (OITC)	2025/8/14	4	Jun-Hong Li
2025 Insider Trading Prevention Advocacy	Internal Training	2025/9/10	1	Vivian Chen, Sherry Lin, Ming-Feng Chang, Jun-Hong Li, Ta-Yin Chang, Lourdes Lee, Jack Hung
2025 Code of Conduct Advocacy	Internal Training	2025/9/10 ~9/24	1	Vivian Chen, Sherry Lin, Ming-Feng Chang, Lourdes Lee
2025 Insider Trading	SECURITIES &	2025/10/3	3	Nelson Lin

Course Name	Organizer	Date	Hours	Name of Managers
Prevention Advocacy Seminar (Online)	FUTURES INSTITUTE (SFI)			
Presentation and Expression Skills (2nd Batch)	Chuan-Ren Cultural and Creative	2025/10/7	3	Ming-Feng Chang
Implementation and Case Sharing of AI Tool Applications in the Design Field	PTC	2025/10/9	4	Jun-Hong Li
2025 "Seminar on Legal Compliance of Insider Equity Transactions" Online Seminar	SECURITIES & FUTURES INSTITUTE (SFI)	2025/10/31	3	Nelson Lin
New Employee Training - Orientation	Internal Training	2025/11/17	6	Ethan Tseng
New Employee Training - Code of Conduct	Internal Training	2025/11/17	1	Ethan Tseng
New Employee Training - Introduction to Information Security	Internal Training	2025/11/17	0.5	Ethan Tseng
New Employee Training - Introduction to Intellectual Property Rights	Internal Training	2025/11/17	0.5	Ethan Tseng
New Employee Training - Occupational Safety, Health, and Fire Safety Education	Internal Training	2025/11/17	0.5	Ethan Tseng
8th GCSF 2-2: Facing the Future: Reshaping Sustainable Resilience in Turbulent Times	Taiwan Institute for Sustainable Energy (TAISE)	2025/11/26	3	Nelson Lin
8th GCSF 3-2: Enhance Nature-Positive! Cross-disciplinary Solutions for Nature Positive Seminar	Taiwan Institute for Sustainable Energy (TAISE)	2025/11/27	3	Nelson Lin
AI Leadership Reading Club	Harvard Business Review	2025/12/9	2	Vivian Chen, Sherry Lin,

Course Name	Organizer	Date	Hours	Name of Managers
				Ming-Feng Chang, Jun-Hong Li, Ethan Tseng, Lourdes Lee, Jack Hung
AI Education and Training - General Foundation Class (1st Batch)	Internal Training	2025/12/11	2	Vivian Chen, Ming-Feng Chang, Lourdes Lee, Jack Hung
2025 "Seminar on Promoting the Adoption of IFRS in R.O.C." - IFRS 18	Accounting Research and Development Foundation (ARDF)	2025/12/16	3	Vivian Chen

### 3. Pension scheme

The Company's employee retirement measures apply to all officially appointed employees. The employee retirement measures established by the Company in accordance with the "Labor Pension Act" constitute a defined contribution plan. Pursuant to the employee retirement measures formulated under said Act, the Company contributes 6% of each employee's monthly salary to their individual pension accounts at the Bureau of Labor Insurance. All employee retirement funds are managed by the Labor Pension Reserve Fund Supervisory Committee and deposited into a dedicated retirement fund account in the name of the Committee, which is completely separate from the Company. In 2025, no colleagues subject to the old system applied for retirement. The Company pays relevant pensions in accordance with the pension benefit standards set forth in Article 55 of the "Labor Standards Act." The employee pension measures established in accordance with the "Labor Standards Act" constitute a defined benefit plan. The payment of employee pensions is calculated based on units of service, seniority, and the average monthly salary at the time of retirement approval. For service seniority up to 15 years (inclusive), two units are given for each full year of service. For service seniority exceeding 15 years, one unit is given for each full year of service, provided that the maximum cumulative units are limited to 45. The Company's Bank of Taiwan retirement fund account was fully funded in 2019, and the Taichung Branch, Bureau of Industrial Parks, Ministry of Economic Affairs has approved that no additional contributions are required. Before the end of each year, the Company estimates the balance of the aforementioned Labor Pension Reserve Fund account. If the balance is insufficient to pay the pensions calculated as described above for laborers expected to meet retirement conditions in the following year, the Company will contribute the difference in a lump sum before the end of March of the following year. Other foreign subsidiaries of the Group contribute to relevant pension

management institutions in accordance with local laws and regulations. Subsidiaries in Mainland China collect old-age insurance premiums at a specified percentage of total employee salaries, as prescribed by local government laws and regulations, and pay them to relevant government departments, with the proceeds saved in individual accounts for each employee.

4. Measures for protecting employee rights

The Company implements employee management policies in accordance with the "Labor Standards Act" and other labor regulations, and updates its internal management regulations at any time in accordance with applicable laws to ensure employees' rights.

Establishing various regular communication mechanisms for employees to ensure they understand the Company's operational policies: In addition to setting up a dedicated mailbox for employee opinions (gu.careyou@globeunion.com), the Company utilizes electronic message announcements, propaganda time during monthly birthday parties, Townhall, labor-management meetings, occupational safety meetings, and quarterly work reports to convey relevant matters in real-time, facilitating employee understanding of the Company's status.

- (II) Losses incurred as a result of employer-employee disputes (including labor inspection results that violate the Labor Standards Act; the date of punishment, the number of the punishment, the provisions of the statute violated, the content of the statute violation, and the content of the punishment should be listed) in the most recent year and as of the date the Annual Report was printed, estimated values that might be incurred now and in the future, and their countermeasures: Employment contract dispute. A former senior manager of the Company filed a retirement application in September 2018. The Company agreed to the employee's retirement on October 31, 2018, and paid the relevant amount under the contract. However, the former employee filed a civil lawsuit in the Taiwan Taichung District Court on January 7, 2020, claiming that the Company still owes the remaining pension and remuneration amounts. Ultimately, the Taiwan High Court Taichung Branch determined that the former senior manager's claims were unfounded, overturned the first-instance judgment, and ruled entirely in favor of the Company, thereby exempting it from additional pension or salary payments. The former senior manager did not appeal to the Supreme Court, and the case concluded with a final ruling in favor of the Company on January 9, 2025.

## VI. Cybersecurity management

(I) Cybersecurity risk management framework, cybersecurity policies, concrete management plans, and resources invested in cybersecurity management.

1. Cybersecurity Risk Management Framework:

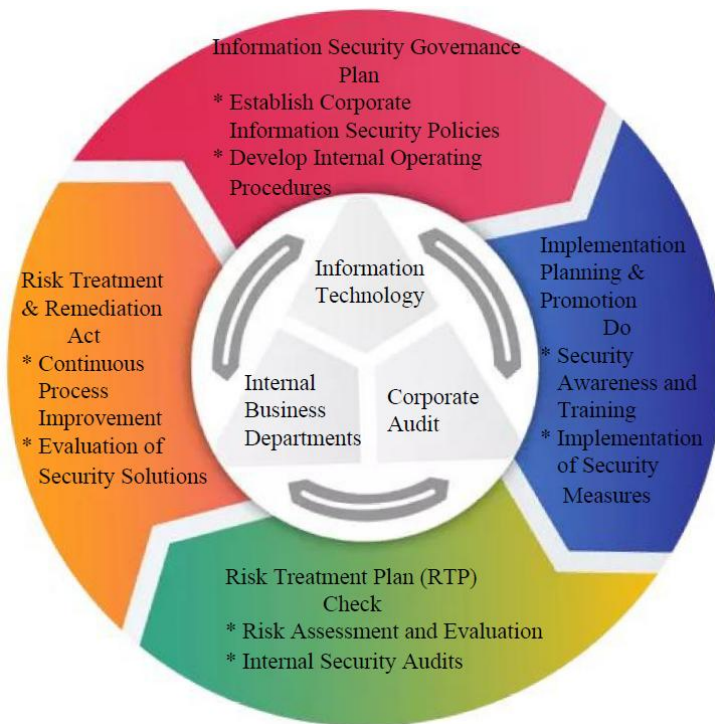
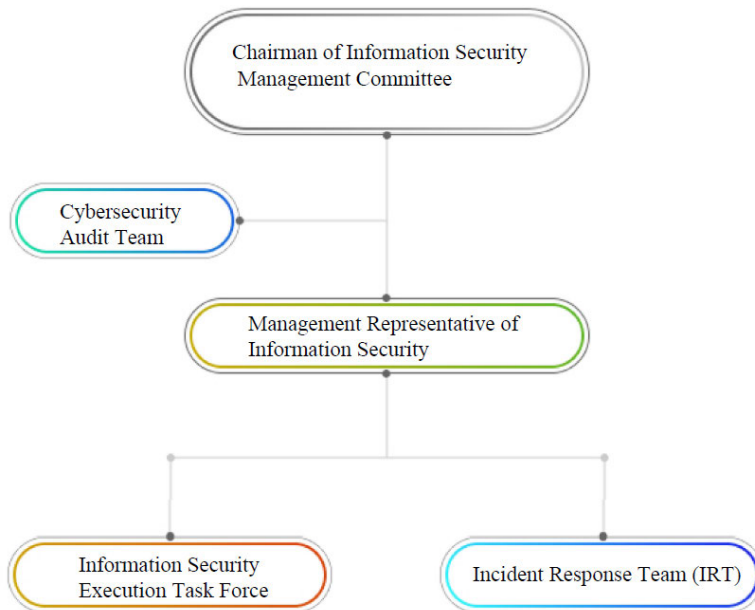
The Company has completed establishing a dedicated cybersecurity unit in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies" and has established the Information Security Department. It is equipped with a cybersecurity officer and dedicated personnel responsible for cybersecurity policy formulation, system promotion, risk management, education and training, incident reporting, and supply chain cybersecurity management.

