Stock Code：6754

RICH HONOUR INTERNATIONAL DESIGNS CO., LTD.

ANNUAL REPORT 2025

Annual Report Website：https://mops.twse.com.tw
Company Website：https://www.richhonour.com

Printed on May 7, 2026

Note：
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.

I.Contact Information of the Spokesperson and Deputy Spokesperson

Spokesperson：Diane Lo	Deputy Spokesperson：Louisa Chang
Title：CFO	Title：CEO's secretary
Tel：(02)2545-6011	Tel：(02)2545-6011
E-mail：IR@richhonour.com	E-mail：IR@richhonour.com

II.Contact Information of the Head Office, Branch Offices and Factories

Company	Add.	Tel.
Head office： Rich Honour International Designs Co., Ltd.	12F., No. 75, Sec. 4, Nanjing E. Rd., Songshan Dist., Taipei City 105, Taiwan (R.O.C.)	(02)2545-6011
Branch	None	None
Subsidiary： RHG INC.	12F., No. 75, Sec. 4, Nanjing E. Rd., Songshan Dist., Taipei City 105, Taiwan (R.O.C.)	(02)2545-6011
Subsidiary (Factory)： Rich Honour Fabricating Co., Ltd.	No. 1, Andong Rd., Zhongli Dist., Taoyuan City 320, Taiwan (R. O. C.)	(03)453-5511
Subsidiary： RH International Designs Co., Ltd.	No. 480 7F, Wulumuqi N. Rd., Jing'an District, Shanghai 200040, China	(86)-021- 32525959
Subsidiary (Factory)： RHQ Furniture Co., Ltd.	No.89, Taoyuan Rd., Yaozhuang Town, Jiashan County, Zhejiang Province, China	(86)-0573-84838000

III.Stock Transfer Agent

Name: KGI Securities Co., Ltd. Website: https://www.kgi.com.tw

Address: 5F, No. 2, Sec. 1, Chong Qing S. Rd., Zhong Zheng Dist., Taipei City, Taiwan

Tel.: 886-2-2389-2999

IV.Financial Report Auditors

Auditors: Daphney Lyu, Steven Hsieh
Accounting Firm: Deloitte & Touche Taiwan Website: https://www.deloitte.com.tw
Address: 20F, No.100, Song Ren Rd., Xin Yi Dist., Taipei City, Taiwan
Tel.: 886-2-2725-9988

V.Overseas Securities Exchange Where Securities are Listed and Method of Inquiry：None.

VI. Company Website：https://www.richhonour.com

RICH HONOUR INTERNATIONAL DESIGNS CO., LTD.

Table of Contents

Chapter 1.Letter to Shareholders

I. Overview of the Operating Environment

Over the past year, the global economy and industrial environment continued to evolve, with market competition and operating challenges present throughout.

Under the guidance of the government's promotion of public infrastructure, urban renewal, and net-zero carbon emissions policies, the demand for new construction projects and energy-saving renovations of existing buildings in the Taiwan market grew steadily. Green building materials and sustainable engineering have gradually become mainstream in the market, bringing new development momentum to the decoration industry.

In the Chinese market, the Company continues to adopt a prudent approach to business development, flexibly adjusting its strategies to changing market conditions and strengthening risk control to maintain operational stability and capitalize on suitable opportunities.

II. Business results in 2025

(I)Business plan implementation results:

In 2025, the Company's annual consolidated operating revenue was NTD3,530,943 thousand, the consolidated profits after tax were NTD225,259 thousand. In the face of operational pressure from the external environment, the Company continued to implement lean management, strengthen cost control, and improve operational efficiency, delivering earnings per share of NT$3.41 and demonstrating the resilience and responsiveness of its management team in adversity.

Unit：NTD thousands: except EPS (NT$)

Item	**2025**	**2024**	**Difference**	Increase (decrease)**%**
Revenues	3,530,943	5,107,938	(1,576,995)	-30.87%
Gross profit	841,377	1,205,038	(363,661)	-30.18%
Operating expenses	600,424	687,051	(86,627)	-12.61%
Operating income	240,953	517,987	(277,034)	-53.48%
Non-operating income and expenses	48,211	47,028	1,183	2.52%
Profit before income tax	289,164	565,015	(275,851)	-48.82%
Income tax	63,905	142,469	(78,564)	-55.14%
Net profit	225,259	422,546	(197,287)	-46.69%
Earnings per share	3.41	6.40	(2.99)	-46.72%

Note: The figures in this table are based on the 2025 annual consolidated financial statements audited by the CPAs.

(II)Execution of 2025 financial forecast: Not applicable.

(III)Profitability analysis:

Item	2025	2024
Return on assets (%)	4.82%	8.76%
Return on equity (%)	9.58%	18.67%
Ratio of income before tax to paid-in capital (%)	43.81%	85.61%
Net profit margin (%)	6.38%	8.27%
Earnings per share (NT$)	3.41	6.40

Note: The figures in this table are based on the 2025 annual consolidated financial statements audited by the CPAs.

(IV)Status of R&D

1. Smart technology and digital applications:
   BIM is implemented throughout design collaboration, manufacturing, and operation and maintenance processes, serving as a core engine for sustainable operations and quality improvement. We have introduced 3D modeling, virtual reality (VR), augmented reality (AR), and AI-assisted technologies to enhance communication efficiency with customers and improve design accuracy and operational efficiency.
2. Build an interior decoration industry informatization management system:
   Develop a project management app and cloud management platform that meet the needs of the interior design industry, and integrate the ERP system and AI applications to improve overall operational and management efficiency.
3. Promote prefabricated (modular) construction model:
   In response to the labor shortage, the Company promoted the digital integration process of “design-manufacturing-construction” and appropriately introduced smart machine tools and equipment to improve material utilization, construction accuracy, and operational safety.
4. Implement sustainable and green design:
   Actively adopt low-carbon construction methods, circular materials, and energy-saving technologies to develop green buildings and smart space design solutions that meet international standards such as LEED and WELL.

III. Overview of the 2026 business plan

(I)Overview of the industry

1. Leisure, travel, and wellness spaces:
   A. Hospitality:
      (a) Cross-border business travel rebounded, and demand for experiential tourism rose. High-end luxury and design-oriented accommodation developed concurrently.
      (b) The deepening of ESG sustainability principles, the construction of smart facilities, and the optimization of space requirements continued to expand, becoming drivers of industry growth.

B. Smart eldercare:

(a) Age-friendly design driven by the orange economy to integrate functions, safety and smart features.

(b) Additional value-added services of smart system integration and customized construction.

(c) It is necessary to incorporate ESG thinking into the entire process to address the industry's focus on a healthy environment and operational resilience.

2. Commercial and Office Spaces:
   A. The commercial office market is entering a period of structural transformation, and the interior renovation market is steadily growing.
   B. ESG sustainability indicators, green building certification, and TOD (transit-oriented development) have become core values.
   C. Smart net-zero carbon buildings will become the main focus of future designs, considering building performance, environmental symbiosis, and long-term investment value.
3. Commercial spaces:
   A. Regional development is now being promoted in the industrial and living circles of the six metropolitan regions under the "Balanced Taiwan" concept. More regional department store and business facilities will be developed in the future.
   B. Brand experience and immersive interaction are central once again. Physical retail stores remain key competitive territory for businesses.
   C. Strengthen the brand's narrative of "long-term value," "companionship," and "a sense of life" to drive demand for high-quality decoration and brand display engineering.

(II)Operational strategies in 2026

1. Service strategy: Deepen one-stop consulting service for the entire process.
   Integrate "design x engineering x project management" to provide comprehensive one-stop services, effectively shortening project timelines and enhancing quality and stability, and boosting customer stickiness and market competitiveness.
2. Strategic cross-industry alliance layout
   Establish a cooperation mechanism with professional teams in electromechanical engineering, sustainable consulting, and smart technology to expand technical depth and service breadth, and enhance the overall solution capability for mixed-use development projects.
3. Technological innovation: Advancing digitization and technology application.
   We introduced digital design and a BIM integration system, cloud-based project collaboration, and AI to assist operations and share information on optimized engineering processes.

4. Sustainable development: Implement ESG strategy and build green core competitiveness.
   Promote low-carbon building materials, modular construction, and sustainable building technology to help customers achieve green building and environmental protection standards, and gradually establish sustainable competitive advantages.
5. Cultivate talent and strengthen the cross-domain talent pool and organizational innovation. Continue to promote the cross-departmental collaboration system to build a flexible and resilient organizational structure. Through systematic training of the key talent pipeline and succession planning, enhance adaptability and sustain long-term growth momentum.

(III)Forecasted sales, forecast basis, and key production & marketing policies

Looking forward to 2026, the overall market environment is cautiously optimistic. The peak delivery period for urban renewal and public infrastructure projects in Taiwan is expected to arrive, and international brand hotels will continue to settle in, driving steady growth in renovation demand. The Company will continue to develop its core competencies, integrate resources on both sides of the strait, create value for customers, and seize business opportunities arising from the market recovery while maintaining controllable risks.

IV. Our future development strategy is influenced by the external competition environment, the regulatory environment, and the overall business environment.

The Company continues to view external pressure as an opportunity for transformation and upgrading, leveraging its alignment with international platforms, its long-term accumulated professional integration capabilities and project execution experience, and prudently expanding its market layout. We will steadily enhance our scale of operations and overall competitiveness to lay a solid foundation for mid- and long-term development.

The Company wishes you

good health and all the best

Rich Honour International Designs Co., Ltd.

Chairman：Hsiu Ching Wang

Chapter 2. Corporate Governance Report

I.Information of Directors, President, Vice Presidents, Assistant Managers, and Heads of Departments and Branches

(I)Information of Directors

1. Information of Directors

Mar. 31 2026；Unit: shares; %

Title	Nationality or Place of Registration	Name	Gender, age	Date of election / appoint-ment to current term	Term	Commence-ment date of first term	No. of shares held at time of election		Number of shares currently held		Shares currently held by spouse and minor children		Shares held through nominees		Principal work experience and academic qualifications	Positions held concurrently in the company and/or in any other company	Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse or relative within the second degree			Remarks
							No. of shares	Share-holding ratio	No. of shares	Share-holding ratio	No. of shares	Share-holding ratio	No. of shares	Share-holding ratio			Job title	Name	Rela-tionship	
Chairman	R.O.C	Hsiu Ching Wang	F 71~80	2025/5/28	3 years	2014/12/09	33,541,200	50.82	21,001,200	31.82	5,308,800	8.04	16,640,000 (Note 2)	25.21	1. Master of EMBA, United Business Institutes in Belgium. 2. Assistant at Tanabe Management Co., Ltd Taiwan Rep. office. Assistant Manager at Ying-Zhi Enterprise Development Ltd. COO of Rich Honour Design	RHG INC.－Chairman Rich Honour Fabricating Co., Ltd.－Chairman、 Yuqiao Interior Designs Co., Ltd.－Chairman RHY Asia Ltd.－Chairman RHQ Holdings Ltd.－Chairman RHQ Furniture Co., Ltd.－Chairman、GM	Director	Hsin Li Yang	spouse	(Note 1)
Director	R.O.C	Hsin Li Yang	M 71~80	2025/5/28	3 years	2018/06/06	5,308,800	8.04	5,308,800	8.04	21,001,200	31.82	-	-	1. Department of Architecture and Urban Design, PCCU. 2. Founder of Rich Honour Design Group	RHQ Furniture Co., Ltd－Director Rich Honour Design & Consulting (Shanghai) Co., Ltd.－Supervisor	Chairman	Hsiu Ching Wang	spouse	(Note 1)
Director	R.O.C	Ting Yu Yang	M 31~40	2025/5/28	3 years	2019/10/05	1,800,000	2.73	1,800,000	2.73	-	-	-	-	1. Northeastern University Master of Science in Project Management 2. Rich Honour International Designs Co., Ltd.－Project Manager	Rich Honour International Designs Co., Ltd.－Project Manager E Felix Investment Co., Ltd－Director	Director Director	Hsiu Ching Wang Hsin Li Yang	first-degree relatives first-degree relatives	-
Director	R.O.C	I Chen Wang	M 41~50	2025/5/28	3 years	2019/10/05	-	-	-	-	-	-	-	-	1. Feng Chia University－PhD in Environmental Engineering 2. Taiwan Semiconductor Manufacturing Company Limited－Diffusion Engineering Department－Engineer	RH International Designs Co., Ltd.－Supervisor RHQ Furniture Co., Ltd.－Supervisor	-	-	-	-

Title	Nationality or Place of Registration	Name	Gender, age	Date of election / appoint-ment to current term	Term	Commence-ment date of first term	No. of shares held at time of election		Number of shares currently held		Shares currently held by spouse and minor children		Shares held through nominees		Principal work experience and academic qualifications	Positions held concurrently in the company and/or in any other company	Other officer(s), director(s), or supervisor(s) with which the person has a relationship of spouse or relative within the second degree			Remarks
							No. of shares	Share-holding ratio	No. of shares	Share-holding ratio	No. of shares	Share-holding ratio	No. of shares	Share-holding ratio			Job title	Name	Rela-tionship	
Indepen-dent Director	R.O.C	Chih Wei Chen	M 41~50	2025/ 5/28	3 years	2019/ 10/05	-	-	-	-	-	-	-	-	1. California State University, Los Angeles, MA Education 2. Asiatic Fiber Corporation －Chief Administrative officer	RConnexion Consulting Co., Ltd.－Director Zhiding International Ltd. －President Shoetown International Corporation Group－Consultant Persona Gruppe－COO Chitec Technology Co., Ltd－Independent Director	-	-	-	-
Indepen-dent Director	R.O.C	Wen Hung Lee	M 51~60	2025/ 5/28	3 years	2019/ 10/05	-	-	-	-	-	-	-	-	1. Dunghai University－Institute of Industrial Design 2. Ofuna Technology Co., Ltd.－Special Assistant to the Chairman's Office 3. Ofuna Develop Technology Co., Ltd. －GM 4. China Productivity Center－Business Management Consultant 5.TAISE CSR－Certified Professional in Corporate Sustainability Management	TPCA Environment Foundation－Consultant Hongcheng Smart Business Co., Ltd.－Consultant and Director	-	-	-	-
Indepen-dent Director	R.O.C	Hui Ying Wu	F 51~60	2025/ 5/28	3 years	2019/ 10/05	-	-	-	-	-	-	-	-	1. NCCU Department of Finance －Master of Business Administration 2. Holux Technology, Inc.－CFO 3. Qisda Corporation－Special Assistant	None	-	-	-	-
Indepen-dent Director	R.O.C	Hsiao Lei Wang	M 61~70	2025/ 5/28	3 years	2022/ 6/9	-	-	-	-	-	-	-	-	1 PhD of Engineering, National Taiwan University 2 China University of Technology Department of Interior Design Associate Professor	None	-	-	-	-

Note 1: The Company's Chairman Hsiu Ching Wang and Managing Director Hsin Li Yang, who is also a director, are spouses. RH was established jointly by the couple, Chairman Wang and Managing Director Yang, both of which are familiar with the operations of the Company and equipped with professional qualifications and management skills. Therefore, their joint leadership should be able to guide the Company towards continuous growth. In addition, the Company does not have a majority of directors who are also the employees or managers of the Company. Four new independent directors were added during the director reelection at the 2022 annual general meeting to reinforce corporate governance. The Audit Committee has also been set up and the Board of Directors should be able to carry out its duties independently.

Note 2: Held through E Felix Investment Co., Ltd. and Cai Yi Investment Co., Ltd.

2.Major Shareholders of the Institutional Shareholders：Not applicable.

3. Principal shareholder of corporate shareholders with a juridical person as its major shareholder：Not applicable.

4. Disclosure of Information Regarding the Professional Qualifications and Experience of Directors and the Independence of Independent Directors:

Mar. 31, 2026

Condition / Name	Professional qualifications and experience	Independence	Number of positions as independent director in other public companies
Hsiu Ching Wang	The Company's Chairman, who holds an EMBA Master's degree from United Business Institutes in Belgium, has served as the chairman and COO of Rich Honour Design Group since 1981, and is equipped with professional qualifications and management skills.	Non-independent director	0
Hsin Li Yang	The Company's director, who is the founder of Rich Honour Design Group, has served as CEO since 1977, and is equipped with professional qualifications and management skills.		0
Ting Yu Yang	The Company's director, who is a Master of Science in Project Management at Northeastern University, serves as the Company's project manager, and is equipped with professional qualifications.		0
I Chen Wang	The Company's director, who has a Doctor's degree of environmental engineering from Feng Chia University, Taiwan Semiconductor Manufacturing Company Limited／Diffusion Engineering Department／Engineer, and is equipped with experience required for the business development of the Company.		0
Chih Wei Chen	Graduated from California State University, Los Angeles, M.A. in Education Administration, has served as the CEO of RICHARD CHEN'S Strategic Alliance Corp., since 2018 for now, served as CEO and COO of several industries and currently serves as COO of Persona Gruppe, and is equipped with business management experience and the professional skills and experience required for the business development of the Company.	1. All of the above and their spouses and relatives within the second degree of kinship do not serve as the directors, supervisors or employees of the Company or our affiliates (in the name of others); do not hold shares in the Company; do not receive remuneration for providing commercial, legal, financial, or accounting services. 2. No circumstances set forth in Sub-Article 3, Paragraph 1, Subparagraphs 5–8 of the "Regulations Governing Appointment of Independent Directors and	1
Wen Hung Lee	Graduated from the Graduate Institute of Industrial Design at Tunghai University. Served as Senior Vice President of Ofuna Technology Co., Ltd. from 1991 to 2018, and as General Manager of Ofuna Develop Technology Co., Ltd. from 2006 to 2008. Currently serves as Director and Management Consultant of Hong Cheng Intelligent Business Co., Ltd., and possesses the professional expertise and experience required for business management and the Company's business development.		0
Hui Ying Wu	Graduated from the Department of Finance at National Chengchi University, served as the CFO of HOLUX Technology, Inc. between 2003 and 2007, acted as the special assistant of the President's Office of Qisda between 2008 and 2018, and has a background and experience in finance.		0

Condition / Name	Professional qualifications and experience	Independence	Number of positions as independent director in other public companies
Hsiao Lei Wang	Received a Doctor’s degree of engineering from National Taiwan University, served as a teacher at China University of Technology between 2000 and 2003, served as an associate professor at the Department of Interior Design at China University between 2003 and 2025, and is equipped with the professional skills and experience required for the business development of the Company.	Compliance Matters for Public Companies” are applicable.	0

Note：None of the directors is subject to any of the circumstances set forth in Article 30 of the Company Act.

5.Diversity and independence of Board of Directors:

(1) Diversity within the members of the Board of Directors

To reinforce corporate governance and promote the sound development of the composition and structure of the Board of Directors, the Company adjusted the “diversity policy for the members of the Board of Directors” by amending the “Corporate Governance Best-Practice Principles” in 2019. The policy specifies that 5–9 directors, depending on the actual operational needs, should be appointed based on the Company’s business development scale and the shareholding of major shareholders. Diversity should be taken into account when it comes to the member composition of the Board of Directors. It is inadvisable that the number of directors who concurrently serve as the managers of the Company exceeds one-third of all directors. An appropriate diversity policy is formulated based on the Board of Directors’ operations, operation type, and development needs. It is recommended to include but not be limited to the following two standards:

A. Basic conditions and values: Genders, age, nationality and culture, etc.

B. Professional knowledge and skills: Professional backgrounds (e.g. law, accounting, industry, finance, marketing or technology), professional skills, and industrial experience. The Board of Directors should be equipped with the following abilities: Ability to make operational judgments, accounting and financial analysis ability, business management ability, ability to deal with emergencies, industrial knowledge, international market insights, leadership ability, and decision-making ability.

The Board of Directors consists of eight directors, including four directors and four independent directors, all independent directors shall not serve for more than three consecutive terms, the company has always paid attention to gender equality among board members. The Company aims to maintain female director representation at 25% or above. Currently, 2 of the 8 directors are female, **representing 25% of the Board**. In addition to gender equality and diversity, the Company takes expertise, management experience, and other factors into account when choosing board members to meet and implement the Company’s diversity policy for the composition of the Board of Directors.

Implementation of diversity policy for members of the Board of Directors:

Core Diversity Element / Name	Nationality	Gender	Employed by the Company	Ages					Tenure of Independent Directors				Business Management	Decision Making	Industry Knowledge	Accounting Finance and	Environmental Engineering
				71~80	61~70	51~60	41~50	31~40	> 9yrs	6~9 yrs	3~6 yrs	< 3yrs					
Hsiu Ching Wang	R.O.C.	F	✓	✓	-	-	-	-	-	-	-	-	✓	✓	✓	-	-
Hsin Li Yang	R.O.C.	M	✓	✓	-	-	-	-	-	-	-	-	✓	✓	✓	-	-
Ting Yu Yang	R.O.C.	M	✓	-	-	-	-	✓	-	-	-	-	✓	✓	✓	-	-
I Chen Wang	R.O.C.	M	-	-	-	-	✓	-	-	-	-	-	✓	✓	-	-	✓
Wen Hung Lee	R.O.C.	M	-	-	-	✓	-	-	-	-	✓	-	✓	✓	-	-	-
Hui Ying Wu	R.O.C.	F	-	-	-	✓	-	-	-	-	✓	-	✓	✓	-	✓	-
Chih Wei Chen	R.O.C.	M	-	-	-	-	✓	-	-	-	✓	-	✓	✓	-	-	-
Hsiao Lei Wang	R.O.C.	M	-	-	✓	-	-	-	-	-	-	✓	✓	✓	✓	-	-

(2)Independence within the members of the Board of Directors:

The Board of Directors is composed of eight directors (including four independent directors), of which only three are first-degree relatives to one another. The other directors are not spouses or second-degree relatives to one another, complying with Article 26-3, Paragraph 3 of the Securities and Exchange Act.

(II) Information on the Management Team

Mar. 31 2026；Unit: shares; %

Job title	Nationality	Name	Gender	Date of appointment to position (Note 1)	Shares held: No. of shares	Shares held: Share-holding ratio	Shares held by spouse and minor children: No. of shares	Shares held by spouse and minor children: Share-holding ratio	Shares held through nominees: No. of shares	Shares held through nominees: Share-holding ratio	Principal work experience and academic qualifications (Note 2)	Positions concurrently held in other companies at present	Other managerial officer(s) with which the person has a relationship of spouse or relative within the second degree: Job title	Name	Rela-tionship	Remarks
COO	R.O.C.	Hsiu Ching Wang	F	1981/ 06/01	21,001,200	31.82	5,308,800	8.04	16,640,000 (Note 3)	25.21	1. Master of EMBA, United Business Institutes in Belgium. 2. Assistant at Tanabe Management Co., Ltd Taiwan Rep. office. Assistant Manager at Ying-Zhi, Enterprise Development Ltd., COO of Rich Honour Design.	RHG INC. — Chairman, Rich Honour Fabricating Co., Ltd.－Chairman, Yuqiao Interior Designs Co., Ltd.－Chairman, RHY Asia Ltd.－Chairman, RHQ Holdings Ltd.－Chairman, RHQ Furniture Co., Ltd. －Chairman, GM	Managing Director	Hsin Li Yang	Spouse	(Note 2)
Managing Director	R.O.C.	Hsin Li Yang	M	1977/ 06/06	5,308,800	8.04	21,001,200	31.82	-	-	1. Department of Architecture and Urban Design, PCCU. 2. Founder of Rich Honour Design Group. The total seniority in the industry is 47 years	RHQ Furniture Co., Ltd－Director、Rich Honour Design, Consulting (Shanghai) Co., Ltd.－Supervisor	COO	Hsiu Ching Wang	spouse	(Note 2)
Design President	R.O.C.	Rax Chang	M	2023/ 04/01	136,000	0.21	-	-	-	-	1. Pratt Institute Master of Fine Art, Dept. of Interior Design, CYCU. 2. Design Director of Design Dept., Rich Honour Design	-	-	-	-	-
Project Integration President	R.O.C.	Sarah Liao	F	2023/ 04/01	148,000	0.22	-	-	-	-	1. Indiana University of Pennsylvania, United Business Institutes EMBA, Tongji University Business AdministrationMBA core program 2. Designer of DanChuang Design Designer of PingHao Design	RHQ Furniture Co., Ltd－Director, Project Integration President	-	-	-	-
R&D Vice President	R.O.C.	Chris Lee	M	2017/ 05/09	21,000	0.03	-	-	-	-	1. Dept. of Interior Design, CYCU. , EMBA, NCCU. 2. Vice President of Dynasty Design	-	-	-	-	-
Design Director	R.O.C.	Maggie Yeh	F	2023/ 04/01	24,000	0.04	-	-	-	-	1. Royal Oak College Master of Interior Design 2. Project Designer of In-Tech Designer of iDA Workplace Ltd. (iDA)	-	-	-	-	-
Retail Vice President	R.O.C.	Chin	M	2015/ 09/01	50,000	0.08	-	-	-	-	1. Dept. of Civil Engineering, China University of Science and Technology 2. Designer of Jingchen Co., Ltd., Designer of Qifeng Interior Design Engineering Co., Ltd.	-	-	-	-	-
Construction2	R.O.C.	Melvin	M	2020/	48,000	0.07	-	-	-	-	1. Department of Architecture and	-	-	-	-	-

Job title	Nationality	Name	Gender	Date of appointment to position (Note 1)	Shares held		Shares held by spouse and minor children		Shares held through nominees		Principal work experience and academic qualifications (Note 2)	Positions concurrently held in other companies at present	Other managerial officer(s) with which the person has a relationship of spouse or relative within the second degree			Remarks
					No. of shares	Share-holding ratio	No. of shares	Share-holding ratio	No. of shares	Share-holding ratio			Job title	Name	Rela-tionship	
Assistant Manager		Kuo		04/01							Urban Design, PCCU 2. Engineer of Yong YuTai Ltd.					
Construction3 Vice President of Engineering	R.O.C.	Richard Lee	M	2017/ 04/06	50,000	0.08	-	-	-	-	1. Dept. of Civil Engineering, Tungnan University 2. Director of Construction Dept., West Garden Hospital; Engineer of HungKuo Construction	-	-	-	-	-
Construction5 Assistant Manager	R.O.C.	Ainge Li	M	2020/ 04/01	48,000	0.07	-	-	-	-	1. Dept. of Mechanical Engineering, Mingshin University of Science and Technology 2. Engineer of DaGuan Ltd.; Engineer of SanDu Ltd.;	-	-	-	-	-
CFO/ Accounting Supervisor/ Corporate governance executive officer	R.O.C.	Diane Lo	F	2013/ 04/01	160,000	0.24	24,000	0.04	-	-	1. Dept. of Accounting, NCHU 2. Accounting Manager of BOC Lien Hwa Industrial Co., Ltd.;	-	-	-	-	-

Note 1.The date of assumption of duty is the date the founder set up the Company or the effective date for the promotion of a manager to the position.

Note 2.The Company's Chairman Hsiu Ching Wang and Managing Director Hsin Li Yang, who is also a director, are spouses. RH was established jointly by the couple, Chairman Wang and Managing Director Yang, both of which are familiar with the operations of the Company and equipped with professional qualifications and management skills. Therefore, their joint leadership should be able to guide the Company towards continuous growth. In addition, the Company does not have a majority of directors who are also the employees or managers of the Company. Four new independent directors were added during the director reelection at the 2022 annual general meeting to reinforce corporate governance. The Audit Committee has also been set up and the Board of Directors should be able to carry out its duties independently.

Note 3. Held through E Felix Investment Co., Ltd. and Cai Yi Investment Co., Ltd..

