

Stock Code: 2739



MY HUMBLE HOUSE
HOSPITALITY MANAGEMENT
CONSULTING

寒舍餐旅管理顧問

My Humble House Hospitality Management
Consulting Co., Ltd.
2025

Annual Report

Website for access to annual report: <http://mops.twse.com.tw>

Company website: <http://www.mhh-group.com>

Printed on April 21, 2026

I. Name, job title, telephone number and e-mail address of the spokesperson of the Company

Spokesperson/Job Title : Kuei-Ling Min/Vice President
Telephone number : (02)6633-1506
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II. Name, job title, telephone number and e-mail address of the acting spokesperson of the Company

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Spokesperson/Job Title Senior Assistant VP
Telephone number : (02)2321-5858
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III. Address and telephone number of head office, branch and plant

(I) Head Office

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Telephone number: (02)2321-5858

(II) Branch

1. Xinyi Branch

Address: No. 38, Songren Road, Xinyi District, Taipei City
Telephone number: (02)6622-8000

2. Jiaoxi Branch

Address: No. 1 and No. 2, Jiankang Road, Jiaoxi Township, Yilan County
Telephone number: (03)905-8000

3. Nanjing Branch

Address: No. 116, Songjiang Road, Zhongshan District, Taipei City
Telephone number: (02)6600-8000

IV. Name, address, website and telephone number of the stock transfer agency:

Stock transfer agency: Fubon Securities Co., Ltd. Telephone number: (02)2361-1300
Shareholder Services Department Website:
11th Floor, No. 17, Xuchang Street, Taipei City <https://www.fubon.com/securities/>

V. Name, firm, address, website and telephone number of the CPAs attesting the most recent annual financial statements.

Name of CPAs: Tsung-Hsi Lai and Chan-Yuan Tu
CPA firm: PwC Taiwan Telephone number: (02)2729-6666
Address: 27th Floor, No. 333, Section 1, Keelung Road, Taipei City
Website: <http://www.pwc.tw/>

VI. Name of stock exchange where the Company's securities are listed offshore, and the method by which to access information on the offshore securities: None.

VII. Company website: <http://www.mhh-group.com>

My Humble House Hospitality Management Consulting Co., Ltd.

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One. Letter to Shareholders

Ladies and gentlemen:

The Company operates a total of four hotel properties, employing a multi-brand strategy and regional differentiation positioning to provide travelers with comprehensive urban business and leisure vacation services, including:

- Sheraton Taipei Hotel – An international brand hotel located in the Taipei Main Station commercial district, which has been a landmark international five-star hotel in Taipei City since it commenced operations in 2002.
- Le Méridien Taipei – An international brand hotel located in the Xinyi District of Taipei City, which pioneered the trend of fashion, art, and culture in Taipei’s hotel industry and is deeply favored by international business people and travelers.
- Humble Boutique Hotel – A design-led urban hotel located in the Nanjing-Songjiang business district of Taipei City, targeting the boutique and high-end quality traveler segments.
- Mu Jiao Xi Hotel – A leisure resort hotel located in Jiaoxi, Yilan, which integrates hot springs, dining, and vacation experiences, targeting the leisure travel market.

In 2025, the Company’s overall revenue continued to demonstrate steady growth amid market competition and rising costs. In terms of room occupancy, the Company benefited from business activities and the hosting of large-scale international conventions and exhibitions, concerts, and sporting events, which boosted demand for accommodation from business and leisure travelers at urban hotels in Taipei City. As far as food and beverage are concerned, the Company managed to sustain steady growth in this area, owing primarily to banquets and high-end dining consumption.

I. The Company’s business results for 2025 are reported as follows:

(1) Results of Business Plan Implementation

For 2025, the Company recorded a consolidated revenue of NT\$5.17 billion, up 2.72% from 2024; and a consolidated net income after tax of NT\$216 million, down NT\$278 million from NT\$494 million in 2024.

(2) Budget Execution

As the Company did not disclose financial forecasts for 2025, there is no need to disclose the status of budget execution.

(3) Financial Performance and Profitability Analysis

Item		2024	2025
Capital structure	Debt-to-asset ratio (%)	88.04	86.36
	Ratio of long-term capital to property, plant, and equipment (%)	1,098.86	1,076.43
Solvency	Current ratio (%)	58.43	68.52
	Quick ratio (%)	52.80	63.46
Profitability	Return on assets (%)	4.81	2.78
	Return on equity (%)	36.27	13.70
	Net profit margin (%)	9.81	4.17
	Earnings per share (NT\$)	5.39	2.36

(4) Research and Development (R&D) Status

As the Company operates in the international tourist hotel industry, this section is not applicable.

II. Business Plan and Development Strategy:

In response to the challenges and opportunities in the overall hospitality market in 2026, the Company has outlined three major strategic operational directions, aimed at bolstering our competitiveness and enhancing our overall profit structure.

(I) Business Marketing Strategy

- Reallocate resources to expand the profit structure
Sales and marketing resources are concentrated on high-value customer segments and high-margin product lines. Differentiated price-volume strategies are adopted for peak and off-peak seasons to ensure the maximization of yield.
- Leverage data to establish market advantage and placement efficiency
With in-depth market deconstruction and regional demand forecasting, alongside cross-analysis of marketing databases, precision marketing models are introduced to enhance closing efficiency and per-transaction value.
- Enhance brand premium and market share through differentiated products
Product portfolios with topical appeal and experiential scarcity are developed while leveraging brand advantages to drive high-end market demand and increase market share.

(II) Workforce Planning

The overall manpower shortage has been alleviated through diversified recruitment, while job redesign has been implemented to assign repetitive and simple tasks to interns, allowing full-time employees to focus on their professional core and on service deepening. Combined with the Group's tiered training courses, service quality and productivity are continuously enhanced to achieve "precise talent utilization and maximization of organizational efficiency."

(III) Digital Development

- Technical Implementation
The Company aims to strengthen hardware and network infrastructure, as well as integrate Group employee accounts and task management systems, with a view to building a stable, reliable, and secure digital foundation with consistency and scalability. In addition, the Company plans to further centralize management of data and information flows to achieve digital process improvement and enhance operational efficiency.
- Operational Empowerment
An "Operational Dashboard" is presented through data integration and analysis, allowing operations executives to quickly and effectively keep track of operational status. The Group's third-party services are integrated to strengthen the Humble House Life app and activate point application scenarios to increase application usage rates. The introduction of back-of-house systems is evaluated to reduce information

synchronization and communication costs and improve administrative processes and efficiency.

III. Effects of the External Competitive Environment, Regulatory Environment, and Overall Business Environment

Looking ahead to 2026, the overall tourism and hospitality industry is anticipating numerous changes and challenges due to factors such as rising geopolitical risks, global political and economic uncertainty, the decline of the domestic travel market, rising operating costs, and the entry of new international hotel brands. The Company will not only consolidate our market leadership position, but also bolster our brand value and enhance customer service experience and employee satisfaction through digital applications, talent reinforcement, precision marketing strategies, green accommodation, and Travel Sustainable badge, with the aim of continuously delivering superior operating results for our shareholders.

My Humble House Hospitality Management
Consulting Co., Ltd.



Chairman: Tsai, Po-Han



Two. Corporate Governance Report

I. Information on directors, supervisors, president, vice presidents, assistant vice presidents, and officers of departments and branches

(I) Information on directors

1. Directors

March 28, 2026; Unit: shares

Job title (Note 1)	Nationality or place of registration	Name	Gender Age (Note 2)	Date elected	Term of office	Date first elected (Note 3)	Shareholding when elected		Shareholding at present		Shareholding of spouse and minor children at present		Shareholding in the name of others		Major professional experience and education background (Note 4)	Concurrent positions in the Company and other companies at present	Spouse or relatives within the second degree of kinship who are managerial officers, directors or supervisors of the Company			Remark (Note 5)
							Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Chairman	R.O.C.	Po-Han Tsai	Male 41 – 50 years old	2025.06.03	3 years	2000.01.11	124,741	0.14	124,741	0.14	-	-	-	-	B.S. in Hotel Management, University of San Francisco MBA, Peter F. Drucker Academy Hotel Services, Hawaii, USA Chairman and CEO of the Company	Note 6	Director	Ellie Lai	Relative by marriage	Note 5
Director	R.O.C.	Camellian Co. Ltd.	-	2025.06.03	3 years	2013.06.13	7,112,743	7.77	7,112,743	7.77	-	-	-	-	-	-	-	-	-	-
	R.O.C.	Representative: Ellie Lai	Female 61 – 70 years old	2025.06.03	3 years	2002.07.25	60,803	0.07	60,803	0.07	-	-	-	-	Bachelor of Music, City University of Vancouver, Canada Chairman and Vice Chairman of the Company	Note 7	Chairman	Po-Han Tsai	Relative by marriage	-
Director	R.O.C.	Xuan Wei Investment Co., Ltd.	-	2025.06.03	3 years	2014.12.05	14,080,228	15.38	14,100,228	15.41	-	-	-	-	-	-	-	-	-	-
	R.O.C.	Representative: Chia-Hsuan Tsai	Female 41 – 50 years old	2025.06.03	3 years	2015.12.15	-	-	-	-	-	-	-	-	Bachelor of Architecture, Rhode Island School of Design Master of Architecture, Columbia University	Note 8	-	-	-	-
Director	R.O.C.	Jih Sun Investment Co., Ltd. (Note 16)	-	2025.06.03	3 years	2008.04.17	676,231	0.74	676,231	0.74	-	-	-	-	-	-	-	-	-	-
	R.O.C.	Representative: Chih-Jung Kan	Female 41 – 50 years old	2025.06.03	3 years	2025.06.03	-	-	-	-	-	-	-	-	B.S. in Accounting, Fu Jen Catholic University Assistant Accounting Manager, TutorABC Inc.	Note 9	-	-	-	-
Director	R.O.C.	Tung-Fang-Mei Enterprises Co. Ltd.	-	2025.06.03	3 years	2008.04.17	15,474,546	16.91	15,474,546	16.91	-	-	-	-	-	-	-	-	-	-
	R.O.C.	Representative: En-Cheng Lu	Male 71 – 80 years old	2025.06.03	3 years	2008.04.17	-	-	-	-	-	-	-	-	Pepperdine University, USA Bachelor of International Business Administration,	Note 10	Director	Chuan-Fang Cheng	Spouse	-
Director	R.O.C.	Tung-Fang-Mei Enterprises Co. Ltd.	-	2025.06.03	3 years	2008.04.17	15,474,546	16.91	15,474,546	16.91	-	-	-	-	-	-	-	-	-	-
	R.O.C.	Representative: Chuan-Fang Cheng	Female 71 – 80 years old	2025.06.03	3 years	2025.06.03	-	-	-	-	-	-	-	-	Bachelor of English Literature, Pepperdine University, USA	Note 11	Director	En-Cheng Lu	Spouse	-
Independent Director	R.O.C.	Tai-Hung Li	Male 51 – 60 years old	2025.06.03	3 years	2025.06.03	-	-	-	-	-	-	-	Ph.D. in Economics, Nankai University Chairman, Taiwan Fire & Marine Insurance Co., Ltd.	Note 12	-	-	-	-	
Independent Director	R.O.C.	Chao-Ming Wang	Male 61 – 70 years old	2025.06.03	3 years	2025.06.03	-	-	-	-	-	-	-	Master of Accounting, National Chengchi University Practicing Certified Public Accountant, PwC Taiwan (Note 17)	Note 13	-	-	-	-	
Independent Director	R.O.C.	Chien-Ju Liu	Male 61 – 70 years old	2025.06.03	3 years	2025.06.03	-	-	-	-	-	-	-	MBA and Master of Professional Accounting (MPAcc), University of Washington, Seattle President, Microtek International, Inc.	Note 14	-	-	-	-	
Independent Director	R.O.C.	Hsiang-Chung Chen	Male 51 – 60 years old	2025.06.03	3 years	2025.06.03	-	-	-	-	-	-	-	Bachelor of Industrial Engineering, Purdue University Director, Walsin Libwa Corporation Director, EasyCard Investment Holdings Co., Ltd. Independent Director, Teco Image Systems (TIS) Co., Ltd.	Note 15	-	-	-	-	