On March 2, 2021, the Company established the "Information Security Management Committee," with the Executive Vice President of the General Management Office serving as the Chairman and the Associate Vice President of the Information Technology Department serving as the Cybersecurity Management Representative. Under the committee, an Audit Team, an Execution Team, and an Emergency Response Team have been established to promote cybersecurity governance across departments, operating under the PDCA (Plan-Do-Check-Act) continuous improvement model.

A cybersecurity report is submitted to the Board of Directors at least once a year; the most recent report date was November 7, 2025.

The Company has established a management system based on its information security policies to maintain the confidentiality, integrity, and availability of information assets. The scope of application covers all employees (including non-regular staff), external vendors, and partners required to comply with the law.

The Company has implemented the ISO 27001:2022 Information Security Management System and passed third-party certification. The certificate is valid from September 29, 2024, to September 29, 2027.



## 2. Information Security Policy Items and Concrete Management Plans:

### The Company's Information Security Policy:

The Company has established an information security management system based on the "Information Security Policy" to strengthen the Confidentiality, Integrity, and Availability of information assets, and to maintain the effectiveness and continuity of information business operations, while complying with relevant laws, regulatory requirements, and contractual specifications. The governance mechanism employs the PDCA cycle to achieve continuous improvement through management

reviews.

Information Security Objectives:

To strengthen the Company's information security management, the following objectives have been formulated, and various measures are promoted accordingly:

- Confidentiality: Prevent unauthorized access and leakage.
- Integrity: Maintain the accuracy of information and prevent unauthorized modifications.
- Availability: Strengthen the continuous operation of systems/services.
- Effectiveness and Continuity: Strengthen the stability of business processes.
- Compliance with Laws and Contractual Specifications: Implement compliance requirements.

3. Information Security Management Measures:

The implemented measures include the following:

Category	Risk Description / Control Measures
Permission Management	<p>Personnel Account and Permission Authorization Management</p> <ul style="list-style-type: none"> <li>● Management, auditing, and periodic review of personnel account permissions.</li> <li>● Periodic replacement of personnel passwords.</li> <li>● Managed according to the principle of least privilege.</li> </ul>
Access Control	<p>Personnel Access to Internal/External Resources and Data Transmission Control</p> <ul style="list-style-type: none"> <li>● Internal/external network connection and access control mechanisms.</li> <li>● Control of computer software installation permissions.</li> <li>● Restricting remote connections and white-list management.</li> </ul>
External Threats	<p>Virus Intrusion Protection</p> <ul style="list-style-type: none"> <li>● Vulnerability detection/periodic scanning for hosts and computers /automatic updates of Sensor versions.</li> <li>● Firewall intrusion detection/virus/malware protection.</li> <li>● Security filtering for external web pages.</li> </ul>
Host Security	<p>Continuously deploy detection and response mechanisms across headquarters servers and external services; host vulnerability scanning and patching are performed semi-annually.</p>
System Availability	<p>Prevention of System and Service Interruptions</p> <ul style="list-style-type: none"> <li>● Local/off-site data backup measures, local/off-site server room redundancy.</li> </ul>

Category	Risk Description / Control Measures
	<ul style="list-style-type: none"> <li>● Periodic annual disaster recovery drills.</li> </ul>
Email Security Management	<p>Email Protection</p> <ul style="list-style-type: none"> <li>● Email access control combined with MFA multi-factor authentication.</li> <li>● Email virus protection and malware detection.</li> <li>● Email malicious link protection to avoid phishing.</li> <li>● Spam filtering.</li> </ul>
Data Protection	<ul style="list-style-type: none"> <li>● The endpoint deployment scope covers all colleagues' computers.</li> <li>● Continuously optimize policies for Data Loss Prevention.</li> </ul>

The Company's reporting and handling of cybersecurity incidents are conducted in compliance with the Company's Cybersecurity Notification Procedures.

Given that cybersecurity insurance is an emerging type of insurance and considering the synergistic effects of issues such as insurance scope, indemnity scope, forensic investigation, the qualifications of forensic institutions, and applicable industries, the Company is currently prioritizing investments in improving cybersecurity maturity.

#### 4. Implementation of Information Security Risk Management in 2025:

##### A. Strengthening of Management Systems and Compliance

Passed ISO 27001 certification and established a systematic information security management system. Through measures such as risk management, data protection, and continuous improvement, the Company effectively reduces cybersecurity risks, enhances compliance and trust, protects key corporate information assets from leakage, and continually strengthens its cybersecurity maturity.

##### B. Upgrade of Access Control and Endpoint Protection

(A) Restrict unregulated private devices from connecting to the Company's internal network to prevent unauthorized access from entering the corporate environment, thereby reducing the risk of data leakage.

(B) Introduce internal network firewalls to enhance server defense capabilities and block unauthorized access and potential threats.

- (C) Strengthen the management of external remote connections, implementing full-process recording and audit tracking, as well as connection security and compliance requirements.
  - (D) The Company has completed the deployment of "Managed Detection and Response" (MDR) for all supportable server environments; the detection and response coverage rate on the server side has reached 100%, strengthening the real-time threat detection and automated response capabilities of critical business systems.
  - (E) The Company has completed the deployment of "Next-Generation Anti-Virus" (NGAV) on all supportable user endpoints; the endpoint protection coverage rate has reached 100%, strengthening the overall defense capability and behavioral analysis detection performance of endpoints.
- C. Strengthening of Continuous Monitoring and Trace
- Establish centralized security incident management and database activity monitoring to continuously strengthen monitoring and trace retention.
- D. Enhancement of Information Security Awareness
- (A) Completed information security education and training for new employees. Completed information security education and training for all employees (1 hour per person) and strictly executed post-training cybersecurity tests.
  - (B) Conducted two social engineering drills in 2025 to enhance employees' cybersecurity awareness, and conducted education, training, and testing for employees who were "hooked."
- E. Data Protection
- The Data Loss Prevention (DLP) system has been deployed, and DLP Agents have been fully installed on all endpoints across the headquarters. Over 180 units have been deployed, with a data protection endpoint coverage rate of 100%. For highly sensitive information (R&D drawings, source code, network topology, etc.), corresponding blocking rules have been established to reduce the risk of leakage.
- F. Information Security Risk Identification
- (A) Continue to perform semi-annual vulnerability scans for hosts and schedule vulnerability patching plans.
  - (B) Continue to use well-known domain detection platforms to regularly perform multi-dimensional security testing on the Company's domain, continuously tracking and improving critical risks.
- G. Operational Resilience and Redundancy
- (A) Business Continuity Plan Drills: Regularly conduct disaster recovery drills for critical systems (ERP) and backbone networks to strengthen the availability of data and systems during emergencies.

(B) Cloud Backup Strategy: In addition to local backups, data is regularly synchronized to cloud space to reduce the risk of data loss caused by local disasters.