(III)Compensation of Directors, President, and Vice Presidents

1.Compensation of Directors and Independent Directors

Unit: NT$ thousands; %

<table>
<tr><th rowspan="4" colspan="2">Job title</th><th rowspan="4">Name</th><th colspan="8">Remuneration to directors</th><th colspan="2" rowspan="2">Sum of A+B+C+D and ratio to net income</th><th colspan="8">Remuneration received by directors for concurrent service as an employee</th><th colspan="2" rowspan="2">Sum of A+B+C+D+E+F+G and ratio to net income</th><th rowspan="4">Remuneration received from investee enterprises other than subsidiaries or from the parent company</th></tr>
<tr><th colspan="2">Base compensation (A)</th><th colspan="2">Retirement pay and pension (B)</th><th colspan="2">Director profit sharing compensation (C)</th><th colspan="2">Expenses and perquisites (D)</th><th colspan="2">Salary, rewards, and special disbursements (E)</th><th colspan="2">Retirement pay pension (F)</th><th colspan="4">Employee profit-sharing compensation (G)</th></tr>
<tr><th rowspan="2">The Company</th><th rowspan="2">All consolidated entities</th><th rowspan="2">The Company</th><th rowspan="2">All consolidated entities</th><th rowspan="2">The Company</th><th rowspan="2">All consolidated entities</th><th rowspan="2">The Company</th><th rowspan="2">All consolidated entities</th><th rowspan="2">The Company</th><th rowspan="2">All consolidated entities</th><th rowspan="2">The Company</th><th rowspan="2">All consolidated entities</th><th rowspan="2">The Company</th><th rowspan="2">All consolidated entities</th><th colspan="2">The Company</th><th colspan="2">All consolidated entities</th><th rowspan="2">The Company</th><th rowspan="2">All consolidated entities</th></tr>
<tr><th>Amount in cash</th><th>Amount in stock</th><th>Amount in cash</th><th>Amount in stock</th></tr>
<tr><td rowspan="4">Directors</td><td>COO</td><td>Hsiu Ching Wang</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">2,880</td><td rowspan="4">2,880</td><td rowspan="4">120</td><td rowspan="4">120</td><td rowspan="4">3,000
～
1.33%</td><td rowspan="4">3,000
～
1.33%</td><td rowspan="4">13,092</td><td rowspan="4">15,883</td><td rowspan="4">61</td><td rowspan="4">61</td><td rowspan="4">90</td><td rowspan="4">-</td><td rowspan="4">90</td><td rowspan="4">-</td><td rowspan="4">16,243
～
7.21%</td><td rowspan="4">19,034
～
8.45%</td><td rowspan="4">None</td></tr>
<tr><td>Managing Director</td><td>Hsin Li Yang</td></tr>
<tr><td>Project Manager</td><td>Ting Yu Yang</td></tr>
<tr><td>-</td><td>I Chen Wang</td></tr>
<tr><td rowspan="4">Independent directors</td><td>-</td><td>Chih Wei Chen</td><td rowspan="4">2,894</td><td rowspan="4">2,894</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">120</td><td rowspan="4">120</td><td rowspan="4">3,014
～
1.34%</td><td rowspan="4">3,014
～
1.34%</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">-</td><td rowspan="4">3,014
～
1.34%</td><td rowspan="4">3,014
～
1.34%</td><td rowspan="4">None</td></tr>
<tr><td>-</td><td>Wen Hung Lee</td></tr>
<tr><td>-</td><td>Hui Ying Wu</td></tr>
<tr><td>-</td><td>Hsiao Lei Wang</td></tr>
</table>

1.Please describe the policy, system, standards and structure in place for paying remuneration to directors and describe the relationship of factors such as the duties and risks undertaken and time invested by the directors to the amount of remuneration paid.：

The Company's independent directors perform their duties within their authorities. The standards for payment of remuneration to the independent directors take into account their involvement in the Company's operations, responsibilities, and the Company's risk appetite and with reference to the level in the industry. The remuneration is paid at a fixed amount, regardless of the Company's operating profit. Except for the monthly fixed remuneration and travel allowances for attending board meetings, the independent directors do not participate in earnings distribution and are not entitled to severance pay and job differential pay.

2.In addition to what is disclosed in the above table, please specify the amount of remuneration received by directors in the most recent fiscal year for providing services (e.g., for serving as a non-employee consultant to the parent company / any consolidated entities / invested enterprises)：None.

Remuneration Range Table

Ranges of remuneration paid to each of the Company's directors	Names of Directors			
	Sum of A+B+C+D		Sum of A+B+C+D+E+F+G	
	The Company	All consolidated entities H	The Company	All consolidated entities I
Less than NT$1,000,000	Hsiu Ching Wang、Hsin Li Yang、Ting Yu Yang、I Chen Wang、Chih Wei Chen、Wen Hung Lee、Hui Ying Wu、Hsiao Lei Wang	Hsiu Ching Wang、Hsin Li Yang、Ting Yu Yang、I Chen Wang、Chih Wei Chen、Wen Hung Lee、Hui Ying Wu、Hsiao Lei Wang	I Chen Wang、Chih Wei Chen、Wen Hung Lee、Hui Ying Wu、Hsiao Lei Wang	I Chen Wang、Chih Wei Chen、Wen Hung Lee、Hui Ying Wu、Hsiao Lei Wang
NT$1,000,000 (incl.)～NT$2,000,000 (excl.)	–	–	–	–
NT$2,000,000 (incl.)～NT$3,500,000 (excl.)	–	–	Ting Yu Yang	Ting Yu Yang
NT$3,500,000 (incl.)～NT$5,000,000 (excl.)	–	–	–	–
NT$5,000,000 (incl.)～NT$10,000,000 (excl.)	–	–	Hsiu Ching Wang、Hsin Li Yang	Hsiu Ching Wang、Hsin Li Yang
NT$10,000,000 (incl.)～NT$15,000,000 (excl.)	–	–	–	–
NT$15,000,000 (incl.)～NT$30,000,000 (excl.)	–	–	–	–
NT$30,000,000 (incl.)～NT$50,000,000 (excl.)	–	–	–	–
NT$50,000,000 (incl.)～NT$100,000,000 (excl.)	–	–	–	–
NT$100,000,000 or above	–	–	–	–
Total	8	8	8	8

2. Remuneration paid to general manager and deputy general manager in 2025

Unit: NT$ thousands

<table>
<tr><th rowspan="3">Job title</th><th rowspan="3">Name</th><th colspan="2">Salary(A)</th><th colspan="2">Retirement pay and pension (B)</th><th colspan="2">Rewards and special disbursements (C)</th><th colspan="4">Employee profit-sharing compensation (D)</th><th colspan="2">Sum of A+B+C+D and ratio to net income (%)</th><th rowspan="3">Remuneration received from investee enterprises other than subsidiaries or from the parent company</th></tr>
<tr><th rowspan="2">The Company</th><th rowspan="2">All consolidated entities</th><th rowspan="2">The Company</th><th rowspan="2">All consolidated entities</th><th rowspan="2">The Company</th><th rowspan="2">All consolidated entities</th><th colspan="2">The Company</th><th colspan="2">All consolidated entities</th><th rowspan="2">The Company</th><th rowspan="2">All consolidated entities</th></tr>
<tr><th>Amount in cash</th><th>Amount in stock</th><th>Amount in cash</th><th>Amount in stock</th></tr>
<tr><td>Managing Director</td><td>Hsin Li Yang</td><td rowspan="8">24,857</td><td rowspan="8">28,236</td><td rowspan="8">648</td><td rowspan="8">648</td><td rowspan="8">8,267</td><td rowspan="8">9,322</td><td rowspan="8">1,481</td><td rowspan="8">-</td><td rowspan="8">1,481</td><td rowspan="8">-</td><td rowspan="8">35,253
～
15.65%</td><td rowspan="8">39,687
～
17.62%</td><td rowspan="8">None</td></tr>
<tr><td>COO</td><td>Hsiu Ching Wang</td></tr>
<tr><td>Design President</td><td>Rax Chang</td></tr>
<tr><td>Project Integration President</td><td>Sarah Liao</td></tr>
<tr><td>R&D Vice President</td><td>Chris Lee</td></tr>
<tr><td>Retail Vice President</td><td>Chin</td></tr>
<tr><td>Construction3 Vice President of Engineering</td><td>Richard Lee</td></tr>
<tr><td>CFO/ Accounting Supervisor/ Corporate governance executive officer</td><td>Diane Lo</td></tr>
</table>

Remuneration Range Table

Ranges of remuneration paid to each of the Company's general managers and assistant general managers	Names of General Manager(s) and Assistant General Manager(s)	
	The Company	All consolidated entities
Less than NT$1,000,000	–	–
NT$1,000,000 (incl.) ～NT$2,000,000 (excl.)	–	–
NT$2,000,000 (incl.) ～NT$3,500,000 (excl.)	–	–
NT$3,500,000 (incl.) ～NT$5,000,000 (excl.)	Chris Lee, Diane Lo, Chin, Richard Lee	Chris Lee, Diane Lo, Chin, Richard Lee
NT$5,000,000 (incl.) ～NT$10,000,000 (excl.)	Hsiu Ching Wang, Hsin Li Yang, Rax Chang, Sarah Liao	Hsiu Ching Wang, Hsin Li Yang, Rax Chang, Sarah Liao
NT$10,000,000 (incl.)～NT$15,000,000 (excl.)	–	–
NT$15,000,000 (incl.)～NT$30,000,000 (excl.)	–	–
NT$30,000,000 (incl.)～NT$50,000,000 (excl.)	–	–
NT$50,000,000 (incl.)～NT$100,000,000 (excl.)	–	–
NT$100,000,000 or above	–	–
Total	8	8

3.Names of managers provided with employee's remuneration and state of payments in 2025

ec.31,2025；Unit ：NT$ thousands

<table>
<tr><th></th><th>Job title</th><th>Name</th><th>Amount in stock</th><th>Amount in cash</th><th>Total</th><th>As a % of net profit</th></tr>
<tr><td rowspan="11">Managerial officers</td><td>Managing Director</td><td>Hsin Li Yang</td><td rowspan="11">-</td><td rowspan="11">1,891</td><td rowspan="11">1,891</td><td rowspan="11">1.00%</td></tr>
<tr><td>COO</td><td>Hsiu Ching Wang</td></tr>
<tr><td>Design President</td><td>Rax Chang</td></tr>
<tr><td>Project Integration President</td><td>Sarah Liao</td></tr>
<tr><td>R&D Vice President</td><td>Chris Lee</td></tr>
<tr><td>Design Director of Design Dept.</td><td>Maggie Yeh</td></tr>
<tr><td>Construction2 Assistant Manager</td><td>Melvin Kuo</td></tr>
<tr><td>Construction3 Vice President of Engineering</td><td>Richard Lee</td></tr>
<tr><td>Construction5 Assistant Manager</td><td>Ainge Li</td></tr>
<tr><td>Retail Vice President</td><td>Chin</td></tr>
<tr><td>CFO/
Accounting Supervisor/
Corporate governance executive officer</td><td>Diane Lo</td></tr>
</table>

4.Amount of compensation paid in the last 2 years by the company and all companies included in the consolidated financial statements to the company's directors, President, and vice presidents and their respective percentages to net income, as well as the policies, standards and packages by which they were paid, the procedures through which compensations were determined, and their association with business performance

(1)Analysis of the proportion of the total remuneration of directors, general managers and deputy general managers of the Company paid by the Company and all companies in the consolidated financial statement to net profit after tax in individual financial statements of the past two fiscal years

Unit: NTD thousands；%

<table>
<tr><th rowspan="2">Job title</th><th colspan="2">Proportion of the total compensation to net profit after tax % in 2024</th><th colspan="2">Proportion of the total compensation to net profit after tax % in 2025</th></tr>
<tr><th>The Company</th><th>All consolidated entities</th><th>The Company</th><th>All consolidated entities</th></tr>
<tr><td>Directors</td><td>4.67</td><td>5.41</td><td>8.55</td><td>9.79</td></tr>
<tr><td>President and vice presidents</td><td>8.59</td><td>9.75</td><td>15.65</td><td>17.62</td></tr>
</table>

(2)Remuneration payment policies, standards, combinations, remuneration determination procedures and their relevance with business performance and future risks

A.Directors

According to Article 20 of the Articles of Incorporation, if the Company makes a profit in a fiscal year, no less than 3% of such profit shall be set aside as director remuneration. As specified by Article 17-3, the directors participating in the Company's daily business management may receive salaries and bonuses that are determined based on their level of participation in the Company's operations and the value of their contributions.

B. President and vice presidents

The salary structure for the Company's President and Vice President includes salaries, bonuses, and employee remuneration that are determined based on their contributions, work experience, business performance, and assumed responsibilities, as required by the "Regulations for the Salaries and Remuneration of Directors and Managers," and with reference to the general level in the industry.

C.Relevance with business performance and future risks

The Company's policy for paying remuneration to the directors, President, and Vice President and procedure for determining the remuneration positively correlate to business performance. The remuneration is determined by the Chairman based on the business performance and according to the distribution principle recommended by the Remuneration Committee and the amount paid is disclosed pursuant to laws and regulations. There should be limited risk in this regard in the future.

II.Implementation of Corporate Governance

(I)Information on implementation of Board of Directors

The Company had convened six Board of Directors meetings 【A】 in 2025 with the following attendance：

Title	Name	No. of meetings attended【B】	By proxy	Attendance Rate (%)【B/A】	Remarks
Chairman	Hsiu Ching Wang	6	0	100%	
Director	Hsin Li Yang	6	0	100%	
Director	I Chen Wang	6	0	100%	
Director	Ting Yu Yang	6	0	100%	
Independent Director	Wen Hung Lee	6	0	100%	
Independent Director	Hui Ying Wu	6	0	100%	
Independent Director	Chih Wei Chen	6	0	100%	
Independent Director	Hsiao Lei Wang	6	0	100%	
Other information required to be disclosed： I.The Board Meeting's date, session, proposal contents, all Independent Directors' opinions and the Company's actions in response to the opinions if any of the following occurred:					

(I) Matters specified in Article 14-3 of Taiwan's Securities and Exchange Act: None.

(II)Other matters apart from the aforementioned where an independent director has a dissenting opinion or qualified opinion: None.

II.Disclosure regarding avoidance of interest-conflicting agendas, including the names of Directors concerned, the agendas, the nature of conflicting interests, and the voting outcome:

Board Sessions	Date	Name	The agendas	The nature of conflicting interests	The voting outcome
The 4th session of the 15th Board	2025.03.12	Hsiu Ching Wang、Hsin Li Yang、Ting Yu Yang	The proposal of adjustment to remuneration of managers of FY2025.	Involving their interests	The rest of the attending Directors unanimously passed the resolution.
The 5th session of the 2nd Board	2025.08.13	Hsiu Ching Wang、Hsin Li Yang、Ting Yu Yang、I Chen Wang	1. The proposal of director (excluding independent directors) individual remuneration distribution and payment proposal of FY2024.		
		Hsiu Ching Wang、Hsin Li Yang、Ting Yu Yang	2. The proposal of the distribution of employees' compensation for managers of FY2024.		
The 5th session of the 4th Board	2025.12.17	Hsiu Ching Wang、Hsin Li Yang、Ting Yu Yang	The proposal for year-end bonus distribution of managers in FY2025.		

III.Implementation of evaluations for the Board of Directors:

(I)For the performance evaluation indicators for the Company's individual board members, Board of Directors, and functional committees, the "Regulations for Evaluation of the Performance of Directors and Managers" that were established with the overall operations and needs taken into consideration have become effective after being submitted to the Remuneration Committee for review and approved by the Board of Directors.

(II)In accordance with the "Regulations for Evaluation of the Performance of Directors and Managers", the internal board performance evaluation is carried out once a year; every three years, a team of external experts and scholars evaluates the implementation of the performance evaluation of the company's board of directors and writes an external evaluation analysis report. The annual evaluation report is sent to the remuneration committee for discussion in the first quarter of the following year, and submitted to the functional committee and the board of directors as a reference for continuously strengthening the functions of the board of directors, and disclosed on the company website for investors' reference.

Type	Assessment period	Assessment duration	Scope of assessment	Assessment methods	Assessment contents
Self-assessment	Annually	2025.1.1 ～ 2025.12.31	Board Performance Evaluation	Board self-assessment	1. Level of participation in business operations of the Company. 2. Improve the quality of strategic decision making of the board of directors. 3. Composition and structure of the board of directors. 4. Appointment and continuous education of directors. 5. Internal control. Assessment results：Meet the requirements of corporate governance.

				Individual Board Member Performance Evaluations	Directors' self-assessment	1. Understanding of the company and awareness of directors' duties. 2. Participation in the operation of the company. 3. The director’s professionalism and continuing education. 4. Internal control. Assessment results：Meet the requirements of corporate governance.
				Self evaluation of the performance of functional committees (Remuneration Committee, Audit Committee)	Functional Committee Self-Assessment	1. Participation in the operation of the company. 2. Awareness of the duties of the functional committee. 3. Improvement of quality of decisions made by the functional committee. 4. Composition of the functional committee and election of its members. 5. Internal control. Assessment results：Meet the requirements of corporate governance.
	External Assessment	Every 3 years	2025.1.1 ～ 2025.12.31	Board of Directors	External assessment conducted through online self-assessment questionnaires and on-site visits	Evaluation Content： The Company has commissioned Taiwan Corporate Governance Association (TCGA) to conduct an external evaluation of the Board of Directors, assessing five key areas: board composition and division of responsibilities, guidance and supervision, authorization and risk management, communication and collaboration, and self-discipline and continuous improvement. Evaluation Result： 1. Your company’s Board composition has taken professionalism and independence into consideration; however, among the current four standing directors, three have reached the end of their third term. It is recommended that the company, based on operational development needs, start planning early for the diverse professional backgrounds and experience of independent directors for the next term, and initiate the selection process for independent directors. 2. Currently, your company has established a “Sustainability Committee” under the Chairman to promote

					corporate sustainability initiatives. To further deepen and systematically implement the company's sustainability vision, it is recommended to consider elevating this committee to a functional committee under the Board of Directors and invite independent directors to participate, thereby ensuring that the Board fulfills its supervisory responsibilities regarding corporate sustainability. 3. Your company provides sufficient support for current directors to perform their duties; however, there is currently no orientation program for newly appointed directors. It is recommended that the company establish a "New Director Orientation Program" to provide new directors with information on the company's financial and business overview, industry trends, laws and regulations, directors' rights and responsibilities, continuing education requirements, and corporate governance rules and policies. Key executives should also be arranged to provide briefings or discussions to help new directors quickly understand the company's current status, enhance their effectiveness in performing board duties, and strengthen the overall governance capability of the Board.

IV.Targets for strengthening the functions of the Board of Directors in the current and the most recent year (e.g., setting up an Audit Committee and enhancing information transparency) and evaluation of target implementation:

(I)Goals for enhancing the Board of Directors' functions: Implement corporate governance, systematize the operations of the Board of Directors, reinforce its structure, enhancing its functions, and improve information transparency.

(II)Implementation evaluation:

1.The Company has established the "Regulations Governing the Operations of the Board of Directors,", "Regulations for Election of Directors,", "Regulations for Evaluation of the Performance of Directors and Managers," and other regulations for compliance and operated pursuant to related laws and the regulations specified by the competent authority.

2.Four independent directors were elected at the annual general meeting held on May 28, 2025. The Audit Committee and Remuneration Committee have also been set up. We have taken out liability insurance for our directors on a continuous basis and arranged regular continuing education and training for them with the aim of strengthening the structure of the Board of Directors and enhancing its functions.

3.Since the public listing, the Company has disclosed relevant information on the Company's website and the Market Observation Post System as required by laws and regulations to improve information transparency.

(II)Operation of the Audit Committee

The number of audit committee meetings held in the most recent fiscal year (2025) was: 5【A】

The attendance by the independent directors was as follows:

Title	Name	No. of meetings attended in person【B】	No. of meetings attended by proxy	In-person attendance rate (%)【B/A】	Remarks
Independent director	Wen Hung Lee	5	0	100%	
Independent director	Hui Ying Wu	5	0	100%	
Independent director	Chih Wei Chen	5	0	100%	
Independent director	Hsiao Lei Wang	5	0	100%	

Other information required to be disclosed:

I.If any of the following circumstances exists, specify the audit committee meeting date, meeting session number, content of the motion(s), the content of any dissenting or qualified opinion or significant recommendation of the independent directors, the outcomes of audit committee resolutions, and the measures taken by the Company based on the opinions of the audit committee:

(I)Any matter under Article 14-5 of the Securities and Exchange Act.

Board Sessions	Date	Proposals	Resolution of the Audit Committee	The Company's response to the Audit Committee's opinions
The 2nd session of the 14th Audit Committee's meeting	2025.03.12	1. Approved the Company's annual business report and financial statements of FY2024. 2. Approved the proposal of the surplus distribution plan of FY2024. 3. The issuance of "Statement of Internal Control System" of FY2024. 4. Approved the proposal of the independence and suitability assessment of certified public accountants for financial reporting. 5. Approved the financial report certification and non-assurance services.	Agree	Approved
The 2nd session of the 15th Audit Committee's meeting	2025.05.14	1. Approved the draft of the consolidated financial statements and accountant's review report for the first quarter of FY2025. 2. Approved the company's renewal for financing quota from financial institutions. 3. Approved the proposal of the Company's loan to the subsidiary.	Agree	Approved
The 3rd session of the 1st	2025.08.13	1. Approved the draft of the consolidated financial statements and accountant's review report for the second quarter of FY2025.	Agree	Approved

Audit Committee's meeting		2. Approved the Sustainability Report for the FY2024. 3. Approved amendments to the “Procedures for Lending Funds to Others” and the “Procedures for Acquisition or Disposal of Assets”. 4. Approved the company's application for financing quota from financial institutions and subsidiary endorsement guarantee. 5. Approved of the organizational restructuring plan for group subsidiaries. 6. Approval of the company’s real estate acquisition proposal.		
The 3rd session of the 2nd Audit Committee's meeting	2025.11.12	1.Approved the draft of the consolidated financial statements and accountant’s review report for the third quarter of FY2025. 2. Approval of the Establishment of the Definition and Scope of the Company’s Non-Management Employees, and the Amendment to the Human Resource Planning Procedures under the Human Resources and Payroll Cycle of the Internal Control System. 3. Approval of the Formulation of a Corporate Value Enhancement Plan. 4. Approval of the company’s real estate acquisition proposal.	Agree	Approved
The 3rd session of the 3rd Audit Committee's meeting	2025.12.17	1. Approved the annual operating and budget proposal of FY2026. 2. Approved the annual audit plan of FY2026.	Agree	Approved

(II)In addition to the matters referred to above, any matter that was not approved by the audit committee but was approved by a two-thirds or greater majority resolution of the board of directors：None.

II.Implementation of recusals of independent directors with respect to any motions with which they may have a conflict of interest: None.

III.Communication between the independent directors and the chief internal audit officer and the CPAs that serve as external auditor (including any significant matters communicated about with respect to the state of the company’s finances and business and the method(s) and outcomes of the communication.)

(I)Communication between Independent Directors and Audit Supervisor

The internal audit supervisor attends the audit committee on a quarterly basis to report on audit business, and communicates with independent directors via the Audit Committee. In addition, an “audit report” is prepared on a monthly basis, and the electronic file of the report is submitted to each independent director for review. Upon the occurrence of any abnormality, it is necessary to track the deficiencies of internal control and the improvement. A tracking report shall be prepared on a quarterly basis to be submitted to each independent director until the improvement is fully completed and achieved. If independent directors have any questions or instructions after reviewing the electronic file of the audit report, they will inquire or inform the audit supervisor for further processing.

(II)Communication Independent Directors and Accountants

Independent directors communicate with accountants via the Audit Committee. Accountants will explain the issuance of the first, second, and third quarters and annual financial reports and discuss the situation and trend of future legal amendments with independent directors.

IV.Focus of work in the year: The Audit Committee aims to assist the Board of Directors in supervising quality and integrity in the Company's implementation of accounting, audit and financial reporting procedures and financial control.

(I)The matters reviewed mainly by the Audit Committee include:

1. Financial statement audits and accounting policies and procedures.
2. Internal control system and relevant policies and procedures.
3. Material asset or derivative transactions.
4. Major loaning of funds, endorsements or guarantees.
5. Offering or issuance of securities.
6. Legal compliance.
7. Evaluation of the work experience, independence, and performance of CPAs.
8. Appointment, dismissal or remuneration of CPAs.
9. Appointment and dismissal of financial, accounting or internal audit supervisors.
10. Self-evaluation questionnaires for evaluation of the performance of the Audit Committee.

(II)Review of financial statements

The Board of Directors prepared the Company's business report, financial statements, and proposal for earnings distribution for 2025. The financial statements have been audited by CPAs Daphney Lyu and Steven Hsieh from Deloitte & Touche Taiwan, with an audit report issued thereafter. The Audit Committee found no misstatement.

(III)Evaluation of the effectiveness of the internal control system

The Audit Committee evaluated the effectiveness of the policies and procedures of the Company's internal control system (including control measures regarding finance, operations, risk management, information security, outsourcing, and legal compliance) and reviewed the regular reports of the Company's audit department, CPAs, and management, including those related to risk management and legal compliance. By using the Internal Control — Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) in 2013 as a reference, the Audit Committee believed that the Company's risk management and internal control system have been effective and that the Company has adopted necessary control mechanisms to monitor and rectify violations.

(III)Corporate Governance – Implementation Status and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the Reasons

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons
	Yes	No	Summary description	
I.Has the Company established and disclosed its Corporate Governance Best-Practice Principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies?	✓		The Company has established the "Corporate Governance Best-Practice Principles" in accordance with the "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and disclosed the same on the Company's website.	None.
II.Shareholding Structure and Shareholders' Rights (I)Does the Company have Internal Operation Procedures for handling shareholders' suggestions, concerns, disputes and litigation	✓		(I)We have appointed a spokesperson and a deputy spokesperson who are able to handle shareholders' suggestions, questions, disputes, and lawsuits effectively.	None.

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons
	Yes	No	Summary description	
matters. If yes, have these procedures been implemented accordingly?				
(II)Does the Company know the identity of its major shareholders and the parties with ultimate control of the major shareholders?	✓		(II)The Company has engaged a shareholder services agent to handle matters related to shareholder services and kept track of the shareholding of the directors, managers, and top 10 shareholders at any time by interacting with major shareholders.	None.
(III)Has the Company built and implemented a risk management system and a firewall between the Company and its affiliates?	✓		(III)We have the "Regulations Governing Transactions with Related Parties, Certain Companies, and Group Enterprises" in place that clearly define the allocation of the responsibilities between the Company and the affiliates. All transactions with enterprises are conducted in compliance with the regulations of the Company's internal control system. To reinforce the control mechanism, the "Guidelines Governing the Monitoring of Subsidiaries" have also been developed for comprehensive risk control.	None.
(IV)Has the Company established internal rules prohibiting insider trading of securities based on undisclosed information?	✓		(IV)The Company has established the "Operating Procedures for Processing of Internal Material Information" and "Regulations Governing the Prevention of Insider Trading" to standardize relevant matters.	None.
III.Composition and responsibilities of the board of directors				
(I)Have a diversity policy and specific management objectives been adopted for the board and have they been fully implemented?	✓		(I)To reinforce corporate governance and promote the sound development of the composition and structure of the Board of Directors, the Company adjusted the "diversity policy for the members of the Board of Directors" by amending the "Corporate Governance Best-Practice Principles" . The policy specifies that five or more directors, depending on the actual operational needs, should be appointed based on the Company's business development scale and the shareholding of major shareholders. Diversity should be taken into account when it comes to the member composition of the Board of Directors. It is inadvisable that the number of directors who concurrently serve as the managers of the Company exceeds one-third of all directors. An appropriate diversity policy is formulated based on the Board of Directors' operations, operation type, and development needs. It is recommended to include but not be limited to the following two standards: 1.Basic conditions and values: Genders, age, nationality and culture, etc. 2.Professional knowledge and skills: Professional backgrounds (e.g. law, accounting, industry, finance, marketing or technology), professional skills, and industrial experience. The Board of Directors should be equipped with the following abilities: Ability to make operational judgments, accounting and financial analysis ability, business management ability, ability to deal with emergencies, industrial knowledge, international market insights, leadership ability, and decision-making ability. The Board of Directors consists of eight directors, including four directors and four independent directors, of which there are two female directors, accounting for up to 25%. In addition to gender equality and diversity, the	None.