- Note 1: The names of corporate shareholders and their representatives should be listed separately (for those who are representatives of corporate shareholders, the names of corporate shareholders they represent should be indicated) and should be listed in the table shown under “2. Major shareholders of corporate shareholders” below.
- Note 2: List the actual age or express it in a range, such as 41 – 50 years old or 51 – 60 years old.
- Note 3: Enter the time when a first-time director or supervisor of the Company took office. If there is any interruption in service, an explanation should be included.
- Note 4: Experiences related to current position, such as having worked for the firm of the auditing and attesting CPAs or its affiliates during the above-mentioned period, the job title of the position and the duties performed should be specified.
- Note 5: If the Chairman and the President or equivalent positions (top managerial officers) of the Company are the same person, each other’s spouse or relative within first degree of kinship, the reason, rationality, necessity, countermeasures (such as increasing the number of independent directors and having a majority of directors who are not concurrently serving as employees or managerial officers, etc.) and related information should be described. As the Company is still actively observing and training the successor to the CEO, the Board of Directors approved on May 12, 2020 that the Chairman of the Company would perform the duties of the CEO due to the need for operational management. As the Chairman of the Board of Directors has been closely communicating with directors on the current status of the Company’s operations to enforce corporate governance, the following measures have been taken to enhance the roles of the Board of Directors and strengthen its supervisory functions: 1. On May 30, 2023, the Company elected an additional independent director at the Annual General Meeting. The four incumbent independent directors possess specialized expertise in the fields of commerce, accounting, finance, banking, and industry, respectively, and are able to effectively exercise their supervisory functions. 2. The Company arranges for each director to attend professional directorship courses every year in order for them to effectively perform their functions as a director. 3. Independent directors are allowed to fully discuss and make recommendations to the Board of Directors in all the functional committees to enhance the effectiveness of the operations of the Board of Directors. 4. The Company’s directors, other than the Chairman, are not concurrently employees or managerial officers, which is also helpful to the enforcement and promotion of corporate governance.
- Note 6: Chairman, Kan Shi Shan Fang Co., Ltd.; Chairman (Corporate Representative), My Humble House Restaurant Corporation; Chairman (Corporate Representative), Hanxi Investment Co., Ltd.; Chairman (Corporate Representative), Sheng Wei Investment Co., Ltd.; Chairman, My Humble House Co., Ltd.; Chairman, My Humble House Investment Co., Ltd.; and Supervisor, Han-Chun Co., Ltd.
- Note 7: Chairman, Camellian Co., Ltd.; Chairman, Humble House Hotel Co., Ltd.; Chairman, Ellie Lai Ltd.; Supervisor (Corporate Representative), My Humble House Investment Co., Ltd.; and Supervisor, My Humble House Co., Ltd.
- Note 8: Chairman, Noiz Architects
- Note 9: Assistant Manager, Kuo Ying Enterprise Co., Ltd.
- Note 10: Chairman, Tung-Fang-Mei Enterprises Co., Ltd.; Chairman, Taiwan Kanebo Cosmetics Co., Ltd.; Supervisor, Chia Lih Pau Chemical Co., Ltd.; and Supervisor, Chic Food and Beverage Co., Ltd.
- Note 11: Chairman, Espace Beauté International Co.; Chairman, Chia Lih Pau Chemical Co., Ltd.; Director, Chic Food and Beverage Co., Ltd.; Director, Tung-Fang-Mei Enterprises Co. Ltd.; and Supervisor, Promise Co., Ltd.
- Note 12: Chairman, Taiwan Fire & Marine Insurance Co., Ltd.; Director, Tung Sheng Development Co., Ltd.; Director, Ling Hang Investment Development Co., Ltd.; Director, Ling Hang Construction Co., Ltd.; Director, Ling Hang Jia Investment Industrial Co., Ltd.; Director, Sirtec International Co., Ltd.; Director, Sirtec International (BVI) Co., Ltd.; Director, Sirfa (B.V.I.) Co., Ltd.; Director, Sirlight Trading Co., Ltd.; Director, Sirtec (Dongguan) Plastic & Electronics Co., Ltd.; Director, Dongguan Sirtec Plastic & Electronics Co., Ltd.; Director, Dongguan Sirtec Optronics Co., Ltd.; Director, Zhuhai Sirtec Plastic & Electronics Co., Ltd.; Director, Sirtec International (Vietnam) Company Limited; Director, Zhuhai Sirtec Optronics Technology Co., Ltd.; Director, Ann Tong Industrial Co., Ltd.; Director, Forland Auto Trade Holding Co., Ltd.; Director, Navigator Financial Leasing Co., Ltd.; Director, Forland Auto (China) Investment Co., Ltd.; Director, Nanjing Ling Hang Tong Sheng Real Estate Management Consulting Co., Ltd.; and Independent director of Da Da Broadband Ltd.
- Note 13: Independent Director, Tung Mung Development Co., Ltd.; and Independent Director, Sea & Land Integrated Corp.
- Note 14: Independent Director, Microtek International, Inc.; Director, Fomex Technology Co., Ltd.; and Director, Everwin Investment Co., Ltd.
- Note 15: Chairman (Corporate Representative) and President, Mercuries Data Systems Ltd.; Chairman, Nanjing Mercuries Computer Software Development Co., Ltd.; Chairman (Corporate Representative), Mercuries Life Insurance Inc.; Director (Corporate Representative), Mercuries & Associates Holding, Ltd.; Director (Corporate Representative), Mercuries Information Ltd.; Director, Yangzheng Investment Co., Ltd.; Director, Shanghong Investment Co., Ltd.; Director (Corporate Representative), EasyCard Corporation; and Director, Yangzheng Investment Co., Ltd.
- Note 16: Zheng Xian Information Management Co., Ltd. was renamed Jih Sun Investment Co., Ltd. on November 26, 2025.
- Note 17: Independent Director Chao-Ming Wang previously served as a practicing certified public accountant (CPA) at the Audit Department of PwC Taiwan, primarily responsible for the audit and attestation of financial statements for TWSE/TPEx-listed companies. Despite previously participating in the Company’s audit projects, he stepped down as the Company’s attesting CPA in 2020 and resigned in 2023. As more than two years have elapsed to date, this complies with the independence requirements stipulated in the Regulations Governing Appointment of Independent Directors.

2. Major shareholders of corporate shareholders

March 28, 2026

Name of corporate shareholder	Major shareholders of the corporate shareholder and their shareholding percentages	
Xuan Wei Investment Co., Ltd.	Chun Sui Investment Industrial Co., Ltd.	100%
Camellian Co., Ltd.	Ellie Lai	99.80%
	Wen-Hsiang Lai	0.20%
Jih Sun Investment Co., Ltd.	Jih Sun Education Foundation	16.45%
	Jih Sheng Tang Investment Co., Ltd.	15.87%
	Shu-Yua Tsai	14.45%
	Kuo Yu Investment Development Co., Ltd.	10.07%
	Chen Yuan Enterprise Co., Ltd.	9.46%
	Heng Xing Investment Co., Ltd.	8.95%
	Jia Ying Investment Co., Ltd.	6.04%
	Da Mo Enterprises Co., Ltd.	5.26%
	Pin-Ying Chen	4.77%
	Kuo Ying Enterprise Co., Ltd.	2.60%
Tung-Fang-Mei Enterprises Co., Ltd.	En-Cheng Lu	65.00%
	Chuan-Fang Cheng	25.00%
	Yu-Hui Lu	10.00%

3. Major shareholders of corporate shareholder that are corporations

March 28, 2026

Name of corporation	Major shareholders of the corporation and their shareholding percentages	
Chun Sui Investment Industrial Co., Ltd.	Justice Around International S.A.	44.44%
	Chia-Hsuan Tsai	23.93%
	Chia-Wei Tsai	20.81%
	Pi-Chu Huang	10.82%

4. Disclosure of information on the professional qualification of directors and supervisors and the independence of independent directors

March 28, 2026

Criteria Name	Professional qualification and experience (Note 1)	Status of independence (Note 2)	Number of other public companies in which the individual is concurrently serving as an independent director
Po-Han Tsai	<p>B.S. in Hotel Management, University of San Francisco MBA, Peter F. Drucker Academy Hotel Services, Hawaii, USA Chairman and CEO of the Company</p> <p>Chairman Tsai, who holds a Bachelor's degree from a U.S. business school and has served in Hawaii and other hotels, is currently the Chairman and CEO of the Company with extensive experience in the Company's business.</p> <p>He has not been involved in any of the circumstances under Article 30 of the Company Act.</p>	Not applicable.	0
Chia-Hsuan Tsai	<p>Bachelor of Architecture, Rhode Island School of Design Master of Architecture, Columbia University</p> <p>Director Tsai is an architectural design professional with extensive international practical experience in hotel building and interior planning, spatial and landscape design.</p> <p>She has not been involved in any of the circumstances under Article 30 of the Company Act.</p>	Not applicable.	0
Ellie Lai	<p>Bachelor of Music, City University of Vancouver, Canada Chairman and Vice Chairman of the Company</p> <p>Director Lai has a wealth of aesthetic experience in hotel art design and space planning, and is familiar with the artwork market.</p> <p>She has not been involved in any of the circumstances under Article 30 of the Company Act.</p>	Not applicable.	0

Criteria Name	Professional qualification and experience (Note 1)	Status of independence (Note 2)	Number of other public companies in which the individual is concurrently serving as an independent director
En-Cheng Lu	<p>Department of International Business Administration, Pepperdine University, USA</p> <p>Director Lu has been in charge of a number of enterprises while possessing many years of experience in the management of multinational enterprises.</p> <p>He has not been involved in any of the circumstances under Article 30 of the Company Act.</p>	Not applicable.	0
Chuan-Fang Cheng	<p>Department of English Literature, Pepperdine University, USA</p> <p>Director Cheng has been in charge of a number of enterprises while possessing many years of experience in the management of multinational enterprises.</p> <p>She has not been involved in any of the circumstances under Article 30 of the Company Act.</p>	Not applicable.	0
Chih-Jung Kan	<p>B.S. in Accounting, Fu Jen Catholic University</p> <p>Assistant Accounting Manager, TutorABC Inc.</p> <p>Assistant Manager, Kuo Ying Enterprise Co., Ltd.</p> <p>Director Kan majored in accounting and possesses financial management and crisis management capabilities.</p> <p>She has not been involved in any of the circumstances under Article 30 of the Company Act.</p>	Not applicable.	0

Criteria Name	Professional qualification and experience (Note 1)	Status of independence (Note 2)	Number of other public companies in which the individual is concurrently serving as an independent director
Tai-Hung Li	<p>Ph.D. in Economics, Nankai University Chairman, Taiwan Fire & Marine Insurance Co., Ltd.</p> <p>Director Li, who holds a Ph.D. in Economics, serves as the chairman of a well-known domestic financial institution and a director of a TPEX-listed company while possessing extensive practical experience in business management.</p> <p>He has not been involved in any of the circumstances under Article 30 of the Company Act.</p>	<p>(1) None of the individual, his spouse, and relatives within the second degree of kinship or other relatives is a director, supervisor, or employees of the Company or its affiliates.</p> <p>(2) There have been no circumstances in which the individual, his spouse, or a relative within the second degree of kinship (or using the name of others) held shares of the Company.</p> <p>(3) He has not been a director, supervisor or employee of a company with which the Company has a specific relationship.</p> <p>(4) He has not received any compensation for providing business, legal, financial or accounting services to the Company or its affiliates in the most recent two years.</p>	1
Chao-Ming Wang	<p>Master of Accounting, National Chengchi University Practicing Certified Public Accountant of PwC Taiwan</p> <p>Director Wang holds a Master's degree in Accounting, and has obtained the qualification of a CPA in the R.O.C. He has served as a practicing accountant, possessing extensive practical experience in financial accounting.</p> <p>He has not been involved in any of the circumstances under Article 30 of the Company Act.</p>	<p>(1) None of the individual, his spouse, and relatives within the second degree of kinship or other relatives is a director, supervisor, or employees of the Company or its affiliates.</p> <p>(2) There have been no circumstances in which the individual, his spouse, or a relative within the second degree of kinship (or using the name of others) held shares of the Company.</p> <p>(3) He has not been a director, supervisor or employee of a company with which the Company has a specific relationship.</p> <p>(4) He has not received any compensation for providing business, legal, financial or accounting services to the Company or its affiliates in the most recent two years.</p>	2

Criteria Name	Professional qualification and experience (Note 1)	Status of independence (Note 2)	Number of other public companies in which the individual is concurrently serving as an independent director
Chien-Ju Liu	<p>MBA and Master of Professional Accounting (MPAcc), University of Washington, Seattle President, Microtek International, Inc.</p> <p>Director Liu, who holds a Master's degree from a U.S. business school, serves as an independent director of a Taiwan-listed company while possessing extensive practical experience in business administration.</p> <p>He has not been involved in any of the circumstances under Article 30 of the Company Act.</p>	<p>(1) None of the individual, his spouse, and relatives within the second degree of kinship or other relatives is a director, supervisor, or employees of the Company or its affiliates.</p> <p>(2) There have been no circumstances in which the individual, his spouse, or a relative within the second degree of kinship (or using the name of others) held shares of the Company.</p> <p>(3) He has not been a director, supervisor or employee of a company with which the Company has a specific relationship.</p> <p>(4) He has not received any compensation for providing business, legal, financial or accounting services to the Company or its affiliates in the most recent two years.</p>	1
Hsiang-Chung Chen	<p>Bachelor of Industrial Engineering, Purdue University Director, Walsin Lihwa Corporation Director, EasyCard Investment Holdings Co., Ltd. Independent Director, Teco Image Systems (TIS) Co., Ltd.</p> <p>Director Chen, who holds a Bachelor's degree in Industrial Engineering from the United States, serves as the chairman of a listed company while possessing extensive experience in business management.</p> <p>He has not been involved in any of the circumstances under Article 30 of the Company Act.</p>	<p>(1) None of the individual, his spouse, and relatives within the second degree of kinship or other relatives is a director, supervisor, or employees of the Company or its affiliates.</p> <p>(2) There have been no circumstances in which the individual, his spouse, or a relative within the second degree of kinship (or using the name of others) held shares of the Company.</p> <p>(3) He has not been a director, supervisor or employee of a company with which the Company has a specific relationship.</p> <p>(4) He has not received any compensation for providing business, legal, financial or accounting services to the Company or its affiliates in the most recent two years.</p>	0

5. Diversity and independence of the Board of Directors:

- (1) Diversity of the Board of Directors: Describe the Board of Directors' diversity policy, objectives and achievements. The diversity policy includes, but is not limited to, the criteria for selecting directors, the composition or proportion of the Board of Directors in terms of professional qualification and experience, gender, age, nationality and culture, and the specific objectives of the Company and the achievement of these objectives.
- The objectives of the Company's Board of Directors' diversity policy and their achievement can be found under "Two. Corporate Governance Report" > "(III) Operation of corporate governance and differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor" > "III. Composition and duties of the Board of Directors" in this annual report.