The following reinforcement items are planned for 2026:

1. Conduct social engineering drills with reference to actual cybersecurity cases, and continuously dispatch IT personnel to participate in external cybersecurity training courses.
2. Carry out obsolescence updates based on virtualization construction and perform license allocation to comply with the overall licensing plan.
3. Strengthen network segment isolation in host areas and ACL access control.
4. Enable encrypted transmission for the source code repository SVN.
5. Replace external network firewalls that are reaching end-of-support.
6. Upgrade UPS server room and air conditioning equipment.
7. Adjust and restrict host access for internal network firewalls.
8. Strengthen the integration of SIEM events and threat intelligence to improve alarm quality and reduce false alarm fatigue.
9. Strengthen the account review system to reduce the risk of unauthorized access.
10. Promote data classification and labeling systems, and gradually optimize DLP protection policies to ensure more accurate identification and implementation of control.

The Company obtained ISO 27001:2022 third-party certification in 2024, strengthening its information security management system to comply with international standards (the certificate is valid from September 29, 2024, to September 29, 2027). In September 2025, the Company passed the surveillance audit to maintain the validity of its ISO 27001 certification and to continuously strengthen its cybersecurity maturity. This aims to comprehensively enhance the Company's information security protection capabilities and strengthen the stability and safety of business operations.

The Company's Information Security Website:

<https://tw.globeunion.com/sustainability/risk-management/information-security/>

Continuous Investment of Cybersecurity Resources:

The hardware and software maintenance budget for information systems is approximately NT\$6.25 million, and the budget for strengthening information security is approximately NT\$4.95 million; both have been fully executed and completed within this year.

- (II) List any losses suffered by the company in the most recent year and as of the date the Annual Report was printed due to significant cybersecurity incidents, the possible impacts therefrom, and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided: None.

VII. Important contracts:

Nature of contract	Contracting parties	Commencement date/ Expiration date	Main content	Restrictive clauses
Syndicated loan contract	Eleven syndicated banks, including E.SUN Bank, CTBC Bank, Taipei Fubon Bank, and Bank of Taiwan (Lead Arrangers)	May 25, 2022 ~ May 25, 2027	Syndicated loan	During the term of the agreement, the annual and second-quarter consolidated financial reports shall maintain specific financial ratios
Land lease contract	Taichung Branch, Export Processing Zone Administration, Ministry of Economic Affairs (Tanzi Technology Industrial Park, Bureau of Industrial Parks, Ministry of Economic Affairs)	Oct. 1, 2023 ~ Sept. 30, 2033	Land lease	Limited to use for the designated business purposes
Cooperation agreement	Shenzhen Qianhai Huirui Enterprise Management Co., Ltd.	From Dec 27, 2024, until completion	Cooperation agreement	The land cannot be pledged, seized, bought, sold, rented, or subjected to any claims by third parties. Furthermore, no direct or indirect land cooperation proposals may be initiated or accepted with any third parties

# E. Discussion and Analysis of Financial Standing and Financial Performance and Risks

## I. Financial position

Financial Position Comparative Analysis Table (Consolidated Statements)

Unit: NT\$ Thousand

Items	Year	2025	2024	Difference	
				Amount	%
Current assets		9,882,249	10,417,952	(535,703)	(5.14)
Property, plant and equipment		2,694,651	2,962,924	(268,273)	(9.05)
Right-of-use assets		1,850,131	1,391,801	458,330	32.93
Investment property		15,679	15,990	(311)	(1.94)
Intangible assets (including goodwill).		857,013	825,677	31,336	3.80
Other assets		574,536	747,697	(173,161)	(23.16)
Total assets		15,874,259	16,362,041	(487,782)	(2.98)
Current liabilities		6,304,706	8,089,641	(1,784,935)	(22.06)
Non-current liabilities		3,501,393	1,893,848	1,607,545	84.88
Total liabilities		9,806,099	9,983,489	(177,390)	(1.78)
Equity attributable to owners of the parent		6,068,160	6,378,552	(310,392)	(4.87)
Share capital		4,110,170	4,096,151	14,019	0.34
Capital reserve		997,764	993,211	4,553	0.46
Retained earnings		1,156,479	1,401,609	(245,130)	(17.49)
Other Interests		(196,253)	(112,419)	(83,834)	74.57
Treasury stocks		-	-	-	-
Non-controlling interests		-	-	-	-
Total equity		6,068,160	6,378,552	(310,392)	(4.87)

### 1. Explanation for changes of over 20%:

- (1). Right-of-use assets increased compared to 2024: mainly due to PJH addition of right-of-use assets in 2025.
- (2). Other assets decreased compared with 2024: mainly prepaid equipment expenses decreased by \$108,890 thousand, refundable deposits decreased by \$11,268 thousand, and deferred income tax assets decreased by \$87,519 thousand.
- (3). Current liabilities decreased compared with 2024: mainly short-term borrowings and long-term borrowings due within one year decreased by a total of \$1,378,958 thousand, and other payables decreased by \$428,295 thousand.
- (4). Non-current liabilities increased from 2024: mainly due to an increase in long-term borrowings of \$1,092,714 thousand and lease liabilities - non-current increased by \$471,460 thousand (mainly due to PJH new lease).
- (5). Other equity decreased compared with 2024: mainly due to the decrease in the

exchange difference between the financial statements of foreign operating institutions.

2. Impact of changes in financial condition in the most recent two years and future response plans:  
No significant impact on financial condition.

## II. Financial performance

Financial Performance Comparative Analysis Table (Consolidated Statements)

Unit: NT\$ Thousand

Items	Year	2025	2024	Difference	
				Amount	%
Operating income		17,389,978	18,161,444	(771,466)	(4.25)
Gross profit from operations		5,937,553	6,176,485	(238,932)	(3.87)
Operating profit and loss		250,139	583,353	(333,214)	(57.12)
Non-operating income and expenses		(99,391)	54,486	(153,877)	(282.42)
Net profit before tax		150,748	637,839	(487,091)	(76.37)
The net profit of the continuing operating unit for the period		(118,266)	470,013	(588,279)	(125.16)
Loss of suspended units		-	-	-	-
Net profit (loss) for the period		(118,266)	470,013	(588,279)	(125.16)
Other comprehensive profit and loss for the period (Net after tax)		(66,842)	489,743	(556,585)	(113.65)
Total comprehensive profit or loss for the period		(185,108)	959,756	(1,144,864)	(119.29)
Profit attributable to owners of the parent		(118,266)	470,013	(588,279)	(125.16)
Profit attributable to non-controlling interest		-	-	-	-
Comprehensive profit and loss attributable to owners of the parent		(185,108)	959,756	(1,144,864)	(119.29)
Comprehensive profit and loss attributable to Non-controlling interest		-	-	-	-
Earnings per share (NT\$)		(0.29)	1.15	(1.44)	(125.22)

### 1. Explanation for changes of over 20%:

- (1) Operating profit and loss decreased compared to 2024: mainly due to a decrease in gross operating profit of \$238,932 thousand and an increase in operating expenses of \$94,282 thousand.
- (2) Non-operating income and expenses decreased compared with 2024: mainly due to a decrease in other profits and losses of \$171,641 thousand.
- (3) Net profit before tax, net profit for the current period of continuing business units,

net profit for the current period, and net profit attributable to the owners of the parent company decreased compared to 2024: Main operating gross profit decreased by \$238,932 thousand, Operating expenses increased by \$94,282 thousand, Non-operating income and expenses decreased by \$153,877 thousand, due to an increase in income tax expense of \$101,188 thousand.

- (4) Other comprehensive income (net after tax) in the current period decreased compared with 2024: The exchange difference, mainly due to the conversion of the financial statements of foreign operating institutions, decreased by \$550,314 thousand.
- (5) The total comprehensive profit and loss attributable to the owners of the parent company in the current period decreased compared with 2024: the gross profit mainly decreased by \$238,932 thousand, operating expenses increased by \$94,282 thousand, non-operating income and expenses decreased by \$153,877 thousand, and \$101,188 thousand and the conversion difference between the financial statements of foreign operating institutions decreased by \$550,314 thousand.

2. Sales forecast for the coming year and basis:

The Company's expected sales volume is based on the industrial environment and market supply and demand conditions, as well as considering its own production capacity and business development. Due to the large number of products and the different units of measurement for each product, the company does not list the expected sales volume. The expected product sales ratio is: faucet and shower products 31%, ceramic products 46%, and others 23%.

### III. Cash flows:

(1) Analysis of changes in cash flow for the current year (consolidated statements).

Unit: NT\$ Thousand

Cash balance at the beginning of the year	Annual net cash flow from operating activities	Annual net cash flow from investment activities	Annual net cash flow from fundraising activities	Effects of changes in exchange rates	Cash balance at the end of the year
3,309,690	475,028	(132,134)	(776,634)	3,430	2,879,380

Cash flow analysis for the year

1. Net cash inflow from operating activities of \$475,028 thousand:

The main ones are:

Major cash inflows subtotaled \$1,331,265 thousand:

Net profit before tax for the year was \$150,748 thousand, which was due to income and expense losses of \$1,021,423 thousand and interest collection of \$50,067 thousand.