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">Implementation status</th><th rowspan="2">Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>Company takes expertise, management experience, and other factors into account when choosing board members to meet and implement the Company’s diversity policy for the composition of the Board of Directors.
The following is the status of implementation of the policy for diversity of the current members of the Board of Directors:
<table>
<tr><th rowspan="2">Core Diversity Element / Name</th><th rowspan="2">Nationality</th><th rowspan="2">Gender</th><th rowspan="2">Employed by the Company</th><th colspan="5">Ages</th><th colspan="4">Tenure of Independent Directors</th><th rowspan="2">Business Management</th><th rowspan="2">Decision Making</th><th rowspan="2">Industry Knowledge</th><th rowspan="2">Accounting Finance and</th><th rowspan="2">Environmental Engineering</th></tr>
<tr><th>71~80</th><th>61~70</th><th>51~60</th><th>41~50</th><th>31~40</th><th>> 9yrs</th><th>6~9 yrs</th><th>3~6 yrs</th><th>< 3yrs</th></tr>
<tr><td>Hsiu Ching Wang</td><td>R.O.C.</td><td>F</td><td>✓</td><td>✓</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>✓</td><td>✓</td><td>-</td><td>-</td></tr>
<tr><td>Hsin Li Yang</td><td>R.O.C.</td><td>M</td><td>✓</td><td>✓</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>✓</td><td>✓</td><td>-</td><td>-</td></tr>
<tr><td>Ting Yu Yang</td><td>R.O.C.</td><td>M</td><td>✓</td><td>-</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>-</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>✓</td><td>✓</td><td>-</td><td>-</td></tr>
<tr><td>I Chen Wang</td><td>R.O.C.</td><td>M</td><td>-</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>✓</td><td>-</td><td>-</td><td>✓</td></tr>
<tr><td>Wen Hung Lee</td><td>R.O.C.</td><td>M</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>-</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>-</td><td>✓</td><td>✓</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>Hui Ying Wu</td><td>R.O.C.</td><td>F</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>-</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>-</td><td>✓</td><td>✓</td><td>-</td><td>✓</td><td>-</td></tr>
<tr><td>Chih Wei Chen</td><td>R.O.C.</td><td>M</td><td>-</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>-</td><td>✓</td><td>✓</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>Hsiao Lei Wang</td><td>R.O.C.</td><td>M</td><td>-</td><td>-</td><td>✓</td><td>-</td><td>✓</td><td>-</td><td>-</td><td>-</td><td>-</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td><td>-</td><td>-</td></tr>
</table></td><td></td></tr>
<tr><td>(II)Has the Company voluntarily established other functional committees in addition to the remuneration committee and the audit committee?</td><td>✓</td><td></td><td>(II)The Remuneration Committee and Audit Committee have been set up according to laws and operated in accordance with related laws and regulations. We will establish other functional committees upon assessing the Company’s operating status and related laws and regulations.</td><td>None.</td></tr>
<tr><td>(III)Has the Company established rules and methodology for evaluating the performance of its Board of Directors, implemented the performance evaluations on an annual basis, and submitted the results of performance evaluations to the board of directors and used them as reference in determining salary/compensation for individual directors and their nomination and additional office terms?</td><td>✓</td><td></td><td>(III)The Board of Directors approved the “Regulations for Evaluation of the Performance of Directors and Managers” . In addition to annual internal performance evaluations, external professional bodies or experts/scholars are engaged to perform an evaluation every three years. The Company has commissioned Taiwan Corporate Governance Association (TCGA) to carry out an external assessment of the Board’s effectiveness in 2026.The evaluation results are submitted to the Remuneration Committee, functional committees, and Board of Directors as a reference for determining the remuneration of individual directors and their nomination and reelection.</td><td>None.</td></tr>
<tr><td>(IV)Does the Company regularly evaluate its external auditors’ independence?</td><td>✓</td><td></td><td>(IV) The Board of Directors evaluates the independence of CPAs based on the “Audit Quality Indicators (AQIs)” and “Evaluation Form for the Independence and Competence of CPAs” on an annual basis and makes written records accordingly. The Company’s CPAs do not serve as the directors or independent directors of the Company, have no direct or significant indirect financial interest in the Company, are not the shareholders of the Company, and do not receive salaries from the Company. Besides, the appointed accounting firm has no significant differences in AQIs compared to the industry As evaluated, the CPAs have been deemed independent. The results of evaluating the independence and competence of the CPAs were reported to and acknowledged by the Audit Committee and Board of Directors on March 31, 2026.
Evaluation result</td><td>None.</td></tr>
</table>

<table>
<tr><th rowspan="2">Evaluation item</th><th colspan="3">Implementation status</th><th rowspan="2">Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td></td><td></td><td></td><td>
<table>
<tr><th>Item</th><th>Evaluation items</th><th>Evaluation result</th><th>In line with independence</th></tr>
<tr><td>1</td><td>Up to the latest audit, RH has not retained the services of the same CPA for seven consecutive years.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>2</td><td>The CPA has no significant financial stake in RH.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>3</td><td>The CPA does not maintain any inappropriate relationship with RH.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>4</td><td>The CPA must ensure the integrity, impartiality and independence of his/her assistants.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>5</td><td>The CPA does not audit the financial statements of RH within two years when he/she served at RH before working as a CPA.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>6</td><td>The name of the CPA is not used by any other person.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>7</td><td>The CPA has not held any share in RH and the affiliates.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>8</td><td>The CPA has not received any monetary loan from RH and the affiliates.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>9</td><td>The CPA has not engaged in any joint investment or share any interest with RH or the affiliates.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>10</td><td>The CPA does not serve concurrently in any regular position at RH or the affiliates and has received no fixed remuneration.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>11</td><td>The CPA does not have any managerial function involving the making of decisions by RH or the affiliates.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>12</td><td>The CPA does not operate any other business likely to cause the loss of his/her independence.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>13</td><td>The CPA is not the spouse or a relative within the second degree of kinship of the Company’s management.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>14</td><td>The CPA has not received any business-related commission.</td><td>Yes</td><td>Yes</td></tr>
<tr><td>15</td><td>Up to now, the CPA has not received any penalty or been engaged in any behavior in violation of the principles of independence.</td><td>Yes</td><td>Yes</td></tr>
</table>
</td><td></td></tr>
<tr><td>IV.Does the TWSE/TPEx listed company have in place an adequate number of qualified corporate governance officers and has it appointed a chief corporate governance officer with responsibility for corporate governance practices (including but not limited to providing information necessary for directors and supervisors to perform their duties, aiding directors and supervisors in complying with laws and regulations, organizing board meetings and annual general meetings of shareholders as required by law, and compiling minutes of board meetings and annual general meetings)?</td><td>✓</td><td></td><td>On December 14, 2022, the Board of Directors approved the appointment of CFO Diane Lo to serve concurrently as the chief corporate governance officer responsible for matters related to corporate governance. In 2025, the training hours for corporate governance executives totaled 48 hours.
Responsible for corporate governance including the following:
1.Handling matters relating to board meetings and shareholders meetings according to laws.
2.Producing minutes of board meetings and shareholders meetings.
3.Assisting in on boarding and continuous development of directors.
4.Furnishing information required for business execution by directors.
5.Assisting directors with legal compliance.
6.Report to the board of directors the results of its review on whether the qualifications of independent directors comply with relevant laws and regulations at the time of nomination, election</td><td>None.</td></tr>
</table>

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons
	Yes	No	Summary description	
			and during their tenure. 7. Handle matters related to the change of directors. 8.Other matters set out in the articles of incorporation or contracts.	
V.Has the Company established channels for communicating with its stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a stakeholders section on its company website? Does the Company appropriately respond to stakeholders' questions and concerns on important corporate social responsibility issues?	✓		We have appointed personnel to deal with the Company's external relations and stakeholder matters and created a stakeholder section on the Company's website.	None.
VI.Has the Company appointed a professional shareholder services agent to handle matters related to its shareholder meetings?	✓		The Stock Agency Department of "KGI Securities Co., Ltd." has been commissioned to handle matters related to shareholders' meetings.	None.
VII.Information Disclosure				
(I)Has the Company established a corporate website to disclose information regarding its financials, business, and corporate governance status?	✓		(I)The Company has built an official company website with an "Investor" section where information on the Company's financial position, business performance, and corporate governance is disclosed. Relevant information is submitted through the website designated by the competent authority on time as required by applicable laws and regulations.	None.
(II)Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)?	✓		(II)We have created a spokesperson system in accordance with regulations and appointed personnel responsible for gathering and disclosing information related to RH.	None.
(III)Does the company publish and report its annual financial report within two months after the end of the fiscal year, and publish and report its financial reports for the first, second, and third quarters as well as its operating statements for each month before the specified deadlines?		✓	(III)The information has been submitted within the specified time frame. Early submission depends on the cooperation between the Company and the CPA firm.	Early submission depends on the cooperation between the Company and the CPA firm.
VIII.Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' and supervisors' continuing education, the implementation of risk management policies and risk evaluation standards, the implementation of customer relations policies, and purchasing liability insurance for directors and supervisors)?	✓		(I)Employee rights and caring: We are happy to share business results with all our employees and aim to pursue shareholders' value and the welfare of all our employees. (II)Investor relations: Relevant information has been fully disclosed through the Market Observation Post System to give a full understanding of the Company's operating status to investors. The spokesperson and shareholder services department are responsible for communicating and interacting with the investors. (III)Supplier relations and stakeholder rights: RH has upheld the principle of integrity to handle relevant matters. We have also maintained smooth communication channels with financial institutions, suppliers, or stakeholders, issue "The Suppliers of ESG Development Measures" to change supplier code of Conduct and Supplier Commitment, provided them with sufficient information related to the Company, and respected and protected their rights.	None.

Evaluation item	Implementation status			Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies and the reasons
	Yes	No	Summary description	
			(IV)Continuing education and training for directors: The Company has handled the requirements of Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies by TWSE. (V)Implementation of risk management policies and risk measurement standards: All major proposals are subject to the approval of the Board of Directors. Internal regulations have been established in accordance with laws for assessment of all types of risks. (VI)Implementation of client policies: We strive to fulfill our commitments to clients and provide good product quality. The “Customer Service team” has been designated to offer after-sales maintenance services. (VII)Liability insurance taken out for directors: The Company has taken out liability insurance for the directors and key employees since 2019 and reports on the renewal of the insurance cover on an annual basis.	
IX.Please describe improvements that have already been made based on the Corporate Governance Evaluation results released for the most recent fiscal year by the Corporate Governance Center, Taiwan Stock Exchange, and specify the priority enhancement objectives and measures planned for any matters still awaiting improvement. (If the Company was not included among the companies evaluated for the given recent year, this item does not need to be completed.)				

The 12th Corporate Governance Evaluation Appraisal Index has not been improved and priority strengthening projects			
Index	No.	Evaluation Index	Way of improvement
ementation of inable lopment	4.34	Has the company established a Board-level Sustainability Committee consisting of no fewer than three members, whose qualifications include professional knowledge and expertise in corporate sustainability, with at least one director participating in supervision, and has the company disclosed its composition, responsibilities, and operational status?"	Planning the establishment of a Sustainability Committee at the Board level.

(V)If the company has a remuneration committee or nomination committee in place, the composition and operation of such committee shall be disclosed.

1.Information on Remuneration Committee Members

Mar.31, 2026

Status	Condition / Name	Professional qualifications and experience	Independence	Number of other public companies where the member concurrently serves as member in Remuneration Committee
Independent Director/Convener	Chih Wei Chen	Please refer to pages 7~8 of "Disclosure of Professional Qualifications of Directors and Independence of Independent Directors"		1
Independent Director	Wen Hung Lee			0

Independent Director	Hui Ying Wu		0

2.Compensation Committee Meeting Status

(1)The Compensation Committee consists of three members.

(2)Tenure of the current committee members: May 28, 2025 to May 27, 2028. In the most recent year (2025), the Remuneration Committee convened a total of 3 meetings (A). The qualification and attendance of members are listed as follows

Title	Name	No. of meetings attended in person【B】	No. of meetings attended by proxy	In-person attendance rate (%)【B/A】	Remarks
Independent director	Wen Hung Lee	3	0	100%	
Independent director	Hui Ying Wu	3	0	100%	
Independent director	Chih Wei Chen	3	0	100%	
Other matters to be noted： I.If the Board of Directors does not adopt or amend the recommendations made by the Remuneration Committee, the date, session, the content of proposals, resolutions of Board Meetings and the Company's action in response to opinions from the Remuneration Committee shall be specified (if the remuneration approved by the Board of Directors is better than that recommended by the Remuneration Committee, the discrepancies and related reasons shall be specified): None. II.If any member of the Remuneration Committee has dissenting opinion or qualified opinion on the resolutions of the Remuneration Committee, where such opinions are documented or issued through written statements, the date, session, the content of proposals, all the members' opinions of the meeting of the Remuneration Committee, and the action in response to these opinions shall be specified: None.					

(3)The resolutions of the Compensation Committee and the Company’s action

Date/Meeting	Proposal	Resolution	The Company's Handling of the Opinions of the Remuneration Committee
Mar. 12, 2025, The 3rd session of the 9th meeting	1.Proposed the employees’ compensation and directors’ remuneration distribution plan of FY2024.	All members of the committee agree to adopt the proposal	Submitted to the board of directors; all present directors agree to adopt the proposal
	2.Implementation of the performance evaluation of the board of directors, individual directors and functional committees in 2024.		
	3.The proposal of adjustment		

	to remuneration of managers of FY2025.		
Aug. 13, 2025, The 4th session.of the 1st meeting	1. Proposal to elect the convener and chairman of the fourth session of the Salary and Remuneration Committee. 2.Proposed the proposal of director (excluding independent directors) individual remuneration distribution and payment proposal of FY2024. 3.Proposed the proposal of the distribution of employees' compensation for managers of FY2024.	All members of the committee agree to adopt the proposal	Submitted to the board of directors; all present directors agree to adopt the proposal
Dec. 17, 2025, The 4th session of the 2nd meeting	The proposal for year-end bonus distribution for managers of FY2025.	All members of the committee agree to adopt the proposal	Submitted to the board of directors; all present directors agree to adopt the proposal

(4)Regular review of remuneration

The Company's Remuneration Committee is responsible for evaluating the remuneration policy and system for the directors and managers of the Company from a professional and unbiased perspective. It holds at least two meetings every year, convenes whenever necessary, and makes recommendations to the Board of Directors as a reference for decision-making.

A.Responsibilities of the Remuneration Committee

(a)Reviewing the Company's remuneration policy regularly and giving revision suggestions.

(b)Formulating and regularly reviewing the performance and remuneration policies, systems, standards and structures for the Company's directors and managers.

(c)Regularly reviewing the remuneration of the Company's directors and managers.

B.The Remuneration Committee shall fulfill its responsibilities in accordance with the following standards:

(a)Salary management shall adhere to the Company's remuneration philosophy.

(b)The performance evaluation and remuneration for the directors and managers shall use the general pay level of the industry as a reference and take into account the rationality of the correlation between individual performance and the Company's operating performance and future risks.

(c)In pursuit of remuneration, directors and managers shall not be led to engage in actions that are beyond RH's risk appetite.

(d)The proportion of the directors and senior managers' short-term performance bonuses and the time of paying part of the variable remuneration shall be determined by considering the industry characteristics and the nature of the Company's business.

(e)The members of the Committee shall not participate in discussions and votes regarding the determination of their own remuneration.

(V)Implementation of Sustainable Development, and Differences with Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and Reasons:

<table>
<tr><th rowspan="2">Item</th><th colspan="3">Implementation status</th><th rowspan="2">Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons</th></tr>
<tr><th>Yes</th><th>No</th><th>Summary description</th></tr>
<tr><td>I.Has the Company established a governance framework for promoting sustainable development, and established an exclusively (or concurrently) dedicated unit to be in charge of promoting sustainable development? Has the board of directors authorized senior management to handle related matters under the supervision of the board?</td><td>✓</td><td></td><td>The Board of Directors approved a revision of the “Sustainable Development Best-Practice Principles” (originally named “Corporate Social Responsibility Principles”) on March 21, 2022, to authorize the Chairman to convene the Sustainable Development Committee as the authority and responsible unit to promote sustainable development. The handling of the economic, environmental, and social issues resulting from the Company’s operating activities is reported to the Board of Directors regularly. With an emphasis on corporate sustainable development, the Company carries out data collection and compilation for its ESG Sustainability Report. The 2022 'ESG Sustainability Report' was officially released after being submitted to the Board of Directors for approval.
On August 13, 2025, 2025, the Company approved the Sustainability Report and reported the implementation status of corporate sustainability for 2024 to the Board of Directors.
Sustainable Development Goals:
● The greenhouse gas inventory report will be completed in the first quarter of 2026.
● Comprehensively strengthen the risk management framework to enhance the Company's organizational resilience and sustainability.
● Continue to implement smart technologies and digital applications to drive the Group’s sustainable growth and innovation.
● Integrate new technologies, new materials, and new construction methods into development strategies to promote sustainable development.</td><td>None.</td></tr>
<tr><td>II.Does the company conduct risk assessments of environmental, social and corporate governance (ESG) issues related to the company's operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies?</td><td>✓</td><td></td><td>The Company has established an effective risk management mechanism to assess and monitor its risk-bearing capacity, the current status of risks already taken, determine risk response strategies and compliance with risk management procedures. Through questionnaire collection and assessment, the Company has established relevant risk management policies or strategies as follows for2025:
<table>
<tr><th>Type of risk</th><th>Description of risk assessment items</th><th>Impact response strategy</th></tr>
<tr><td>Environmental risk</td><td>Greenhouse gas emissions are steadily increasing.</td><td>Group Level
●Encourage employees to commute using public transportation, such as the MRT, buses, or carpooling, to reduce carbon dioxide emissions and mitigate air pollution.</td></tr>
</table></td><td>None.</td></tr>
</table>

					●Strengthen the promotion of electricity conservation in offices (maintaining indoor temperature at 26°C) to reduce carbon emissions. ●Enhance awareness of daily plastic reduction to protect the environment, prevent harm to wildlife, and mitigate climate change through carbon reduction. Factory Level ●Continue to strengthen electricity-saving initiatives and incorporate them into the performance indicators of ISO 14001 management. ●Diesel is mainly used for backup generators during power restrictions and for forklifts. By optimizing machine operation plans during power outages, diesel generator usage can be reduced.	
			Environmental risk	Cannot effectively save energy and resources	Group Level ●Effectively monitor and manage electricity consumption. ●Improve equipment utilization and conduct regular maintenance, as well as inspect power quality to reduce unnecessary energy waste. ●Gradually replace factory and office lighting with high-efficiency LED fixtures and promote paperless operations. ●Continue to promote resource recycling, including the recycling of waste paper and plastics. ●Strengthen awareness and encourage employees to develop the habit of turning off lights during breaks and after work. ●Install sensor-activated faucets and reduce water flow to conserve water. Factory Level ●Utilize renewable energy and continue to implement energy-saving initiatives, such as replacing energy-efficient lighting, adopting automated office lighting systems, installing power-saving devices, and using air-source heat pump water heaters.	
			Environmental risk	Wastewater discharge continues to increase.	Factory Level ●No industrial wastewater is generated from factory processes. For domestic wastewater, continuous efforts are made to promote water conservation among employees. ●The factory has completed full acceptance of the rainwater and wastewater separation system, ensuring that 100% of wastewater is discharged into the municipal sewer network and properly treated. ●Conduct annual sampling inspections of	

					domestic wastewater discharge. Currently, all discharge levels are well below national regulatory standards.	
			Environmental risk	Waste treatment volume has increased.	Group Level ●Both Taiwan and China facilities have established and effectively implemented waste management strategies to minimize environmental impact. Waste is classified and managed according to its environmental impact, including domestic waste, recyclable and reusable waste, general industrial waste, and hazardous industrial waste. ●Refine the handling of scrap materials and strengthen measures such as waste reduction in production processes, reuse of packaging materials, and reduction of office paper usage, with a focus on actively promoting waste reduction initiatives. ●Ensure that all waste is handled through legal and compliant channels, with collection and transportation carried out by qualified and licensed contractors. Factory Level ●Develop an annual total waste treatment plan, aiming to maximize recycling and reuse under overall waste volume control. ●Continuously promote the concept of waste reuse in relevant meetings, including the reuse of leftover materials and production scraps. ●Two centralized dust collection systems have been installed, achieving over 95% efficiency in collecting airborne dust in workshop areas. In addition to effectively recovering wood dust, these systems also directly improve the occupational health of employees.	
			Environmental risk	Water shortage and power restrictions	Group Level ●Conserve water and electricity. ●Prepare contingency measures for power restrictions, ensuring that each facility has basic backup power capacity through emergency generators. Factory Level ●During peak power restriction periods in summer and winter, diesel generators are available as backup. These generators undergo annual maintenance, and their exhaust emissions and noise levels comply with environmental regulations. ●The factory is located in a non-water-scarce area and has not experienced any water restriction policies; however, basic water conservation guidelines continue to be promoted among employees.	
			Environmental	Typhoons and floods	Group Level ●Include typhoon and flood training courses	

			risk		in the annual training program to enhance all employees' preparedness for natural disasters. ●Establish a disaster preparedness inventory and replenish supplies annually to ensure sufficient resources are available in the event of a natural disaster	
				Violation of environmental regulations	Group Level ●The Group has always operated in compliance with relevant domestic and international laws and regulations. Environmental laws applicable to the company have been reviewed, and appropriate adjustments have been made in response to significant government policies and legal changes, including environmental and related labor regulations. Factory Level ●Conduct quarterly reviews of applicable laws and regulations and perform compliance assessments in accordance with ISO 14001:2015 requirements. ●Join local government environmental agency groups to ensure timely access to relevant government policies and inspection priorities. ●ISO 14001 certification has been obtained, and internal and external audits are conducted annually to ensure that all environmental requirements meet basic legal standards.	
			Environmental risk	Climate change - Change in client behavior Demand for environmentally friendly and recyclable materials	Group Level ●Building a Green Interior Materials Library – Proactively procure materials from interior construction databases to obtain more environmentally friendly, modular, and competitively priced options, and provide the data to clients for use during the design phase. ●Raising Public Awareness of Circularity – Encourage clients to use more green, reusable, and recycled materials in interior construction. ●Increase subcontractors' awareness of and alignment with global green trade trends. Factory Level ●Jiaxing Hongqiao has obtained FSC certification and can supply products compliant with the FSC CoC management system, further supporting projects in using sustainably sourced materials and enhancing overall supply chain transparency and environmental compliance.	
			Social risks	Occupational accident occurred	Group Level ●Provide occupational health and safety training for both new hires and current employees.	

					●The headquarters plans and promotes ISO 45001 Occupational Health and Safety Management System certification, continuously strengthening overall occupational safety management systems and risk control mechanisms. Factory Level ●Implement an occupational safety management system and safety hazard risk management. ●Establish a Safety Production Committee chaired by the highest-ranking facility manager, conducting quarterly reviews and improvements on the effectiveness of safety production measures. ●Develop on-site operational procedures, Human Factor Hazard Prevention, Overwork and Stress Management Plan, and Occupational Health and Safety Work Guidelines. Complement these with machinery-related training, engineering improvements, and the provision of personal protective equipment to ensure effective hazard control.	
			Social risks	Overwork caused by long working hours	Group Level ●The headquarters arranges weekly on-site professional nurses to provide employees with health consultations and physical and mental assessments, promoting overall well-being. ●The Human Resources department periodically checks on employees' health and work conditions, providing timely support and adjustment recommendations. Factory Level ●An Occupational Health and Safety Committee has been established, chaired by the highest-ranking on-site manager. The committee closely monitors employees' occupational disease prevention, food safety, and general safety measures, and conducts quarterly reviews to summarize occupational health activities and propose improvements. ●To address overwork (long working hours), the Safety and Health Committee and HR department implement annual occupational disease and routine health checks for all employees, ensuring that everyone's health remains within a controllable range. For any abnormalities, alerts are issued and work rotations are arranged. ●Gradually advance mechanical automation in industrial engineering. For example, installing a CNC automatic feeding frame in manual panel cutting machines	

					can reduce manual cutting time by approximately 50%, and through computer calculations, the cut panels achieve higher precision and accuracy.	
			Social risks	Labor shortage risk	Group Level ●The company is a publicly listed company in Taiwan, enhancing its visibility and helping attract and retain top talent. ●Improve employee benefits (e.g., structured salary adjustments, employee stock trust plans) and strengthen talent incentive systems to reduce turnover. ●Cultivate cross-disciplinary professional talent over the long term through internal on-the-job training and external professional education programs. ●Strengthen industry-academia collaboration to enable practical application of skills and cultivate young talent (e.g., partnerships with the Department of Interior Design at Chung Yuan Christian University and academic contribution programs with China University of Technology). ●Conduct internal surveys on employee satisfaction, organizational engagement, morale, and other metrics, and develop improvement plans accordingly. ●Conduct a comprehensive review of human resource quality and quantity, forming the basis for short-, medium-, and long-term workforce planning. ●Assess and design equity-based or medium- to long-term bonus incentive plans for the management team. ●Promote a workplace culture that is friendly, gender-equitable, pregnancy- and childcare-supportive, diverse and inclusive, and implements concrete social responsibility initiatives benefiting the community. Factory Level ●Employ temporary workers for less technical roles, ensuring skilled workers focus on technical tasks and avoiding inefficient use of human resources. ●Annually review local wage levels for each job type, using this information as a reference for annual salary adjustments to ensure employees' basic compensation needs are met.	
			Corporate governance risks	Decline in market competitiveness	●Maintaining High-Quality Interior Finishes and Services – In leisure and commercial spaces, interior design shapes the customer's first impression during their visit. Therefore, operators place great emphasis on the quality and details of the interior finishes. Similarly, owners of commercial office buildings highly value whether the space can	

					provide efficient, high-quality work environments that align with their corporate image. With over forty years of experience collaborating with international clients and consultants, our company continuously optimizes equipment, processes, and professional capabilities, enabling us to maintain excellent interior quality and prevent client loss due to competitors' price-cutting. ●Strong Client Collaboration – After project acquisition, our company forms dedicated project teams to discuss details with clients. During project execution, modifications can be made based on client feedback. Through diverse team roles and rigorous integration, client design concepts are perfectly realized. Long-term, strong client relationships allow for significantly reduced communication time, enabling projects to be completed more quickly and clients to commence operations sooner.	
			Corporate governance risks	Shrinking consumer market demand	●Expansion into Diverse High-End Markets – Our company continues to expand in interior design and renovation projects for high-star hotels, commercial spaces, shopping malls, luxury residences, and wellness villages. Business operations are gradually globalizing, with sales not only in Taiwan but also in Mainland China, Hong Kong & Macau, the Asia-Pacific region, Europe, and North America. This diversification reduces the impact of economic fluctuations in any single industry, region, or client segment. ●Adapting to Market Trends in Luxury and Experiential Retail – The rise of e-commerce may lead to a reduction in physical stores. However, luxury brands have recently adjusted their strategies to expand across multiple sectors, from dining and cultural collaborations to luxury resorts. Through immersive experiences, they convey brand identity and reshape consumers' perceptions of cultural and lifestyle value. Consequently, the development of multi-functional luxury retail spaces, brand galleries, and restaurants may lead to larger store footprints. Our company's accumulated experience in luxury boutiques, resorts, and museums positions us well to meet the demands of this evolving market trend.	
			Corporate	Information Security	●Implement information security incident reporting and employee training	

<table>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>governance
risks</td><td></td><td>programs to comprehensively enhance staff awareness of information security (100% training for new hires; three information security awareness campaigns; two social engineering drills).
●Strengthen information security operations through third-party audits. An annual information security audit is conducted by an accounting firm (engaged with Deloitte & Touche).
●Establish system backup mechanisms, including off-site backups, and conduct annual disaster recovery drills.</td></tr>
<tr><td>Corporate
governance
risks</td><td>Interest rate and exchange rate fluctuations</td><td>Interest Rate Fluctuations
●Establish and maintain good credit relationships with banks, while monitoring market interest rate trends. When the company requires funding due to future business expansion, favorable interest rate conditions can be obtained. Additionally, through sound financial planning, other financial instruments can be appropriately utilized to mitigate the risks associated with interest rate fluctuations.
Exchange Rate Fluctuations
●Use revenue in the same currency to cover procurement expenses, achieving an automatic hedging effect.
●Monitor trends of major international currencies and consider non-economic factors and global political developments to anticipate exchange rate movements. During the quotation process, account for risks arising from exchange rate fluctuations and adjust pricing timely to protect expected profit margins.
●Regularly obtain financial information and foreign exchange reports from financial institutions to comprehensively assess exchange rate and interest rate trends, enabling flexible adjustments to foreign exchange and capital strategies.</td></tr>
</table>
</td><td></td></tr>
<tr><td>III.Environmental Issues</td><td></td><td></td><td></td><td></td></tr>
<tr><td>(I)Has the Company set an environmental management system designed to industry characteristics?</td><td>✓</td><td></td><td>(I)Our factories were ISO 14001:2015 Environmental Management System-certified (with a certificate valid until 2026) in 2020 and have obtained third-party verification on a continuous basis to provide the organization with environmental protection knowledge, tools and techniques to manage environmental risks.</td><td>None.</td></tr>
<tr><td>(II)Does the Company endeavor to use energy more efficiently and to use renewable materials with low environmental impact?</td><td>✓</td><td></td><td>(II) RH actively promotes various energy reduction measures by selecting equipment with high energy efficiency and energy-saving designs, reducing corporate and product energy consumption, and expanding the use of renewable energy. In 2025, the Taipei headquarters implemented an energy-saving project, replacing traditional T8 fluorescent tubes with eight 10W T8 LED tubes, and upgrading 44 existing 56W lighting fixtures to Philips LED panel</td><td>None.</td></tr>
</table>