(2) Independence of the Board of Directors: Specify the number and proportion of independent directors, and state whether the Board of Directors is independent, as well as provide reasons as to whether any of the circumstances specified in Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act exists, including a description of the relationship between directors, supervisors, or between directors and supervisors, such as spouses and relatives within the second degree of kinship.

Among the 10 directors of the Company, there are 4 independent directors, accounting for 40% of all directors. There are no circumstances as provided in Paragraphs 3 and 4, Article 26-3 of the Securities and Exchange Act, including circumstances in which the directors, supervisors, or directors and supervisors are related to each other as spouses or relatives within second degree of kinship. Please refer to “Two. Corporate Governance Report” > “I. Information on directors, supervisors, president, vice presidents, assistant vice presidents, and officers of departments and branches” > “(I) Information on directors” in this annual report.

Note 1: Professional qualification and experience: Specify the professional qualification and experience of individual directors and supervisors; specify their accounting or financial background and work experience if they are members of the Audit Committee and have accounting or financial expertise; and state whether they are involved in any of the circumstances under the provisions of Article 30 of the Company Act.

Note 2: Specify the status of independence for independent directors, including but not limited to whether they, their spouses or relatives within the second degree of kinship, are directors, supervisors or employees of the Company or its affiliates; the number and percentage of shares held by them (or in the name of others); whether they are directors of companies with specific relationships with the Company (refer to Subparagraphs 5 to 8, Paragraph 1, Article 3 of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies); and the amount of remuneration they received from the Company or its affiliates for business, legal, financial and accounting services in the most recent two years.

(II) Information on president, vice president, assistant vice presidents, and officers of departments and branches

March 28, 2026 / Unit: shares

Job title (Notes 1 and 5)	Nationality	Name	Gender	Date elected (appointed)	Number of shares held		Shareholding of spouse and minor children at present		Shareholding in the name of others		Major professional experience and education background (Note 2)	Concurrent positions in other companies at present	Spouse or any relative within the second degree of kinship who is managerial officers of the Company			Remark (Note 3)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
President and CEO	R.O.C.	Po-Han Tsai	Male	2020.07.10	124,741	0.14	-	-	-	-	B.S. in Hotel Management, University of San Francisco MBA, Peter F. Drucker Academy Hotel Services, Hawaii, USA Chairman and CEO of the Company	Note 4	-	-	-	-
President of Food and Beverage Business	R.O.C.	Wei-Chin Li	Male	2026.01.19	-	-	-	-	-	-	Bachelor of Electrical Engineering, Far East University Chief Operating Officer, Wowprime Corp.	-	-	-	-	-
Vice President	R.O.C.	Kuei- Ling Min	Female	2012.10.01	1,641	0.00	-	-	-	-	Master in Finance, National Taiwan University of Science and Technology Assistant Vice President, Cross Pacific Venture Partners Inc. Manager of Investment Business Group, RITEK Corporation	-	-	-	-	-
Vice President	R.O.C.	Fang-Mei Wu	Female	2016.01.01	-	-	-	-	-	-	Bachelor of Clerical and Hotel Management, Tokyo YMCA Hotel Management College Assistant Vice President of Sales Department, Lai Lai Hotel Assistant Vice President of Sales Department, The Westin Taipei Assistant Vice President of Sales Department, Sheraton Grand Taipei Hotel Vice President, Humble House Taipei	-	-	-	-	-
Chief Financial Officer	R.O.C.	Yu-Nung Pan	Female	2013.05.06	1,641	0.00	-	-	-	-	MBA, Ming Chuan University Head of Accounting Section and Accounting Officer of Vietnam Plant, Tatung Chinaware Co., Ltd. Assistant Vice President of Finance and Accounting Division, Zenitron Corporation	-	-	-	-	-

Job title (Notes 1 and 5)	Nationality	Name	Gender	Date elected (appointed)	Number of shares held		Shareholding of spouse and minor children at present		Shareholding in the name of others		Major professional experience and education background (Note 2)	Concurrent positions in other companies at present	Spouse or any relative within the second degree of kinship who is managerial officers of the Company			Remark (Note 3)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Vice President	R.O.C.	Meng- Han Hsieh	Male	2023.09.01	2,872	0.00	-	-	-	-	Masters in European Political Science, Tamkang University Manager of Food and Beverage Department, Humble House Taipei Assistant Vice President of Food & Beverage Department, Mu Jiao Xi Hotel Assistant Vice President of Food & Beverage Department, Le Méridien Taipei Senior Assistant Vice President, Food and Beverage Department, Sheraton Grand Taipei Hotel (concurrently in charge of Le Méridien Taipei and Humble Boutique Hotel)	-	-	-	-	-
Vice President	R.O.C.	Pang- Yuan Li	Female	2023.09.01	-	-	-	-	-	-	Bachelor of Hotel Business Management, TransWorld University Assistant Vice President of Banquet & Conference Business Unit, Le Méridien Taipei Assistant Vice President of Banquet & Conference Business, Sheraton Taipei	-	-	-	-	-
Vice President	R.O.C.	Sung-Po Wang	Male	2023.09.01	-	-	-	-	-	-	Master of Business Administration, University of the Incarnate Word in Texas Assistant Vice President of Marketing, Mu Jiao Xi Hotel	-	-	-	-	-
Vice President	R.O.C.	Hui-Ling Tu	Female	2024.08.19	-	-	-	-	-	-	Campus College, CA General Manager, Hilton Taipei Sinban General Manager, Hotel ChamCham Taipei Assistant Executive of Guest Room Department, Humble House Taipei Assistant Executive of Hotel Room Division, Miramar Garden Taipei	-	-	-	-	-
Vice President	R.O.C.	Yu-Pai Wan	Female	2025.01.13	-	-	-	-	-	-	Bachelor of Arts, Tainan University of Applied Science and Technology Deputy General Manager, Caesar Park Hotel Kenting General Manager, Hotel ChamCham Taipei General Manager, arTree Hotel Taipei Director of Sales and Marketing, Sheraton Taitung Hotel	-	-	-	-	-
Vice President	R.O.C.	Wei-Kuo Ting	Male	2025.03.01	-	-	-	-	-	-	Bachelor of Information and Network Technology, Yuan Ze University Senior Manager, KKCompany Senior Manager, Assistant Manager, and Senior Engineer, KKBOX Engineer, PChome Online	-	-	-	-	-

Job title (Notes 1 and 5)	Nationality	Name	Gender	Date elected (appointed)	Number of shares held		Shareholding of spouse and minor children at present		Shareholding in the name of others		Major professional experience and education background (Note 2)	Concurrent positions in other companies at present	Spouse or any relative within the second degree of kinship who is managerial officers of the Company			Remark (Note 3)
					Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage			Job title	Name	Relationship	
Executive Chinese Chef	R.O.C.	Chu-Wei Lin	Male	2025.05.01	-	-	-	-	-	-	Executive Chef, The Guest House Executive Chef, POUYUENJI	-	-	-	-	-

Note 1: Information on president, vice presidents, assistant vice president, and officers of departments and branches should be included, and any position equivalent to the position of President, Vice President or Assistant Vice President, regardless of the job titles, should also be disclosed.

Note 2: Experiences related to current position, such as having worked for the firm of the auditing and attesting CPAs or its affiliates during the above-mentioned period, the job title of the position and the duties performed should be specified.

Note 3: If the President or equivalent (top managerial officer) and the Chairman are the same person, each other's spouse or a relative within the first degree of kinship, the reason, rationality, necessity, countermeasures (such as increasing the number of independent directors and having a majority of directors who are not concurrently serving as employees or managerial officers, etc.) and related information should be described.

As the Company is still actively observing and training the successor to the CEO, the Board of Directors approved on May 12, 2020 that the Chairman of the Company would perform the duties of the CEO due to operational management needs. The Chairman of the Board of Directors has been closely communicating with directors on the current status of the Company's operations to enforce corporate governance, and the following measures have been taken to enhance the roles of the Board of Directors and strengthen its supervisory functions: 1. The Company elected an additional independent director at the annual general meeting of shareholders on May 30, 2023. The three existing independent directors are specialized in the fields of business, finance, treasury and industry, respectively, and are able to effectively perform their supervisory functions. 2. The Company arranges for each director to attend professional directorship courses every year to enable them to effectively perform their functions as a director. 3. Independent directors are allowed to fully discuss and make recommendations to the Board of Directors in all the functional committees to enhance the effectiveness of the operations of the Board of Directors. 4. The Company's directors, other than the Chairman, are not concurrently serving as employees or managerial officers, which is also helpful to the enforcement and promotion of corporate governance.

Note 4: Chairman, Kan Shi Shan Fang Co., Ltd.; Chairman (Corporate Representative), My Humble House Restaurant Corporation; Chairman (Corporate Representative), Hanxi Investment Co., Ltd.; Chairman (Corporate Representative), Sheng Wei Investment Co., Ltd.; Chairman, My Humble House Co., Ltd.; Chairman, My Humble House Investment Co., Ltd., and Supervisor, Han-Chun Co., Ltd.

Note 5: Kao-Yi Chiu was dismissed on December 31, 2025.

II. Remuneration for directors, supervisors, president and vice presidents for the most recent year (2025)

(I) Remuneration for directors

Unit: thousands of NT\$; %

Job title	Name	Remuneration for directors								Sum of A, B, C and D and its proportion to net profit after tax		Remuneration for concurrently serving as an employee								Sum of A, B, C, D, E, F and G and its proportion to net profit after tax		Remuneration from investees other than subsidiaries or the parent company		
		Base compensation (A)		Severance and pension (B)		Profit-sharing compensation for directors (C)		Business execution expenses (Note 1) (D)				Salary, bonus and special allowance (E)		Severance and pension (F)		Profit-sharing compensation for employees (G)								
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	Cash amount	Stock amount	Cash amount	Stock amount	The Company	All companies in the financial statements			
Chairman	Po-Han Tsai	6,223	6,223	-	-	295	295	620	1,640	7,138	8,158	-	-	-	-	61	-	61	-	7,199	8,219	3.34%	3.81%	10
Director	Camellian Co. Ltd.	-	-	-	-	296	296	-	-	296	296	-	-	-	-	-	-	-	-	296	296	0.14%	0.14%	None
	Representative: Ellie Lai	120	120	-	-	-	-	20	20	140	140	-	-	-	-	-	-	-	-	140	140	0.06%	0.06%	7,817
Director	Xuan Wei Investment Co., Ltd.	120	120	-	-	296	296	25	25	441	441	-	-	-	-	-	-	-	-	441	441	0.20%	0.20%	15
	Representative: Chia-Hsuan Tsai	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	None
Director	Jih Sun Investment Co., Ltd. (Note 4)	120	120	-	-	296	296	-	-	416	416	-	-	-	-	-	-	-	-	416	416	0.19%	0.19%	None
	Representative: Miao-Hua Kao (Note 5)	-	-	-	-	-	-	10	10	10	10	-	-	-	-	-	-	-	-	10	10	0.00%	0.00%	None
	Representative: Chih-Jung Kan (Note 6)	-	-	-	-	-	-	20	20	20	20	-	-	-	-	-	-	-	-	20	20	0.01%	0.01%	None
Director	Tung-Fang-Mei Enterprises Co. Ltd.	120	120	-	-	296	296	10	10	426	426	-	-	-	-	-	-	-	-	426	426	0.20%	0.20%	None
	Representative: En-Cheng Lu	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	None
Director	Tung-Fang-Mei Enterprises Co. Ltd.	120	120	-	-	296	296	25	25	441	441	-	-	-	-	-	-	-	-	441	441	0.20%	0.20%	None
	Representative: Chuan-Fang Cheng	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	None
Independent Director	Liang Chang (Note 5)	150	150	0	0	123	123	5	5	278	278	-	-	-	-	-	-	-	-	278	278	0.13%	0.13%	None
Independent Director	Mei-Chi Ling (Note 5)	150	150	0	0	123	123	10	10	283	283	-	-	-	-	-	-	-	-	283	283	0.13%	0.13%	5
Independent Director	Chien-Ping Chen (Note 5)	150	150	0	0	123	123	10	10	283	283	-	-	-	-	-	-	-	-	283	283	0.13%	0.13%	None
Independent Director	Hsiang-Chung Chen	360	360	0	0	295	295	25	25	680	680	-	-	-	-	-	-	-	-	680	680	0.32%	0.32%	None
Independent Director	Tai-Hung Li (Note 6)	210	210	0	0	172	172	20	20	402	402	-	-	-	-	-	-	-	-	402	402	0.19%	0.19%	None
Independent Director	Chao-Ming Wang (Note 6)	210	210	0	0	172	172	20	20	402	402	-	-	-	-	-	-	-	-	402	402	0.19%	0.19%	None
Independent Director	Chien-Ju Liu (Note 6)	210	210	0	0	172	172	20	20	402	402	-	-	-	-	-	-	-	-	402	402	0.19%	0.19%	None

Note 1: The expenses include the costs for company cars, but do not include NT\$1,013 thousand in related compensation for drivers.