Major cash outflow subtotal \$856,236 thousand:

Accounts receivable increased by \$144,777 thousand, inventories increased by \$142,301 thousand, accounts payable decreased by \$111,981 thousand, other payables decreased by \$129,771 thousand, interest paid by \$202,240 thousand, and profit-seeking enterprise income tax paid by \$79,289 thousand.

2. Net cash outflow from investment activities was \$132,134 thousand:

The main factors are:

cash inflow of \$352,676 thousand due to a decrease in financial assets measured at amortized cost, and cash outflow of \$499,437 thousand from the acquisition of Property, plant and equipment.

3. Cash net cash outflow from fundraising activities was \$776,634 thousand.

The main ones are:

short-term borrowings increased by \$3,375,558 thousand (GUIC increased by \$3,375,558 thousand) and repaid short-term borrowings of \$4,885,399 thousand (GUIC repaid \$4,785,558 thousand, PJH repaid \$99,841 thousand), borrowed \$1,470,000 thousand in long-term loans (GUIC borrowed \$1,470,000 thousand), and repaid \$253,000 thousand in long-term loans (including due within one year) (GUIC repaid \$253,000 thousand), a decrease in lease liabilities of \$356,060 thousand and a cash dividend of \$143,856 thousand.

(2) Analysis of cash liquidity for the next year

Unit: NT\$ Thousand

Cash balance at the beginning of the period (1)	Expected annual net cash flow from operating activities (2)	Expected annual cash outflow (3)	Expected cash surplus (deficit) (1)+(2)-(3)	Remedial measures for the expected cash deficit	
				Investment plan	Financing plan
2,879,380	1,487,658	(1,042,337)	3,324,701	-	-

1. Analysis of cash flow changes in the coming year:

It is expected that the increase in operations in 2026 will bring cash inflows from operating activities. Expenditure mainly came from capital expenditures, such as replacing old production equipment and paying lease liabilities, resulting in overall cash inflows.

2. Remedial measures and liquidity analysis of the expected cash shortfall:

None.

IV. Effect of major capital expenditures on finance and business in the most recent year: None.

V. Re-investment policy in the most recent year, respective profit/loss and main reasons, improvement plan, and investment plan for the coming year:

The Company's equity-based reinvestment policy focuses on long-term strategic objectives. Please refer to pages 189 to 190 for the profit or loss of reinvestment in the most recent year. The company's investment loss recognized by GU Plumbing de Mexico, S.A. de C.V. in 2025 totaled \$264,395 thousand, primarily due to low market demand following the epidemic, which led to low capacity utilization. Yield rates have been successfully improved; for 2026, the focus will shift toward the continuous optimization of production management and cost reduction. The Company recognized an investment loss of \$30,113 thousand in Globe Union Ann Bo Manufacturing Co., Ltd. in 2025, mainly due to fluctuations in U.S. market demand driven by tariff policies, resulting in low production utilization. In the future, the Company will continue to carefully evaluate reinvestment plans based on the principle of long-term strategic investment.

VI. Risk analysis of the following items in the most recent year and up to the date the Annual Report was printed:

(I) The impact of interest rates, exchange rate changes, and inflation on the company's profit and loss, and future response measures:

1. The impact of interest rate changes on the company's profit and loss and future countermeasures:

Interest rate risk is the risk of fluctuations in the fair value or future cash flows of financial instruments due to changes in market interest rates, and the Group's interest rate risk primarily arises from fixed- and floating-rate borrowings.

The impact of interest rate changes on the company's profit and loss is as follows:

Item	NT\$ thousand; %
	2025
Net interest income (expense) A	(151,673)
Revenue B	17,389,978
Operating profit C	250,139
A/B	(0.87%)
A/C	(60.64%)

The sensitivity analysis of interest rate risk mainly focuses on interest rate exposure items at the end of the financial reporting period, including floating rate investments and floating rate borrowings, and assumes that holding a fiscal year, when interest rates rise/fall by 10 basis points, the Group's profit and loss in 2025 will decrease/increase by \$4,177 thousand, respectively.

Future response measures: It is expected that the risk of further interest rate hikes in the US dollar and the New Taiwan dollar is low in the long term. As the Group holds assets and borrowed funds at both fixed and floating interest rates, the Group conducts regular assessments to strengthen balance sheet management, maintain an appropriate mix, and assess whether interest rate swap contracts are used to manage interest rate risk. In the future, we will continue to observe interest rate trends and formulate and adjust the company's investment and financing strategies.

2. The impact of exchange rate changes on the company's profit and loss and future countermeasures:

Exchange rate risk is primarily related to operating activities (when the currency of income or expenses differs from the Group's functional currency).

In this case, a significant portion of the position will have a natural hedging effect, and forward foreign exchange contracts are used to manage exchange rate risk for some foreign currency amounts.

Item	NT\$ thousand; %
	2025
Net foreign exchange gain (loss) A	(3,221)
Revenue B	17,389,978
Operating Profit C	250,139
A/B	(0.02%)
A/C	(1.29%)

When the New Taiwan Dollar appreciates by 1% against the US Dollar, the impact on the Group's equity and profit or loss is as follows (in NT\$ thousands):

	<u>equity increase</u> <u>(decrease)</u>	<u>Loss (profit)</u>
2025	\$-	\$8,934

When the New Taiwan Dollar appreciates by 1% against the RMB, the impact on the Group's equity and profit or loss is as follows (NT\$ thousand):

	<u>equity increase</u> <u>(decrease)</u>	<u>Loss (profit)</u>
2025	\$-	\$18,735

If the currency value of the New Taiwan dollar depreciates relative to the above currencies, if all other changing factors remain unchanged, the amount of the currency expressed in the above currency in 2025 will have an equal but opposite effect.

Future Countermeasures: The Group's main source of exchange risk is the fluctuation of the exchange rates of the New Taiwan dollar against the US dollar and the RMB, and the foreign currency receivables are offset by the corresponding foreign currency payables, which has a natural hedging effect.

### 3. Measures to deal with inflation:

The Group's production costs for major raw materials (such as copper and zinc) and transportation costs are affected not only by global market supply and demand but also by capital market fluctuations. The Company closely tracks the raw material market and overall economic trends, evaluates the timing of material purchase, and maximizes synergy through the integration of global procurement resources. In addition, by continuously optimizing product portfolio allocation and flexible pricing strategies, the risk of cost changes is appropriately passed on to mitigate the interference of fluctuations in production costs, such as raw material prices and transportation.

#### (II) Policies for engaging in high-risk, high-leverage investments, loans of funds to others, endorsements and guarantees, and derivatives transactions, the main reasons for profits or losses, and future countermeasures:

To manage financial risks, the Company does not engage in high-risk, high-leverage investments.

To control various transaction risks, the Company has established internal management rules and operating procedures based on sound financial and operational practices, in accordance with the relevant laws and regulations of the competent authority. The management regulations include the "Regulations for the Acquisition or Disposal of Assets", "Regulations for Lending Funds to Others", "Regulations for Endorsement and Guarantee", and "Regulations for Financial and Business Related Matters between Related Parties".

The derivative transactions engaged in by the Company are for the purpose of hedging, are not trading or speculative operations, and will not expose the Company to material adverse risks.

(III) Future R&D plans and expected R&D expenses:

Summary of the 2025 R&D plan

In 2025, GUIC Group's R&D strategy continues to focus on "Ease and Peace of Mind" as the core, with a focus on regulatory trends in major markets in the United States and Europe, consumer experience, and supply chain structural adjustment needs, strengthening existing core technologies and promoting platform-based and modular development. R&D resources will be prioritized for key technologies that can effectively improve product differentiation, reduce overall manufacturing and compliance risks, and support the long-term growth of the brand and OEM business.

This year's R&D focus is not only to continue the deepening of the core technologies of ceramics and hardware products, but also to focus on the following directions:

1. In response to the trends in water-saving, materials, and environmental protection regulations in North America and Europe, we continue to promote the development of product platforms with low water consumption, high efficiency, and material compliance.
2. Enhance rapid installation, modular architecture, and shared platforms across product lines to shorten development cycles and reduce manufacturing complexity.
3. Introduce digital and R&D management tools to improve cross-departmental collaboration efficiency and transparency in R&D resource allocation.
4. Continue to deepen intellectual property management and patent layout, focusing on key technologies related to rapid installation structures, runner design, and user experience, as important foundations for brand differentiation and long-term competitiveness.