<table>
<tr><td></td><td></td><td></td><td>lights (34W/840). Based on 250 operating days per year and eight hours of daily use, the project achieved an annual electricity saving of 2,160 kWh and reduced carbon dioxide emissions by 1.07 metric tons.
Our mid-term target (2026–2030) is to achieve a 15% reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2030. As the transition to renewable energy is a globally shared objective, RH is committed to enhancing resource efficiency and planning the acquisition of renewable energy. Through our internal cross-departmental energy-saving team, we establish performance indicators and actionable energy-saving solutions to effectively reduce consumption. For example, we promote the use of environmentally friendly materials, waste recycling, and eco-friendly photocopy paper to minimize our environmental impact. Moving forward, we will further plan and install renewable energy power generation equipment and purchase green electricity, among other initiatives, to improve our renewable energy utilization efficiency year by year..
.</td><td></td></tr>
<tr><td>(III)Has the Company evaluated the potential risks and opportunities posed by climate change for its business now and in the future and adopted relevant measures to address them?</td><td>✓</td><td></td><td>(III)RH remains attentive to the impact of climate change on its operations, actively improves the efficiency of resource use, and reduces waste to cope with global environmental issues resulting from climate change. RH officially became a supporter of the Task Force on Climate-related Financial Disclosures (TCFD) in 2023, and follows the TCFD recommended guidelines to disclose the company's strategies and measures in response to climate change, with low-carbon transformation as its vision, thereby fulfilling its corporate social responsibilities.
The Company’s assessment of climate change-related risks and opportunities and its response measures are listed in the appendix “Climate-Related Information of Publicly Listed Companies” of this annual report.</td><td>None.</td></tr>
<tr><td>(IV)Did the company collect data for the past two years on greenhouse gas emissions, volume of water consumption, and the total weight of waste, and establish policies for greenhouse gas reduction, reduction of water consumption, or management of other wastes?</td><td>✓</td><td></td><td>(IV) Greenhouse Gas Emissions:
Since 2023, the company has independently conducted greenhouse gas (GHG) inventories for Scope 1 and Scope 2 emissions. In addition, we periodically promote environmental awareness among employees, such as energy conservation and carbon reduction, by encouraging habits like turning off unused lights, conserving water and electricity, and reusing waste paper. Starting from May 12, 2022, the company has reported its GHG inventory and verification schedule and progress to the Board of Directors on a quarterly basis. The results of our GHG inventory, assurance status, and reduction policies, as well as our GHG emissions data, are disclosed in the annex of this annual report under " Climate-Related Information of Publicly Listed Companies".
Water Resource Management:
The water used by the company is supplied by the municipal water utility and is primarily for daily operational and domestic purposes. In response to the increasing scarcity of water resources, we actively promote water conservation awareness among all employees throughout the company.
<table><tr><th>Year</th><th>Region</th><th>Water withdrawal (ML)</th></tr><tr><td>2025</td><td rowspan="3">Taipei Headquarters, Rich Honour Fabricating Co., Ltd., RH International Designs Co., Ltd. and RHQ Furniture Co., Ltd</td><td>20.692</td></tr><tr><td>2024</td><td>22.193</td></tr><tr><td>2023</td><td>21.326</td></tr></table></td><td>None.</td></tr>
</table>

<table>
<tr><td></td><td></td><td></td><td>Waste Management:
The company operates in the design industry. The main types of industrial waste we generate include waste wood and packaging materials. Hazardous waste consists of paint sludge, used packaging drums, spent filter cotton, and used activated carbon. General waste is converted into reusable resources and recycled into biofuel or other regenerated uses. Hazardous waste is sent to steel plants for recovery and reuse. We have implemented the ISO 14001 Environmental Management System, strictly comply with relevant environmental regulations, and ensure that all waste handling processes are reviewed and approved by the competent authorities before being handed over to designated personnel for proper disposal.
The above data has been certified by a third-party certification agency, Great International Certification Co., Ltd. since 2023.
<table>
<tr><th>Year</th><th>Item</th><th>Region</th><th>Output</th></tr>
<tr><td rowspan="2">2025</td><td>General industrial waste</td><td rowspan="6">Rich Honour Fabricating Co., Ltd. and RHQ Furniture Co., Ltd</td><td>235.48</td></tr>
<tr><td>Hazardous industrial waste</td><td>15.36</td></tr>
<tr><td rowspan="2">2024</td><td>General industrial waste</td><td>262.89</td></tr>
<tr><td>Hazardous industrial waste</td><td>15.64</td></tr>
<tr><td rowspan="2">2023</td><td>General industrial waste</td><td>250.28</td></tr>
<tr><td>Hazardous industrial waste</td><td>10.35</td></tr>
</table>
</td><td></td></tr>
<tr><td>IV.Social Issues</td><td></td><td></td><td></td><td></td></tr>
<tr><td>(I)Has the company formulated relevant management policies and procedures in accordance with relevant laws and regulations and international human rights conventions?</td><td>✓</td><td></td><td>(I)In an effort to protect the rights of our employees, we have established the “Work Rules,” “Employee Handbook,” and relevant management procedures in accordance with labor laws and regulations and the International Bill of Human Rights.
The Company’s concrete measures for human rights management include adopting flextime, providing 1.5-hour lunch break for the employees to have enough time to rest at noon, implementing a leave system, encouraging the employees to value their work–life balance, etc.</td><td>None.</td></tr>
<tr><td>(II)Has the Company established and implemented reasonable employee welfare measures (include salary/compensation, leave, and other benefits), and are business performance or results appropriately reflected in employee salary/compensation?</td><td>✓</td><td></td><td>(II)We have salary-related procedures, regulations governing performance evaluation, and regulations for employee benefits in place and establish clear remuneration and reward/punishment systems. The performance of our employees is evaluated periodically and the Company’s business performance or results are reflected in the remuneration for the employees in an appropriate manner. The Company’s Remuneration Committee has also been set up to regularly review the reasonableness of the remuneration.
The “Articles of Incorporation” specify that if there is a profit, no less than 3% of the profit shall be set aside as remuneration to employees. In addition to cash gifts for three main festivals, grants are offered on an irregular basis, if deemed appropriate. For example, after the occurrence of COVID-19, we have provided grants, in addition to supplies for pandemic prevention, for all</td><td>None.</td></tr>
</table>

<table>
<tr><td></td><td></td><td></td><td>employees to allow them to concentrate on work.
Furthermore, with the aim of motivating our employees and offering better benefits to them, we created an employee stock ownership trust in 2022.
Our female employees account for about 48.98% on average; female supervisors account for about 17.39% on average, realizing equal pay for equal work and offering equal promotion opportunities.</td><td></td></tr>
<tr><td>(III)Does the Company provide employees with a safe and healthy working environment, and implement regular safety and health education for employees?</td><td>✓</td><td></td><td>(III)The company has fully implemented the ISO 45001 Occupational Health and Safety Management System at RHQ factories. For each project, we establish an occupational health and safety management plan to ensure effective safety management during construction. We have also formulated a Labor Safety and Health Code of Conduct. Currently, we have 83 qualified personnel certified as construction industry occupational safety supervisors. Regularly scheduled statutory safety and health refresher courses are provided. Based on the code of conduct and the scale of each site, we carry out risk assessments and safety management for each project site.
In addition, the company conducts regular employee health checkups and, in accordance with legal requirements, has established an employee welfare committee. We also arrange for an occupational health nurse to be on-site monthly to provide consultations on health-related matters, ensuring the safety and physical and mental well-being of our employees.
As of 2025, the company has no fire accidents and employee fatal injuries.
<table>
<tr><th rowspan="2">Years</th><th rowspan="2">Labor safety training hours</th><th colspan="4">Work accidents</th><th rowspan="2">Remarks</th></tr>
<tr><th>Number of Occupational Accidentss</th><th>Number of Occupational Injuries</th><th>Percentage of employees</th><th>Type of word accidents</th></tr>
<tr><td>2025</td><td>973</td><td>0</td><td>0</td><td>-</td><td>-</td><td>Head office</td></tr>
<tr><td>2024</td><td>988</td><td>0</td><td>0</td><td>-</td><td>-</td><td>Head office</td></tr>
</table></td><td>None.</td></tr>
<tr><td>(IV)Has the Company established effective career development training programs for employees?</td><td>✓</td><td></td><td>(IV)The company has developed a comprehensive training system aligned with our corporate vision. This system begins with onboarding programs that help new employees quickly understand company policies and culture. As employees progress in their careers, we provide targeted training based on their roles and levels, focusing on professional skills, general knowledge, and managerial capabilities.
We implement on-the-job training (OJT) and offer internal training courses, including general core competencies and specialized professional programs, to strengthen job-related expertise. Based on specific job requirements and professional skill needs, employees are also encouraged to attend external training programs provided by accredited institutions to gain broader industry knowledge.
In addition, we promote employee growth through job rotation, technical exchanges with overseas subsidiaries, and international assignments, which offer valuable opportunities to enhance both the depth and breadth of their experience.
<table>
<tr><td>Training plan name</td><td>Dections</td></tr>
<tr><td>New emplo</td><td>Objective: Understand the basic company regulations, including company introduction, personnel regulations, occupational safety</td></tr>
</table></td><td>None.</td></tr>
</table>

<table>
<tr><td></td><td></td><td></td><td>
<table>
<tr><td>yee orientation:</td><td>promotion, sexual harassment prevention, welfare policies, information security promotion, etc., to promote the early stabilization of new employees.
Target audience: New employees.
30 people will be trained in 2025.</td></tr>
<tr><td>Occupational Safety and Health</td><td>Objective: To train occupational safety business supervisors, Class B labor safety technicians, maintain the validity of certificates for certificate holders, and implement occupational safety and health operations; qualified persons will be issued subsidies according to the Technical Certificate Subsidy Regulations.
Target audience: Engineers and occupational safety managers.
78 people will be trained in 2025.</td></tr>
<tr><td>Company Annual Report</td><td>Objective: Assist newly appointed managers in developing the right management mindset and skills, enabling them to effectively lead teams and exert a positive influence, thereby serving as a key foundation for the company’s mid- to long-term talent development and leadership succession.
Target audience: First-line Managers and Middle Managers.
107 people will be trained in 2025.</td></tr>
<tr><td>Sustainability Report Updates</td><td>Objective: Development trend of sustainability reporting, IFRS sustainability.
Target audience: All Employees.
204 people will be trained in 2025.</td></tr>
</table>
</td><td></td></tr>
<tr><td>(V)Does the company comply with the relevant laws and international standards with regards to customer health and safety, customer privacy, and marketing and labeling of products and services, and implement consumer protection and grievance policies?</td><td>✓</td><td></td><td>(V)Our company has established and implemented comprehensive procedures for the management, preservation, and confidentiality of trade secrets and transaction security. These procedures are reviewed periodically to ensure their effectiveness. On their first day of employment, new hires receive pre-employment training designed to raise awareness and strengthen understanding of trade secret protection and personal data privacy. During employment, confidentiality reminders are periodically announced to reinforce compliance. Employees are strictly prohibited from disclosing any trade secrets, trademarks, patents, copyrights, or other intellectual property learned through their duties to any third parties.
We have also set up an independent whistleblowing channel and follow-up investigation procedures. Irregular audits and spot checks of employee conduct are conducted to ensure compliance. In 2025, there were no recorded incidents of company trade secrets or customer information being leaked or lost.
Regarding customer health and safety, the company has developed a policy encompassing six key aspects: material safety and environmental protection, construction safety, indoor air quality management, accessibility and ergonomic design, emergency and disaster protection, and after-sales service. A dedicated "Customer Service Team" is responsible for after-sales support. Additionally, a grievance channel is available through the "Administrative Services Department," where customers can submit their concerns via phone or email to help protect and uphold their rights.</td><td>None.</td></tr>
<tr><td>(VI)Has the company formulated supplier management policies requiring suppliers to comply with relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and what is the status of their implementation?</td><td>✓</td><td></td><td>(VI)We have the “Supplier Management Procedures”and “The Suppliers of ESG Devlopment Measures” in place. New suppliers are required to sign a “Supplier Social Responsibility Commitment” and Comply with relevant standards and regulations concerning labor and human rights, health and safety, environmental friendliness, ethical conduct, and management systems. Contractors must sign a “Guidelines for Contractors’ Occupational Safety and Health Management at Construction Sites” to ensure the safety of our employees and the contractors.</td><td>None.</td></tr>
<tr><td>V.Does the company refer to international reporting standards or guidelines when preparing its sustainability report and other reports disclosing non-financial information? Does the company</td><td></td><td>✓</td><td>We released our sustainability report since 2022. The report based on the Common Criteria published by the Global Reporting Initiative (GRI) and it was verified by GREAT International Certification Co., Ltd. to comply with the AA1000 Assurance Standard Type 1 Moderate Assurance and the GRI Standards, and was published in the Sustainable Development section of the Company’s website.</td><td>None.</td></tr>
</table>

obtain third party assurance or certification for the reports above?				
VI.If the Company has adopted its own sustainable development best practice principles based on the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, please describe any deviation from the principles in the Company's operations：None.				
VII.Other important information to facilitate better understanding of the company's promotion of sustainable development：Information on the Company's actual operations is disclosed on the Sustainable Development section of the Company's website and the Market Observation Post System.				

Climate-Related Information of Publicly Listed Companies

1. Climate-related implementation

<table>
<tr><th>Item</th><th>Implementation</th></tr>
<tr><td>I. Describe the oversight and governance of the Board and the management on climate-related risks and opportunities.</td><td>I. Climate risk and opportunity governance status is reported by the Chairman to the Board of Directors and Audit Committee along with the annual sustainable development status, and the Board of Directors supervises implementation outcomes. The Chairman acts as the chairperson for climate risk and opportunity governance, and all first level department heads perform risk identification, assessment and handling.</td></tr>
<tr><td>II. Describe how the climate risks and opportunities identified affect the business, strategy and finance (short-term, medium-term, long-term) of the Company.</td><td>II. 2025 Short-/Medium-/Long-term Climate Risk and Opportunity Table
<table>
<tr><th>No.</th><th>Climate Change Risk Topic</th><th>Risk level</th><th>Time scope</th></tr>
<tr><td>R1</td><td>Increase greenhouse gas emission pricing</td><td>High</td><td>Short-term, Medium-term</td></tr>
<tr><td>R2</td><td>Strengthen emissions reporting obligation</td><td>Medium</td><td>Short-term</td></tr>
<tr><td>R3</td><td>Requirements of existing products and services and supervision</td><td>Medium</td><td>Short-term</td></tr>
<tr><td>R4</td><td>Use low carbon products to replace currently existing products and services</td><td>Medium</td><td>Medium-term, Long-term</td></tr>
<tr><td>R5</td><td>Low carbon technology transformation cost</td><td>Medium</td><td>Short-term, Medium-term</td></tr>
<tr><td>R6</td><td>Customer behavior change</td><td>Medium</td><td>Short-term, Medium-term</td></tr>
<tr><td>R7</td><td>Extreme change in rainfall (precipitation) pattern change and climate pattern</td><td>High</td><td>Medium-term, Long-term</td></tr>
<tr><td>R8</td><td>Increase of severity of extreme weather events of typhoon and flood</td><td>Medium</td><td>Medium-term</td></tr>
<tr><td>R9</td><td>Increase of average temperature</td><td>Medium</td><td>Medium-term, Long-term</td></tr>
<tr><td>R10</td><td>Sea level rise</td><td>Medium</td><td>Medium-term, Long-term</td></tr>
<tr><td>O1</td><td>Reduce water consumption</td><td>Low</td><td>Short-term</td></tr>
<tr><td>O2</td><td>More Efficient Supply Chain</td><td>Medium</td><td>Medium-term</td></tr>
<tr><td>O3</td><td>Recycle</td><td>Medium</td><td>Medium-term</td></tr>
<tr><td>O4</td><td>The Promotion of Ultra-Low Energy Building</td><td>Medium</td><td>Medium-term</td></tr>
<tr><td>O5</td><td>More Efficient Transportation</td><td>Medium</td><td>Short-term</td></tr>
<tr><td>O6</td><td>Adoption of Low Carbon Energy</td><td>Medium</td><td>Medium-term,</td></tr>
<tr><td>O7</td><td>Adoption of incentive policies</td><td>Medium</td><td>Medium-term</td></tr>
<tr><td>O8</td><td>Adoption of new technologies</td><td>Medium</td><td>Medium-term</td></tr>
<tr><td>O9</td><td>Join the Carbon emission trading</td><td>Medium</td><td>Long-term</td></tr>
<tr><td>O10</td><td>Transition to Distributed Energy Resources</td><td>LOW</td><td>Long-term</td></tr>
</table>
Note: Short-term refers to 1-5 years; Medium-term refers to 5-10 years; Long-term refers to more than 10 years.</td></tr>
</table>

Item	Implementation
III. Describe the impact of extreme climate events and transition actions on finance.	III. The Company's operations may be accompanied by the risks of extreme climate events, such as high temperatures, droughts, typhoons, floods, and other extreme climate disasters, which may directly or indirectly cause the failure or abnormality of machinery and equipment. As a result, delayed delivery, limited production capacity, and employees unable to work may have a partial impact on the Group's operations. The Company has implemented measures to maintain drainage systems and established emergency response plans for typhoons and heavy rainfall to mitigate immediate threats. The group has carried out waterproofing projects and secured natural disaster insurance based on the characteristics of each operational location. Additionally, our facilities have adopted the third-party certified ISO 14001:2015 Environmental Management System.We conduct monthly maintenance of drainage facilities, including water pump systems, to ensure functionality. As a result, the potential impact of such risks on overall operations has been significantly reduced, thereby minimizing potential losses.
IV. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	IV. The Company established the Risk Management Best Practice Principles on August 9, 2023. The processes for identifying, assessing, and managing climate-related risks shall include five major elements: risk identification, risk analysis, risk assessment, risk response, and monitoring and review mechanisms according to these principles and specify the actual procedures and methods for each element. With the Board of Directors as the highest governance body for risk management, the Company may take into account the company size, business characteristics, nature of risks, and operational activities, and designate an appropriate risk management promotion and execution unit to report risk management operations to the Board of Directors.
V. If scenario analysis is used to assess resilience against climate change risks, it is necessary to describe the scenario, parameters, assumptions, analysis factors used and the key financial impacts.	V. Establish baseline and 2°C scenarios to identify and analyze short-, medium-, and long-term climate-related risks and opportunities across the company's operational scope and the entire asset life cycle. For transition risks, the baseline and 2°C scenarios respectively reference the Intergovernmental Panel on Climate Change (IPCC)'s RCP 8.5 climate scenarios. A risk assessment is conducted for both immediate physical risks and long-term physical risks. Based on an estimate from one operational site or construction project affected by heavy rainfall or drought within the past three years, project delays or additional protective measures have resulted in an increase of approximately NT$2 million in operating costs. In anticipation of the government's future implementation of carbon fees, and based on a general rate of NT$300 per metric ton of emissions, the company is projected to incur an annual cost of NT$150,000, over a short-term period of five years, this would result in an additional cost of approximately NT$ 750,000.
VI. If a transition plan for managing climate-related risks is in place, the plan content shall be explained, and the indicators and targets for identifying and managing physical risks and transition risks shall be described.	VI. The company's low-carbon strategy aims to boost our renewable energy proportion through the procurement of green power and biomass energy. To meet our energy-saving goals, we are continuously upgrading automation across all production facilities and prioritizing the use of low-consumption, high-performance, and eco-friendly building materials and equipment. Furthermore, starting in 2026, we plan to implement the ISO 14064 standard and obtain third-party verification.
VII. If internal carbon pricing is used as a planning tool, it is necessary to explain the price establishment basis.	VII. The company is currently in the planning stage to address the impact of future carbon regulations. With the European Union's implementation of carbon tariffs and Taiwan's scheduled carbon fee collection starting in 2026, these measures aim to effectively curb excessive greenhouse gas emissions. Based on the total Scope 1 and Scope 2 greenhouse gas emissions of the Taipei headquarters in 2025, and assuming a carbon fee of NT$300 per ton, operational costs are projected to increase by NT$750,000 over the next five years. At present, the company is not classified as a high carbon-emitting industry, so the overall impact on operations is expected to be minimal. In addition to ongoing comprehensive greenhouse gas inventory efforts, we are also evaluating the purchase of green electricity and bioenergy as part of our strategy. Furthermore, we are setting carbon reduction targets with the goal of achieving net-zero emissions by 2050.
VIII. If climate-related targets have been set up, it is necessary to describe the activities covered,	VIII. Compared to the 2025 base year: <table><tr><td>Emissions Reduction Target</td><td>Strategic Action</td><td>Planned Schedule</td></tr></table>

<table>
<tr><th>Item</th><th>Implementation</th></tr>
<tr><td>the scope of greenhouse gas emissions, planned schedule, annual achievement progress, and so on. If carbon offsets or renewable energy certificates (RECs) are used to achieve the targets, it is necessary to explain the source and quantity of the carbon offsets or the quantity of the RECs.</td><td><table>
<tr><td>Scope 1 + Scope 2 greenhouse gas emission reduction by 15% in 2030
Scope 1 + Scope 2 greenhouse gas emission reduction by 30% in 2040</td><td>Purchase infrastructure equipment with eco-friendly labels through green procurement
Replace all refrigeration and air conditioning systems with those with Grade 1 energy efficiency</td><td>2025-2030</td></tr>
<tr><td>Net zero emissions by 2050</td><td>Solar power generation and renewable energy certificate purchase</td><td>2031-2050</td></tr>
</table></td></tr>
<tr><td>IX. Greenhouse gas inventory and assurance status, as well as reduction targets, strategies, and concrete action plans (indicated in 1-1 and 1-2 separately).</td><td>IX. Please Refer to (1) The Company’s greenhouse gas inventory and assurance status in the most recent two years and (2) Greenhouse gas reduction targets, strategies, and concrete action plans.</td></tr>
</table>

(1) The Company's greenhouse gas inventory and assurance status in the most recent two years

Basic information by the Company Profile: Companies with capital of less than NT$5 billion	The following disclosures are mandated by the Sustainable Development Roadmap for TWSE/TPEx-listed Companies: Inventory of the parent company's emissions in 2026 and consolidated financial statements in 2027. (The inventory information has been disclosed since 2023)

A、Greenhouse gas inventory information

Region	Category	2025	2024
Taipei Headquarters	Scope 1 (tons CO_2e)	110.2587	96.09
	Scope 2 (tons CO_2e)	265.9590	306.34
	Scope 3 (tons CO2e)	811.1827	-
	Scope 1+Scope 2 (tons CO_2e)	376.2177	402.43
	Scope 1+Scope 2 (tons CO_2e/ in NT$ million revenue)	0.1065	0.079
	Scope 3 (tons CO2e/ in NT$ million revenue)	0.2297	-
Rich Honour Fabricating Co., Ltd.	Scope 1 (tons CO_2e)	29.5842	19.23
	Scope 2 (tons CO_2e)	87.3677	93.70
	Scope 3 (tons CO2e)	108.5906	-
	Scope 1+Scope 2 (tons CO_2e)	116.9519	112.93
	Scope 1+Scope 2 (tons CO_2e/ in NT$ million revenue)	0.0331	0.022
	Scope 3 (tons CO2e/ in NT$ million revenue)	0.0308	-
RH International Designs Co., Ltd.	Scope 1 (tons CO_2e)	26.2599	12.60
	Scope 2 (tons CO_2e)	18.5033	18.08
	Scope 3 (tons CO2e)	401.4090	-
	Scope 1+Scope 2 (tons CO_2e)	44.7632	30.68
	Scope 1+Scope 2 (tons CO_2e/ in NT$ million revenue)	0.0127	0.006
	Scope 3 (tons CO2e/ in NT$ million revenue)	0.1137	-
RHQ Furniture Co., Ltd.	Scope 1 (tons CO_2e)	33.7879	38.71
	Scope 2 (tons CO_2e)	714.4405	663.71
	Scope 3 (tons CO2e)	355.8184	-
	Scope 1+Scope 2 (tons CO_2e)	748.2284	702.42
	Scope 1+Scope 2 (tons CO_2e/ in NT$ million revenue)	0.2119	0.138
	Scope 3 (tons CO2e/ in NT$ million revenue)	0.1008	-

Note: According to the Greenhouse Gas Emissions Factor Management Table Version 6.0.4 announced by the Environmental Protection Administration, R.O.C., the diesel emission factor is 2.6060kg CO2/***L***, gasoline emission factor is 2.2631kg CO2/***L***. The 2023 electricity emissions factor is 0.494kg CO2/kWh; and the carbon emission factor for electricity in 2024 and 2025 is 0.474 kg CO_2 per kWh.

B、Greenhouse gas assurance information

Specify the greenhouse gas reduction base year and its data, reduction targets, strategies, and concrete action plans, and the achievement of the reduction targets.
2025 was the Company's base year and also the first year in which it conducted a greenhouse gas (GHG) inventory and obtained external verification. Assurance boundary: The Company adopted the operational control approach and recognized 100% of the GHG emissions arising from facilities managed or operationally controlled by Rich Honour International Designs Co., Ltd. Taipei Headquarters , and its subsidiaries. Assurance provider: ARES International Certification Co., Ltd. Assurance standard: ISO 14064-1. Assurance opinion: Categories 1 and 2 were subject to a reasonable level of assurance, with a materiality threshold of 5% of total emissions, while Categories 3 and 4 were subject to a limited level of assurance.

(2) Greenhouse gas reduction targets, strategies, and concrete action plans

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

The year 2025 marked the Company’s first implementation of a greenhouse gas (GHG) inventory and external verification and serves as the base year for GHG management. The Company appointed an independent third-party assurance provider, ARES International Certification Co., Ltd., to verify its Scope 1 to Scope 3 GHG emissions. Furthermore, since 2022, the Company has engaged Great Certification Co., Ltd. to perform assurance on its Sustainability Report in accordance with the AA1000 Assurance Standard and the GRI Standards, for which a moderate level of assurance has been obtained. The Company annually discloses no less than two years of environmental data, including energy consumption, GHG emissions, water resources, and waste. Such information is made available on the Company’s website and the Market Observation Post System (MOPS).

<table>
<tr><th>Item</th><th>Base year of Emissions Reduction and Data</th><th>Emissions Reduction Targets</th><th>Strategic Actions and Specific Action Plan</th><th>Achievement of reduction Targets</th></tr>
<tr><td>Greenhouse gas emissions</td><td>2025 (Scope 1, 2)
Group Total：1,286.1611 tons</td><td>15% reduction in Scope 1 + Scope 2 greenhouse gas emissions by 2030
30% reduction in Scope 1 + Scope 2 greenhouse gas emissions by 2040
Net-zero emissions by 2050</td><td>1. Through green procurement, purchase infrastructure equipment equipped with eco-friendly labels
2. Replace all refrigeration and air conditioner systems with those with Level 1 energy efficiency
3. Generate electricity with solar power and purchase renewable energy certificates</td><td rowspan="4">Efforts to reduce emissions are being actively pursued. The company is promoting energy and water conservation among employees, strengthening energy-saving initiatives in the plant, and planning to implement an internal carbon pricing system to track the company’s baseline carbon emissions data. Additionally, waste management strategies are being effectively executed to minimize environmental impact.</td></tr>
<tr><td>Energy Management (Electricity consumption)</td><td>2025 Group Total：
2,090,266 kWh</td><td rowspan="3">Continuously review energy management, save energy and reduce emissions by 1% compared to the previous year.</td><td>1. Replacement of LED lighting fixtures
2. Used inverter air conditioning</td></tr>
<tr><td>Water resource</td><td>2025 Water withdrawal total：
20.692 ML</td><td>To promote the concept of water saving to all employees</td></tr>
<tr><td>Industrial waste</td><td>2025 (Hazardous and General industrial waste) group total：
250.84 tons</td><td>1. Leftover board materials are recycled into biofuel
2. Waste woods is Recycled
3. Hazardous industrial waste recycling by dedicated personnel and factories</td></tr>
</table>

(VI)Ethical Corporate Management – Implementation Status and Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary description	
I.Establishment of ethical corporate management policies and programs				
(I)Does the company have an ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?	✓		(I)RH has formulated the “Integrity Management Code,” “Procedures for Ethical Management and Guidelines for Conduct,” “Codes of Ethical Conduct” and other regulations to ensure integrity in all the Company’s business activities. The Board of Directors and senior management also promise to actively implement the integrity management policies.	None.
(II)Whether the company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates, within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPE Listed Companies?	✓		(II)RH has clearly stated in the “Procedures for Ethical Management and Guidelines for Conduct” that the risks of unethical conduct within the business scope shall be analyzed and assessed on a regular basis and that a policy for preventing such conduct shall be formulated accordingly and incorporate the prevention measures specified in Article 7, Paragraph 2 of the “Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed Companies.”	None.
(III)Does the company clearly set out the operating procedures, behavior guidelines, and punishment and appeal system for violations in the unethical conduct prevention program, implement it, and regularly review and revise the plan?	✓		(III)We have formulated the “Procedures for Ethical Management and Guidelines for Conduct” and “Codes of Ethical Conduct,” developed a policy to prevent unethical conduct, and specified operating procedures, guidelines, punishment and reporting systems for violations of the policy. The policy has been implemented thoroughly.	None.
II.Ethical Management Practice				
(I)Does the company assess the ethics records of those it has business relationships with and include ethical conduct related clauses in the business contracts?	✓		(I)An evaluation mechanism for suppliers and contractors is in place. New suppliers are required to sign a “Manufacturer's statement” that explicitly includes an integrity clause.	None.
(II)Has the company set up a dedicated unit to promote ethical corporate management under the board of directors, and does it regularly (at least once a year) report to the board of directors on its ethical corporate management policy and program to prevent unethical conduct and monitor their implementation?	✓		(II)To implement ethical management, RH has formulated the “Procedures for Ethical Management and Guidelines for Conduct” and designated the ethical management promotion team as the dedicated unit, which is subordinate to the Board of Directors and composed of the senior management, with the COO acting as the convener. The operations of the team were reported implementation to the Board of Directors on March 11, 2026.	None.
(III)Has the company established policies to prevent conflict of interests, provided appropriate communication and complaint channels, and properly implemented such policies?	✓		(III)We have clearly stipulated the policies and operating guidelines for preventing conflicts of interest of personnel at all levels in the relevant regulations such as “Procedures for Ethical Management and Guidelines for Conduct,” “Codes of Ethical Conduct,” and “Guidelines for Reporting and Processing Illegal, Immoral or Unethical Conducts” and provided appropriate reporting channels for thorough implementation.	None.