Note 2: The base remuneration for directors is handled in accordance with the Company's Articles of Incorporation, which stipulates that the Board of Directors is authorized to determine the value of directors' participation and contribution to the Company's operations while taking into account industry standards. The profit-sharing compensation for directors is handled in accordance with the Company's Articles of Incorporation. The Remuneration Committee takes into consideration the performance of the Board of Directors as a whole, the Company's operating results and future operations when making proposals on profit-sharing compensation. Upon approval by resolution of the Board of Directors and adoption by the shareholders' meeting, profit-sharing compensation will be distributed based on the value of directors' participation in and contribution to the Company's operations.

Note 3: In addition to the above disclosure, the remuneration received by directors of the Company for services rendered by the directors (e.g., as non-employee consultants, etc. to the parent company, any companies in the financial statements or investees) in the most recent year: None.

Note 4: Zheng Xian Information Management Co., Ltd. was renamed Jih Sun Investment Co., Ltd. on November 26, 2025.

Note 5: Resigned on June 3, 2025.

Note 6: Elected on June 3, 2025.

(II) Remuneration for president and vice presidents for the most recent year

1. Remuneration for president and vice presidents

Unit: thousands of NT\$; %

Job title	Name	Salary (A)		Severance and pension (B)		Bonus and allowance (C) (Note 1)		Profit-sharing compensation for employees (D)				Sum of A, B, C and D and its proportion to net profit after tax (%)		Remuneration from investees other than subsidiaries or the parent company
		The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company		All companies in the financial statements		The Company	All companies in the financial statements	
								Cash amount	Stock amount	Cash amount	Stock amount			
President and CEO	Po-Han Tsai (Note 2)	31,666	31,666	1,127	1,127	12,870	13,890	599	-	599	-	46,262 21.45%	47,282 21.92%	15
Vice President	Kuei-Ling Min													
Vice President	Fang-Mei Wu													
Chief Financial Officer	Yu-Nung Pan													
Vice President	Meng-Han Hsieh													
Vice President	Pang-Yuan Li													
Vice President	Sung-Po Wang													
Vice President	Hui-Ling Tu													
Vice President	Kao-Yi Chiu (Note 3)													
Vice President	Yu-Pai Wan (Note 4)													
Vice President	Wei-Kuo Ting (Note 5)													
Executive Chinese Chef	Chu-Wei Lin (Note 6)													

Note 1: The expenses include the costs for company cars, but do not include NT\$1,013 thousand in related compensation for drivers.

Note 2: As the Chairman of the Company also serves as the Chief Executive Officer, remuneration for directors, the President, and Vice Presidents in the table above includes the Chairman's remuneration and the relevant remuneration received for concurrently serving as an employee.

Note 3: Kao-Yi Chiu assumed office on January 13, 2025, and was dismissed on December 31, 2025.

Note 4: Yu-Pai Wan assumed office on January 13, 2025.

Note 5: Wei-Kuo Ting assumed office on March 1, 2025.

Note 6: Chu-Wei Lin assumed office on May 1, 2025.

Range of remuneration

Range of remuneration for the President and Vice Presidents of the Company	Name of President and Vice President	
	The Company	All companies in the financial statements
Less than NT\$1,000,000	—	—
NT\$1,000,000 (inclusive)—NT\$2,000,000 (exclusive)	—	—
NT\$2,000,000 (inclusive)—NT\$3,500,000 (exclusive)	Sung-Po Wang, Yu-Pai Wan, Wei-Kuo Ting, Chu-Wei Lin, and Kao-Yi Chiu	Sung-Po Wang, Yu-Pai Wan, Wei-Kuo Ting, Chu-Wei Lin, and Kao-Yi Chiu
NT\$3,500,000 (inclusive)—NT\$5,000,000 (exclusive)	Meng-Han Hsieh, Pang-Yuan Li, Fang-Mei Wu, Yu-Nung Pan, Kuei-Ling Min, and Hui-Ling Tu	Meng-Han Hsieh, Pang-Yuan Li, Fang-Mei Wu, Yu-Nung Pan, Kuei-Ling Min, and Hui-Ling Tu
NT\$5,000,000 (inclusive)—NT\$10,000,000 (exclusive)	Po-Han Tsai	Po-Han Tsai
NT\$10,000,000 (inclusive)—NT\$15,000,000 (exclusive)	—	—
NT\$15,000,000 (inclusive)—NT\$30,000,000 (exclusive)	—	—
NT\$30,000,000 (inclusive)—NT\$50,000,000 (exclusive)	—	—
NT\$50,000,000 (inclusive)—NT\$100,000,000 (exclusive)	—	—
More than NT\$100,000,000	—	—
Total	12 persons in total	12 persons in total

(III) Name of managerial officers who have received remuneration for employees and the status of distribution for the most recent year

Employee remuneration for 2025 at the Company has been approved by resolution of the Board of Directors on March 9, 2026, but has yet to be reported at the Annual General Meeting.

Unit: thousands of NT\$

	Job title	Name	Stock amount	Cash amount	Total	Proportion of total amount to net profit after tax (%)
Managerial officer	President and CEO	Po-Han Tsai	—	599	599	0.28%
	Vice President	Kuei-Ling Min				
	Vice President	Fang-Mei Wu				
	Chief Financial Officer	Yu-Nung Pan				
	Vice President	Meng-Han Hsieh				
	Vice President	Pang-Yuan Li				
	Vice President	Sung-Po Wang				
	Vice President	Hui-Ling Tu				
	Vice President	Yu-Pai Wan				
	Vice President	Wei-Kuo Ting				
	Executive Chinese Chef	Chu-Wei Lin				

(IV) Compare and describe the total remuneration paid to directors, supervisors, president, and vice presidents in the most recent two years by the Company and all companies in the consolidated financial statements as a percentage of net profit after tax; and explain the policy, criteria, and package for the payment of remuneration, the procedures for determining remuneration, and their correlation with business performance and future risks.

Analysis of the proportion of total remuneration to net profit after tax:

Unit: %

Job title	Proportion to net profit after tax (%)	2024		2025	
		The Company	All companies in the financial statements	The Company	All companies in the financial statements
Director		2.12%	2.24%	5.62%	6.09%
President and Vice President		7.29%	7.41%	21.45%	21.92%

Note: As the Chairman of the Company also serves as the Chief Executive Officer, remuneration for directors, the President, and Vice Presidents in the table above includes the Chairman's remuneration and the relevant remuneration received for concurrently serving as an employee.

2. The Company's policy, criteria and package for the payment of remuneration, the procedures for determining remuneration, and their correlation with business performance and future risks.

(1) The base remuneration for directors is handled in accordance with the Company's Articles of Incorporation, which stipulates that the Board of Directors is authorized to determine the value of directors' participation and contribution to the Company's operations while taking into account industry

standards. The profit-sharing compensation for directors is handled in accordance with the Company's Articles of Incorporation. The Remuneration Committee takes into consideration the performance of the Board of Directors as a whole, the Company's operating results and future operations when making proposals on profit-sharing compensation. Upon approval by resolution of the Board of Directors and adoption by the shareholders' meeting, profit-sharing compensation will be distributed based on the value of directors' participation in and contribution to the Company's operations. Remuneration for directors shall be handled in accordance with the Company's Regulations Governing the Salary and Remuneration for Directors.

- (2) Remuneration for the President and Vice Presidents is determined based on their respective positions and responsibilities, taking into account the prevailing market salary levels for such roles within the industry and the level of their contributions toward the achievement of the Company's annual operational goals. The proposal is evaluated and presented by the Chairman, and then submitted to the Remuneration Committee for deliberation before it is sent to the Board of Directors for resolution.
- (3) Both annual business performance and future risks will affect the remuneration paid to directors, president and vice presidents by the Company.

III. Operation of Corporate Governance

(I) Operation of the Board of Directors

The Board of Directors met a total of 6 times (A) during the most recent year (2025), where the attendance of directors is listed as follows:

Job title	Name	Attendance in person (B)	Attendance by proxy	Percentage of attendance in person (%) (B/A)	Note
Chairman	Po-Han Tsai	6	0	100%	Re-elected (Number of expected attendance was 6) Director re-election on June 3, 2025
Director	Camellian Co. Ltd. Representative: Ellie Lai	4	2	67%	Re-elected (Number of expected attendance was 6) Director re-election on June 3, 2025
Director	Xuan Wei Investment Co., Ltd. Representative: Chia-Hsuan Tsai	5	1	83%	Re-elected (Number of expected attendance was 6) Director re-election on June 3, 2025
Director	Jih Sun Investment Co., Ltd. Former representative:	6	0	100%	Re-elected (Number of expected attendance was 6)

Job title	Name	Attendance in person (B)	Attendance by proxy	Percentage of attendance in person (%) (B/A)	Note
	Miao-Hua Kao Representative: Chih-Jung Kan				Director re-election on June 3, 2025
Director	Tung-Fang-Mei Enterprises Co. Ltd. Representative: En-Cheng Lu	2	4	33%	Re-elected (Number of expected attendance was 6) Director re-election on June 3, 2025
Director	Tung-Fang-Mei Enterprises Co. Ltd. Representative: Chuan-Fang Cheng	5	1	83%	Re-elected (Number of expected attendance was 6) Director re-election on June 3, 2025
Independent Director	Liang Chang	1	1	50%	Former (Number of expected attendance was 2) Director re-election on June 3, 2025
Independent Director	Mei-Chi Ling	2	0	100%	Former (Number of expected attendance was 2) Director re-election on June 3, 2025
Independent Director	Chien-Ping Chen	2	0	100%	Former (Number of expected attendance was 2) Director re-election on June 3, 2025
Independent Director	Hsiang-Chung Chen	5	1	83%	Re-elected (Number of expected attendance was 6) Director re-election on June 3, 2025
Independent Director	Tai-Hung Li	4	0	100%	New (Number of expected attendance was 4) Director re-election on June 3, 2025
Independent Director	Chao-Ming Wang	4	0	100%	New (Number of expected attendance was 4) Director re-election on June 3, 2025
Independent Director	Chien-Ju Liu	4	0	100%	New (Number of expected attendance was 4) Director re-election on June 3, 2025

Other matters required to be recorded:

1. If any of the following circumstances occurs in the operations of the Board of Directors, the date, period, proposal content, all independent directors' opinions and the Company's handling of their opinions should be described:

(1) Matters listed in Article 14-3 of the Securities and Exchange Act

Session and date of Board meeting	Content of proposal	Independent directors' opinions	The Company's handling of independent directors' opinions
16th meeting of the 9th term on 2025.03.07	Professional fees of the Company's attesting CPAs for 2025	None	None
2nd meeting of the 10th term on 2025.08.07	Amendment to certain provisions of the Company's Procedures for Acquisition or Disposal of Assets	None	None
3rd meeting of the 10th term on 2025.11.10	1. Approval of endorsements/guarantees for subsidiaries 2. Approval of amendment to certain provisions of the Company's Internal Control System and Internal Audit Implementation Rules	None	None

- (2) In addition to the previous matters, other board resolutions that have been opposed or reserved by independent directors with records or written statements: None.

2. For the implementation of a director's recusal for being an interested party in a proposal, the director's name, the content of proposal, the reasons for recusal and his or her participation in voting should be stated: None.
3. TWSE/TPEX listed companies should disclose information on the evaluation timeframe, scope, method and criteria of the self (or peer) evaluation of the Board of Directors. The implementation of performance evaluation for the Board of Directors is as follows:

Performance evaluation for the Board of Directors: The Company has established the Rules for Self-Evaluation or Peer Evaluation of the Board of Directors on May 12, 2020, and has issued performance self-evaluation questionnaires to all members of the Board of Directors in November of each year to conduct self-evaluation of themselves since 2020.