Each R&D project will be advanced in stages based on market demand, regulatory changes, technological maturity, and supply chain conditions, and the actual timeline and results may be adjusted in response to the overall operating environment.

The R&D strategy is integrated into three core technology axes: achieving comprehensive improvement in brand value and creating market competitive advantages through safe product quality, optimized installation experience, and a considerate user experience. Through a unique business model, GUIC cleverly combines the synergy between brand and OEM, as well as the complementary characteristics of ceramic and copper products, to promote a comprehensive market strategy of "brand-driven OEM development, ceramic products to promote overall growth, and hardware to create product differentiation".

GUIC Group plans to invest \$280,540 thousand to comprehensively promote technological innovation and market demand. The following is a description of the main R&D directions and key projects:

1. Core technology development
  - Ceramic product technology breakthrough
    - Ceramic technology is one of GUIC's core competencies, and in the future, it will focus on developing higher-performance products aligned with market trends, guided by consumer demand.
    - ✓ Automatic dipping line of high-pressure casting pulp: Using an automatic high-voltage line with robots, introducing automatic

binding of secondary molding to establish production flexibility and improve yield rate

- ✓ QuietClean Silent Rinse Technology: By optimizing the runner design and the application of shock-absorbing materials, under internal test conditions, it is expected to reduce flushing noise by about 3dB and improve user comfort
- ✓ EasyClean technology: Under internal testing conditions, the new ceramic surface coating technology can effectively reduce dirt adhesion, which is expected to reduce the cleaning burden by about 25%, and the actual effect will vary depending on the usage environment.
- ✓ 0.8gpf ultra-low water consumption technology: Significantly reduces water consumption per flush while maintaining excellent cleaning performance, achieving an environmentally friendly design and complying with major water-saving regulatory trends in North America (such as WaterSense, etc.), but the actual water-saving benefits will depend on the frequency and conditions of household use.

- Upgrade of faucets and copper products

Leading products will take "convenience" as the main axis of development to achieve differentiated competition in the market:

- ✓ New Structure Platform Deployment: The two-piece zinc alloy and plastic internal runner structure is set as the platform spindle to reduce costs. The platform also complies with European environmental standards for materials, laying the foundation for expanding into the EU market.
- ✓ Magnetic positioning technology: Develop convenient installation solutions for shower product lines and kitchen faucet product lines, through the built-in magnetic structure, consumers only need to let go of the position to complete product positioning, increasing aesthetics and ease of use.
- ✓ Surface Treatment Technology Platformization: Defining the new GERBER surface standard, developing anti-fingerprint and water-repellent technology into GUIC color platform technology.

## 2. Digital upgrades and intelligent applications

- Digital upgrades

The company continues to introduce digital tools to improve R&D and communication efficiency, including cross-system information integration boards and image generation and design assistance tools, which are mainly used to shorten development timelines and improve internal communication efficiency and do not involve automated decision-making or operational risk-taking.

- PLM software upgrades

Upgrading the PLM system provides more robust data management capabilities, integrating design, engineering, production, and supply chain data, enabling real-time updates and cross-departmental sharing. This helps teams obtain a unified view of product information, reduce data silos, and support efficient decision-making through intuitive data visualization tools.

### 3. Intellectual Property Management and Patents

The company continues to focus on the R&D and innovation of the two core areas of faucets and ceramic sanitary ware, and its 2025 intellectual property layout further focuses on key technologies such as water-saving performance, material compliance, quick installation structure, modular platform, and user experience optimization, systematically building a patent portfolio with both market competitiveness and long-term value. The R&D and patent strategy focuses on "people-oriented" product design, providing more intuitive, reliable, and easy-to-maintain product solutions by simplifying the structure and lowering barriers to installation and use, thereby enhancing overall product lifecycle value. The intellectual property management plan is closely linked to the company's operational growth strategy - "brand-led OEM, ceramics-driven growth, and hardware to create differentiation", and continues to strengthen the patent and trademark layout in core markets in accordance with the regulatory trends and competitive environments of major markets in the United States and Europe, as an important foundation for brand value enhancement, market share expansion, and sustainable operation.

Intellectual Property Management Policy:

- Strengthen intellectual property knowledge and enhance R&D capabilities.
- Actively build a patent layout to ensure the company's R&D results.
- Deepen awareness of trade secret protection.

Intellectual property management system and implementation method:

#### 1. Patent management

- Risk and System Control: Formulate and continuously optimize intellectual property risk management regulations, establish an exclusive intellectual property management system, and systematically control case progress, rights status, and maintenance costs.
- Rewards and Layout Optimization: Encourage R&D innovation through a patent award system (considering both quality and quantity), and regularly inventory patent portfolios, focusing on high-value technology areas such as rapid installation structures, runner design, water-saving performance, and modular platforms.

#### 2. Trademark management

- Digital process management: Apply for trademark cases, maintain and control deadlines through the intellectual property management system.
- Rights inventory and maintenance: Regularly review the number of trademarks, usage status, and market coverage every year to ensure the integrity and continuity of brand rights.

#### 3. Trade secret management

- Data Grading and Internal Audit: Implement a confidential classification system for electronic and paper data, and conduct regular internal audits to review the implementation status.
- Personnel Contracts and Process Management:
  - Onboarding: Sign the "Existing Intellectual Property Rights

- Questionnaire" to avoid infringing on the rights of others.
- Employment: Clearly stipulate confidentiality clauses in the labor contract and require R&D personnel to establish electronic R&D records.
- Resignation: Sign the "Commitment to Confidentiality of R&D Personnel and Ownership of R&D Results" to ensure that R&D results belong to the company.
- Education and Training: Continuously provide education and training related to intellectual property and information security for all employees to enhance overall confidentiality and risk awareness.

TIPS system operation, maintenance, and implementation in 2025

The company continues to operate the \*\*TIPS (Taiwan Intellectual Property Management System)\*\* and regularly reports its intellectual property management plan and implementation results to the board of directors each year; the most recent was submitted on November 7, 2025. The main implementation status in 2025 is as follows:

- Continue to promote intellectual property education and training for new employees and all R&D personnel, and combine information security training to strengthen overall intellectual property and data protection awareness.
- Completed a number of patents related to the rapid installation structure, runner and water-saving performance of faucets and ceramic products, and continued to monitor and analyze the patents of major competitors in the United States.
- As of the date of publication of the annual report, the number of patents and trademarks granted and maintained by the company around the world has continued to grow, covering mainland China, the United States, Canada, Europe and other major markets. The company has granted/maintained more than 259 patents worldwide, and more than 347 trademarks have been approved/maintained worldwide.
- The company's TIPS 2016 version of the A-level certification remains valid from January 1, 2025 to December 31, 2026.

Through the TIPS system, the company continues to build core technologies and product blueprints, systematically identify high-potential patents, and effectively integrate R&D, manufacturing, and innovation achievements for protection and management. At the same time, it implements trade secret controls and patent monitoring mechanisms to create long-term value from intellectual property and support the company's steady operations and sustainable growth.

The Company's intellectual property management website:

<https://tw.globeunion.com/sustainability/risk-management/intellectual-property/>

(IV) The impact of important domestic and foreign policy and legal changes on the company's finances and business and response measures:

The company seeks legal affairs, accounting and other relevant professional units to provide assessments, recommendations, and plan countermeasures to achieve legal compliance and reduce the impact on the company's financial and business operations.

First, the global focus on energy conservation and environmental protection

is intensifying, and many countries and regions have successively enacted stricter environmental regulations that require kitchen and bathroom products to meet higher energy conservation and emission-reduction standards. Additionally, fluctuations in U.S.-China trade relations, particularly changes in tariff policies, have had a significant impact on supply chains and cost structures.