Evaluation item	Implementation status			Deviations from the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies and the Reasons
	Yes	No	Summary description	
(IV)Does the company have effective accounting and internal control systems in place to enforce ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit compliance with the systems to prevent unethical conduct or hire outside accountants to perform the audits?	✓		(IV)RH's accounting system and internal control system are in good operation. In addition to engaging accountants to perform audits, the internal audit unit also conducts regular or random audits in accordance with related regulations.	None.
(V)Does the company provide internal and external ethical corporate management training programs on a regular basis?	✓		(V)Through onboard training, internal meetings, and education and training, we promote our ethical integrity management philosophy and norms from time to time. There were a total of 202 trainees in 2025.	None.
III.Implementation of Complaint Procedures (I)Has the company established specific whistle-blowing and reward procedures, set up conveniently accessible whistle-blowing channels, and appointed appropriate personnel specifically responsible for handling complaints received from whistle-blowers?	✓		(I)RH has clearly stipulated the relevant reward and reporting systems in the "Guidelines for Reporting and Processing Illegal, Immoral or Unethical Conducts" and established reporting channels and designated acceptance units according to the identity of the whistleblowers. 1.Whistleblowing Mailbox: IR@richhonour.com。 2.Whistleblowing Telephone: 02-25456015。 3.Whistleblowing by Letter: Pls send to Audit Dept., 12F, No.75, Sec.4, Nanjing E. Road, Songshan District, Taipei, 105406.	None.
(II)Has the company established standard operation procedures for investigating the complaints received, follow-up measures taken after investigation, and mechanisms ensuring such complaints are handled in a confidential manner?	✓		(II)The Company has formulated the standard operating procedures for the investigation of reported matters in the "Guidelines for Reporting and Processing Illegal, Immoral or Unethical Conducts," and the reports received and subsequent investigations will be handled confidentially and carefully.	None.
(III)Has the company adopted proper measures to protect whistle-blowers from retaliation for filing complaints?	✓		(III)RH keeps the identity of the whistleblowers and the reported matters confidential and promises to protect the whistleblowers from being improperly treated due to whistle blowing.	None.
IV.Strengthening Information Disclosure (I)Does the company disclose its ethical corporate management policies and the results of their implementation on its website and the Market Observation Post System (MOPS)?	✓		(I)We have disclosed the "Integrity Management Code," "Procedures for Ethical Management and Guidelines for Conduct" and "Codes of Ethical Conduct" on the Company's website and designated personnel responsible for disclosing information related to the Company's financial position, business performance, and corporate governance.	None.
V.If the company has adopted its own ethical corporate management best practice principles based on the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, please describe any deviations between the principles and their implementation：None.				
VI.Other important information to facilitate a better understanding of the status of operation of the company's ethical corporate management policies (e.g., the company's reviewing and amending of its ethical corporate management best practice principles)：RH uses compliance with related laws as the basis for the Company's ethical management and operations, pays close attention to changes in regulatory development, and reviews internal regulations from time to time.				

(VII)Other Important Information Regarding Corporate Governance：Please visit the "Corporate Governance" section on the Company's website.

(VIII)Implementation of Internal Control System

1.Statement of Internal Control System

Rich Honour International Designs Co., Ltd.

Statement of Internal Control System

Date: March 11, 2026

Based on the findings of a self-assessment, Rich Honour International Designs Co., Ltd. (hereinafter "the Company") states the following pertaining to its internal control system during year 2025:

I.The Company is fully aware that establishing, operating and maintaining an internal control system are the responsibilities of its Board of Directors and managers. The Company has established such a system with an aim to providing reasonable assurance for the achievement of the following objectives: The effectiveness and efficiency of business operation (including profitability, performance, and safe-guarding of company assets; the reliability, timeliness, transparency, and regulatory compliance of financial reporting and other related reports; and the compliance with applicable laws, regulations and rulings.

II.An internal control system has inherent limitations. No matter how perfectly it is designed, an effective internal control system can provide only reasonable assurance of achieving the three above-mentioned objectives. Moreover, the effectiveness of the internal control system may be subject to changes of environment or circumstances. Nonetheless, the Company's internal control system comprises of self-monitoring mechanisms, and the Company immediately undertakes corrective measures once a deficiency is identified.

III.The Company assesses the design and operating effectiveness of its internal control system in accordance with the criteria stated in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as "the Regulations"). The criteria stipulated in the Regulations identify five essential elements of an internal control system based on managerial control process: 1) Control environment, 2) Risk assessment, 3) Control activities, 4) Information and communication, and 5) Monitoring activities. Each essential element further contains several items. Please see the Regulations for the aforementioned items.

IV.The Company has evaluated the design and operating effectiveness of its internal control system according to the aforesaid criteria.

V.Based on the results of the above mentioned assessment, the Company believes that, as of December 31, 2025, its internal control system, including its supervision and management of subsidiaries, was effective in design and operation and provided reasonable assurance of achievement of operational effectiveness and efficiency, reliability, timeliness, transparency of reporting, and compliance with applicable laws, regulations and rulings.

VI.This Statement constitutes an integral part of the Annual Report for the current year and the Prospectus of the Company and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 in the Securities and Exchange Act.

VII.This Statement has been approved by the Board of Directors in their meeting held on March 11, 2026, with none of the eight attending directors expressing dissenting opinions, and the remainder all affirming the contents of this Statement.

Rich Honour International Designs Co., Ltd.

Chairman：Hsiu Ching Wang

President：Hsin Li Yang

2.Companies which CPAs to professionally review the internal control system shall disclose the review report provided by the accountants: None.

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

1.Material resolutions from the 2025 Shareholders' Meeting and Implementation Status

Date of meeting	Major resolution	Implementation
May.28,2025 Shareholders' Meeting	1. Recognized the 2024 Business Report and Financial Statements.	(1)According to the voting result, there were 55,617,572 approval votes, accounting for 99.88% of the attending shareholders' shares with voting rights and exceeding the statutory threshold. The proposal was passed as proposed. (2)The proposal was published on the Market Observation Post System.
	2. Approved the proposal for distribution of 2024 earnings.	(1)According to the voting result, there were 55,658,577 approval votes, accounting for 99.96% of the attending shareholders' shares with voting rights and exceeding the statutory threshold. The proposal was passed as proposed. (2)A cash dividend of NTD 4 per share was paid; Ex-dividend date: July 7, 2025. Cash dividend payment date: July 25, 2025.
	3. Approved the amendment to provisions of the Measures of Articles of Association.	(1)According to the voting result, there were 55,658,568 approval votes, accounting for 99.96% of the attending shareholders' shares with voting rights and exceeding the statutory threshold. The proposal was passed as proposed. (2)The change registration with the Ministry of Economic Affairs has been completed on July 23, 2025.
	4. Passed the election of company board directors (including independent directors).	(1)Elected directors and independent directors: Director: Hsiu Ching Wang, Hsin Li Yang I-Chen Wang, Ting-Yu Yang Independent Director: Hui-Ying Wu, Chih-Wei Chen, Wen-Hung Li, Hsiao-Lei Wang (2)Term of office: May 28, 2025 to May 27, 2028.
	5. Approved the removal of the non-competition restrictions on	(1)According to the voting result, there were 55,564,822 approval votes,

Date of meeting	Major resolution	Implementation
	the Board of Directors (including independent directors).	accounting for 99.79% of the attending shareholders' shares with voting rights and exceeding the statutory threshold. The proposal was passed as proposed. (2)As resolved at the annual general meeting, non-compete restrictions on the newly elected directors were lifted.

2.Important Resolutions of the Board of Directors

Date of meeting	Major resolution
2025.03.12	1. Approved the employees' compensation and directors' remuneration distribution plan of FY2024. 2. Approved the Company's annual business report and financial statements of FY2024. 3. Approved the proposal of the surplus distribution plan of FY2024. 4. Approved the issuance of "Statement of Internal Control System" of FY2024. 5. Approved the proposal of the independence and suitability assessment of certified public accountants for financial reporting. 6. Approved the financial report certification and non-assurance services of FY2025. 7. Approved the proposal of adjustment to remuneration of managers of FY2025. 8. Approved the re-election of the company's directors. 9. Approved the list of directors (including independent directors) nominated by the board of directors and review of the qualifications of independent directors. 10. Approved the removal of the non-competition restrictions on the Board of Directors (including independent directors). 11. Approved the proposal of the time, address and content of the Company's general shareholders' meeting of FY2025, and started to accept written proposals from shareholders holding more than 1% of the shares issued.
2025.05.14	1. Approved the draft of the consolidated financial statements and accountant's review report for the first quarter of FY2025. 2. Approved the company's renewal for financing quota from financial institutions. 3. Approved the proposal of the Company's loan to the subsidiary. 4. Approved the proposal of the distribution of the Company's surplus distribution base date for distribution of cash dividends of FY2024.
2025.05.28	1. Approved the proposal of election the chairman of the board. 2. Approved the appointment of the members of the fourth session of the Remuneration Committee.
2025.08.13	1. Approved the draft of the consolidated financial statements and accountant's review report for the second quarter of FY2025. 2. Approved the Sustainability Report for the FY2024. 3. Approved amendments to the "Procedures for Lending Funds to Others" and the "Procedures for Acquisition or Disposal of Assets".

Date of meeting	Major resolution
	4. Approved the company's application for financing quota from financial institutions and subsidiary endorsement guarantee. 5. Approved of the organizational restructuring plan for group subsidiaries. 6. Approval of the company's real estate acquisition proposal. 7. Approved the proposal of director (excluding independent directors) individual remuneration distribution and payment proposal of FY2024. 8. Approved the proposal of the distribution of employees' compensation for managers of FY2024.
2025.11.12	1. Approved the draft of the consolidated financial statements and accountant's review report for the third quarter of FY2025. 2. Approval of the Establishment of the Definition and Scope of the Company's Non-Management Employees, and the Amendment to the Human Resource Planning Procedures under the Human Resources and Payroll Cycle of the Internal Control System.. 3. Approval of the Formulation of a Corporate Value Enhancement Plan. 4. Approval of the company's real estate acquisition proposal.
2025.12.17	1. Approved the annual operating and budget proposal of FY 2026. 2. Approved the annual audit plan of FY 2026. 3. Approved the year-end bonus payment case for managers in 2025.
2026.03.11	1. Approved the employees' compensation and directors' remuneration distribution plan of FY2025. 2. Approved the Company's annual business report and financial statements of FY2025. 3. Approved the proposal of the surplus distribution plan of FY2025. 4. Approved the issuance of "Statement of Internal Control System" of FY2025. 5. Approved the proposal of the independence and suitability assessment of certified public accountants for financial reporting. 6. Approved the proposal of appointment and remuneration of certified public accountants for financial reporting and non assurance service item FY2026. 7. Approved the proposal of adjustment to remuneration of managers of FY2026. 8. Approved the proposal of the time, address and content of the Company's general shareholders' meeting of FY2026, and started to accept written proposals from shareholders holding more than 1% of the shares issued.

(X) In the most recent year and up to the date of publication of the annual report, the directors have different opinions on the important resolutions passed by the board of directors and have records or written statements, the main contents of which are: None.

III.Information on Attesting CPA Professional Fees

Unit: NT$ thousands

Accounting Firm	Name of CPA	Period Covered by CPA's Audit	Audit Fee	Non-audit Fee	Total	Remarks
Deloitte & Touche	Daphney Lyu	2025/01/01 ~ 2025/12/31	4,400	516	4,916	-
	Steven Hsieh					

Please specify the services for which the non-audit fees were paid：

Travel costs for transfer pricing reports and sales tax report NT$ 500 thousand and other paperwork NT$ 16 thousand.

(I)Directors have expressed opposition or qualified opinions that have been noted in the record or declared in writing in connection with the important resolutions passed by the Board of Directors in the latest year and up to the printing date of this Annual Report: None.

(II)If the audit fee dropped year on year by more than 10%, specify the amount, percentage, and reason for the reduction: Not applicable.

IV.Information on Replacement of CPA: Not Applicable.

V.Information on the Company's Chairman, President or Managements Having Served in a CPA's Accounting Firm or Its Affiliated Companies in the Most Recent Year: None.

VI.Transfer & Pledge of Equity by Directors, Managerial Officers and Shareholders Holding More than 10% of the Company's Shares in the Most Recent Year and up to the Publication Date of this Annual Report.

(I)Changes in Shareholding of Directors ,Managerial Officers , and Major Shareholders

Unit: Shares

Job Title	Name	2025		2026/3/31	
		Shareholding increase (or decrease)	Pledged shareholding increase (or decrease)	Shareholding increase (or decrease)	Pledged shareholding increase (or decrease)
Chairman	Hsiu Ching Wang	(12,540,000) (Note 1)	—	—	—
Director	Hsin Li Yang	—	—	—	—
Director	Ting Yu Yang	—	—	—	—
Director	I Chen Wang	—	—	—	—
Independent Director	Chih Wei Chen	—	—	—	—
Independent Director	Wen Hung Lee	—	—	—	—
Independent Director	Hui Ying Wu	—	—	—	—
Independent Director	Hsiao Lei Wang	—	—	—	—
Design President	Rax Chang	—	—	—	—

Job Title	Name	2025		2026/3/31	
		Shareholding increase (or decrease)	Pledged shareholding increase (or decrease)	Shareholding increase (or decrease)	Pledged shareholding increase (or decrease)
Project Integration President	Sarah Liao	—	—	—	—
R&D Vice President	Chris Lee	(9,000)	—	—	—
Vice Design Director of Design Dept.	Maggie Yeh	—	—	—	—
Retail Vice President	Chin	—	—	—	—
Construction2 Assistant Manager	Melvin Kuo	—	—	—	—
Construction3 Vice President of Engineering	Richard Lee	—	—	—	—
Construction5 Assistant Manager	Ainge Li	—	—	—	—
CFO/Corporate , Accounting Supervisor and governance officer.	Diane Lo	—	—	—	—

(V)Information on Equity Transfer: None.

(VI)Information on Equity Pledge：None.

Note 1: Held through Cai Yi Investment Co., Ltd.

VII.Information on Top Ten Shareholders and Their Relationships

Mar. 31,2026；Unit：Shares；%

<table>
<tr><th rowspan="2">Name</th><th colspan="2">Shareholding</th><th colspan="2">Shareholding of spouse and minor children</th><th colspan="2">Total shareholding by nominee arrangements</th><th colspan="2">Specify the name of the entity or person and their relationship to any of the other top 10 shareholders with which the person is a related party or has a relationship of spouse or relative within the 2nd degree</th><th rowspan="2">Remarks</th></tr>
<tr><th>Shares</th><th>%</th><th>Shares</th><th>%</th><th>Shares</th><th>%</th><th>Name of entity(or individual)</th><th>Relationship</th></tr>
<tr><td rowspan="4">Hsiu Ching Wang</td><td rowspan="4">21,001,200</td><td rowspan="4">31.82</td><td rowspan="4">5,308,800</td><td rowspan="4">8.04</td><td rowspan="4">16,640,000</td><td rowspan="4">25.21</td><td>Hsin Li Yang</td><td>Spouse</td><td rowspan="2">-</td></tr>
<tr><td>Ting Yu Yang</td><td>First-degree relative</td></tr>
<tr><td>E Felix Investment Co., Ltd.,</td><td>The company's main shareholders</td><td>-</td></tr>
<tr><td>Cai Yi Investment Co., Ltd.,</td><td>Chairman is the same person</td><td></td></tr>
<tr><td>Cai Yi Investment Co., Ltd.,
Chairman：
Hsiu Ching Wang</td><td>12,540,000</td><td>19.00</td><td></td><td></td><td></td><td></td><td>The Company</td><td>Chairman is the same person</td><td></td></tr>
<tr><td rowspan="2">Hsin Li Yang</td><td rowspan="2">5,308,800</td><td rowspan="2">8.04</td><td rowspan="2">21,001,200</td><td rowspan="2">31.82</td><td rowspan="2">-</td><td rowspan="2">-</td><td>Hsiu Ching Wang</td><td>Spouse</td><td rowspan="2">-</td></tr>
<tr><td>Ting Yu Yang</td><td>First-degree relative</td></tr>
<tr><td>RASPBERRY LIMITED
Chairman：
Luo,De-Chong Chong</td><td>5,279,000</td><td>8.00</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>E Felix Investment Co., Ltd.,
Chairman：
Zhang,Hui-Chun</td><td>4,100,000</td><td>6.21</td><td>-</td><td>-</td><td>-</td><td>-</td><td>Hsiu Ching Wang</td><td>The main shareholder of the company is the person in charge</td><td>-</td></tr>
<tr><td>BERGAMOT (HONGKONG) LIMITED
Chairman：
Liu,Fang-Rong</td><td>3,666,000</td><td>5.55</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td rowspan="2">Ting Yu Yang</td><td rowspan="2">1,800,000</td><td rowspan="2">2.73</td><td rowspan="2">-</td><td rowspan="2">-</td><td rowspan="2">-</td><td rowspan="2">-</td><td>Hsiu Ching Wang</td><td rowspan="2">First-degree relative</td><td rowspan="2">-</td></tr>
<tr><td>Hsin Li Yang</td></tr>
<tr><td>Tang Lin Interior Renovation Engineering Co., Ltd.</td><td>588,000</td><td>0.89</td><td>-</td><td>-</td><td>-</td><td>-</td><td></td><td></td><td>-</td></tr>
</table>

Name	Shareholding		Shareholding of spouse and minor children		Total shareholding by nominee arrangements		Specify the name of the entity or person and their relationship to any of the other top 10 shareholders with which the person is a related party or has a relationship of spouse or relative within the 2nd degree		Remarks
	Shares	%	Shares	%	Shares	%	Name of entity(or individual)	Relationship	
CTBC Bank Employee Stock Ownership Trust Account of Rich Honour International Designs Co., Ltd.	517,413	0.78	-	-	-	-	-	-	-
Miao Zhen Chen	380,000	0.58	-	-	-	-	-	-	-

VIII.Number of Shares in the Same Investee and Total Shareholding Ratio Held by the Company, its Directors, Supervisors and Managerial Officers, and Any Companies Controlled either Directly or Indirectly by the Company

Dec.,31,2025；Unit：1,000 Shares；%

Investee enterprise	Investment by the Company		Investment by the Directors, Managerial Officers and Directly or Indirectly Controlled Entities of the Company		Total investment	
	Shares	%	Shares	%	Shares	%
Rich Honour Fabricating Co., Ltd.	Note 1	100	-	-	Note 1	100
Yuqiao Interior Designs Co., Ltd.	Note 1	100	-	-	Note 1	100
RHG INC.	10,000	100	-	-	10,000	100
Rich Honour Design & Consulting (Shanghai) Co., Ltd.	Note 1	100	-	-	Note 1	100
RH International Designs Co., Ltd.	Note 1	100	-	-	Note 1	100
RHQ Furniture Co., Ltd.	Note 1	100	-	-	Note 1	100
RHY ASIA LIMITED	Note 1	100	-	-	Note 1	100
RHQ HOLDINGS LIMITED	Note 1	100	-	-	Note 1	100

Note 1: Limited company organization has no information on the number of shares。

Chapter 3. Company Shares and Fund Raising

I.Capital and Shares

(I)Sources of Capital

1.Type of stock

Mar.,31,2026；Unit：Shares；%

Type of stock	Authorized Capital			Remarks
	Outstanding shares	Unissued shares	Total	
Registered Common Shares	66,000,000	34,000,000	100,000,000	Listed Stock

2.Capital Formation

Unit：NTD1,000；1,000Shares

Year/ month	Issue price (NT$)	Authorized capital stock		Paid-in capital		Remarks		
		Shares	%	Shares	%	Source of capital	Capital paid in by assets other than cash	Other
2014.12	10	3,000	30,000	3,000	30,000	Establishment of capital NTD30,000	None	Note 1
2015.05	10	10,000	100,000	10,000	100,000	Capital Increase by Cash NTD70,000	None	Note 2
2018.12	10	100,000	1,000,000	52,000	520,000	RHG INC. converts and issues new shares NTD420,000	Share conversion	Note 3
2019.07	10	100,000	1,000,000	60,000	600,000	Capital Increase by Cash NTD80,000	None	Note 4
2020.09	10	100,000	1,000,000	66,000	660,000	Capital Increase by Cash NTD60,000	None	Note 5

Note 1：Dec.09,2014 No.10391042600issued by the Taipei city office of commerce.
Note 2：Jun.10,2015 No.10484472020 issued by the Taipei city office of commerce.
Note 3：Jan.10,2019 No. 10801004170 issued by the Ministry of Economic Affairs, R.O.C.
Note 4：Aug.06,2019 No. 10801101530 issued by the Ministry of Economic Affairs, R.O.C.
Note 5：Sep.09,2020 No. 10901170330 issued by the Ministry of Economic Affairs, R.O.C.

3.Information on Shelf Registration System: None.

(II)List of Major Shareholders:Name, number of shares held, and shareholding percentages of shareholders holding 5% or more of the Company's shares.

Mar.,31,2026；Unit：Shares；%

Shares / Major Shareholders	Number of shares held	Holding percentage
Hsiu Ching Wang	21,001,200	31.82
Cai Yi Investment Co., Ltd.,	12,540,000	19.00
Hsin Li Yang	5,308,800	8.04
RASPBERRY LIMITED	5,279,000	8.00
E Felix Investment Co., Ltd.,	4,100,000	6.21
BERGAMOT (HONGKONG) LIMITED	3,666,000	5.55

Major Shareholders \ Shares	Number of shares held	Holding percentage
Ting Yu Yang	1,800,000	2.73
Tang Lin Interior Renovation Engineering Co., Ltd.	588,000	0.89
CTBC Bank Employee Stock Ownership Trust Account of Rich Honour International Designs Co., Ltd.	517,413	0.78
Miao Zhen Chen	380,000	0.58

(III)Dividend Policy and Implementation

1.Dividend Policy

Taking into account the overall environment and aligned with long-term financial plans for sustainable and stable business development, the Company’s dividend policy is based on the current and future development plans, gives consideration to the investment environment, funding demands and domestic/foreign competition conditions, and takes into account the interests of shareholders and other factors. For each fiscal year, no less than 10% of the distributable earnings for the current fiscal year shall be allocated as dividends to shareholders. However, when the accumulated distributable earning is less than 10% of the paid-up capital, no dividends will be paid. Dividends and bonuses to shareholders may be paid in the form of shares or cash and the cash dividends shall not be less than 10% of the total dividends.

2.Distribution of dividend proposed in the current shareholders’ meeting

The earnings distribution proposal for 2025 was approved by the Board of Directors on March 11, 2026. The Company’s opening accumulated undistributed earnings were NTD 527,156,548. The net income for 2025 was NTD 225,259,315, of which 10% (totaling NTD 22,525,932) was set aside as a legal reserve, and NTD 7,093,559 was appropriated to the special reserve. The accumulated distributable earnings amounted to NTD 722,796,372. A resolution was passed to distribute cash dividends of NTD 231,000,000, at NTD 3.5 per share. The aforementioned distribution proposal will be reported at the Annual General Meeting to be held on May 29, 2026..

(IV)Impact on Business Performance and EPS Due to Stock Dividend Distribution Proposed in the Current Shareholders' Meeting: Not applicable.

(V)Remuneration to employees and directors

1.Percentage and range of the remuneration for employees and directors stated in the Articles of Incorporation:

If the Company sustains profit for a fiscal year, it shall allocate no less than 3% of the profit as employee remuneration and no more than 3% as directors' remuneration. The basis for allocation shall be the pre-tax profit prior to the deduction of the aforementioned remuneration. However, if the Company has accumulated losses, it shall first reserve a certain amount to offset the losses, and then calculate the remuneration based on the remaining balance.

No less than 15% of the aforementioned employee remuneration shall be allocated to adjust the salaries or distribute remuneration for base-level employees. However, if the Company still has accumulated losses, such losses shall be offset first. Employee remuneration may be distributed in cash or in stock. The recipients of such remuneration may include employees of controlling or subordinate companies who meet certain criteria, which shall be stipulated by the Board of Directors

The distribution of the employee remuneration and director remuneration is subject to a resolution adopted with the consent of a majority of all attending directors at a board meeting with more than two-thirds of board members present and shall be subsequently reported at a shareholders' meeting.

The employees of controlled or subordinate companies who meet certain requirements are entitled to employee treasury stocks, employee stock options, subscription for new shares, restricted stock awards, and employee remuneration.

2.The basis of estimate of the remuneration for the employees and directors, the basis of calculation of the number of shares distributed as the remuneration to the employees, and the accounting treatment in case of any difference between the amount distributed and the estimate for the current period:

Any material difference between the amount of the remuneration to be distributed to the employees and directors, which is estimated according to the Articles of Incorporation, and the amount distributed as resolved by the Board of Directors after the close of a fiscal year is treated as an accounting estimate change and will be accounted for in the following year. Any change in the amount as of the date of the resolution adopted by the Board of Directors is treated as an accounting estimate change and will be accounted for in the year as resolved by the Board of Directors.

3.Distribution of remuneration approved by the Board of Directors

(1)Where the amount of the remuneration for the employees and directors distributed in cash or shares is different from the estimated amount in the year when the expenses are recognized, the difference, reason and treatment of such difference shall be disclosed:

As resolved by the Board of Directors on March 11, 2026. NTD 10,000,000 and NTD 2,880,000 were allocated as employee remuneration and director remuneration, respectively. The above amounts were distributed in cash and were not different from the Company's recorded estimates.

(2)Percentage of employee remuneration paid in shares in the sum of the after-tax profit and total employee remuneration in the current period: None.

4.Reporting of information on remuneration distribution at the annual general meeting

The proposal for distribution of remuneration to directors and employees for 2025 was approved by the Board of Directors on March 11, 2026. According to the proposal, NTD 2,880,000 and NTD 10,000,000 will be distributed as director remuneration and employee remuneration, respectively. The distribution of such remuneration will be reported at the Annual General Meeting for 2026.

5.Actual distribution of remuneration to employees and directors in the previous year (including the number of shares allocated, the sum of cash paid, and the price at which the shares were issued) and differences (if any) between the distributed amounts and the recognized amounts of remuneration for employees, directors and supervisors; such differences and the reason and treatment therefor shall be specified: None.

(IX)Buyback of Common Stock：None.

II.Issuance of Corporate Bonds：None.

III.Issuance of Preferred Shares：None.

IV.Global Depository Receipts (GDR)：None.

V.Issuance of Employee Warrants：None.

VI.Subscription of New Shares for Employee Restricted Stocks：None.

VII.Issuance of New Shares due to Acquisition of Shares of Another Company：None.

VIII.Implementation of fund usage plan

There have been issues or private placements of securities that have not been completed as of the end of the quarter prior to the publication date of the annual report or there were issues or private placements of securities that were completed in the most recent three years and the planned benefits have not been shown.

The Company has had no securities issued with incomplete fund utilization plans and had no fund utilization plans completed within the most recent three years, with the planned benefits that have not been shown.

Chapter 4 Operating Overview

I.Business Activities

(I)Business Scope

1.Main areas of business operations

(1)E801010 Interior Decoration

(2)E801060 Interior Decoration

(3)F105050 Wholesale of Furniture, Bedding Kitchen Utensils and Fixtures

(4)F107010 Wholesale of Paints, Coating and Varnishes

(5)F111090 Wholesale of Building Materials

(6)F205040 Retail Sale of Furniture, Bedding Kitchen Utensils and Fixtures

(7)F207010 Retail Sale of Paints, Coating and Varnishes

(8)F211010 Retail Sale of Building Materials

(9)F401010 International Trade

(10)I401010 General Advertisement Service

(11)I503010 Landscape and Interior Designing

(12)ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval

2.Operating proportion of main products

Unit：NTD1,000；%

Year / Product item	2025		2024	
	Net operating revenue	Proportion (%)	Net operating revenue	Proportion (%)
Commercial & Retails (Note 1)	2,217,088	62.79	3,370,805	65.99
Hospitality (Note 2)	248,241	7.03	395,069	7.73
Commercial office space (Note 3)	615,668	17.44	882,269	17.27
Others(Note 4)	449,946	12.74	459,795	9.01
Total	3,530,943	100.00	5,107,938	100.00

Note1.Shopping malls, department stores, retail stores, bookstores, restaurants, supermarkets, food courts.

Note2.Hotels, clubs, clubhouses, resorts, fitness centers, hospitals/clinics, physical examination centers/nursing homes.

Note3.Site offices, training centers, showrooms, offices, studios.

Note4.Conference centers, museums, exhibition centers, art galleries, building amenities, private homes, client/maintenance services, etc.

3.Current products (services) and their uses

RH is engaged in interior design and undertake projects or interior construction works in the interior decoration industry. We offer comprehensive services, including design and planning, project management, decoration, furniture/fixture production, and after-sales services, for recreational and tourism spaces, public spaces, commercial spaces, business spaces, etc.

4.New products (services) planned for development

(1)In response to consumption upgrade and industrial structure changes, RH keeps focusing on designing innovative spaces, such as multi-functional spaces, themed spaces, and experiential spaces.