Evaluation frequency	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Once every year	2024.07.01 – 2025.06.30	The entire Board of Directors	Internal self-evaluation of the Board of Directors	<p>The measurement items for the performance evaluation of the Board of Directors cover the following five areas:</p> <ul style="list-style-type: none"> ● Level of participation in the Company’s operations ● Improvement of the quality of the Board’s decision-making ● Composition and structure of the Board of Directors ● Election and continuing education of the directors ● Internal control <p>Based on the results of the most recent performance evaluation for the Board of Directors in 2025, the overall weighted average score of the Board’s self-evaluation was 97.50 points (out of 100 points), resulting in a rating of “Good.” The results of the 2025 evaluation were reported to the Board of Directors on March 9, 2026.</p>
		Individual Board members	Self-evaluation of Board members	<p>The measurement items for the performance evaluation of Board members cover the following six areas:</p> <ul style="list-style-type: none"> ● Familiarity with the Company’s goals and missions ● Understanding of the duties and responsibilities of a director ● Level of participation in the Company’s operations ● Internal relationship management and communication ● Professional expertise and continuing education of the director ● Internal control <p>Based on the results of the most recent performance evaluation for the Board of Directors in 2025, the overall weighted average score of the Board members’ self-evaluation was 96.12 points (out of 100 points), resulting in a rating of “Good.” The results of the 2025 evaluation were reported to the Board of Directors on March 9, 2026.</p>
			Internal self-evaluation of functional committees	<p>For the measurement of the performance evaluation of functional committees, please refer to “(2) Operation of the Audit Committee” > “4. Performance Evaluation Results of the Audit Committee” and “(4) Composition and Operation of the Remuneration Committee or Nomination Committee” > “2. Information on the operation of the Remuneration Committee” in this annual report.</p>

4. Evaluation of the objective for enhancing the functions of the Board of Directors (e.g., establishing an audit committee, enhancing information transparency, etc.) and its implementation in the current year and the most recent year:

On November 10, 2025, the Company’s Board of Directors approved the proposal on the “renewal of liability insurance for directors and managerial officers.”

(II) Operation of the Audit Committee

The Audit Committee met a total of 4 times (A) during the most recent year (2025), where the attendance of independent directors is listed as follows:

Job title	Name	Attendance in person (B)	Attendance by proxy	Percentage of attendance in person (%) (B/A)	Note
Independent Director	Mei-Chi Ling	2	0	100%	Outgoing (Number of expected attendance was 2) Director re-election on June 3, 2025
Independent Director	Liang Chang	1	1	50%	Outgoing (Number of expected attendance was 2) Director re-election on June 3, 2025
Independent Director	Chien-Ping Chen	2	0	100%	Outgoing (Number of expected attendance was 2) Director re-election on June 3, 2025
Independent Director	Hsiang-Chung Chen	3	1	75%	Re-elected (Number of expected attendance was 4) Director re-election on June 3, 2025
Independent Director	Tai-Hung Li	2	0	100%	Incoming (Number of expected attendance was 2) Director re-election on June 3, 2025
Independent Director	Chao-Ming Wang	2	0	100%	Incoming (Number of expected attendance was 2) Director re-election on June 3, 2025
Independent Director	Chien-Ju Liu	2	0	100%	Incoming (Number of expected attendance was 2) Director re-election on June 3, 2025

Other matters required to be recorded:

1. If any of the following circumstances occurs in the operation of the Audit Committee, the date, period, content of proposal, resolution of the Audit Committee, and the Company's handling of the Audit Committee's opinions should be described:
 - (1) Matters listed in Securities and Exchange Act Article 14-5: The Audit Committee held a total of 4 meetings in 2025, where the details of the resolutions are provided in Note 1. The Audit Committee approved all matters listed in Article 14-5 of the Securities and Exchange Act without objection.
 - (2) In addition to the aforementioned matters, other matters that have not been approved by the Audit Committee but approved by more than two-thirds of all directors: None.
2. For the implementation of an independent director's recusal for being an interested party in a proposal, the independent director's name, the content of proposal, the reasons for recusal and his or her participation in voting should be stated: None
3. Communication between the independent directors, the Chief Internal Auditor, and CPAs (where major matters, methods, and results of communication on the Company's financial and business conditions, etc. should be included):
 - (1) The Company's Chief Internal Auditor regularly communicates with the Audit Committee on the matters instructed in official letters issued by the competent authorities and the status of improvement for such matters, the results of quarterly audit reports and the implementation of follow-up reports, the audit plan and implementation focus for the following year, and the implementation of the self-evaluation of the internal control system.
 - (2) The Company's attesting CPAs regularly report the key audit findings of the financial statements and other communication matters required by the relevant laws and regulations at the Audit Committee meetings twice a year, and report to the Audit Committee in a timely manner if there are special circumstances.
Please refer to Note 2 and Note 3 for a summary of the historical communication between the independent directors and the Chief Internal Auditor and CPAs for 2025.
4. Results of performance evaluation for the Audit Committee
The Company conducts performance evaluation for the Audit Committee at the end of the year. The measurement items for the performance evaluation of members of the Audit Committee are listed in the following table:

Evaluation frequency	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Once every year	2024.07.01 – 2025.06.30	Individual committee member	Internal self-evaluation of functional committees	<p>The measurement items for the performance evaluation of members of the Audit Committee cover the following five areas:</p> <ul style="list-style-type: none"> ● Level of participation in the Company's operations ● Understanding of the duties and responsibilities of the Audit Committee ● Improvement of the quality of the Audit Committee's decision-making ● Composition of the Audit committee and election of its members ● Internal control <p>According to the results of the most recent performance evaluation for the Audit Committee in 2025, the overall weighted average score of the self-evaluation is 96.00 points (out of 100), resulting in a rating of "Good." The results of the 2025 evaluation were reported to the Board of Directors on March 9, 2026.</p>

Note 1: Contents of resolutions of the Audit Committee meetings

Term	Meeting	Date of meeting	Content of proposal
3rd	12th	2025.03.07	<p>I. Report items:</p> <ol style="list-style-type: none"> 1. Internal audit report for the fourth quarter of 2024. 2. Related party transactions report. 3. Changes in inventory of display items. <p>II. Discussion items:</p> <ol style="list-style-type: none"> 1. Resolution to approve the Company's business report and financial statements for 2024. 2. Resolution to approve the Company's earnings appropriation for 2024. 3. Resolution to approve the Company's proposal on cash distribution from capital reserve. 4. Resolution to approve the issuance of the Company's Statement on Internal Control System for 2024. 5. Resolution to approve the evaluation of the independence of the Company's attesting CPAs. 6. Resolution to approve the professional fees of the Company's attesting CPAs for 2025. 7. Resolution to approve the release of non-compete restrictions from newly elected directors and their representatives. <p>The above resolutions were approved at the 16th meeting of the 9th term Board of Directors of the Company.</p>
3rd	13th	2025.05.07	<p>I. Report items:</p> <ol style="list-style-type: none"> 1. Internal audit report for the first quarter of 2025. 2. Related party transactions report.

Term	Meeting	Date of meeting	Content of proposal
			<p>II. Discussion items:</p> <p>Resolution to approve the Company's consolidated financial statements for the first quarter of 2025.</p> <p>The above resolution was approved at the 17th meeting of the 9th term Board of Directors of the Company.</p>
4th	1st	2025.08.07	<p>I. Report items:</p> <ol style="list-style-type: none"> 1. Internal audit report for the second quarter of 2025. 2. Related party transactions report. 3. Changes in inventory of display items. <p>II. Discussion items:</p> <ol style="list-style-type: none"> 1. Resolution to approve the Company's consolidated financial statements for the second quarter of 2025. 2. Resolution to approve amendment to certain provisions of the Company's Procedures for Acquisition or Disposal of Assets. 3. Resolution to approve the Company's 2024 sustainability report. <p>The above resolutions were approved at the 2nd meeting of the 10th term Board of Directors of the Company.</p>
4th	2nd	2025.11.10	<p>I. Report items:</p> <ol style="list-style-type: none"> 1. Internal audit report for the third quarter of 2025. 2. Business plan and budget report for 2026. 3. Related party transactions report. 4. Changes in inventory of display items. <p>II. Discussion items:</p> <ol style="list-style-type: none"> 1. Resolution to approve the Company's consolidated financial statements for the third quarter of 2025. 2. Resolution to approve the provision of endorsements/guarantees for subsidiaries. 3. Resolution to approve the establishment of the Company's audit plan for 2026. 4. Resolution to approve amendment to certain provisions of the Company's Internal Control System and Internal Audit Implementation Rules. <p>The above resolutions were approved at the 3rd meeting of the 10th term Board of Directors of the Company.</p>

Note 2: Summary of communication between independent directors and the Chief Internal Auditor

The Company's Chief Internal Auditor regularly communicates with the independent directors through meetings of the Audit Committee, with the corresponding key points detailed as follows:

Date	Nature	Matters communicated	Communication results
2025.03.07	Audit Committee	<ol style="list-style-type: none"> 1. Presented a report on internal audit operations, and explained internal control deficiencies and corresponding improvement plans. 2. Presented a report on the matters instructed in official letters issued by the regulatory authority and the status of improvement to such matters, as well as responded to inquiries. 3. Issued the Company's Statement on Internal Control System for 2024. 	After communication and discussion, the independent directors had no objection to the report on the results of audit operations.
2025.05.07	Audit Committee	<ol style="list-style-type: none"> 1. Presented a report on internal audit operations, and explained internal control deficiencies and corresponding improvement plans. 2. Presented a report on the matters instructed in official letters issued by the regulatory authority and the status of improvement to such matters, as well as responded to inquiries. 	After communication and discussion, the independent directors had no objection to the report on the results of audit operations.
2025.08.07	Audit Committee	<ol style="list-style-type: none"> 1. Presented a report on internal audit operations, and explained internal control deficiencies and corresponding improvement plans. 2. Presented a report on the matters instructed in official letters issued by the regulatory authority and the status of improvement to such matters, as well as responded to inquiries. 	After communication and discussion, the independent directors had no objection to the report on the results of audit operations.
2025.11.10	Audit Committee	<ol style="list-style-type: none"> 1. Presented a report on internal audit operations, and explained internal control deficiencies and corresponding improvement plans. 2. Presented a report on the matters instructed in official letters issued by the regulatory authority and the status of improvement to such matters, as well as responded to inquiries. 3. Adopted the Company's audit plan for 2026. 	After communication and discussion, the independent directors had no objection to the report on the results of audit operations.

Note 3: Summary of communication between independent directors and CPAs.

Date	Nature	Key points of communication	Communication results
2025.03.07	Audit Committee	The CPAs reported and explained the audit method and results for the Company's parent company only and consolidated financial statements for 2024 to the Audit Committee.	The CPAs engaged in discussions and communication with regard to questions raised by the Audit Committee members and other attendees. No opinion was raised by the Audit Committee during this meeting.
2025.11.10	Audit Committee	The accountant reported important matters regarding the Company's financial statements for 2025 to the Audit Committee.	The CPAs engaged in discussions and communication with regard to questions raised by the Audit Committee members and other attendees. No opinion was raised by the Audit Committee during this meeting.

(III) Operation of corporate governance and differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	
I. Has the Company formulated and disclosed its corporate governance practice principles in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?	V		The Company has established the Corporate Governance Best Practice Principles based on the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, which were approved by the Board of Directors and disclosed on the Market Observation Post System (MOPS) and the Company's website. The same applies to amendments thereto.	No material difference.
II. The Company's ownership structure and shareholder equity (I) Has the Company established internal operating procedures to handle shareholder recommendations, doubts, disputes and litigations, and implemented them in accordance with the procedures?	V		The Company has dedicated investor relations personnel, where a spokesperson or acting spokesperson is charged with handling suggestions or responding to questions from investors. There was no litigation with shareholders.	No material difference.
(II) Does the Company maintain a list of the major shareholders who exercise actual control over the Company and the ultimate controllers of such major shareholders?	V		The Company keeps track of the shareholdings of directors, managerial officers and major shareholders with 10% ownership or more, and reports changes in their shareholdings on a monthly basis as required by law.	No material difference.
(III) Has the Company established and implemented risk control and firewall mechanisms between affiliates?	V		All transactions between the Company and our affiliates are conducted in accordance with laws and regulations, while relevant regulations are established in the internal control system as required by law.	No material difference.

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	
(IV) Has the Company formulated internal regulations to prevent insiders from trading securities using undisclosed information on the market?	V		<p>The Company has established internal regulations within our internal control system under “Internal Management Procedures CT-16 - Procedures for Handling Material Internal Information and Prevention of Insider Trading.” In addition, the Company’s Audit Committee and Board of Directors, which met on March 11, 2022, approved amendments to the internal control system to prohibit insiders from trading marketable securities using unpublished information in the market, with reference to the latest version of the Corporate Governance Best Practice Principles, by adding provisions to prohibit insider trading of stocks before the release of financial and business results.</p> <p>In addition, the Board of Directors approved amendments to the Procedures for Handling Material Inside Information in January 2023.</p>	No material difference.
<p>III. Composition and duties of the Board of Directors.</p> <p>(I) Has the Board of Directors formulated and implemented a diversity policy on membership?</p>	V		<p>1. The Board of Directors’ diversity policy:</p> <p>(1) The composition of the Board of Directors shall take into account the Company’s operational structure, business development direction, future development trends, and other needs, along with assessments on various areas of diversity, such as basic composition (e.g., gender, nationality, age, etc.), professional/industry experience, and professional knowledge and skills (e.g., accounting, law, risk management, information technology, etc.).</p> <p>(2) A diverse Board of Directors with different perspectives and opinions will enhance the quality of decision-making and benefit the Company’s shareholders and other stakeholders.</p>	No material difference.