To address the above challenges, the company has taken the following measures:

1. Developing energy-saving and environmentally friendly products: The company is committed to developing kitchen and bathroom products that meet the latest environmental standards, such as low-water consumption toilets and energy-efficient faucets, to meet market demand and comply with relevant regulations.
  2. Supply Chain Diversification: To reduce dependence on a single market, the company actively expands its supply chain, diversifying its production and procurement bases to other countries and regions to ensure a stable supply and reduce risks caused by tariff changes.
  3. Strengthen compliance management: The company has established a comprehensive compliance management system, in addition to actively and regularly monitoring changes in domestic and foreign policies and laws to ensure that business operations comply with the latest regulatory requirements, it also passively obtains new requirements from clients and certification units that comply with local regulations, and adjusts strategies in a timely manner to respond to potential impacts.
- (V) The impact of technological changes (including cyber security risks) and industry changes on the company's finances and business and countermeasures:

The impact of technological changes (cyber security risks) on the company's finances and business and countermeasures

1. Cyber Security Risk Assessment and Impact Analysis, With the acceleration of digital transformation and the increasing number of attacks such as ransomware, social engineering, and advanced persistent attacks (APT), the Company considers cyber security to be an important risk affecting sustainable operations. According to the World Economic Forum risk report, cybersecurity failures are listed as key technology risks. Major security incidents can lead to operational disruptions, damage to customer trust, leakage of confidential information, and even legal action, which can adversely affect the company's finances.
2. Information Security Incident Description for the Latest Year In the 2025 and as of the date of publication of the annual report, the Company did not have any major cyber attacks or system damage incidents affecting financial operations, nor did it have a significant adverse impact on the Company's business and operations, and it was not involved in any legal cases or regulatory investigations related to information security.
3. Specific Response Measures and Management Plans To reduce cyber security risks caused by technological changes, the Company has established a "multi-level defense network" and implemented information security governance in accordance with international

standards. The specific measures are as follows:

- (1) Implement information security governance and international certification:
    - The company is certified in 2024 ISO/IEC 27001: 2022 (valid from September 29, 2024 to September 29, 2027), the management system has been in line with international standards and continues to improve in accordance with the PDCA cycle.
    - Regularly update and revise the information security management system to reduce the gap between the system and actual operational processes and strengthen understanding of information security risks.
  - (2) Strengthen technical defense and monitoring:
    - Network Architecture and Endpoint Security: Continuously strengthen network and endpoint security, including deploying MDR in server environments, building intranet firewalls to strengthen intranet east-west traffic separation, and implementing the principle of least privilege access to reduce the risk of unauthorized access and lateral movement.
    - Access Control: Only company-issued devices are allowed to connect and use multi-factor authentication (MFA). External partners adopt additional risk control measures.
    - Threat Detection and Event Management: Implement information security event management systems (SIEMs) and database audit systems, and strengthen correlation analysis and alerting mechanisms to monitor abnormal behavior in real time and maintain complete trajectories, improving visibility and response speed to potential threats.
    - Data Security and Protection: Implement a data leakage prevention (DLP) system and strengthen sensitive data identification policies to encrypt and monitor data in transit and at rest, effectively preventing leakage of trade secrets and personal information.
  - (3) Improve operational resilience and resilience:
    - The company implements on-premises and cloud backups in accordance with the business continuity plan, and regularly conducts disaster recovery drills for key systems to enhance resilience in the event of a disaster.
  - (4) Information Security Awareness and Talent Cultivation:
    - Regularly organize information security education and social engineering drills for all employees to improve their risk identification capabilities. Our security staff also continues to enrich their expertise to stay abreast of the latest threat trends.
4. As for the information security risk transfer strategy, the company currently mainly invests resources in improving the maturity of information security protection and technology construction. Although it has not yet purchased information security insurance, information security risks have been included in the overall risk management scope, and appropriate risk transfer plans will be evaluated in the future based on information security maturity and market insurance development.
5. The Company has established comprehensive information security protection measures, but considering the rapid changes in information security threats (such as zero-day attacks), it cannot guarantee that all

malicious attacks can be completely eliminated. The Company will continue to review and update its information security protection plan to minimize potential risks and enhance shareholders' rights and interests, and corporate sustainable development.

6. The impact of technological changes on the company and the introduction of artificial intelligence

(1) Artificial intelligence (AI) introduction promotion

This year, the company continued to promote the use of artificial intelligence (AI) in operational processes, and the Information Technology (IT) and Human Resources (HR) departments are jointly overseeing the implementation plans, technical evaluations, and education and training initiatives to improve operational efficiency and strengthen digital capabilities.

(2) M365 Copilot for Business beta plan

This year, we launched the M365 Copilot for Business test project, which is as follows:

- Test object: Invite cross-departmental colleagues as the first batch of seed users.
- Test Environment: Operate in a controlled environment with enterprise-grade security protections to ensure data security.
- Test Purpose: To evaluate the feasibility and effectiveness of AI tools in daily office processes.
- Test items:
  - 1) Startup instructions and usage demonstrations
  - 2) Prompt examples are provided
  - 3) Online technical support
- Application Scenarios: Assist colleagues in improving efficiency in business scenarios such as email writing, presentation production, data analysis, meeting summaries, and task management.

(3) AI basic education training for all employees

In addition to the test plan, the company also conducts basic AI training and training for all employees, with the following key points:

- Training content: Combines practical operations with multiple AI tools
- Practical Drill: Take real work tasks as examples
  - 1) Document Summary
  - 2) Data collation
  - 3) Presentation generation
  - 4) Operational flow rendering
- Purpose: To help employees understand the application and precautions of AI tools in daily operations and improve work productivity.

(4) AI governance and organizational digital capabilities are strengthened

Through the AI trial program and the promotion of education and training, the company has established a preliminary:

- AI usage policy
- Internal support mechanism
- Use the feedback collection process

The relevant results will serve as the basis for subsequent decision-making on the introduction of digital tools and for governance policy formulation, to gradually strengthen the organization's intelligent

operational capabilities.

The impact of technological changes, industry changes, and countermeasures: With the rise of emerging technologies such as artificial intelligence (AI), the kitchen and bathroom industry is undergoing digital transformation. GUIC Group actively researches various technologies and application software upgrades, optimizes the design process, and enhances product innovation capabilities.

Impact of Industry Changes and Response Measures:

The global emphasis on environmental protection and energy conservation has prompted kitchen and bathroom products to meet stricter regulatory standards. GUIC Group actively develops energy- and water-saving products, such as low-water-consumption toilets and energy-efficient faucets, to meet market demand and regulatory requirements. In addition, the diversification of the supply chain reduces dependence on a single market, ensures a stable supply, and maintains financial stability.

In summary, GUIC Group continues to pay attention to technological development, cyber security risks, and industry changes, and takes proactive measures to ensure that the company maintains competitiveness and stable growth in a rapidly changing market.

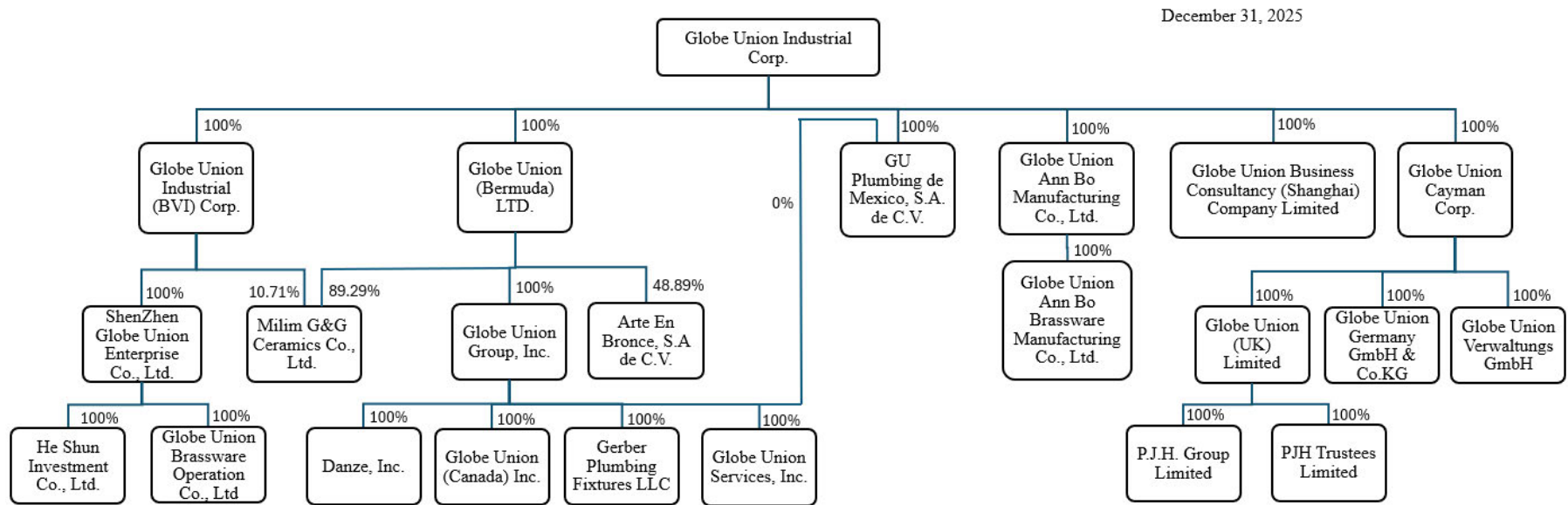
- (VI) The impact of corporate image changes on corporate crisis management and response measures: The company's corporate image is good, and there are no reports of bad corporate image.
- (VII) Expected benefits, possible risks, and countermeasures for M&A: None.
- (VIII) Expected benefits, possible risks, and countermeasures for plant expansion: None.
- (IX) Risks faced by purchasing or concentrating sales and countermeasures: None.
- (X) The impact, risks, and countermeasures of a large transfer or replacement of shares of directors, supervisors, or major shareholders holding more than 10% of the shares of the company: None.
- (XI) Impact, risks, and countermeasures of the change in management rights on the company: None.
- (XII) Litigation or non-litigation events:  
The company and its directors, supervisors, general managers, de facto responsible persons, major shareholders holding more than 10% of the shares, and subsidiary companies: None.
- (XIII) Other important risks and countermeasures: None.