(2)Medical and nursing buildings, including smart healthcare and elderly care, and senior wellness and rehabilitation services.

(3) The technological development in the office field is centered on "the health and efficiency of employee" and "zero-carbon environment", integrating intelligent space management and healthy environment systems.

(II)Overview of the industry

1.Current status and development of the industry

According to the American Society of Interior Designers (ASID), interior design is divided into two categories: residential interiors and contract interiors, including offices, hotels, department stores, and public spaces. In addition to Taiwan, RH operates overseas, including in Mainland China and countries in Asia-Pacific, Europe, and North America. Our subsidiary in Mainland China, RH Shanghai, is responsible for expanding our business in the Chinese market. An overview of the development of the interior decoration industry where RH operates and our main decoration services is as follows:

Current status and future growth of the interior design and decoration industry

A.Taiwan

The Company operates in the building materials construction industry chain which refers to the upstream- and downstream-related industries engaged in the design, construction, or turnkey contracting of residential buildings, commercial offices, factories, or public works. RH is in the decoration industry (finishing and decoration industry) that is the midstream sector in the industry chain.

The Company's decoration services are targeted at high-end brands and luxury fashion stores, hotels with high star ratings, commercial spaces, shopping malls (department stores), restaurants, exclusive residences, etc. According to the annual statistics of building usage licenses issued by the Construction and Planning Agency of the Ministry of the Interior, from 2023 to 2025, the total floor area of office and service buildings increased significantly. This indicates that corporate headquarters, commercial office buildings, and mixed-use office spaces are being developed at an accelerated pace, becoming a key driver of growth for the commercial interior fit-out industry.

2016~2025 Statistics on Issuing Building Use Licenses - by Purpose

Year	Commercial	Leisure, Culture and Education	Office and Service	Total Area
	Total Floor Area	Total Floor Area	Total Floor Area	
2016	1,109,810	844,175	1,412,637	3,366,622
2017	976,141	950,932	1,865,504	3,792,577
2018	1,046,631	1,357,510	1,661,154	4,065,295
2019	776,136	1,008,018	1,435,210	3,219,364
2020	1,161,752	1,101,534	1,712,146	3,975,432
2021	838,972	1,114,972	1,368,325	3,322,269
2022	768,496	823,610	1,479,715	3,071,821
2023	812,927	917,294	3,322,346	5,052,567
2024	860,946	779,220	2,780,219	4,420,385
2025	976,506	807,284	2,899,865	4,683,655

Source: Compiled by RH based on the 2016–2025 Statistical Yearbooks of Construction and Planning from the Construction and Planning Agency of the Ministry of the Interior.

Note：According to the Regulations for Defining and Changing Buildings Classified Use, commercial buildings refer to premises for commercial transactions, exhibition sales, entertainment, dining, and shopping; recreational and educational buildings refer to premises for exercise, recreation, visiting, reading, and teaching; office and service buildings refer to premises for business meetings, contact use, general purposes or general outpatient services, retail, and daily services.

B.Mainland China

In Mainland China, the building decoration and renovation industry is categorized into three major segments: residential decoration and renovation (“home decoration”), public building decoration (“commercial decoration”), and curtain wall systems. This classification framework closely aligns with that of the American Society of Interior Designers (ASID).

Driven by China’s “15th Five-Year Construction Industry Development Plan,” the industry is undergoing a crucial transition from “scale expansion” to “quality and efficiency.” Overall development focuses on two core pillars—green low-carbon initiatives and digital intelligence—aiming to build a modern construction system with high resilience and safety, while fostering an industrial ecosystem led by large enterprises and supported by specialized, innovative SMEs.

With the continued advancement of construction industrialization policies, energy-efficient and eco-friendly materials, new construction technologies, and design-driven approaches have become the main engines of industry growth. Low-carbon transformation and digital upgrading are also set to become key indicators of corporate competitiveness.

With changes and developments in the global economy and improvements in living standards, demand in the interior decoration industry has maintained steady growth. Commercial spaces are typically renovated every 3–5 years, hotels and other public buildings every 10–15 years, and other public spaces generate renovation demand when their functional use changes. Therefore, the construction and decoration industry is characterized by a regular cycle and sustainable demand.

However, due to the low entry barriers, the total number of industry players has increased for five consecutive years, resulting in a landscape of many small enterprises within a large industry. The market is highly saturated and competition is intense, yet the majority of revenue is concentrated among companies with more than 10 years of experience, indicating recognition of their professional expertise and brand value. New entrants generally focus on small projects to accumulate experience and explore the market, but they also disrupt market pricing. To ensure sustainable operation and steady growth, domestic interior decoration companies must expand their services to international markets to seek new growth opportunities.

Since the early days, the Company has been dedicated to the decoration of public interior spaces where teamwork is ideal due to a constant demand and objective quality standards. There are more barriers to entry to the sector that involves complex operations and is relatively skill intensive. Thanks to the extensive experience of our management team and technical teams, our multiple works have won national and international interior design awards. Most of our design/construction projects have involved landmark buildings or come from leading brands in their respective sectors. RH has built a good reputation with integrity, quality, expertise, and services, earning recognition and support from clients.

2.Relationship among the upstream midstream and downstream industries

The Company operates in the building materials construction industry chain with building material suppliers and construction and design contractors in the upstream industry; contractors for interior decoration design projects and interior decoration works in the midstream industry (finishing and decoration industry); and international luxury fashion brands and hotel owners in the downstream industry. The Company undertakes interior decoration design projects and interior decoration works in the midstream industry (finishing and decoration industry) and are engaged mainly in two stages, namely design and construction. The design stage involves communications with clients regarding their needs and the making of shop drawings; the construction stage involves on-site construction (millwork, painting, plumbers and electricians) and construction management.

<table>
<tr><th>Upstream industry</th><th>Midstream industry</th><th>Downstream industry</th></tr>
<tr><td>Basic construction</td><td rowspan="4">➢ Interior decoration design
➢ Interior decoration works
(finishing and decoration industry)</td><td rowspan="4">➢ International luxury fashion brands
➢ Hotels with high star ratings
➢ Commercial spaces
➢ Department stores
➢ Public spaces
➢ Exclusive residence owners</td></tr>
<tr><td>Electromechanical engineering</td></tr>
<tr><td>Furniture (fixtureproperties) manufacturing</td></tr>
<tr><td>➢ Millwork and raw materials
➢ Metalwork and raw materials
➢ Glass and others</td></tr>
</table>

We have developed our business in the interior finishing and decoration industry for over 40 years. A sound supply chain has been built to allow us to offer comprehensive services based on clients' needs, including interior design services and manufacture furniture in the upstream industry as well as project management or decoration services in the midstream industry.

3. Our main decoration services and trends

(1)Retail

In 2025, the global retail industry is experiencing a paradigm shift toward "experience as king." The focus of high-end brands on lifestyle has driven a renovation boom in boutique dining, wellness and fitness spaces, and immersive environments. With the deep integration of AI and AR technologies, physical stores have transformed from mere display venues into smart exhibition spaces with digital interaction capabilities, directly fueling demand for technologically integrated, high-end interior decoration. According to Bain's China Luxury Report 2025, the Chinese luxury market is expected to contract by 3–5% in 2025, with moderate growth projected to resume in 2026.

In the Taiwanese market, the explosive growth of "regional shopping centers" and community malls has provided stable momentum for the renovation industry. Among the 31 new shopping centers expected to open across Taiwan over the next four years, more than 60% will emphasize local connections as integrated lifestyle spaces. Developers are moving beyond traditional floor-efficiency logic, investing more in public space aesthetics, biodiversity landscapes, and high-sensitivity leisure areas. For the interior decoration industry, this represents a shift from "standardized construction" to "brand storytelling and spatial planning."

Looking toward 2026, green renovation projects for existing shopping centers and commercial offices are expected to continue expanding, with a focus on implementing energy-efficient systems and applying circular materials. At the same time, retail space usage is increasingly integrating with residential and office functions, driving demand for experience-oriented, high-value micro-commercial spaces. For interior decoration companies, expertise in green building certification standards (such as LEED and WELL) and smart space operations and integration technologies will become key capabilities for entering the next wave of the retail market.

(2) Leisure and travel:

With the entry of top international brands such as Four Seasons and Park Hyatt, the market structure is gradually polarizing toward "ultra-luxury" and "lifestyle-oriented" segments. Existing operators, in order to maintain brand premium and market competitiveness, continue to revamp spatial aesthetics and functionality to redefine high-end experiential value, thereby driving design and construction demand for boutique guest rooms, fine dining spaces, and immersive facilities. At the same time, in response to labor shortages, operational spaces are increasingly integrating smart devices and automated systems, optimizing hardware layouts to enhance operational efficiency and service quality.

(3) Senior citizen health & care and smart medicine:

As Taiwan enters a super-aged society and promotes related sustainability regulations, healthcare and elderly care spaces are undergoing rapid transformation. Existing medical and care facilities face building energy labeling and ESG carbon-reduction requirements, driving renovation demand focused on energy-efficient systems, green building materials, and international certification standards. At the same time, under long-term labor shortages, operators place greater emphasis on operational efficiency, integrating AIoT devices, smart management systems, and robotic circulation paths to optimize hardware and support lean staffing, thereby creating growth opportunities in interior decoration and space integration.

(4)Commercial real estate:

With the advancement of Taiwan's rail infrastructure and urban renewal projects, the commercial office market is undergoing a structural transformation driven by AI and semiconductor demand, gradually forming multi-core business clusters. Corporate asset evaluations are increasingly incorporating ESG sustainability indicators and smart management, leading to a clear rise in demand for high-standard office spaces with green building certifications and intelligent monitoring systems.

Interior decoration companies will integrate energy-efficient materials, smart system planning, and spatial aesthetics design to support the implementation of sustainability goals, creating professional environments that combine a healthy atmosphere with high operational efficiency.

4.Product competition

RH focuses on the interior decoration of luxury goods stores, hotels with high star ratings, and commercial spaces. As large-scale public building decoration projects involve complex processes, clients have strict requirements for design/construction capabilities and quality. For high-end luxury brands in particular, contractors must undergo long-term evaluation to be qualified for being included in their contractor lists. In Mainland China where a strict qualification management system is adopted, our subsidiary RH Shanghai has acquired not only a Class III General Building Construction Contractor certificate, but also a Class B Architectural Decoration and Design certificate and a Class I Architectural Decoration and Finishing Contractor certificate, indicating that the company has a good credit position, technical capabilities, business performance, and a large staff size.

In recent 40 years of dedicated work in the area of boutiques goods and business spaces, we have gained a solid execution capability by working with various brands. RH has helped luxury brand clients expand their businesses to Mainland China and set up stores in the country, and also assisted clients in completing overseas decoration projects. Serving clients throughout the world makes RH the preferred partner for luxury brand clients to expand their businesses. RH implements ethical management, gaining us a good reputation in the industry and recognition from clients.

The Company is also one of the few interior decoration firms that are capable of integrating large-scale "turnkey, design-build, and EPC" projects in the industry. Such integration requires not only pre-planning capabilities, high-level design capabilities, the communication of aesthetic ideas, and the satisfaction of clients' unique requirements for space, but also careful project management, strict schedule control, flexible integrated interfaces, and proper construction management. Only in this way can the strict quality requirements of different management companies and clients be met. We also work with designers from all over the world to complete projects, thereby broadening our global lens, gaining more diverse experience, and sharpening our competitive edge on the international stage.

(III)Overview of technology, research and development

1.Technical level and R&D of RH's services

The interior decoration industry was originally part of house and building construction. During the Japanese occupation of Taiwan, Japan initiated many large-scale construction projects in Taiwan and introduced a lot of architectural knowledge and techniques from Europe, improving the overall skills of craftsmen universally and facilitating and accelerating the acceptance of foreign techniques by Taiwan. This provided a relatively advantageous environment for the takeoff of the architectural industry and the emergence of the decoration industry in Taiwan in the future. When the concept of interior design was introduced in Taiwan from abroad, professional craftsmen could immediately use the existing matured techniques to overcome material and construction method differences in order to provide help for designers in construction management. The combination of the new concept and the existing techniques enabled a decoration system (covering design, material supply, and construction management) to take shape gradually. The current status and development trend of relevant techniques are as follows:

(1)Design

With respect to design concepts, in line with the change of people's thinking and their transition to affluence, interior design must meet their physical and spiritual needs in life in addition to functional requirements. An understanding of techniques for using new materials and the development of advanced technology is also required for enhancing design and space value.

When it comes to approaches to design exhibition, in addition to traditional 2D drawings and 3D applications, more attention must be paid to the application of new technologies, such as BIM (building information modeling) and VR (virtual reality) and AR（Augmented Reality）by integrating AI-assisted technologies, the industry is enhancing client communication and improving both the accuracy and efficiency of design processes.

BIM refers to building information modeling, and VR refers to virtual reality. BIM (building information modeling) is a datafication tool used in engineering design and construction management. It enables the sharing and communication of the information of various projects through hout the life cycle involving project planning, execution, and maintenance by integrating them through parameter models. This allows engineering technicians to get a correct understanding of and give a highly efficient response to building information, and provides a basis for collaborative effort for the design team and all construction entities, including construction and operating units. BIM thus plays a critical role in improving production efficiency, saving costs, and shortening the construction period. VR (virtual reality) is a 3D virtual world created by computer simulation that provides users with visual, auditory and tactile simulations, enabling them to observe things in 3D space as if they are there in a real-time manner without limitations. VR providing an immersive experience allows for greater interactivity and significantly improves the application effect of BIM, thereby promoting its use in architectural design. VR is making a gradual entry into the architectural design field. Well-known architectural design firms abroad have tested the use of VR technology in modeling in the architectural design field and believed that the technology is likely to be widespread in architectural design in the future.

(2)Construction

Unlike in the past where decoration works were done manually, interior decoration nowadays has been industrialized progressively. We focus on the integration and coordination of industrialized production, prefabricated construction, and informatized management to realize personalization in different architectural application fields. The Company has implemented componentization as the first step for prefabricated construction and adopted total factory production, if possible. Through on-site installation, we have also shortened the schedule. By doing so, a standardized and integrated construction process can be created to minimize pollution and costs.

While promoting the development of green building material and decoration industries, RH is cooperative with clients for their green building or LEED certification and meets relevant requirements and regulations.

(3)Materials

Safety and eco-friendliness are the factors of most concern for public buildings. In an effort to make good use of limited resources with a circular recycling system and progressively increase the awareness of a sustainable circular economy, architects and designers have used new materials in new projects on a continuous basis, which might be new composite materials or energy-efficient, pollution-free, recyclable, eco-friendly finishing materials.

(4)Management

Corporate information system engineering uses information technology to link the operations, management and production of an organization. As computer software and hardware nowadays advance rapidly, we will develop project management services, cloud services, and other highly efficient management tools suitable for the interior decoration industry and connect them with our existing ERP system to improve our overall corporate management and technical capabilities and thereby enhance our core capabilities.

2.R&D personnel and their work experience and educational backgrounds

Instead of a department dedicated for R&D, RH has set up the R&D Business Unit consisting of the Managing Director and Vice President-grade managers from different departments. They are responsible for development, planning, research in earlier project stages or for conducting technology research on the use of new materials, construction methods, and techniques as a temporary cross-department team based on business development needs.

3.Annual R&D spending over the most recent five years: Not applicable, as the Company does not department dedicated for R&D.

4.Successfully developed technologies or products over the most recent five years

Even without a dedicated R&D department, we put continuous effort into the research and development of technology integration in order to introduce new materials, construction methods, and techniques in design and decoration works.

(IV)Long-term and short-term business development plans

1.Short-term plans

(1)Business

A.RH will further grow the existing clients base and actively expand the business in China's market to retain growth momentum.

B.Continuously strengthening the risk management functions and cultivate a risk-aware culture in the organization.

C.Collaborating with international teams in large-scale projects to build capabilities to compete on the world stage.

D.Orange Economy opportunities brought by the super-aged society and the impact of smart technology developments on future industries will be monitored to identify new target markets.

(2)Production

A.The Company will cement the long-term partnership with raw material suppliers and subcontractors.

B.RH will improve factory production to boost the project execution capacity, shorten the construction period, and reduce construction costs.

C.We will discover applications of natural green building materials in line with global environmental protection trends.

D.Actively promotion of green construction: Including industrial construction (prefabricated construction) that can enhance construction efficiency, reduce on-site dust pollution, and increase waste recycling rates.

2.Long-term plans

(1)Business

A.To expand the business in the global market, we will strive to find out feet in the Western market and branch out into overseas markets in Southeast Asian countries.

B.By entering into strategic alliances or mergers with companies in the same or another industry, we will scale up our business and enlarge our product portfolio in order to consolidate the Company's position in the industry.

C.Through a variety of financing channels in the capital market, RH will reinforce the financial and growth structure.

D.Actively expand cross-industry client bases and, through in-depth consultative services, build long-term trusted relationships, continuously enhancing brand value and market recognition.

E.Collaboration between the young and old will consolidate project experience and boost teamwork. Talent development and organizational reforms will be maintained to strengthen core competitiveness to cultivate an environment and culture of "inter-generational collaboration."

(2)Production

A.RH will continue exploring new technology applications, including digital design, augmented reality (AR), VR, and spatial intelligence, in the era of big data.

B.By introducing intelligent machinery, the industry is improving the efficiency of customized production, strengthening the supply chain, and reducing material waste, while enhancing overall operational safety and effectiveness.

C. Starting from the design to include ecological construction methods, new materials and energy-saving technologies, intelligent systems etc.. The health needs of environmental users are taken as the starting point, and budget is strictly controlled to achieve a balance between health and price.

II.Overview of the Market, Production, and Sales

(I)Market analysis

1. Main product(Services) distribution regions(Supply)

Unit：NTD1,000；%

Sales regions	2025		2024	
	Amount	%	Amount	%
Taiwan	2,442,102	69.17	2,928,994	57.34
Mainland China	663,249	18.78	1,631,280	31.94
Other areas	425,592	12.05	547,664	10.72
Total	3,530,943	100.00	5,107,938	100.00

2.Market share

The nature of the fields in which companies specialize in the interior design and decoration industry varies considerably. We offer interior design and decoration services in the areas of international luxury brand stores, hotels with high star ratings, department stores, and exclusive residences. It is difficult to calculate the Company’s market share without statistics on the production value of each area in the industry.

3.Future market supply, demand and growth

(1)Supply

A.Taiwan

The industry has a low concentration, with firms scattered in scale. Due to relatively low entry barriers, new entrants can easily join the market. Market participants adopt different business models based on their size and resources, offering design, construction, and integration services, resulting in a diversified and flexible industry development landscape.

B.Mainland China

The architectural finishing industry has become one of the three backbone industries in China’s architectural field. The rapid development of China’s economy has led to the increasingly high requirements of Chinese people for living environments. The trend of pursuing personalized and high-quality decor is emerging, accelerating the launch of new products in the industry and driving the fast development of the department store, shopping mall, hospitality, and conference center industries as well as other modern service industries. Although China’s architectural finishing market has a large capacity and grows at a high rate annually, a higher number of market participants has resulted in varied requirements for architectural finishing quality in projects with different scales and techniques, contributing to fierce competition among “small companies in a large industry.”

China’s construction industry is expected to maintain steady growth, with industry momentum continuing from 2026 onward, driven by investments in infrastructure, industrial development, and green construction. As policy support strengthens and construction activity rebounds, the development focus is gradually shifting from new construction to the upgrading and renovation of existing buildings, including the renewal of aging residential communities, underground utility networks, and urban redevelopment, thereby expanding demand in the decoration and renovation market.

At the same time, the government continues to promote green, low-carbon construction, emphasizing the use of energy-efficient and environmentally friendly materials. This is accelerating the transformation of the decoration industry in terms of design, construction methods, and material selection, with low-carbon practices becoming a key factor in market competitiveness.

Overall, China has emerged as the world's second largest economy, with increasing purchasing power of the people, strong consumer demand, increasingly large market scale, and infinite development potential. As long as the demand is maintained at a high level, it will provide the interior decoration industry with continuous momentum for growth.

(2)Demand

A.Increasing demand and expenditure for professional interior design and decoration

Requirements for living spaces are no longer limited to comfort; increasing emphasis is placed on functionality and lifestyle aesthetics. This has led to entirely new demands for interior design and decoration. With rising health awareness, factors such as natural lighting, ventilation, and touchless solutions have become key considerations.

Whether it is residential space, commercial, work, performance, dining, public or private spaces, etc., must be contemporary, innovative and forward-looking. Architecture and interior design are also developing towards technology, refinement and specialization. To demonstrate their brand styles in the design and decoration of flagship stores, well-known luxury fashion brands have put continuous effort into the development and innovation of designs, construction methods, and materials to increase the demand and expenditure for interior design and decoration. On top of that, environmental protection issues (e.g. green building materials and buildings) and the development of technology applications (e.g. smart home, smart cities etc.) are also affecting the future of the architectural design industry.

B.Greater attention to the design and decoration of fashion spaces to build a bridge between products and customers

The design of business spaces involves many aspects and must give consideration to cost effectiveness, market trends, circulation design, and marketing impact. With a variety of factors, including the economic environment, firm type, way of life, and cultural change, interior design and decoration firms need to fully investigate the habits of consumers and know the story behind products in order to serve as the bridge between the products and the customers, create "marketing impact," adhere to the luxury brand clients' "brand values," and provide "Experiential Marketing" recognized by the consumers. An outstanding spatial design can make the exhibits memorable. Through differentiation and personalization, fresh visual effects can be generated to create a new brand image to draw the attention and interest of consumers, particularly millennials. Brands can form bonds with young consumers through direct interactions in their novel and fun experiential spaces. With the viral trend of uploading photos and sharing locations on social media in a real-time manner, such marketing approach can better boost brand awareness.

C.An upcoming energy-efficient eco-friendly design trend in the decoration market

As the ESG trends have emerged globally, the luxury goods industry started to attach importance to environmental protection and sustainability in storefront design in order to reduce environmental impacts and accelerate the renovation and upgrading of storefronts. In an effort to mitigate environmental impacts and attain sustainable development goals, the industry has also introduced green design, increased the use of eco-friendly materials, and promoted green certifications.

D.More forthcoming innovative applications of emerging technology in the interior design and decoration industry

While keeping a close eye on technology development, designers have made constant attempts to combine the latest technique and materials in an innovative manner in design, such as using high-strengthen steel, duralumin, plastic, and different types of chemicals to manufacture lightweight buildings that require less materials and allow for quick and flexible assembly. Such buildings feature systematic design and parametric design, both of which use and reveal prefabricated components. They also have optimized functionality and a more stable structure, demonstrating technical feasibility and spatial flexibility.

E.Comprehensive integrated services can be provided only from design and decoration firms with a certain level of scale

Spatial design nowadays focuses more on the overall services provided by teams, rather than the personal styles of designers. Thus, in interior design and decoration that are service-based industries, the use of knowledge in multiple fields is required to solve problems, and cross-field integration and cross-country communication and cooperation are also needed for sustainable development.

(3)Future growth

A.Taiwan

According to statistics from the Ministry of the Interior, the total floor area of the building use licenses issued in 2025 was 4.68 million square meters, the second highest figure in the past decade. Economic growth, policy support, the rise of tourism and public construction.

B.Mainland China

The "15th Five-Year Development Plan for the Construction Decoration Industry" states that during the 15th Five-Year period, the national focus for the construction decoration industry is on transformative development, optimizing and upgrading the industrial structure, and promoting innovation in corporate management and project management. It actively encourages the development and application of digitalization and intelligent technologies, supports professionally advantaged companies in pursuing specialized and differentiated growth paths, and implements green building initiatives alongside the goals of "carbon peak and carbon neutrality."

4.Competitive edge, advantages and disadvantages for development prospects, and measures in response.

(1)Competitive edge

A.Good corporate culture and management philosophies

RH has been devoted to running the business and ensuring stable operations and business growth for over 40 years. Apart from striving to maintain smooth internal communication channels, we adhere firmly to our commitment and promise to clients in line with our corporate ethical values, namely "respect and honesty". As a competitive edge in terms of organizational culture, the Company always upholds the management philosophies of offering products of the best quality and fairest price, ensuring on-time completion, providing outstanding services, and keeping the commitment to clients in the face of fierce competition in foreign and domestic markets.

B.A professional contractor qualified for undertaking architectural finishing and decoration works

We possess an interior decoration license and our subsidiary RH Shanghai owns several qualification certificates, including for "Class I Architectural Decoration and Finishing Contractor," "Class B Architectural Finishing Design," and "Class III General Building Construction Contractor." Compared to interior decoration firms with Class II and III Architectural Decoration and Finishing Contractor certificates that only allow them to undertake interior and exterior architectural decoration and finishing projects with a unit construction price of CNY 12 million or below (except for building facade works) and with a unit construction price of CNY 600 thousand or below (except for building facade works), respectively, in Mainland China, RH Shanghai with a Class I Architectural Decoration and Finishing Contractor certificate is qualified for and capable of undertaking architectural decoration projects with all prices and scales.

C. Furniture/fixture production factories meeting the high-standard specifications and requirements of international luxury brands

Our subsidiaries RHF and RHQ are the Group's furniture manufacturers. They installed pollution control equipment compliant with international standards right at their inception. RHF is SA (Social Accountability) 8000-certified and RHQ has new ISO 9001 Quality Management System and SA 8000 certificates and is ISO 14001:2015 Environmental Management System-certified. Furthermore, RHQ's factory is a provincial role model for environmental protection, offers high-quality custom furniture, and has improved project quality management. In response to large international companies' growing concern about environmental protection and corporate social responsibility, the Group's production factories have met the high-standard specifications and requirements of international luxury brands, deepening the trust of internationally recognized brands in the Company.

D.A sound and experienced management team

Rich Honour Design Group sees Rich Honour International Designs and RH Shanghai as the design centers, with RHF and RHQ as the furniture production bases, to provide service support for clients in Taiwan and China and maintain close relations with them. The Group's design engineering centers in Taiwan and China have about 260 and 120 employees, respectively, of which over 100 are designers, and there are nearly 210 employees in the factories in both Taiwan and China, forming a team of over 600 people. All companies in the Group are integrated vertically and support one another. Rich Honour International Designs and RH Shanghai provide comprehensive professional design, construction management, and budget control services; RHF and RHQ offer high-quality furniture; all functional personnel who are reliable and experienced are capable of effective and highly efficient project execution to meet clients' requirements.

E.One-stop interior design/decoration and comprehensive services

The Company was set up by founder and Managing Director Benjic H. L. Yang in Taiwan in 1977. For over 40 years, we have gained extensive knowledge and skills in professional project management, large-scale projects, interior design, decoration works, brand identity, and design execution for international luxury brands. Through upstream and downstream collaboration and integration of companies in the Group, we adopt a faster and cost-effective industrialized interior decoration model that allows us to deliver helpful services that best suit clients' needs. This has not only helped expand our interior decoration business from Taiwan to Mainland China, North America, Europe and Asia-Pacific, but also enabled collaboration with designers from Europe, Japan and Hong Kong in the design and building of business spaces. Our extensive experience in business creativity, spatial use, style creation, quality control, project management, or furniture production, in particular for luxury goods, department stores, hotels and clubs, can benefit our internationalization strategy.

F.An industrialized production and supply model for interior decoration

Most of our clients are well-known brands. To enable brands to expand their businesses or open or reopen from renovations fast, we normally manufacture furniture/fixture and assemble stores of the same scale at the factories of our subsidiaries RHF and RHQ before delivery. Once the quality and integrity of the products are checked, they are packed separately and transported by land, sea or air to clients in Taiwan, Mainland China, Hong Kong, and Macao. Such production and marketing model can effectively improve local assembly efficiency for different types of spaces and can keep product quality and delivery under control at all times.

G.Long-term client relations and strategic partnerships

The Group builds long-term relationships with clients. In addition to business growth, we all strive for perfection in terms of product quality. The Group also maintains good partnerships with upstream and strategic partners in material supply and management in the hope of offering the clients more comprehensive design solutions and more competitive products.

Our client service records show that many of our famous luxury brand clients treat the Group as a long-term partner after their initial project. With such good long-term client relations, the Company not only gets new clients for business expansion, but also wins business opportunities for the renovation and repair of our existing clients' sales branches.

H. Exceptional interior design and decoration project achievements

In the early days, the Group was engaged only in interior spatial design, planning, and decoration for residential and small commercial spaces (offices). The Group's official branching out into the business space design field occurred in 1980 and our first decoration project with the stores of LANVIN, an international brand, was completed in 1984. In 1990, the Group entered the field of hospitality spaces and completed our first hotel decoration and construction management project with The Riviera Hotel as well as our first large commercial space decoration project with the Development Bank of Singapore. Shortly afterwards, in 1992, our first out-of-the-comfort-zone decoration project with Shung Ye Museum of Formosan Aborigines and National Museum of Natural Science was completed. Up to now, our business has covered business spaces, recreational and tourism spaces, commercial spaces, and public spaces in Taiwan, Mainland China, Hong Kong and Macao, Asia-Pacific, Europe, North America, etc. The exceptional construction projects that we have completed over the years include the flagship shops of luxury brands; TESLA HQ in Neihu; Breeze Center in Taipei; Mandarin Oriental, Silks Place (Tainan/Yilan); The Westin Tashee Resort, Taoyuan; TSMC; the factory office of Macronix International; the Museum of World Religions; Apple's flagship store in Shanghai; Starbucks Reserve Roastery in Shanghai; Digiwin Software's HQ in Shanghai, and so forth. Our management and technical teams have gained extensive experience from these projects.