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>(3) The Board of Directors and management attach importance to inclusion and diversity, aimed at supporting the Company's values.</p> <p>2. Diversity management objectives and their implementation status:</p> <p>(1) The Company prioritizes gender equality in the composition of the Board of Directors, with a target of at least 30% female representation. Currently, the Board of Directors consists of 10 members, of which 4 are female, representing 40% of all Board members.</p> <p>(2) The Board of Directors supports and oversees management's initiatives to increase the percentage of female senior managerial officers.</p> <p>(3) Please refer to Note 1 for details on the overall competency and age distribution of the Board of Directors.</p> <p>3. The diversity policy, management objectives and their implementation status are disclosed on the Company's official website simultaneously.</p>	
(II) Aside from the Remuneration Committee and the Audit Committee established in accordance with law, has the Company voluntarily set up other functional committees?		V	The Company has established the Remuneration Committee and the Audit Committee as required by law. There are currently no plans to establish other functional committees.	In the future, the Company will handle related matters based on the actual needs of the Company's operations or in accordance with laws and regulations.
(III) Has the Company formulated the measures and methods for the performance		V	The Company approved the Rules for Self-Evaluation or Peer Evaluation of the Board of Directors in 2020. The Company conducts self-evaluation	No material difference.

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	
<p>evaluation of the Board of Directors?</p> <p>Does the Company conduct performance evaluations annually and regularly, report the results of performance evaluations to the Board of Directors, and use them as a reference for individual directors' remuneration and nomination for reappointment?</p>			<p>or peer evaluation of the Board of Directors and individual directors on a regular basis every year. After the questionnaires are collected, the organizing unit of the Board of Directors will conduct an analysis in accordance with the aforementioned rules and report the results to the Board of Directors, along with recommendations for improvement. These suggestions will be used as a key reference for individual directors' remuneration and nomination for re-election.</p> <p>The implementation status and results of performance evaluations for the Board of Directors and individual directors for 2024 were reported to the Board of Directors on March 7, 2025.</p> <p>Having concluded the performance evaluation of the Board of Directors and individual directors for 2025 in November 2025, the evaluation results and directions for future improvement were reported at the Board of Directors' meeting held in March 2026.</p> <p>For the implementation status, please refer to "III. Operations of Corporate Governance" > "(I) Operation of the Board of Directors" > "Other matters required to be recorded" > "3." in this annual report.</p>	
<p>(IV) Does the Company regularly evaluate the independence of attesting CPAs?</p>	V		<p>The Company has established the evaluation items on the independence of CPAs in accordance with Audit Quality Indicators (AQIs), Article 47 of the Certified Public Accountant Act and the provisions of the Bulletin of Norm of Professional Ethics for Certified Public Accountant of the Republic of China No. 10 "Integrity, Objectivity and Independence," while evaluating the independence of the CPAs on a regular basis (once a year), where the results are submitted to the Audit Committee and the Board of Directors for approval.</p> <p>The Company appointed CPAs from PwC Taiwan, namely Tsung-Hsi Lai,</p>	No material difference.

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>and Chan-Yuan Tu, for 2025. After evaluating the independence and competence of the CPAs with reference to Audit Quality Indicators (AQIs), the evaluation results were found to be satisfactory with no concerns. The appointment was subsequently reviewed and approved by the Audit Committee and the Board of Directors in March 2025.</p> <p>Please refer to Note 2 in the following table for details, which is also disclosed on the Company's official website.</p>	
<p>IV. Does the Company, as a listed company, have suitable and appropriate number of corporate governance personnel and appoint a corporate governance officer to be responsible for corporate governance related matters (including but not limited to providing information necessary for directors and supervisors to perform their business, assisting directors and supervisors to comply with laws and regulations, conducting board meeting and shareholders' meeting related matters in accordance with law, handling company registration and alteration registration, and preparing minutes of board meetings and shareholders' meetings, etc.)?</p>	V		<p>In alignment with the addition of Article 3-1 to the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, the Company's Board of Directors passed a resolution in 2019 to establish a functional executive position charged with corporate governance affairs, encompassing a range of duties and responsibilities, such as handling matters related to Board of Directors' and shareholders' meetings in accordance with the law, assisting directors with their appointment and continuing education, providing information required for directors to perform their duties, assisting directors in regulatory compliance, and other matters prescribed by the Articles of Incorporation or contracts. Furthermore, the Company has appointed Vice President Min of the Chairman's Office, who possesses a wealth of management experience in shareholder services and board secretarial affairs for public companies, as Chief Corporate Governance Officer.</p> <p>Implementation status of the business of the Company's Chief Corporate Governance Officer in 2025 is as follows:</p> <p>1. Arranged and confirmed the time for all directors to attend Board of Directors' meetings, and assisted them in holding 6 Board meetings and 1 annual general meeting in 2025.</p>	No material difference.

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>2. Arranged courses to assist the Company's directors in completing their continuing education.</p> <p>3. Acted as the liaison between the Company's management team and the directors.</p> <p>4. Supervised the Company in completing the corporate governance self-evaluation for 2025.</p> <p>5. Reported the implementation status of corporate governance, ethical corporate management and sustainable development to the Board of Directors on a regular basis (at least once a year).</p> <p>Please refer to Note 3 for details on the status of continuing education for the Company's Chief Corporate Governance Officer in 2025.</p>	
V. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, customers and suppliers, etc.) and a special section for stakeholders on the Company's website, and responded appropriately to important corporate social responsibility (CSR) issues that are of concern to stakeholders?	V		The Company maintains good communication with employees, suppliers, investors, consumers, etc. through labor-management meetings, procurement, finance and other dedicated units. In addition, the Company has set up a stakeholder section on the Company's website aimed at responding appropriately to important CSR issues of concern to stakeholders.	No material difference.
VI. Has the Company appointed a professional stock affairs agency to handle matters for shareholders' meetings?	V		The Company appoints Fubon Securities Co., Ltd. to provide shareholders services	No material difference.

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	
VII. Information disclosure (I) Has the Company set up a website to disclose finance and business matters and information on corporate governance?	V		The Company has set up an official website: http://www.mhh-group.com to disclose information to disclose finance and business matters and information on corporate governance.	No material difference.
(II) Has the Company adopted other means of information disclosure (such as setting up an English website, appointing dedicated personnel responsible for the collection and disclosure of Company information, implementing a spokesperson system, posting the Company's investor conferences onto its website, etc.)?	V		A spokesperson and an acting spokesperson have been appointed in accordance with the regulations. Dedicated personnel are assigned to file various types of financial and business information on the MOPS and handle information disclosure on the Company's website. Information related to investor conferences are also available on the MOPS.	No material difference.
(III) Does the Company publicly announce and file annual financial statements within two months after the end of the fiscal year, and the financial statements for the first, second and third quarters and the monthly operating status before the prescribed deadline?		V	The Company publishes and reports annual financial statements, which have been signed or sealed by the chairman, the managerial officer and the chief accounting officer, and audited and attested by the CPAs, approved by the Board of Directors and adopted by the Audit Committee, within 75 days after the end of each fiscal year in accordance with the law. Furthermore, the Company publishes and reports financial statements, which have been signed or sealed by the chairman, the managerial officer and the chief accounting officer, reviewed by the CPAs, approved by the Board of Directors and adopted by the Audit Committee, within 45 days after the end of the first, second and third quarters of each fiscal year. On the other hand, the Company also publishes and reports the status of our operations for the previous month by the 10th day of each month.	In the future, the Company will handle related matters based on the Company's operational needs or in accordance with the laws and regulations.

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	
VIII. Does the Company have other important information that is helpful to understand its implementation of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, stakeholder rights, continuing education of directors and supervisors, implementation of risk management policies and risk measurement standards, implementation of customer policies, the Company's purchase of liability insurance for directors and supervisors, etc.)?	V		<p>(1) Employee rights and employee care: In order to safeguard employees' livelihood and promote social security, all employees of the Company are enrolled in labor insurance, the National Health Insurance program, and the labor pension system. Furthermore, the Company provides group insurance as an employee right, aimed at demonstrating care and consideration for employees' well-being.</p> <p>The Company provides various benefits, such as free meals, lockers, uniforms, work safety shoes and various protective gears, childcare subsidies and annual health checkups, spring party, domestic and foreign trips, and annual bonuses. The Company selects outstanding employees every quarter and presents them with certificates, free meal vouchers, free hotel accommodation vouchers or bonuses as incentives.</p> <p>(2) Investor relations: The Company discloses all our information on the MOPS as required by law, and appoints a spokesperson and an acting spokesperson to establish good channels of communication with investors.</p> <p>(3) Supplier relations: The Company follows the established procurement policies and payment internal control system for dealings with suppliers, and establishes partnerships with them based on the concept of equality and mutual benefits to maintain a long-term relationship. The Company also utilizes contract clauses and vendor evaluation to get a better quality of supply.</p>	No material difference.

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>(4) Stakeholder rights The Company maintains good communication with employees, customers, suppliers, etc., and handles their opinions and suggestions appropriately.</p> <p>(5) Continuing education for directors: In order to implement corporate governance, the Company takes the initiative to inform directors of relevant corporate governance information and arranges from time to time for directors to take further education courses in the areas of finance, business and corporate governance in accordance with the reference example of the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies. Please refer to Note 4 for related contents.</p> <p>(6) Implementation status of risk management policies and risk measurement standards: The Company has established a risk management framework for information security management issues. The Company currently has set up the Information Security Committee to review the information security governance policies of the Group and subsidiaries, monitor information security operations, and report regularly to the Board of Directors on the status of information security governance audits. The President and the Head of Information Division are responsible for information security governance, planning, supervision and implementation, in order to build up all-round information security capabilities and awareness of information security among employees. The Information Security</p>	

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>Audit Unit comprises members of the Company's Information Division and Audit Office, whereas the Information Security Management Unit includes the tier-one officer of each department. Each hotel has professional information staff, who are responsible for handling matters related to information system security prevention and crisis management, in order to prevent computer network crime and crisis and thus maintain information system security. The Company establishes a security control mechanism for the computer network system to ensure the security of network transmission data, protect the network operation, and prevent the leakage of confidential information caused by unauthorized access to the system.</p> <p>In addition to strengthening network security management for cross-company computer network systems, the Company also installs anti-virus software internally and sets up external network firewalls to prevent computer viruses and offensive malware from invading and paralyzing the Company's network system. Employees are educated on the concept of using legal software in the right way, so that they establish a correct understanding of the threat of computer viruses, thereby further enhancing their vigilance on information security. When setting user accounts and passwords, employees should avoid using passwords that can be easily identified and guessed, and should not leave passwords blank and change them regularly. The accounts of former employees are verified and deactivated to prevent data leakage. In addition, the Company has set up web application firewall (WAF) protection against new types of network attacks while conducting quarterly vulnerability scans to identify weaknesses in the Company's</p>	

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>website in advance and strengthen protection.</p> <p>To prevent data leakage, a data leakage protection (DLP) monitoring system has also been set up to continuously protect data security.</p> <p>The IT infrastructure is regularly reviewed and optimized by a professional network security company on a quarterly basis. At present, the Company has also started evaluating the information security insurance, with the intention of facilitating risk transfer in the event of a cybersecurity incident, thereby mitigating operational risks to the Company.</p> <p>While the above security protections are expected in hopes of reducing information security risks, regular internal control self-evaluation of website vulnerability scanning is conducted to prevent information security risks before they occur, with regular disaster drills carried out to establish SOPs for various conditions for compliance in the event of an information security incident. The Company also establishes complete backup information of all systems and system host backup work, checks backup records daily, and restores operation to the goal of continuous operation without interruption in the shortest possible time when an information security incident or system damage occurs.</p> <p>(7) Implementation status of customer policy: Customer feedback and customer satisfaction serve as the driving force behind the growth of the Company's operations. Upholding a customer-oriented service attitude, the Company strives to create refreshing and innovative dining experiences for our guests, while fostering strong relationships with customers built on integrity and passion.</p>	

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	
			(8) The Company's purchase of liability insurance for directors: The Company completed the renewal of liability insurance for directors, including the insured amount, coverage and premium rate, which was reported to the Board of Directors in November 2025.	

IX. Explain the improvements made based on the results of the Corporate Governance Evaluation released by the Corporate Governance Center of Taiwan Stock Exchange Corporation in the most recent year and provide priority areas for improvement that have yet to be addressed and corresponding measures.

For the results of the most recent Corporate Governance Evaluation, the priority areas for improvement are detailed as follows:

Item	No.	Indicator	Description
1.	1.1	Does the Company report the remuneration received by directors at the annual general meeting of shareholders, including the remuneration policy and the content and amount of individual remuneration content?	The Company will prudently conduct internal evaluations as needed and enhance information disclosure.
2.	1.3	Does the Company have more than half of the directors and the convener of the Audit Committee present in person at the annual general meeting of shareholders? Is the attendance list disclosed in the meeting minutes?	The Company will prudently conduct internal evaluations as needed and enhance information disclosure.
3.	2.14	Has the Company established functional committees other than those required by law, such as a nomination committee, risk management committee, or sustainable development committee, comprising no fewer than three members, of whom more than half are independent directors and at least one member possesses the professional expertise required for the committee? Has the Company disclosed the composition, duties, and operation status of these committees?	The Company will prudently conduct internal assessments as needed.
4.	2.22	Is the Company supervised by the Audit Committee or a functional committee at the Board level (e.g., Risk Management Committee) regarding risk management? Has the Company established risk management policies and procedures approved by the Board of Directors? Does the Company disclose the organizational structure of risk management, risk management	The Company will prudently conduct internal assessments as needed.