VII. Other important matters: None.

# F. Special Disclosures

## I. Information on affiliates and subsidiaries:

### 1. Corporate affiliation chart (Contribution %)



## 2. Affiliate profiles

December 31, 2025

Company name	Date of establishment	Address	Paid-in capital	Main business/products
Globe Union Industrial (BVI) Corp.	1996.07.26	P.O. BOX 3340,Road Town, Tortola, British Virgin Islands	NT\$ 1,434,538,392	Holding company
ShenZhen Globe Union Enterprise Co., Ltd.	2001.03.13	Fushan Industrial District, Qiaotou Community of Fuyong Subdistrict, Bao'an District, Shenzhen City, People's Republic of China	RMB 380,459,896.03	Manufacture and sale of faucets and related parts
Globe Union Cayman Corp.	2004.09.02	Scotia Center, 4 <sup>th</sup> Floor , P.O.Box 2804, George Town, Grand Cayman, Cayman Islands	NT\$ 2,687,628,838	Holding company
Globe Union Germany GmbH & Co.KG	2004.12.01	Dreherstr. 11, 59425 Unna, Germany	€ 5,743,075.94	Sale of faucets and related parts
Globe Union Verwaltungs GmbH	2004.10.08	Dreherstr. 11, 59425 Unna, Germany	€ 1,755,000	Holding company
Milim G&G Ceramics Co., Ltd	1992.10.05	Jinshangwa Town, Fangzi District, Weifang City, Shandong Province, People's Republic of China	RMB 263,808,100	Manufacture and sale of porcelain bathroom fittings
Globe Union (Bermuda) LTD.	2000.03.06	21 Laffan Street, Hamilton, HM 09 Bermuda	NT\$ 3,098,446,597	Holding company
Arte En Bronce, S.A. de C.V.	1978.08.11	Alfredo Del Mazo No.15 C.Col.Parque Industrial E1 Cerrillo Lerma, Edo, De Mexico	MXN 9,000,000	Product sales and service center, customer service center
Globe Union Group, Inc.	2002.03.27	2500 Internationale Parkway, Woodridge, IL 60517-4979, USA	US\$ 63,734,859	Holding company
Globe Union (Canada) Inc.	1999.06.08	9260 Cote de Liesse, QC, H8T1A1, Canada	CA\$ 7,298,630	Sales and marketing support services
Danze, Inc.	2000.05.15	2500 Internationale Parkway, Woodridge, IL 60517-4979, USA	US\$ 33,035,522.60	Overseas sales and maintenance center

Company name	Date of establishment	Address	Paid-in capital	Main business/products
Gerber Plumbing Fixtures LLC	2003.02.14	2500 Internationale Parkway, Woodridge, IL 60517-4979, USA	US\$ 42,236,382	Assembly and sale of bathroom products
Globe Union Services, Inc.	2005.04.29	2500 Internationale Parkway, Woodridge, IL 60517-4979, USA	US\$ 1,000,000	Marketing support services
Globe Union (UK) Limited	2007.02.02	Alder House Slackey Brow Kearsley Bolton Lancashire BL4 8SL	£ 39,529,845	Holding company
P.J.H. Group Limited	1972.05.26	Alder House Kearsley Bolton BL4 8 SL	£ 7,500,000	Sale of kitchen and bathroom products
PJH Trustees Limited	1994.06.09	Alder House, Slackey Brow, Kearsley, Bolton, UK, BL4 8 SL	£ 2	Trust company
Globe Union Business Consultancy (Shanghai) Company Limited	2006.01.05	Room 2906, No. 1701, Beijing West Road, Jing'an District, Shanghai, People's Republic of China	RMB 519,514.05	Consulting company
GU Plumbing de Mexico, S.A. de C.V..	2019.08.30	Isidro Lopez Zertuche #3745, Saltillo, Coahuila, MEXICO, CP 25240	MXN 729,393,406	Manufacture and sale of porcelain bathroom fittings
Globe Union Ann Bo Manufacturing Co., Ltd	2022.06.10	Room 401, Building 36, No. 126 Guangma Avenue, Mayong Town, Dongguan City, Guangdong Province	RMB 60,000,000	Manufacturing and selling bathroom products
He Shun Investment Co., Ltd	2022.09.29	Liyuan Road, Qiaotou Community, Fuhai Street, Bao'an District, Shenzhen. Shenzhen Globe Union Enterprise Co., Ltd. 101	RMB 1,000,000	Investment, developing and manufacturing hardware products
Globe Union Brassware Operation Co., Ltd	2025.09.08	Liyuan Road, Qiaotou Community, Fuhai Street, Bao'an District, Shenzhen. Shenzhen Globe Union Enterprise Co., Ltd. 101 Security Room , Main Gate	RMB 6,500,000	Supply chain management services

Company name	Date of establishment	Address	Paid-in capital	Main business/products
Globe Union Ann Bo Brassware Manufacturing Co., Ltd.	2025.12.15	Room 402, Building 36, No. 126 Guangma Avenue, Mayong Town, Dongguan City, Guangdong Province	(Note 1)	Manufacturing and sales of metal materials and hardware products

Note 1: The Company established a subsidiary, Globe Union Ann Bo Brassware Manufacturing Co., Ltd., in December 2025. Capital injection has not yet been made.

3. Controlling and subordinate companies with identical shareholders: N/A
4. Overall businesses covered by affiliates: The business activities of the Company and our affiliates include: manufacturing, trading, and investment.

5. Information on the directors and supervisors of affiliates

December 31, 2025

Unit: NT\$ Thousand; Shares: %

Company name	Title	Name or representative	Shareholding	
			No. of shares	Shareholding ratio (%)
Globe Union Industrial (BVI) Corp.	Director	Shane Ouyang 、 Lei-Hui Lee (Lourdes)	44,427,680 (Held by Globe Union Industrial Corp.)	100.00
ShenZhen Globe Union Enterprise Co., Ltd.	Director	Shane Ouyang 、 Tsun-Chu Chou 、 An-Hsi Lin 、	No issued shares (Held by Globe Union Industrial (BVI) Corp.)	100.00
	Supervisor	Ta-Yin Chang		
Globe Union Cayman Corp.	Director	Shane Ouyang 、 Lei-Hui Lee (Lourdes)	81,555,901 (Held by Globe Union Industrial Corp.)	100.00
Globe Union Germany GmbH & Co.KG	Director	Shane Ouyang 、 Ming-Feng Chang 、 Lei-Hui Lee (Lourdes) 、 Nathalie Vandecraen	No issued shares (Held by Globe Union Cayman Corp.)	100.00
Globe Union Verwaltungs GmbH	Director	Shane Ouyang 、 Ming-Feng Chang 、 Lei-Hui Lee (Lourdes) 、 Nathalie Vandecraen	1,755,000 (Held by Globe Union Cayman Corp.)	100.00
Milim G&G Ceramics Co., Ltd	Director	Shane Ouyang 、 Chen-Hui Chin 、 Hong-Ting Wang 、	No issued shares (Held by Globe Union (Bermuda) LTD.) (Held by Globe Union Industrial (BVI) Corp.)	89.29
	Supervisor	Ta-Yin Chang 、 Lei-Hui Lee (Lourdes) Chun-Hsien Chen		10.71
Globe Union (Bermuda) LTD.	Director	Shane Ouyang 、 Lei-Hui Lee (Lourdes)	93,449,027 (Held by Globe Union Industrial Corp.)	100.00
Arte En Bronce, S.A de C.V.	Director	Rodolfo Mijares Garza 、 Scott Ouyoung 、 Michael Eric Werner 、 Guillermina Mijares Oviedo 、 Pedro Mijares Oviedo	4,400,000 (Held by Globe Union (Bermuda) LTD.)	48.89
Globe Union Group, Inc.	Director	Shane Ouyang 、 Carmen Christina Fiordirosa	100 (Held by Globe Union (Bermuda) LTD.)	100.00
Globe Union (Canada) Inc.	Director	Shane Ouyang 、 Chong Kheng Lim 、 Corey Dunwoodie	5,824,000 (Held by Globe Union Group, Inc)	100.00