Over the past two years, the Company has completed projects including Yuanta Financial Holding Headquarters, Silicon Motion Headquarters, Lite-On Technology Zhonghe Headquarters, Lihpao Group's Xinzhuang Headquarters, the renovation of the Evergreen Jianguo Building, Baoyuanji Taiwanese Cuisine Restaurant in Taichung, CMP Calligraphy Greenway in Taichung, Fullon VOCO Hotel in Chiayi, Hotel Nikko Kaohsiung, the Supercar Showroom Center in Taichung, and Uni-President Dream

Plaza and Books.com.tw. The project performance covers different fields such as leisure and tourism space, business office space, public space, and commercial space. Rich Honour Design Group has always been firm in its cautious and responsible attitude, carefully selecting businesses with multi-angle and multi-faceted thinking, and providing customers with all-round and diversified services. The mission-oriented professional spirit and rich experience of the management and technical teams are deeply recognized and favored by customers.

Rich Honour Design Group has also received multiple interior design awards at home and abroad, including China Top Ten Interior Design Organizations in 2017, the International Design Awards for Silks Place Tainan in 2016, the price of Best Team under the Award of Excellence for the Starbucks Roastery and Tasting Room in 2017, the MUSE Awards for Taoyuan Shin Kong Cinemas in 2021, the Gold Award under the category of Medical Institutions for Park One International Hospital in Kaohsiung in the Award Taiwan Good Design 2021, the Bronze Award under the category of Work Space for the office of Swancor Renewable Energy in the Award Taiwan Good Design 2021, and the Bronze Award in Interior Design for Galaxy Command HQ of ACG Flagship Store in Italy's 2021–2022 A' Design Award, and Germany's Red Dot Design Awards and the US's Architecture MasterPrize for "Time Capsule, a Beauty Lab" in 2022, YUIMOM Group SS Bar. Spring & SS Pâtisserie – iF Design Award Winner 2023 and Curista Coffee Flag Store – iF Design Award Winner 2023.

(2)Disadvantages and measures in response

A.Material supply shortage due to a chaotic supply chain and Taiwan's overheated construction industry.

Measures in response:

(A)In spite of increased decoration costs, the projects on hand are in progress without stopping. When giving a quote, we also ask the supplier about the price to reduce the impact of price volatility and help our clients control their budget.

(B)The Company has factories in both Taiwan and China, allowing us to select the appropriate site for production based on their respective cost advantages to reduce costs.

B.Employee turnover and labor shortage in construction.

Measures in response:

(A) Since 2022, the Company has launched an Employee Stock Ownership Trust to help employees accumulate personal wealth, retain talent, and enhance organizational cohesion.

(B)We have fostered the management and leadership talent at all levels in the organization through internal on-the-job training as well as external professional education and training in a long-term manner. A succession system has also been built.

(C)By putting more effort in industry–academia collaboration and promoting exchanges of professional skills and practical experience, we can make graduates more prepared for work.

(D)As for the labor shortage in construction, we currently do not see labor shortage thanks to our team with sufficient engineering experts. Nevertheless, we continue to explore partners to enhance the team's strength.

(II)Important applications and manufacturing processes of main products

1.Important applications of main products

Not applicable, as the Company undertakes interior design and decoration projects for business spaces, such as high-end luxury goods stores, hotels with high star ratings, commercial spaces, shopping malls (department stores), and restaurants as well as exclusive residences, rather than selling specific mass-produced products.

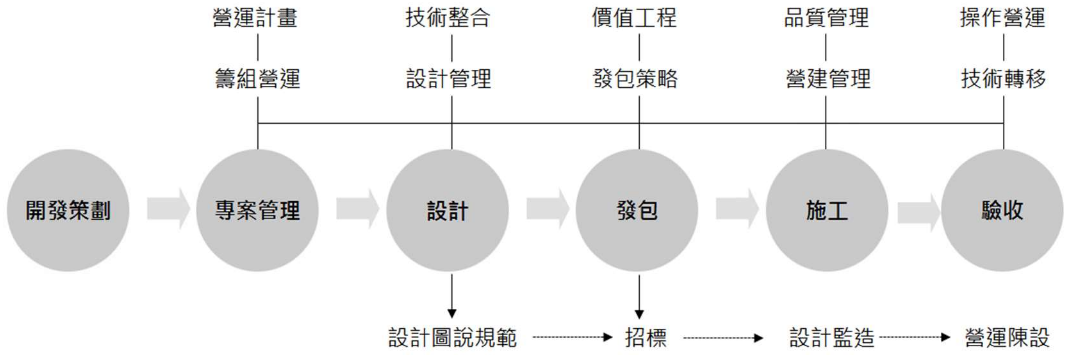
2.Manufacturing processes of main products

RH operates in the interior decoration industry. Before project planning, we and our subsidiary in China, RH Shanghai, always conduct a market survey to look deep into the client's company culture and brand style and analyze the feasibility of all designs. A sample or drawing is then made to consult with the client and designer in order to confirm the design. After that, appropriate millwork, painting, and electromechanical (including water and electricity/fire safety/air conditioning systems) contractors are selected for interior decoration works. We and RH Shanghai are responsible for overall coordination and consultation during the decoration works as well as the direction, supervision, and control of the construction schedule and quality. Our subsidiaries RHF and RHQ located in Taiwan and China, respectively, are the Company's furniture production bases respectively in Taiwan and China. A more efficient and cost-effective industrialized interior decoration model is ensured through upstream and downstream collaboration and integration of companies in the Group.

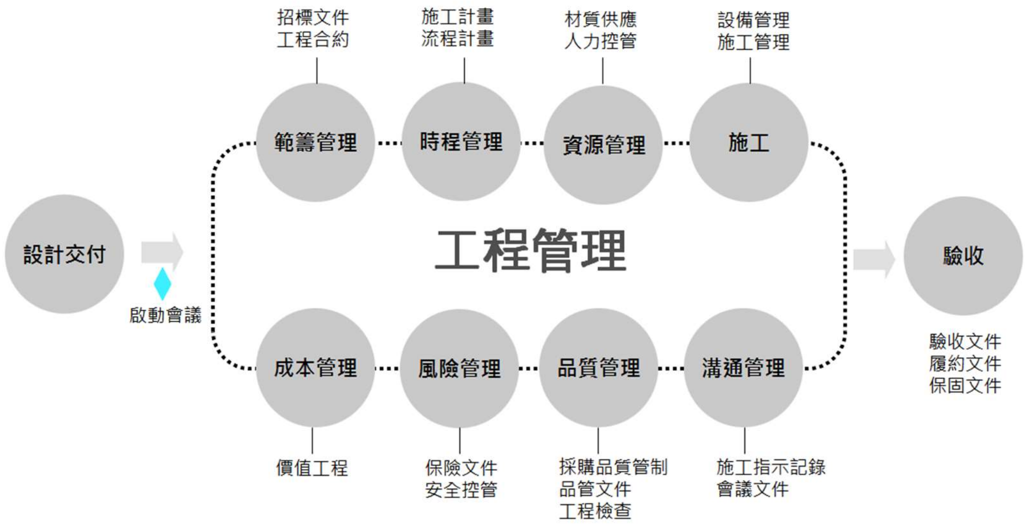
As mentioned above, the Company owns professional business groups of different nature that can be integrated vertically and support one another by offering comprehensive one-stop services, ranging from professional design, construction management and project management to furniture/fixture production. We also provide services in different stages at clients' request:

(1)A team with diverse roles

(2)Design and project management service procedures



(3)Construction management procedure



(III)Supply of primary raw materials

The Company's overall business covers design and construction. We engage subcontractors specializing in different works for construction, including millwork, painting, iron work, glass work, plastering work, and electrical, fire safety, and air conditioning systems. The construction materials mainly used include veneers, plates, metal, glass, etc. Materials suppliers may be nominated by clients or selecteced by us. We have built long-term good relationships not only with commercial parts suppliers but also subcontractors. Thus, we can ensure the stability of the suppliers.

(IV)List of major suppliers and clients

1.Names of suppliers representing more than 10% of RH's total purchases in any of the previous two years, the amounts and percentages of the purchases from them, and the reason for any variation: None.

2.Names of clients representing more than 10% of total sales in any of the previous two years, the amounts and percentages of the sales to them, and the reason for any variation:

	2024				2025			
Item	Name	Amount	Percentage of annual net sales (%)	Relationship with the issuer	Name	Amount	Percentage of annual net sales (%)	Relationship with the issuer
1	A (Note 1)	635,496	12.45	NA	A (Note 1)	60,886	1.72	NA

	Others	4,472,442	87.55	-	Others	3,470,057	98.28	-
	Net sales	5,107,938	100.00	-	Net sales	3,530,943	100.00	-

Note 1: Reason for increase or decrease—Adapt to changes in customer needs.

III.Information on Employees in the Last Two Fiscal Years and up to the Publication Date of this Annual Report

Fiscal year		2024/12/31	2025/12/31	2026/3/31
Number of employees	Indirect personnel	393	373	361
	Direct personnel	223	217	213
	Total	616	590	574
Average age		39.06	40.09	40.63
Average years of service		7.48	8.29	8.52
Education distribution percentage	Ph.D.	0%	0%	0%
	Master's degree	6%	6%	6%
	College	63%	63%	63%
	Senior high school	13%	16%	16%
	Below senior high school	17%	15%	15%

IV.Information of environmental protection expenses

(I)Description of application for a permit for installing pollutive facilities or emitting pollutants, payment of anti-pollution fees, or appointment of units/personnel dedicated for environmental protection (if required by laws)

The Company's operating activities do not cause special pollution and thus we are not required to apply for a permit for installing pollutive facilities or emitting pollutants. RH always values environment protection and the management of industrial safety and health. Our goals are to protect the environment without pollution and create a safe workplace without accidents and their attainment is already happening. RHQ Furniture Co., Ltd., our subsidiary and a furniture/fixture manufacturer in Mainland China, has acquired local emission certificates and a permit for discharging urban sewage into the drainage pipelines from the Chinese Government for its painting process, and received the approval of the Environmental Protection Bureau, Chiayi County, for the "Evaluation Result for the Environmental Impact Report for the Technological Transformation Project of the Initial Scale" on March 7, 2018.

(II)RH's investment in equipment mainly used for environmental pollution control, and the purpose and potential benefits thereof

Since the Company's operating activities do not cause special pollution, the Company does not invest in equipment for environmental pollution control. For our subsidiaries RHQ Furniture Co., Ltd. and RHF, there are dust collection equipment (dust extraction and drying systems), air cleaners for paints, waste gas treatment systems, and wastewater treatment systems installed at the factories to reduce dust, wastewater, waste gas, and other pollutants generated during production, thereby mitigating their impact on the environment, improving product quality, and ensuring a healthy work environment. To march towards the goal of corporate sustainable development, RHQ is ISO 14001:2015 Environmental Management System-certified, with a certificate validity period starting from December 9, 2023, to December 8, 2026; RHF has obtained a certificate for ISO 14001:2015 Environmental Management System, with a certificate validity period starting July 27, 2023, to July 26, 2026.

(III)The process undertaken by the company on environmental pollution improvement for the most recent fiscal years and up to the publication date of the annual report. If there had been any pollution dispute, its handling process should also be described: Not applicable.

(IV)Any losses suffered (including any compensation paid) and total sanctions by the company in the most recent fiscal years and up to the publication of the annual report date due to environmental pollution incidents, and disclosing its future countermeasures (including improvement measures) and possible expenses (including the estimated amount of loss, disposition, and compensation that may occur if countermeasures are not taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided): Not applicable.

(V)The current condition of pollution and the impact of its improvement to the profits, competitive position, and capital expenditures of the company, as well as the projected major environment-related capital expenses to be made for the coming two fiscal years: Not applicable.

V.Labor Relations

(I)RH's employee welfare measures, continuous education, training and retirement systems and their implementation, agreements between employees and the employer, and measures for the protection of employee rights

1.Employee benefit measures and their implementation

(1)Leaves:Flextime, two-day weekends, menstrual leave, prenatal leave, parental leave, family care leave, flexible leave policy during lunar new year.

(2)Insurance:Labor insurance, health insurance, coverage by the new labor pension scheme, group insurance.

(3)Bonuses:Year-end bonus, performance bonus, employee profit sharing, long-service bonus, and allowances for professional licenses.

(4)Cash gifts: Birthday cash gifts, cash gifts for the Dragon Boat Festival and Moon Festival, maternity cash gifts, childcare allowances for children from 0–6 years old, cash gifts for weddings, solatia payments for funerals, and scholarships for the children of employees.

(5)With the aim of motivating our employees and offering better benefits to them, we created an employee stock ownership trust.

(6)Employee Welfare Committee: Regular medical check-ups for employees, monthly one-on-one medical consultation, company trips, book borrowing, and festival-related activities (e.g. Christmas, year-end parties, clubs, and visits).

(7)Others:Various employee care systems, project-based legal assistance, health-related devices, etc.

2.Continuous education and training for employees

(1)Pre-service education: gives new employees a full understanding of the Company's management philosophy and system.

(2)On-the-job training:

A.Internal training: assists new employees in learning about and understanding career development through coaching-based leadership by using a mentor-mentee system and identifies employees with leadership potential during experience sharing to build a key talent database.

B.External training: improves the professional skills of the employees with the help of external training agencies based on job and competency needs.

C.Key talent training program: We have set the stage for our employees to improve their core competency through job rotation and substitute systems; gain experience from different types of projects to master multiple skills; and participate in large-scale projects to develop their cross-team integration skills for continuous construction of a key talent echelon.

Number of Professional Certificate Holders

License	Number of license holders
Retraining for professional and technical design/construction licenses	35
Occupational Safety and Health Manager	83
General Safety and Health Education and Training	50
Fire Prevention Manager	32
Others	33

3.Retirement system and its implementation

Since the implementation of the Labor Pension Act, the Company has made and deposited a monthly pension contribution of 6% of the insured salary of employees to the pension account set up by the Bureau of Labor Insurance.

The regulations for employee retirement set forth in the Company's "Work Rules" are as follows:

(1)Voluntary retirement

Employees who meet any of the following conditions may apply for voluntary retirement:

A.Serving the Company for over 15 years and at the age of 55 or more.

B.Serving the Company for over 25 years.

C.Serving the Company for over 10 years and at the age of 60 or more

(2)Forced retirement

The Company shall not force employees who do not meet any of the following conditions into retirement:

A.At the age of 65 or more.

B.Too mentally incapacitated or physically disabled to be competent in their jobs.

The Company may apply for adjusting the age of forced retirement specified in the preceding subparagraph for employees engaged in dangerous and intensive physical tasks to the central competent authority, provided that the age shall not be less than 55 years.

(3)Pension payment standards

The employee pension payment standards are as follows:

A.Pensions for the length of service of employees before and after the application of the "Labor Standards Act" shall be paid pursuant to Article 84-2 and Article 55 of the "Labor Standards Act," respectively.

B.In accordance with the preceding subparagraph, pensions shall be paid to employees who chose to be covered by the pension scheme under the "Labor Standards Act" or retain their seniority prior to the application of the “Labor Pension Act” pursuant to such act.

C.Employees with length of service eligible for pensions under the “Labor Standards Act” who are forced into retirement due to mental incapacitation or physical disability caused in performing their duties in accordance with Article 35, Paragraph 1, Subparagraph 2 of the act shall be entitled to an additional pension of 20%, as specified in Article 55, Paragraph 1, Subparagraph 1 of the act.

D.For employees who are covered by the pension scheme under the “Labor Pension Act,” we make and deposit a monthly contribution of (no less than) 6% of their salary to their labor pension accounts.

4. Labor-Management Agreements and Employee Rights Protection Measures

The Company has established diversified communication channels, including various types of committee meetings, a dedicated grievance email inbox, and a hotline, to facilitate interactive dialogue on labor-related issues. These mechanisms ensure open and effective communication between labor and management, enabling employee concerns, needs, and issues to be promptly addressed and properly handled by supervisors at all levels. In accordance with legal requirements, a Labor-Management Committee and an Employee Welfare Committee have been established and operate on a regular basis. No major grievance cases were reported in 2025.

5.Work environment and measures for protection of the safety of employees

With the aim of providing a safe, healthy and comfortable work environment by fulfilling the corporate social responsibility and ensuring the safety of the employees,

RH has established the “Work Rules” and “Code of Practice for Safety and Health at Work” for the employees to follow. Moreover, new employees are required to undergo pre-employment health check-ups and occupational safety and health education and training at their employment. In addition to annual health check-ups for our existing employees, we provide specific medical examinations for employees engaged in tasks with special health hazards as well as safety protection equipment and health management measures.

(II)List any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to labor disputes , and disclosing an estimate of possible expenses that could be incurred currently and in the future 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.

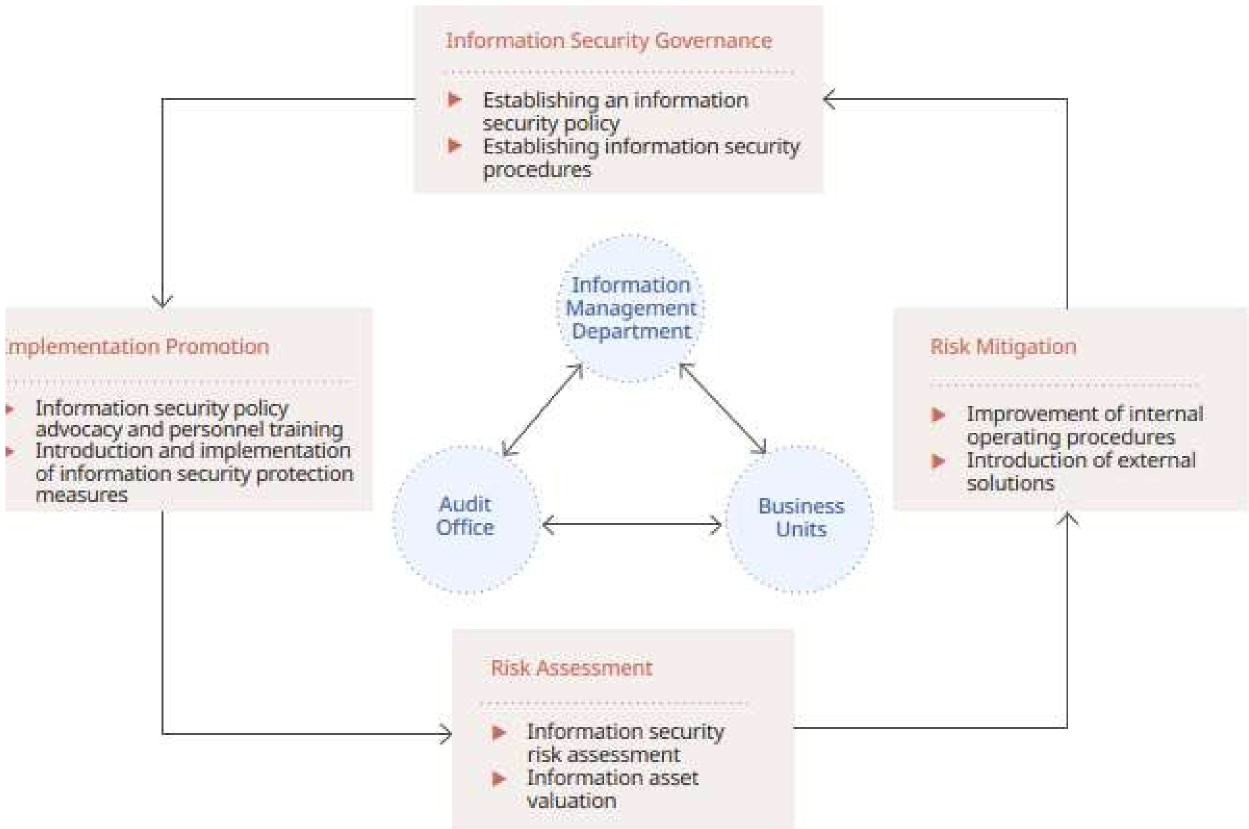
VI. Information Security Management

(I)Information Security Management Framework

1.The Information Management Department is the responsible unit for the cybersecurity of the Company. The department has an information security supervisor and a professional information security personnel responsible for formulating the internal cybersecurity policies of the Company and planning and implementing cybersecurity protection and information security policy promotion. The department holds monthly information security meetings and makes announcements about the Company's overall information security governance.

2.The Company's Audit Office is the unit responsible for instructing the supervision of information security. The office has an audit supervisor and dedicated auditors to instruct the implementation of internal information security. If any deficiency is found in an audit, the office will immediately ask the audited unit to propose relevant improvement plans and specific actions to be taken, and regularly track the improvement results, in order to reduce internal information security risks.

3.We adopt regular audits and PDCA (Plan-Do-Check-Act) cycle management in our organizational operating model to ensure the achievement of reliability targets and continuous improvement.



(II)Information Security Policy

Cybersecurity management covers the following aspects:

(1) Systems and regulations: Formulate a cybersecurity management system for the Company to regulate personnel behavior.

(2) System protection: Establish a cybersecurity management system and implement information security protection management measures.

(3) Personnel training: Conduct cybersecurity education and training to enhance the information security awareness of all employees.

(4) External audits: Carry out risk assessments on information security and network risks, and propose control points as appropriate to control and manage information security risks.

(III)Information Security Management Plan

Category	Control Measures
Enhance employees information security awareness.	● Provide information security education and training for new employees. ● Communicate the importance of information security to all employees from time to time. ● Conduct social engineering drills for all employees every year from time to time.
Internet information security control	● Through the use of Next-Generation Firewalls (NGFW), we manage web behavior, URL filtering, and Intrusion Prevention Systems (IPS) to prevent users from visiting malicious websites and to mitigate cyberattacks. ● By implementing Openfind Secure cloud services, we manage and mitigate threats including virus-infected emails, spam, malware, and phishing. This ensures robust protection against hackers attempting to launch attacks via email . ● Conduct periodic vulnerability scans on external and internal sites each year and assess the remediation of identified vulnerabilities. ● Scan computer systems and data storage media for viruses periodically. ● Review the system logs of network service items periodically, and track abnormal conditions. ● Withdraw the highest management privileges for personal computers, and assign appropriate privileges for control in accordance with the principle of least privilege. ● Regularly review computer network security control measures.
Data access control	● Computer equipment is under custody of dedicated personnel, and accounts and passwords are set up. ● Users are required to update their passwords periodically and keep them securely. ● Computer server room access control measures. ● Appropriate approval is required for the transfer of files. ● The remote login management information system requires appropriate approval. ● Establish a secure file exchange mechanism to encrypt data transmission and data storage to reduce the risk of accidental data access. Fully retain file access and audit trails and regularly review system logs.
Emergency recovery mechanism	● Establish system backup mechanism and implement remote backup.

Information Security Performance in 2025

Item	Performance
Information security advocacy	The Company conducted three information security awareness sessions for all employees, emphasizing key regulations, best practices, and important precautions related to information protection and cybersecurity.
Social engineering drills	Conducted two social engineering drills to simulate phishing emails from hackers to test employees' awareness of information security risks.

	More than 250 employees participated in the drills.
New employee orientation	100% of new employees completed information security training courses
Disaster recovery drill	Conducted a disaster recovery drill with a recovery rate of 100%
Host sites vulnerability scanning	Conducted annual vulnerability scans for both internal and external sites (totaling one scan per year).
Information security incident	There were no major information security incidents, leakage of confidential customer information, or resulting fines in 2025.

(IV)Resources Invested in Cybersecurity Management

1.Implementation of preventive drills: Local and off-site backup and recovery drills are conducted regularly every year. An automatic backup and redundancy mechanism is established for the important server system environment and data to ensure that personnel can successfully restore system operations in the event of a disaster.

2.Management based on the principle of least privilege: We adjust the maximum management privileges for personal computers, and assign appropriate privileges for control in accordance with the principle of least privilege.

3.Social engineering drills: Social engineering drills are conducted from time to time every year to simulate phishing emails from hackers in order to test employees' awareness of information security risks, supplemented by information security advocacy and education and training, avoiding information security risks caused by inappropriate email behavior.

4.Internal and External Website Vulnerability Scanning: Conduct irregular vulnerability scans on both external and internal sites each year to detect system vulnerabilities early. Identified issues are prioritized for remediation to reduce the risk of cyberattacks.

5.Network Security Protection: Through the use of Next-Generation Firewalls (NGFW), including web behavior management, URL filtering, and Intrusion Prevention Systems (IPS), we regularly review security reports and adjust security policies as needed to prevent users from accessing malicious websites and reduce the risk of external cyberattacks on the enterprise.

6.Secure File Exchange Mechanism: Implement an enterprise-grade cloud file exchange platform with encryption applied to both data transmission and storage, minimizing the risk of accidental data exposure. Maintain complete audit trails of file access and regularly review system logs.

(V)If, in the latest publication of the annual report, any losses, possible impacts and countermeasures caused by major information security incidents cannot be reasonably estimated, the facts that cannot be reasonably estimated shall be stated: None.

VII.Important Contracts

Supply and sales contracts, technical cooperation contracts, construction contracts, long-term loan contracts, and other important contracts that are still valid and expired in the recent year can affect the rights and interests of investors.

Type of Contract	Party	Contract Period	Content	Restrictions
Loan contract	CTBC Bank Co., Ltd.	2025/11/01~2026/10/31	Short-term guaranteed loans, short term loans, surety bond (including performance, bidding, warranty and prepayment guarantee)	-
Loan contract	The Shanghai Commercial & Savings Bank, Ltd.	2025/9/1~2026/8/31	Short-term guaranteed loans, short term loans and surety bond	-
Loan Contract	E Sun Bank	2025/6/6~2026/6/6	comprehensive credit facility(Short term loans, Import forward L/C and surety bond)	-
Construction contract	Client A	2023/10/6~2024/5/3 (Warranty period 2024/5/9~2026/5/8)	Luxury brand shop fit-out work	-
Construction contract	Client B	2022/6/21~2024/12/31 (Warranty period 2025/2/26~2027/2/25)	Hotel fit-out work	-
Construction contract	Client C	2023/5/3~2025/11/30 (Warranty period ~Year 2028)	Residential fit-out work	-
Construction contract	Client D	2025/3/3~2025/9/13 (Warranty period 2025/9/13~2027/9/12)	Luxury brand shop fit-out work	-
Construction contract	Client E	2024/9/16~2025/7/31 (Warranty period 2026/1/2~2028/1/1)	Office fit-out work	-
Construction contract	Client F	2025/5/16~2025/11/10 (Warranty Period 2025/11/11~2026/11/10)	Luxury brand shop fit-out work	-
Construction contract	Client G	2025/4/25~2026/1/12 (Warranty Period 2026/1/12~2027/1/11)	Luxury brand shop fit-out work	-
Construction contract	Client H	2025/11/28~2026/12/31	Hotel fit-out work	-
Construction contract	Client I	2025/6/18~2026/5/31	Interior fit-out work	-
Construction contract	Client J	2025/7/2~2027/1/27	Luxury brand shop fit-out work	-
Construction contract	Client K	2021/12/10~2026/7/8	Interior fit-out work	-
Construction contract	Client L	2021/8/13~2026/3/31	Interior fit-out work	-
Construction contract	Client M	2024/11/4~2027/12/25	Interior fit-out project	-
Construction contract	Client N	2023/9/1~2025/10/30 (Warranty period 2025/12/8~2026/12/7)	Interior fit-out work	-

Type of Contract	Party	Contract Period	Content	Restrictions
Construction contract	Client O	2024/9/25~2025/6/26 (Warranty Period ~ Year 2027)	Office fit-out work	-
Design contract	Client P	2022/9/29~2026/12/31	Interior design work	-
Construction contract	Client Q	2021/2/3~2024/6/4 (Warranty period 2024/8/21~2026/8/20)	Residential fit-out work	-
Construction contract	Client R	2023/6/11~2026/5/31	Interior fit-out work	-
Construction contract	Client S	2024/7/5~2024/12/9 (Warranty period 2024/12/16~2026/12/15)	Luxury brand shop fit-out work	-
Construction contract	Client T	2025/12/31~2026/8/22	Luxury brand shop fit-out work	-

Chapter 5. Review and Analysis of the Company's Financial Position And Financial Performance and Risk

I.Financial Position

Unit：NTD thousands；%

Item \ Fiscal year	2024/12/31	2025/12/31	Difference	
			Amount	%
Current assets	3,919,763	3,504,039	(415,724)	-11%
Property, Plant and Equipment	849,896	801,778	(48,118)	-6%
Intangible Assets	5,451	13,355	7,904	145%
Other assets	171,039	141,275	(29,764)	-17%
Total assets	4,946,149	4,460,447	(485,702)	-10%
Current Liabilities	2,298,431	1,916,953	(381,478)	-17%
Non-current Liabilities	273,299	214,909	(58,390)	-21%
Total Liabilities	2,571,730	2,131,862	(439,868)	-17%
Share Capital	660,000	660,000	0	0%
Capital Surplus	687,087	687,087	0	0%
Retained Earnings	1,103,819	1,065,078	(38,741)	-4%
Other Equity	(76,487)	(83,580)	(7,093)	9%
Total stockholders' equity	2,374,419	2,328,585	(45,834)	-2%

Analysis of items that have major changes(If the amount of difference reaches NTD 10,000 thousand, and the change ratio reaches 20%.), if the impact is significant, it should be explained the plans:
1.Decrease in Non-current Liabilities: Mainly due to the decrease in deferred tax liabilities.