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	
			procedures, and their implementation status, and report them to the Board of Directors at least once a year?	
5.	2.23		Has the performance evaluation method for the Board of Directors established by the Company been approved by the Board of Directors, specifying that one external evaluation should be conducted at least once every three years? Has the evaluation been carried out in the assessment year or the preceding two years, with the implementation status and results disclosed on the Company's website or in the annual report?	The Company will prudently conduct internal evaluations as needed and enhance information disclosure.
6.	3.4		Did the Company publicly announce and file the annual financial statements audited and attested by CPAs within two months after the end of the fiscal year?	The Company will prudently conduct internal assessments as needed.
7.	3.6		Does the Company disclose the interim financial report in English within two months after the filing deadline of the Chinese version?	The Company will prudently conduct internal assessments as needed.
8.	3.18		Has the Company established an English website that includes financial, business, and corporate governance information?	The Company will prudently conduct internal evaluations as needed and enhance information disclosure.
9.	3.20		Has the Company been invited to independently hold at least two investor conferences, disclose complete audio/video links for at least two of those meetings, and ensure that the first and last investor conferences during the evaluation year were held three months apart? If the Company holds investor conferences at least once a quarter or holds conference to report on quarterly operational performance, an additional point will be awarded.	The Company will prudently conduct internal assessments as needed.

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	

Note 1: Overall competency and age distribution of the Board of Directors:

Name of director	Diversity criteria	Gender	Concurrently serving as an employee of the Company	Operational judgment ability	Accounting and financial analysis ability	Business management ability	Crisis management ability	Industry knowledge	International market perspective	Leadership ability	Decision-making ability	Law	Age
Po-Han Tsai		Male	✓	✓		✓	✓	✓	✓	✓	✓		41 – 50
Ellie Lai		Female		✓		✓	✓	✓	✓	✓	✓		61 – 70
Chia-Hsuan Tsai		Female		✓				✓	✓		✓		41 – 50
Chih-Jung Kan		Female			✓	✓	✓			✓	✓		41 – 50
En-Cheng Lu		Male				✓	✓	✓	✓	✓	✓		71 – 80
Chuan-Fang Cheng		Female				✓	✓	✓	✓	✓	✓		71 – 80
Tai-Hung Li (Independent Director)		Male		✓	✓	✓	✓		✓	✓	✓	✓	51 – 60
Chao-Ming Wang (Independent Director)		Male			✓	✓	✓	✓				✓	61 – 70
Chien-Ju Liu (Independent Director)		Male			✓	✓	✓		✓	✓	✓		61 – 70
Hsiang-Chung Chen (Independent Director)		Male		✓		✓	✓		✓	✓	✓	✓	51 – 60

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	

Note 2: Evaluation criteria for the independence of CPAs

Item	Results
1. As of the most recent attestation, there has been no such situation as not having replaced the CPA for seven years.	■ Yes □ No
2. The CPA has no significant financial interests with the client.	■ Yes □ No
3. The CPA has no inappropriate relationship with the client.	■ Yes □ No
4. The CPA shall ensure the integrity, impartiality and independence of his or her associates.	■ Yes □ No
5. The CPA shall not audit and attest the financial statements of the organizations he or she served within two years prior to the date of the CPA's practice.	■ Yes □ No
6. The CPA's name shall not be used by others.	■ Yes □ No
7. The CPA has not held any shares of the Company or its affiliates.	■ Yes □ No
8. The CPA has no monetary lending or borrowing with the Company and its affiliates.	■ Yes □ No
9. The CPA has no joint investment or benefit-sharing relationship with the Company or its affiliates.	■ Yes □ No
10. The CPA has no regular employment with the Company or its affiliates for a fixed remuneration	■ Yes □ No
11. The CPA is not involved in the management function of making decisions for the Company or its affiliates.	■ Yes □ No
12. The CPA has not engaged in any other business that may compromise his or her independence.	■ Yes □ No
13. The CPA has no spouse or relatives within the second degree of kinship in the Company's management.	■ Yes □ No
14. The CPA has not received any commission in connection with the business of the Company	■ Yes □ No
15. To date, the CPA has neither received any disciplinary action nor undermined the principle of independence.	■ Yes □ No
16. The CPA has carried out evaluation of the Audit Quality Indicators (AQIs)	■ Yes □ No

Evaluation item	Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
	Yes	No	Summary	

Note 3: Status of continuing education for the Chief Corporate Governance Officer:

Chief Corporate Governance Officer	Date of training	Organized by	Course title	Training hours
Kuei-Ling Min	2025/05/07	Taiwan Corporate Governance Association	Employee Compensation and Incentive Tools with Case Studies	3
	2025/08/07	Taiwan Corporate Governance Association	How Businesses Innovate to Boost Profitability in the Digital Economy Era	3
	2025/08/08	Securities and Futures Institute	Analysis of IFRS S1 and S2 and Corporate Strategies for Addressing Risks and Opportunities	3
	2025/09/26	Securities and Futures Institute	2025 Insider Trading Prevention Awareness Seminar	3

Note 4: Status of continuing education for directors

Name of director	Date of training	Organized by	Course title	Training hours
Po-Han Tsai	2025/05/07	Taiwan Corporate Governance Association	Employee Compensation and Incentive Tools with Case Studies	3
	2025/08/07	Taiwan Corporate Governance Association	How Businesses Innovate to Boost Profitability in the Digital Economy Era	3
Xuan Wei Investment Co., Ltd. Representative: Chia-	2025/05/07	Taiwan Corporate Governance Association	Employee Compensation and Incentive Tools with Case Studies	3
	2025/08/07	Taiwan Corporate Governance Association	How Businesses Innovate to Boost Profitability in the Digital Economy Era	3

Evaluation item		Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.
		Yes	No	Summary	
Hsuan Tsai			Association	Digital Economy Era	
Camellian Co. Ltd. Representative: Ellie Lai	2025/05/07		Taiwan Corporate Governance Association	Employee Compensation and Incentive Tools with Case Studies	3
	2025/08/07		Taiwan Corporate Governance Association	How Businesses Innovate to Boost Profitability in the Digital Economy Era	3
Tung-Fang-Mei Enterprises Co. Ltd. Representative: Chuan-Fang Cheng	2025/05/07		Taiwan Corporate Governance Association	Employee Compensation and Incentive Tools with Case Studies	3
	2025/08/07		Taiwan Corporate Governance Association	How Businesses Innovate to Boost Profitability in the Digital Economy Era	3
Tung-Fang-Mei Enterprises Co. Ltd. Representative: En-Cheng Lu	2025/05/07		Taiwan Corporate Governance Association	Employee Compensation and Incentive Tools with Case Studies	3
	2025/08/07		Taiwan Corporate Governance Association	How Businesses Innovate to Boost Profitability in the Digital Economy Era	3
Jih Sun Investment Co., Ltd. Representative: Chih-Jung Kan	2025/08/07		Taiwan Corporate Governance Association	How Businesses Innovate to Boost Profitability in the Digital Economy Era	3
	2025/09/25		Taiwan Securities Association	Aligning with IFRS Sustainability Disclosure Standards and Internal Control Systems for Sustainability Information Management	3
Hsiang-Chung Chen	2025/08/07		Taiwan Corporate Governance Association	How Businesses Innovate to Boost Profitability in the Digital Economy Era	3
	2025/08/07		Taiwan Corporate Governance Association	How Businesses Innovate to Boost Profitability in the Digital Economy Era	3
Chao-Ming Wang	2025/12/05		Securities and Futures Institute	A New Paradigm in Corporate Hedging: Navigating Exchange Rate Challenges and Asset Management	3

Evaluation item		Operation status			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor.	
		Yes	No	Summary		
				Trends		
		2025/12/15	Taipei Foundation of Finance	Let the Transition Begins: Key Highlights of Transition from Corporate Governance Evaluation to ESG Evaluation in 2026	3	
			2025/12/19	Taipei Foundation of Finance	Outlook 2026: Key Indicators and Trend Analysis of the International Political and Economic Landscape	3
	Tai-Hung Li		2025/09/04	Taiwan Corporate Governance Association	Introduction to Anti-Money Laundering Regulations and Analysis of Practical Case Studies	1
			2025/09/04	Taiwan Corporate Governance Association	Information Sharing on the Implementation of IFRS 17 by Non-life Insurance Companies	3
			2025/09/04	Taiwan Corporate Governance Association	ESG-related Legal Issues for Board Consideration	3
	Chien-Ju Liu		2025/08/07	Taiwan Corporate Governance Association	How Businesses Innovate to Boost Profitability in the Digital Economy Era	3
			2025/08/22	Securities and Futures Institute	Current Status and Future Development of Virtual Asset Regulation	3

(IV) Composition and operation of the Remuneration Committee or Nomination Committee

1. Information on members of the Remuneration Committee

Position (Note 1)	Name	Criteria Professional qualification and experience (Note 2)	Status of independence (Note 3)	Number of other public companies in which the individual is concurrently serving as a member of the Remuneration Committee
Independent Director Convener	Hsiang-Chung Chen	<p>Bachelor of Industrial Engineering, Purdue University Director, Walsin Lihwa Corporation Director, EasyCard Investment Holdings Co., Ltd. Independent Director, Teco Image Systems (TIS) Co., Ltd.</p> <p>Committee Member Chen, who holds a Bachelor's degree in Industrial Engineering from the United States, serves as the chairman of a listed company while possessing extensive experience in business management. He is currently an independent director, a member of the Audit Committee and the convener of the Remuneration Committee at the Company.</p>	<p>Please refer to "Two. Corporate Governance Report" > "I. Information on directors, supervisors, president, vice presidents, assistant vice presidents, and officers of departments and branches" > "(I) Information on directors" > "4. Disclosure of information on the professional qualification of directors and supervisors and the independence of independent directors" in this annual report.</p>	0
Independent Director	Chao-Ming Wang	<p>Master of Accounting, National Chengchi University Practicing Certified Public Accountant, PwC Taiwan</p> <p>Committee Member Wang holds a Master's degree in Accounting, and has obtained the qualification of a CPA in the R.O.C. He has served as a practicing accountant, possessing extensive practical experience in financial accounting. He is currently an independent director, the convener of the Audit Committee, and a member of the Remuneration Committee at the Company.</p>	<p>Please refer to "Two. Corporate Governance Report" > "I. Information on directors, supervisors, president, vice presidents, assistant vice presidents, and officers of departments and branches" > "(I) Information on directors" > "4. Disclosure of information on the professional qualification of directors and supervisors and the independence of independent directors" in this annual report.</p>	2
Independent Director	Tai-Hung Li	<p>Ph.D. in Economics, Nankai University Chairman, Taiwan Fire & Marine Insurance Co., Ltd.</p> <p>Committee Member Li, who holds a Ph.D. in Economics, serves as the chairman of a well-known domestic financial institution and a director of a TPEX-listed company while possessing extensive practical experience in business management. He is currently an independent director, a member of the Audit Committee, and a member of the Remuneration Committee at the Company.</p>	<p>Please refer to "Two. Corporate Governance Report" > "I. Information on directors, supervisors, president, vice presidents, assistant vice presidents, and officers of departments and branches" > "(I) Information on directors" > "4. Disclosure of information on the professional qualification of directors and supervisors and the independence of independent directors" in this annual report.</p>	1

Position (Note 1)	Name	Criteria	Status of independence (Note 3)	Number of other public companies in which the individual is concurrently serving as a member of the Remuneration Committee
Independent Director	Chien-Ju Liu	Professional qualification and experience (Note 2) MBA and Master of Professional Accounting (MPAcc), University of Washington, Seattle President, Microtek International, Inc. Committee Member Liu, who holds a Master's degree from a U.S. business school, serves as an independent director of a Taiwan-listed company while possessing extensive practical experience in business administration. He is currently an independent director, a member of the Audit Committee, and a member of the Remuneration Committee at the Company.	Please refer to "Two. Corporate Governance Report" > "I. Information on directors, supervisors, president, vice presidents, assistant vice presidents, and officers of departments and branches" > "(I) Information on directors" > "4. Disclosure of information on the professional qualification of directors and supervisors and the independence of independent directors" in this annual report.	1

Note 1: Specify the relevant years of service, professional qualification and experience, and status of independence for each member of the Remuneration Committee. If the committee member is an independent director, a note may be added to refer to the relevant content in "Information on directors." Please enter either independent director or other for position (If the member is the convener, please add a note).

Note 2: Specify the professional qualification and experience of each member of the Remuneration Committee.

Note 3: Status of independence: Describe the status of independence for members of the Remuneration Committee, including but not limited to whether they, their spouses or relatives within the second degree of kinship, are directors, supervisors or employees of the Company or its affiliates; the number and percentage of shares held by them (or in the name of others); whether they are directors of companies with specific relationships with the Company (refer to Subparagraphs 5 to 8, Paragraph 1, Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); and the amount of remuneration they received from the Company or its affiliates for business, legal, financial and accounting services in the most recent two years.