Company name	Title	Name or representative	Shareholding	
			No. of shares	Shareholding ratio (%)
Danze, Inc.	Director	Shane Ouyang	700 (Held by Globe Union Group, Inc)	100.00
Gerber Plumbing Fixtures LLC	Director	Shane Ouyang 、 Carmen Christina 、 Fiordirosa 、 Chong Kheng Lim	Ordinary shares 9,335,000 Preferred shares 32,901,382 (Held by Globe Union Group, Inc)	100.00
Globe Union Services, Inc.	Director	Shane Ouyang	100 (Held by Globe Union Group, Inc)	100.00
Globe Union (UK) Limited	Director	Shane Ouyang 、 Lei-Hui Lee (Lourdes) Richard Ian George 、 Jason David Shaw	39,529,854 (Held by Globe Union Cayman Corp.)	100.00
P.J.H. Group Limited	Director	Jason David Shaw 、 Richard Ian George	7,500,000 (Held by Globe Union (UK) Limited))	100.00
PJH Trustees Limited	Director	Richard Ian George	2 (Held by Globe Union (UK) Limited)	100.00
Globe Union Business Consultancy (Shanghai) Company Limited	Director Supervisor	Chen-Hui Chin 、 Ming-Feng Chang 、 Lei-Hui Lee (Lourdes) Ying-Fan Chen	1 (Held by Globe Union Industrial Corp.)	100.00
GU Plumbing de Mexico, S.A. de C.V.	Director Supervisor	Shane Ouyang 、 Marco Antonio Govea Villasana 、 Chong Kheng Lim 、 Juan Pablo Monsivais Santana	729,393,406 (Held by Globe Union Industrial Corp. 729,393,405 shares) (Held by Globe Union Group, Inc 1 share)	100.00 0.00
Globe Union Ann Bo Manufacturing Co., Ltd	Director Supervisor	Shane Ouyang 、 Ta-Yin Chang 、 An-Hsi Lin Lei-Hui Lee (Lourdes)	No issued shares (Held by Globe Union Industrial Corp.)	100.00
He Shun Investment Co., Ltd	Director Supervisor	Shane Ouyang Ta-Yin Chang	No issued shares (Held by ShenZhen Globe Union Enterprise Co., Ltd.)	100.00
Globe Union Brassware Operation Co., Ltd	Director Supervisor	Ta-Yin Chang 、 Tsun-Chu Chou 、 An-Hsi Lin Lei-Hui Lee(Lourdes)	No issued shares (Held by ShenZhen Globe Union Enterprise Co., Ltd.)	100.00

Company name	Title	Name or representative	Shareholding	
			No. of shares	Shareholding ratio (%)
Globe Union Ann Bo Brassware Manufacturing Co., Ltd.	Director  Supervisor	Ta-Yin Chang、 Tsun-Chu Chou、 An-Hsi Lin Lei-Hui Lee(Lourdes)	No issued shares (Held by Globe Union Ann Bo Manufacturing Co., Ltd.)	100.00

6. Operational overview of each affiliate

(Unit: NT\$ Thousand )

Company name	Capital	Total assets	Total liabilities	Net worth	Operating income	Operating profit (loss)	Profit or loss for the current period (after tax)	Earnings (loss) per share (NT\$) (after tax)
Globe Union Industrial (BVI) Corp.	1,434,538	1,956,206	7,149	1,949,057	0	(171)	40,546	0.91
ShenZhen Globe Union Enterprise Co., Ltd.	1,712,070	1,898,209	108,194	1,790,015	0	(14,177)	25,937	NA(Note 1)
Globe Union Cayman Corp.	2,687,629	1,977,549	20	1,977,529	0	(334)	(6,894)	(0.08)
Globe Union Germany GmbH & Co.KG	212,322	492,056	136,502	355,554	682,102	(311)	4,805	NA(Note 1)
Globe Union Verwaltungs GmbH	64,882	5,456	0	5,456	0	(9)	38	0.02
Milim G&G Ceramics Co., Ltd	1,187,136	2,128,597	580,264	1,548,333	2,461,924	41,085	53,717	NA(Note 1)
Globe Union (Bermuda) LTD.	3,098,447	4,664,660	20	4,664,640	0	(1,121)	67,570	0.72
Globe Union Group, Inc.	2,003,187	2,572,122	0	2,572,122	0	0	0	0
Globe Union (Canada) Inc.	167,723	394,086	132,607	261,479	790,117	(107,228)	(9,159)	(1.57)
Danze, Inc.	1,038,306	334,840	17	334,823	0	0	0	0
Gerber Plumbing Fixtures LLC	1,327,489	4,376,899	1,904,205	2,472,694	7,845,975	(27,994)	35,267	3.78
Globe Union Services, Inc.	31,430	102,082	0	102,082	0	0	0	0
Globe Union (UK) Limited	1,675,275	3,443,141	0	3,443,141	0	0	0	0
P.J.H. Group Limited	317,850	3,787,370	2,876,669	910,701	7,623,086	106,201	(12,736)	(1.70)

Company name	Capital	Total assets	Total liabilities	Net worth	Operating income	Operating profit (loss)	Profit or loss for the current period (after tax)	Earnings (loss) per share (NT\$) (after tax)
PJH Trustees Limited	0	0	0	0	0	0	0	0
Globe Union Business Consultancy (Shanghai) Company Limited	2,338	5,411	335	5,076	9,439	170	342	0
GU Plumbing de Mexico, S.A. de C.V.	1,155,796	2,029,737	1,141,983	887,754	1,088,340	(195,684)	(268,042)	(0.37)
Globe Union Ann Bo Manufacturing Co., Ltd	270,000	333,606	219,186	114,420	1,097,777	(54,558)	(29,922)	NA(Note 1)
He Shun Investment Co., Ltd	4,500	1,070	80	990	0	(829)	(828)	NA(Note 1)
Globe Union Brassware Operation Co., Ltd	29,250	42,594	13,631	28,963	0	(11,373)	(287)	NA(Note 1)
Globe Union Ann Bo Brassware Manufacturing Co., Ltd.	(Note 2)	0	0	0	0	0	0	NA(Note 1)

Exchange rate as of December 31, 2025:

USD/NTD=1 : 31.43 、 CAD/NTD=1 : 22.98 、 HKD/NTD=1 : 4.044 、 CNY/NTD=1 : 4.50 、 GBP/NTD=1 : 42.38 、 EUR/NTD=1 : 36.97 、 MXN/NTD=1 : 1.748

Note1: No issued shares.

Note2: The Company established a subsidiary, Globe Union Ann Bo Brassware Manufacturing Co., Ltd., in December 2025, capital injection has not yet been made.

7. Consolidated financial statements of affiliates: Please refer to the Declaration.
8. Reports of affiliates: None.

### **Declaration**

We hereby state that the companies that should be included in the 2025 (January 1, 2025 to December 31, 2025) consolidated financial statements of affiliates in accordance with the Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises are identical to the companies that should be included in the consolidated financial statements of the parent company and subsidiaries in accordance with International Financial Reporting Standards No. 10, and the information that should be disclosed in the consolidated financial statements of affiliates has been duly disclosed in the aforesaid consolidated financial statements of the parent company and subsidiaries. The Company is therefore not required to prepare a separate consolidated financial statements of affiliates.

Declared by:

Globe Union Industrial Corp.

Legal representative: Shane Ouyang

March 11, 2026

- II. Private placement of securities in the most recent year up to the date of this Annual Report: None.
- III. Other necessary supplemental information: None.
- IV. Corporate events with material impact on shareholders' equity or stock prices set forth in Article 36, Paragraph 3, Subparagraph 2 of the Securities and Exchange Act in the most recent year and up to the date of this Annual Report: None.

Globe Union Industrial Corp.



Chairman : Shane Ouyang