II.Financial Performance

(I)Comparative Analysis of Financial Performance

Unit：NTD thousands；%

Item \ Fiscal year	2024/12/31	2025/12/31	Difference	
			Amount	%
Revenues	5,107,938	3,530,943	(1,576,995)	-31%
Cost of revenues	(3,902,900)	(2,689,566)	1,213,334	-31%
Gross profit	1,205,038	841,377	(363,661)	-30%
Operating expenses	(687,051)	(600,424)	86,627	-12%
Operating income	517,987	240,953	(277,034)	-53%
Non-operating income and expenses	47,028	48,211	1,183	3%
Profit before income tax	565,015	289,164	(275,851)	-49%
Income tax	(142,469)	(63,905)	78,564	-55%
Net profit	422,546	225,259	(197,287)	-47%
Other comprehensive income (loss) for the period (net of Income Tax)	31,541	(7,093)	(38,634)	-122%
Total comprehensive income	454,087	218,166	(235,921)	-52%

Analysis of items that have major changes(If the amount of difference reaches NTD 10,000 thousand, and the change ratio reaches 20%.), if the impact is significant, it should be explained the plans: 1.The decrease in operating revenue, cost of goods sold, gross profit, operating income, income before tax, and net income was primarily attributable to the decline in business performance for the current year. 2. Income tax expense decreased as a result of the decline in business performance for the current year. 3. The decrease in total comprehensive income was mainly due to the decline in business performance and the exchange rate fluctuations arising from the translation of financial statements of foreign operations.

III. Cash Flow

(I)Analysis on the changes to consolidated cash flows in the most recent fiscal year:

Unit: NT$ thousands

Item \ Year	2024	2025	Increase (decrease) amount
Net cash flows provided by operating activities	256,475	787,452	530,977
Net cash flows used in investing activities	119,033	(40,357)	(159,390)
Net cash flows provided by financing activities	(252,388)	(310,356)	(57,968)
Effect of exchange rate changes on cash	19,214	(7,739)	(26,953)
Net increase(decrease) in cash	142,334	429,000	286,666
Analysis of changes in cash flow： 1. The increase in net cash inflows from operating activities was primarily due to a significant decrease in contract assets during the current year. 2. The increase in net cash outflows from investing activities was mainly because the disposal of financial assets measured at amortized cost generated significant cash inflows last year, whereas the acquisition of financial assets in the current year resulted in higher cash outflows. 3. The effect of exchange rate changes on cash and cash equivalents resulted in foreign exchange losses, as the U.S. tariff dispute triggered significant currency fluctuations.			

(II)Improvement plans for inadequate cash flows: Not applicable.

(III)Analysis of cash liquidity in the coming year(2026):

Unit: NT$ thousands

Cash balance at the beginning of the period (1)	Estimated Cash Flow from Operating Activities (2)	Cash inflow (outflow) generated from other activities	Estimated cash surplus (deficiency) amount (5)=(1)+(2)+(3)+(4)	Estimated countermeasures against cash deficiency	
				Investment Plan	Financial Plan
1,835,448	243,317	(231,000)	1,847,765	—	—
1. Situational analysis of cash flows changes in the coming fiscal year (1)Net cash flows from operating activities: The Group expects to undertake more projects in the future and generate profits, thereby increasing operating cash inflows. (2)Net cash used in other activities: Due to cash dividends distributed in the current year. 2. Mitigation measures and flows analysis under circumstances of insufficient projected cash：Not applicable.					

IV.Effect upon Financial Operations of Any Major Capital Expenditures during the Most Recent Fiscal Year

(I)Usage situations of major capital expenditures and funds transactions: None.

(II)Expected possible benefits generated: None.

V.Company Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Re-investment Profitability, and Investment Plans for Coming Year

(I) Reinvestment policy

The Company has made investments based on operational needs, future development plans, and other factors. The organizational type, location of registration, and market conditions of investee companies have been assessed based on investment purposes for investment decision-making. Relevant departments are responsible for handling investment-related matters according to the “Investment Cycle Process” under the internal control system and the “Handling Procedures for the Acquisition or Disposal of Assets.”

(II)Main causes of profits or losses incurred on investments, and any corrective actions planned

Dec.31,2025；Unit ：NT$ thousands

Reinvestment enterprise	Shareholding ratio	2025 Investment profits and losses	Main causes of profits or losses incurred on investments	Corrective actions planned	Investment plan for the coming year
Rich Honour Fabricating Co., Ltd.	100.00	(6,516)	Management services revenue decrease	-	None
Yuqiao Interior Designs Co., Ltd.	100.00	(418)	Maintenance costs	-	None
RHG INC.	100.00	(33,449)	Recognition of investment losses of subsidiaries in Mainland China	-	None
Rich Honour Design & Consulting (Shanghai) Co., Ltd.	100.00	1,277	Professional service fees	-	None
RH International Designs Co., Ltd.	100.00	(52,993)	High-end commercial space decline in Mainland China	-	None
RHQ Furniture Co., Ltd.	100.00	(5,318)	The number of cases received in the production of customized props for decoration projects has decreased	-	None
RHY ASIA LIMITED	100.00	(7,805)	Recognition of investment loss of subsidiary RHQ HOLDINGS	-	None
RHQ HOLDINGS LIMITED	100.00	(7,412)	Recognition of investment loss of subsidiary RHQ	-	None

(III) Investment Plans for the Coming Year：None.

VI.The evaluation of risk by the Company in recent year and by the printed date of annual report

(I)The effect upon the company's profits (losses) of interest and exchange rate fluctuations and changes in the inflation rate, and response measures to be taken in the future.

1.Interest rate changes

The Group’s net interest income (expense) in 2024 and 2025 was NTD19,834 thousand and NTD 24,593 thousand, respectively, accounting for 0.39% and 0.70% of the net operating revenue in the respective years. As their share of the net operating revenue was not large, market interest rate changes did not cause a material impact on the Group’s financial position, business performance, and profit/loss.

Measures in response:

In order to get prime rates and preferential terms when the companies needs funds to expand the business in the future, the Group always builds and maintains good credit history with banks, and observes and understands trends for market interest rate changes. We also use other financial instruments to mitigate the risk of interest rate changes through sound financial planning.

2.Exchange rate changes

Measures in response:

The Group’s sales transactions denominated in foreign currencies have used primarily the Chinese yuan, followed by the US dollar and the Hong Kong dollar. The Chinese yuan has been the most-used transaction money in the Group’s procurement transactions, followed by the US dollar. Foreign currency accounts payable and receivable have been used as a naive hedge to reduce the impact of exchange rates on the Group’s profit/loss. The Company’s exchange profit (loss) in 2024 and 2025 was NTD 5,773 thousand and NTD 9,315 thousand, respectively, accounting for 0.11% and 0.26% of the operating revenue in the respective years. As their share of the operating revenue was small, the impact was insignificant. Furthermore, thanks to stable profits from the Company’s main business, there should not be significant operational risks to the Company’s operations from exchange rate changes.

(1)The Group primarily uses sales revenues to defray procurement expenses for naive hedging.

(2)We pay attention to exchange rate trends for the primary currencies in the international currency market to track the trends for timely response. In addition, the risk from exchange rate changes is taken into account during quoting to adjust the selling price if necessary, thereby ensuring a minimum profit.

(3)The financial information and foreign exchange reports of financial institutions are acquired on a regular basis so as to project trends for exchange rate and interest rate changes from a comprehensive perspective and make flexible adjustments to foreign exchange and funding strategies.

3.Inflation

The Group’s quotes to clients are those for short-term custom projects. The quotes are determined based on the price of raw materials in the market and adjusted, if necessary, according to fluctuations in labor costs, and thus has no significant impact. Therefore, inflation has not caused significant impact on the Group’s profit/loss.

(II)The company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future.

1. We focus on running our main business and are not engaged in high-risk and high-leverage investments. The Company was engaged in neither high-risk and high-leverage investments nor derivative transactions in 2025 and up to the publication date of the annual report. To cope with operational risks, any future investments and derivatives transactions will be conducted in accordance with the Company's "Handling Procedures for the Acquisition or Disposal of Assets" and "Handling Procedures for Derivative Transactions."

2. In 2025 and up to the publication date of the annual report, the Company loaned funds and provided endorsements/guarantees only to the subordinate companies in the consolidated financial statements in accordance with the Company's "Regulations Governing the Loaning of Funds to Others" and "Regulations Governing the Endorsements/Guarantees."

(III)Research and development work to be carried out in the future, and further expenditures expected for research and development work.

The Group specializes in high-end interior decoration, e.g. for hotels, shopping malls, international luxury brands, commercial spaces, and public spaces, and has stringent requirements for innovation, quality, and safety. As interior decoration involves the integration of different expertise and techniques, sound project management is required to complete high-quality professional projects. Due to industry characteristics, instead of a dedicated R&D department responsible for the R&D of techniques and products, the Group has set up the R&D Business Unit to conduct market surveys, track industrial changes, and coordinate the R&D of the applications of new building materials, techniques, and construction methods.

The Group's future R&D plan is described as follows

1. Smart technology and digitization applications:

3D modeling, virtual reality (VR) and augmented reality (AR) technologies were combined with AI assistive technologies to improve design precision and efficiency through better client communications.

2. Building a corporate information system suitable for interior decoration

As computer software and hardware advance rapidly, we will develop project management applications, cloud services, and other highly efficient management tools suitable for the interior decoration industry, enabling timely project management to increase the possibility of meeting the construction cost goals

3. Strengthening prefabricated (modular) production

We will deconstruct our linear production processes to respond flexibly to needs for customized HMLV (high mix low volume) production and introduce intelligent machine tools and other equipment, if needed, reducing waste and boosting efficiency and safety. By doing so, we can also shorten the time required for completing on-site construction tasks and reduce noise and pollution at the construction site so as to ensure construction quality and safety.

4. Green energy and environmental protection

In response to natural disasters caused by extreme weather, we have incorporated energy efficiency into product design, and are actively promoting energy conservation and carbon reduction actions at all production sites to increase the use of renewable energy in order to achieve the goal of "net zero emissions." In addition, we actively respond to the government's green procurement policy by increasing the proportion of green building materials and creating indoor environments that meet LEED standards or WELL specifications in order to not only implement the concept of environmental protection and sustainability, but also better protect the global environment we share.

(IV)Effect on the company's financial operations of important policies adopted and changes in the legal environment at home and abroad, and measures to be taken in response.

The Group always operates in compliance with applicable domestic and foreign laws and regulations. For important policies and legal changes (e.g. in labor laws and regulations) that have been released by the government, the Group has conducted proper researche and assessments.

The “Climate Change Response Act” passed in 2023 establishes a carbon fee collection system and imposes a carbon fee on emissions that reach a certain level. According to the Company’s ESG sustainability report, the Company is not a large carbon emitter or electricity user, and our emissions are far less than 25,000 tons CO_2e. A preliminary assessment shows that the imposition of carbon fees has no significant impact on the Group’s finance and business.

(V)Effect on the company's financial operations of developments in science and technology (including cyber security risks) as well as industrial change, and measures to be taken in response.

In pursuit of corporate sustainable management, the Group is dedicated to technology innovation and the R&D of new products. There are personnel designated to keep an eye on technology changes and trends in relevant industries at any time. Their impact on the Group’s future development, financial position, and business performance is also assessed to make plans accordingly and adopt necessary response measures. There were no technology and industrial changes that significantly affected the Group’s financial position and business performance in the most recent year.

(VI)The Impact of Changes in Corporate Image on Corporate Risk Management, and the Company’s Response Measures

Established by founder and Managing Director Benjic H. L. Yang over 40 years ago, the Group has adhered firmly to our commitment and promise to clients by sticking to our cause, fulfilling our responsibilities, and remaining passionate in order to live up to the Group’s corporate ethical values, “perseverance, integrity, and quality” while staying humble and seeking innovation. Facing fierce competition in the international market, the Company always uses a human-centered and client-oriented approach to creating brand values for clients with professional teams with integrity. Therefore, there have been no corporate image changes significantly affecting the Company’s corporate crisis management.

(VII)Expected benefits, possible risks and countermeasures of mergers and acquisitions:None.

(VIII)Expected benefits, possible risks and countermeasures of plant expansion:None.

(IX)Risks Relating to and Response to Excessive Supplier and Customer Concentration

1.The Group’s main raw material suppliers and contractors are from Taiwan and Mainland China and are not individually irreplaceable. We have multiple supply sources and maintain long-term stable partnerships with the suppliers. The Group has thus not been exposed to supplier concentration risk. Taking purchase cost and quality control as well as risk diversification into consideration, the Group will continue looking for good suppliers to avoid possible supplier concentration risk.

2.The Group has operated in high-end retail, hotel, public space, and plant and corporate headquarters industries with long-term plans. As our clients are either at home or from abroad and we have no single client occupying a large proportion of our sales, we have been exposed to lower client concentration risk.

(X)Effects of, Risks Relating to and Response to Large Share Transfers or Changes in Shareholdings by Directors or Shareholders with Shareholdings of over 10%: None.

(XI)Effects of, Risks Relating to and Response to the Changes in Management Right:None.

(XII)Litigation or Non-litigation Matters

1.If there has been any material impact upon shareholders' equity or prices for the company's securities as a result of any litigation, non-litigious proceeding, or administrative dispute involving the company that was finalized or remained pending during the most recent two fiscal years or during the current fiscal year up to the publication date of this annual report, which shall disclose the facts in dispute, the amount in dispute, commencement date, main parties involved, and current status of the case:

Due to delayed payments by Sein Space T.H Co., Ltd., the Group attempted collection and attended mediation and hearing sessions. As the counterparty failed to fulfill its payment obligations, the Company formally engaged legal counsel to pursue legal action in May 2023, and the case is currently pending. After evaluation, the Company recognized a loss allowance of NT$31,159 thousand. On May 28, 2025, the court issued a ruling in favor of the Group. As of the publication date, the Company has collected NT$9,200 thousand and will continue to pursue collection of the remaining amount.

2.If there has been any material impact upon shareholders' equity or prices for the company's securities as a result of any major litigation, non-litigious proceeding, or administrative dispute involving a company director, supervisor, general manager, de facto responsible person, major shareholder and subordinate company with a stake of more than 10% and the matter was finalized or remained pending during the most recent two fiscal years or during the current fiscal year up to the publication date of this annual report: None.

3.If there has been any occurrence of any event set forth under Article 157 of the Securities and Exchange Act that involves a company director, supervisor, its general manager, or any major shareholder with a stake of more than 10%, provided the event occurred in the most recent two fiscal years or during the current fiscal year up to the publication date of this annual, which shall also note how the company is currently handling the matter: None.

(XIII)Other significant risks and countermeasures

1.Description of information security risk assessment and analysis, and measures in response

(1)Description of information security risk assessment

As information security incidents become increasingly common for companies around the world and the threat of hacking attacks, digital extortion and deception, and computer viruses grows bigger, we have actively enhanced our information security protection capabilities and created effective information security management mechanisms to prevent the Company's resources from being wasted and lost. To avoid damage to the Company's goodwill or image, clients' business secrets are kept confidential. In an effort to improve operational efficiency, we continue to facilitate the implementation of information security protection policies and relevant mechanisms.

(2)Measures in response to information security risks

A.Setting up an information security organization

We have the Information Management Department responsible for implementing information system security management, keeping information security management mechanisms working, and improving the effectiveness and timeliness of information security management: ensuring the security of the information environment, computer hosts, network use, system access, and mobile devices.

B.Information Security Policy

To implement information security management thoroughly and comply with Articles 8 and 9 of the Regulations Governing Establishment of Internal Control Systems by Public Companies, specifying that guidelines on personal information protection and management and the handling and management of computerized information shall be established, we have developed the “Regulations Governing Personal Information and Management,” “Information Security Policy,” and relevant operating procedures for executing information work plans.

The Company’s auditors include “cybersecurity” in the annual audit plan every year, conduct regular and random audits to review the Information Security Policy, ensure their implementation, and report on the audit result to the Board of Directors. Key audit matters are as follows:

(A)Whether a written internal control system for cybersecurity inspection is in place for the internal control system.

(B)Whether a safe control mechanism for the computer network system is created to ensure the security of network data transmission and prevent unauthorized system access.

(C)Whether pre-service education and training are conducted on the first day of new employees to increase their information security awareness; whether information security announcements are made from time to time to remind employees to be alert to information security risks so as to integrate the concept of information security in the Company’s daily operations.

(D)Whether anti-virus software is installed on inter-company computer network systems; whether external firewalls are set up; whether virus signatures are updated periodically.

(E)Whether the transmission of any company-related data by employees via email is properly authorized.

(F)Whether the Company’s information personnel regularly check if the network operating environment functions properly, track the rectification of irregularities, and report on the same to the responsible manager.

(G)Whether system recovery guidelines have been established and if so, whether they are reviewed and revised on a regular basis; whether system recovery plans are tested periodically.

(H)Whether redundant equipment and backup software are stored at a safe distance from the important physical area; whether off-site backups are kept.

(I)Whether internal auditors have conducted audits in accordance with their audit procedures, ensured these audits function as controls, and found no irregularities.

C.Information security control measures

(A)System redundancy and backups: Create backup and redundant mechanisms and store off-site backups for the important systems of the Company, and conduct a redundancy drill once a year.

(B)Network security: Construct private corporate wired and wireless networks for use only by authorized computers for the effective control of network use. Control employees' access to the Internet and use a translation mechanism to avoid virus infection or Trojan horse attacks via the Internet.

(C)Email control: Set up a spam filtering system, provide information on email social engineering attacks regularly, and conduct random email social engineering drills.

(D)Security scanning and protection against viruses: Each year, a professional cybersecurity team is engaged to perform vulnerability scanning on the company's external host servers, followed by comprehensive system patch management and remediation efforts.

(E)Build information security and anti-virus systems, and use third-party information security solutions that can inform the system administrator of any suspicious hacking or virus attack on the systems by email.

(F)Control the installation of software on personal computers to block software used without authorization.

(G)For client endpoint security protection, set up anti-virus systems and update mechanisms through the Windows dispatch system in order to patch the Company's server host and client computers in a timely manner.

(3)In the most recent year and up to the publication date of the annual report, no major network attack affecting the Company's operations occurred.

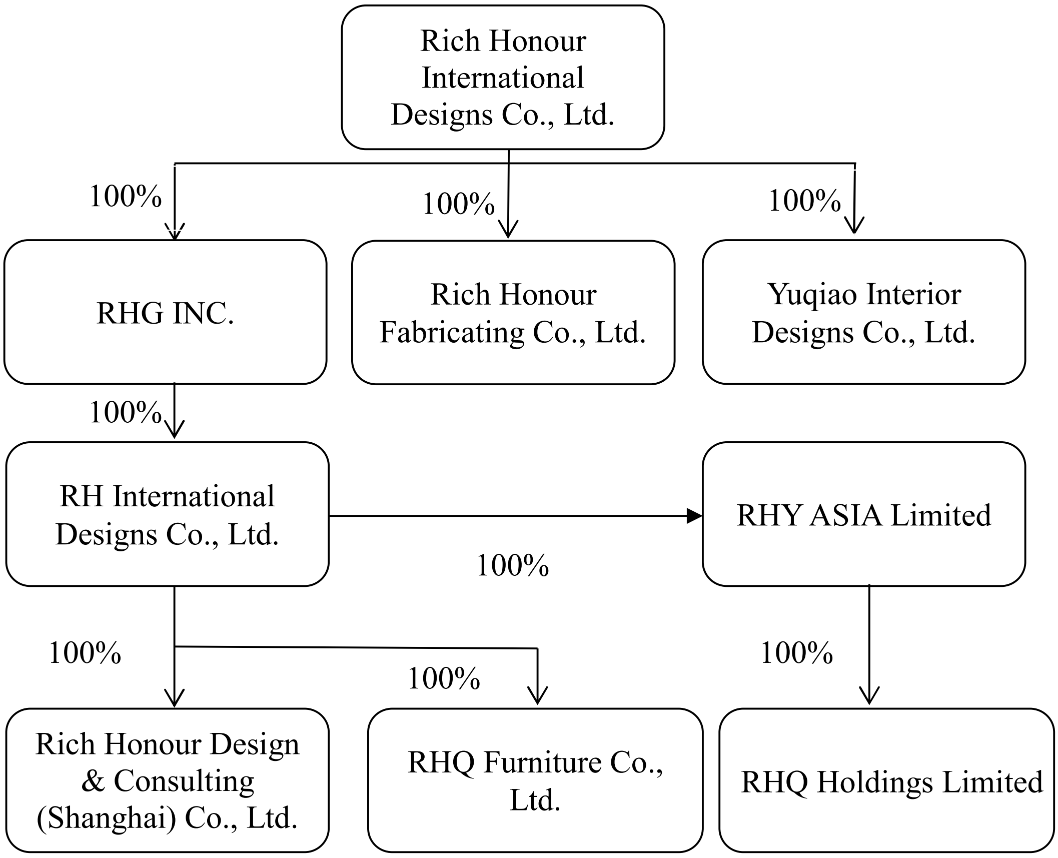
VII.Other Important Matters:None.

Chapter 6. Special Disclosure

I. Relevant Information on the Company's Affiliates

(I)Consolidated Financial Statements of Affiliated Companies

1.Organization Chart of Affiliated Companies Dec.31,2025



2. Basic Information on Affiliated Companies

Dec.31,2025；Unit：$ thousands

Company	Date of Incorporation	Address	Currency	Paid-in Capital	Business Items
Rich Honour Fabricating Co., Ltd.	2009.04.30	12F, No.75 Sec.4,Nanjing E. Rd., Taipei,Taiwan	NTD	85,000	Manufacture of millwork
Yuqiao Interior Designs Co., Ltd.	2017.04.17	10F, No.75 Sec.4,Nanjing E. Rd., Taipei,Taiwan	NTD	5,000	Interior Decoration
RHG INC.	1981.11.20	12F, No.75 Sec.4,Nanjing E. Rd., Taipei,Taiwan	NTD	100,000	Invest
Rich Honour Design & Consulting (Shanghai) Co., Ltd.	2003.08.13	Room 702，No. 480,Wulumuqi N. Rd., Jing'an District, Shanghai 200040, China	RMB	1,242	Architectural decoration and renovation design and consulting
RH International Designs Co., Ltd.	2005.09.21	Room 910, 9th Floor, No. 11, Lane 4666, Gonghexin Road, Jing'an District, Shanghai	RMB	20,000	Architectural decoration and design, architectural construction projects, and construction and installation services
RHQ Furniture Co., Ltd.	2007.07.13	No.89, Taoyuan Rd., Yaozhuang Town, Jiashan County, Zhejiang Province, China	RMB	75,466	Production and sale of millwork, metal products, and furniture of other materials
RHY ASIA Ltd.	2014.10.07	Room 2702-03, Integration Center, 302-8 Hennessy Road, Wanchai, Hong Kong	HKD	100	Investments
RHQ Holdings Ltd.	2008.03.26	Room 2702-03,C.C.Wu Building, 302-8 Hennessy Road, Wanchai, Hong Kong	HKD	4,010	Investments

3.Shareholders in Common of the Company and Affiliates with Deemed Control and Subordination: None

4. Directors, Supervisors and Presidents of Affiliated Companies

Dec.31,2025；Unit：Stock；%

<table>
<tr><th rowspan="2">Company</th><th rowspan="2">Title</th><th rowspan="2">Name or Representative</th><th colspan="2">Shareholding</th></tr>
<tr><th>Shares</th><th>Percentage of Ownership</th></tr>
<tr><td rowspan="2">Rich Honour Fabricating Co., Ltd.</td><td>Chairman</td><td>Rich Honour International Designs Co., Ltd.，Representative：Hsiu Ching Wang</td><td rowspan="2">Note</td><td rowspan="2">100%</td></tr>
<tr><td>General manager</td><td>Hsiu Ching Wang</td></tr>
<tr><td>Yuqiao Interior Designs Co., Ltd.</td><td>Chairman</td><td>Rich Honour International Designs Co., Ltd.，Representative：Hsiu Ching Wang</td><td>Note</td><td>100%</td></tr>
<tr><td>RHG INC.</td><td>Chairman</td><td>Rich Honour International Designs Co., Ltd.，Representative：Hsiu Ching Wang</td><td>100,000</td><td>100%</td></tr>
<tr><td rowspan="3">Rich Honour Design & Consulting (Shanghai) Co., Ltd.</td><td>Chairman</td><td>RH International Designs Co., Ltd.，Representative：Terry Liu</td><td rowspan="3">Note</td><td rowspan="3">100%</td></tr>
<tr><td>Supervisor</td><td>Hsin Li Yang</td></tr>
<tr><td>General manager</td><td>Terry Liu</td></tr>
<tr><td rowspan="2">RH International Designs Co., Ltd.</td><td>Chairman</td><td>RHG INC.，Representative：Terry Liu</td><td rowspan="2">Note</td><td rowspan="2">100%</td></tr>
<tr><td>Supervisor</td><td>I Chen Wang</td></tr>
<tr><td rowspan="5">RHQ Furniture Co., Ltd.</td><td>Chairman</td><td>RH International Designs Co., Ltd.，Representative：Hsiu Ching Wang</td><td rowspan="5">Note</td><td rowspan="5">100%</td></tr>
<tr><td>Director</td><td>Sarah Liao</td></tr>
<tr><td>Director</td><td>Hsin Li Yang</td></tr>
<tr><td>Supervisor</td><td>I Chen Wang</td></tr>
<tr><td>General manager</td><td>Hsiu Ching Wang</td></tr>
<tr><td>RHY ASIA Ltd.</td><td>Chairman</td><td>RH International Designs Co., Ltd.，Representative：Hsiu Ching Wang</td><td>Note</td><td>100%</td></tr>
<tr><td>RHQ Holdings Ltd.</td><td>Chairman</td><td>RHY ASIA Ltd.，Representative：Hsiu Ching Wang</td><td>Note</td><td>100%</td></tr>
</table>

Note：It is a limited company, so there is no information on the number of shares。

5.Operating Overview of Affiliated Companies

Dec.31,2025；Unit: NT$ thousands, except EPS (NT$)

Company	Capital	Total Assets	Total Liabilities	Net Worth	Operating Revenues	Income (Loss) from Operation	Net Income (Loss)	Earnings per share
Rich Honour Fabricating Co., Ltd.	85,000	291,054	226,554	64,500	254,620	896	(1,356)	-
Yuqiao Interior Designs Co., Ltd.	5,000	2,024	-	2,024	-	(436)	(418)	-
RHG INC.	100,000	1,334,188	212,770	1,121,418	-	(2,577)	(33,449)	(3.34)
Rich Honour Design & Consulting (Shanghai) Co., Ltd.	5,582	7,538	305	7,233	3,120	892	1,277	-
RH International Designs Co., Ltd.	89,920	1,490,767	520,389	970,378	637,108	(63,059)	(52,993)	-
RHQ Furniture Co., Ltd.	339,295	506,229	212,222	294,007	487,332	(14,328)	(5,318)	-
RHY ASIA Ltd.	404	151,991	129,011	22,980	210	(283)	(7,805)	-
RHQ Holdings Ltd.	16,192	147,778	167	147,611	-	(5)	(7,412)	-

(II)Consolidated Financial Statements of Affiliates

Declaration on Consolidated Financial Statements of Affiliates

The entities that are required to be included in the combined financial statements of Rich Honour International Designs Co., Ltd. as of and for the year ended December 31, 2025, under the Criteria Governing the Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises are the same as those included in the consolidated financial statements prepared in conformity with the International Financial Reporting Standard 10, “Consolidated Financial Statements”. In addition, the information required to be disclosed in the combined financial statements is included in the consolidated financial statements. Consequently, Rich Honour International Designs Co., Ltd. and Subsidiaries do not prepare a separate set of combined financial statements.

Very truly yours,

RICH HONOUR INTERNATIONAL DESIGNS CO., LTD.

By

Hsiu-Ching Wang

Chairman

March 23, 2026

(III) Affiliation Reports: Not applicable.

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

III.Other Supplemental Information:None.

Chapter 7. Matters Having Significant Impact on Shareholders' Interests or the Price of Securities as Specified in Subparagraph 2, Paragraph 3, Article 36 of Securities and Exchange Act in the Most Recent Year and up to the Publication Date of this Annual Report:None.

RICH HONOUR INTERNATIONAL DESIGNS CO., LTD.

Chairman：Hsiu Ching Wang