2. Information on the operation of the Remuneration Committee

- (1) The Company's Remuneration Committee is composed of 4 members in total.
- (2) Term of office for the current committee members: June 3, 2025 to June 2, 2028. In the most recent year (2025), the Remuneration Committee met a total of 5 times (A), where the qualification and attendance of the committee members are detailed as follows:

Job title	Name	Attendance in person (B)	Attendance by proxy	Percentage of attendance in person (%) (B/A)	Remark
Former convener	Chien-Ping Chen	2	0	100%	Outgoing (Number of expected attendance was 2) Director re-election on June 3, 2025
Committee member	Liang Chang	1	1	50%	Outgoing (Number of expected attendance was 2) Director re-election on June 3, 2025
Committee member	Mei-Chi Ling	2	0	100%	Outgoing (Number of expected attendance was 2) Director re-election on June 3, 2025
Convener	Hsiang-Chung Chen	4	1	80%	Re-elected (Number of expected attendance was 5) Director re-election on June 3, 2025
Committee member	Tai-Hung Li	3	0	100%	Incoming (Number of expected attendance was 3) Director re-election on June 3, 2025
Committee member	Chao-Ming Wang	3	0	100%	Incoming (Number of expected attendance was 3) Director re-election on June 3, 2025
Committee member	Chien-Ju Liu	3	0	100%	Incoming (Number of expected attendance was 3) Director re-election on June 3, 2025

Other matters required to be recorded:

- ① If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, please state the date, session, content of proposal, resolution of the Board, and the Company's handling of the Committee's opinions (if the salary and remuneration approved by the Board of Directors is better than the recommendation proposed by the Remuneration Committee, the difference and reasons should be stated): None.
- ② For the resolutions of the Remuneration Committee, if any member of the Remuneration Committee has a dissenting or qualified opinion regarding a resolution with records or written statements, the date, session, content of

proposal, all the committee members' opinions, and handling of the committee members' opinions should be stated: None.

The discussion items and resolutions of the Remuneration Committee in 2025 are detailed in Note 1.

③ Results of performance evaluation for the Remuneration Committee

At the end of each fiscal year, the Company conducts a performance evaluation of the Remuneration Committee for that year. The measurement items for the performance evaluation of members of the Remuneration Committee are listed as follow:

Evaluation frequency	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Once every year	2024.07.01 – 2025.06.30	Individual committee member	Internal self-evaluation of functional committees	<p>The measurement items for the performance evaluation of the Board of Directors cover the following five areas:</p> <ul style="list-style-type: none"> ● Level of participation in the Company's operations ● Understanding of the duties and responsibilities of the Remuneration Committee ● Improvement of the quality of the Remuneration Committee's decision-making ● Composition of the Remuneration Committee and election of its members ● Internal control <p>According to the results of the most recent performance evaluation for the Remuneration Committee in 2025, the overall weighted average score of the Remuneration Committee's self-evaluation was 96.79 points (out of 100 points), resulting in a rating of "Good."</p> <p>The results of the 2025 evaluation were reported to the Board of Directors on March 9, 2026.</p>

Note 1:

Term	Meeting	Date of meeting	Content of proposal
4th	9th	2025.03.07	<p>I. Report items: None.</p> <p>II. Discussion items:</p> <ol style="list-style-type: none"> 1. Distribution of director remuneration and employee remuneration for 2024. 2. Remuneration of managerial officers. 3. Appointment and remuneration of managerial officers. <p>The above resolutions were approved at the 16th meeting of the 9th term Board of Directors of the Company.</p>

Term	Meeting	Date of meeting	Content of proposal
4th	10th	2025.05.07	I. Report items: None. II. Discussion items: 1. Amendment to the Regulations Governing Managerial Remuneration. 2. Appointment and remuneration of managerial officers. The above resolutions were approved at the 17th meeting of the 9th term Board of Directors of the Company.
5th	1st	2025.08.07	I. Report items: None. II. Discussion items: 1. Distribution of director remuneration for 2024. 2. Distribution of employee remuneration for managerial officers for 2024. 3. Amendment to certain provisions of the Rules Governing the Distribution of Employee Remuneration. The above resolutions were approved at the 2nd meeting of the 10th term Board of Directors of the Company.
5th	2nd	2025.11.10	I. Report items: None. II. Discussion items: Month multiplier for the distribution of year-end bonus for 2025. The above resolution was approved at the 3rd meeting of the 10th term Board of Directors of the Company.
5	3	2025.12.12	I. Report items: None. II. Discussion items: Appointment and remuneration of managerial officers. The above resolution was approved at the 4th meeting of the 10th term Board of Directors of the Company.

3. Information on the member of the Nomination Committee and the operation of the Nomination Committee:

The Company has not established a nomination committee.

(V) Promotion of sustainable development and differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
I. Has the Company established a governance structure to promote sustainable development, and set up a dedicated (part-time) unit to promote sustainable development, where the Board of Directors authorizes senior management to handle related matters, and implements oversight of such matters?	V		<p>1. In accordance with the vision and mission of the Company’s ESG policy, the Company established the Corporate Social Responsibility Promotion Task Force in 2016. On March 9, 2017, the Board of Directors approved the Corporate Social Responsibility Best Practice Principles, which serve as the basis for all employees to promote and practice corporate sustainable development. In alignment with amendments to the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, the Company’s Board of Directors approved, on March 11, 2022, to amend the Corporate Social Responsibility Best Practice Principles and rename it “Sustainable Development Best Practice Principles,” and simultaneously change the name of the Corporate Social Responsibility Task Force to “Sustainable Development Task Force,” in order to further strengthen the corporate sustainability governance framework and enhance execution efficiency.</p> <p>Under the coordination of the decision-making team, responsible units are assigned to form five core groups by function based on three</p>	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>dimensions, namely environmental, social, and governance, which are listed as follows:</p> <ul style="list-style-type: none"> • Corporate Governance Task Force (Chairman’s Office and Finance Department) • Employee Care Task Force (Human Resources Division) • Social Public Welfare Task Force (Brand and Media Public Relations Department) • Environmental Sustainability Task Force (Engineering Division/Engineering Department, Operations Office, and Food & Beverage Department) • Product Safety Task Force (Operations Office, Food & Beverage Department, Food Safety Task Force, Rooms Department, Brand & Media Public Relations Department, and Procurement Department) <p>Through cross-departmental collaboration mechanisms, the Group is able to continuously deepen corporate sustainability practices across all aspects of its operations and implement sustainable development goals in the three major dimensions, namely governance, society, and environment.</p> <p>2. Through regularly convened quarterly meetings, the Corporate Governance Task Force, the Environmental Sustainability Task Force,</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>the Social Contribution Task Force, and the Sustainability Information Disclosure Task Force are established based on specific topics to identify sustainability issues relevant to the Company's operations and of concern to stakeholders. Accordingly, the Company formulates corresponding strategies and work guidelines, allocates budgets related to sustainable development for each unit, as well as plans and executes annual implementation programs while continuously tracking and reviewing implementation effectiveness, with a view to ensuring that sustainable development strategies are implemented within the Company's daily operations.</p> <p>The Company's Sustainable Development Promotion Task Force shall, in the third quarter of each year, submit the Sustainability Report compiled for the previous year, together with the implementation status of other sustainable development, corporate governance, and ethical management, to the Board of Directors for explanation and supervision.</p> <p>3. The Company's Board members receive updates from the management team on the progress of sustainable development (including ESG report) at Board meetings every year. In 2025,</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			meetings were held in March, May, August, and November, during which the management team proposed strategies to the Board of Directors. These strategies included the sustainable development, corporate governance, and ethical management. The Board of Directors ought to not only evaluate the feasibility of these strategies, but also constantly review their progress while urging the management team to adjust as necessary. With issues related to climate change and greenhouse gas (GHG) becoming increasingly prominent in recent years, the Board of Directors has initiated communication and discussion with the management team about the impact on the hotel industry, future countermeasures, and objectives.	
II. Does the Company, in accordance with the materiality principle, conduct risk assessments on environmental, social and corporate governance issues related to the Company's operations, and formulate relevant risk management policies or strategies?	V		<ul style="list-style-type: none"> ● Scope of risk management This disclosure covers the sustainable development performance of the Company (including Sheraton Taipei Hotel, Le Méridien Taipei, Mu Jiao Xi Hotel, and Humble Boutique Hotel) from January to December 2025. In the course of business management, preventive measures are taken to prevent and control potential risks, with relevant precautionary measures formulated. Risk assessments related to environmental, social, corporate governance, and 	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.						
	Yes	No	Summary							
			<p>information security issues relevant to the Company's operations are conducted based on the principle of materiality, which serves as a reference for the Company's risk management and operational strategies.</p> <ul style="list-style-type: none"> ● Risk management policies and procedures Based on the materiality principle outlined in sustainability reports, the Company conducts analyses, engages with internal and external stakeholders, and consolidates assessment data from various departments to identify material ESG issues. Then, the Company establishes risk management policies for the effective identification, measurement, evaluation, monitoring, and control of these issues, and eventually implements specific action plans to mitigate the impact of related risks. ● Based on the assessed risks, the Company has established relevant risk management policies or strategies, as outlined below: <table border="1"> <thead> <tr> <th>Material issues</th> <th>Risk assessment items</th> <th>Response policies</th> </tr> </thead> <tbody> <tr> <td>Environment (E)</td> <td>Climate change</td> <td> <ul style="list-style-type: none"> • Monitor water resource conditions in real time through data provided by the Water Resources Agency, and formulate corresponding water usage countermeasures. • Increase the proportion of local procurement </td> </tr> </tbody> </table>	Material issues	Risk assessment items	Response policies	Environment (E)	Climate change	<ul style="list-style-type: none"> • Monitor water resource conditions in real time through data provided by the Water Resources Agency, and formulate corresponding water usage countermeasures. • Increase the proportion of local procurement 	
Material issues	Risk assessment items	Response policies								
Environment (E)	Climate change	<ul style="list-style-type: none"> • Monitor water resource conditions in real time through data provided by the Water Resources Agency, and formulate corresponding water usage countermeasures. • Increase the proportion of local procurement 								

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<ul style="list-style-type: none"> to reduce carbon emissions generated from the transportation of food ingredients. • Source new suppliers from time to time and implement supplier management. • Maintain multiple sources of supply to ensure the stability of the supply chain. • Procure products with sustainability labels to implement environmentally friendly practices. 	
			<p>Energy resources and waste management</p> <ul style="list-style-type: none"> • Record and monitor energy use status on a daily basis through energy management, and report energy anomalies on a regular basis. • Review water and electricity consumption on a regular basis, reduce equipment use during off-peak hours or adjust to intermittent operations, and set water and electricity consumption reduction targets. • Establish My Humble House Group's Greenhouse Gas Inventory and Promotion Task Force, which participates in net-zero emission seminars and training organized by the government to keep abreast of the latest renewable energy regulations while taking charge of the overall planning and various GHG emission statistics. • Phase out the provision of single-use disposables while advancing toward "Green Lodging." 	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
				<ul style="list-style-type: none"> Plan appropriate storage locations for waste in compliance with government laws and regulations, and outsource waste management to qualified professional waste disposal companies.
			Society (S)	<p>Customer relations</p> <ul style="list-style-type: none"> Communicate the Company's performance to stakeholders through the Company's website, annual reports, and sustainability reports. Organize charity events, such as adopting street trees and participating in "Earth Day" events, in order to convey the concept of sustainability to consumers.
				<p>Consumer health and safety</p> <ul style="list-style-type: none"> Establish the Food Safety Team, which is charged with conducting monthly in-house and cross-inspection, holding regular food safety meetings, as well as promoting, guiding and supervising food safety policies to reduce the impact of potential food safety risks. Continue to strengthen the traceability management of food ingredients, conduct safety inspections for all items and food quality checks for served food to comply with food safety and health laws and regulations, while actively promoting the production traceability system. Continue to implement the local ingredient

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
				<p>procurement policy, and work with the contract farms to provide customers with safe ingredients.</p> <ul style="list-style-type: none"> Enhance the knowledge of food safety-related regulations among restaurant staff, and implement them in their work areas.
			Customer privacy management	<ul style="list-style-type: none"> Set up the Information Security Team and establish a security control mechanism for the computer network system to ensure the security of data transmission, prevent computer viruses or malicious software attacks, and reduce the risk of personal information leakage. Establish a security control mechanism for the computer network system: Ensure the security of network transmission data, protect the network operation, and prevent the leakage of confidential information caused by unauthorized access to the system. Strengthen network security management for inter-company computer network systems: Install antivirus software internally, set up external network firewalls to prevent computer viruses and malicious software attacks, and prevent the Company's network system from being paralyzed.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
				<ul style="list-style-type: none"> Educate employees on the correct concept of information security: Ensure that employees are aware of the threats of computer viruses, and use legal software to enhance employees' information security awareness.
			<p>Corporate Governance (G)</p> <p>Governance structure and operations</p> <p>Continuous management of operational risks (including interest rate fluctuations, inflation, important domestic and international response measures and policy changes, corporate image changes and information security)</p>	<ul style="list-style-type: none"> Maintain financial stability and good credit standing, adopt a conservative financial planning principle, evaluate bank loan interest rates on a regular basis, and maintain close contact with banks to obtain more favorable interest rates. Incorporate inflation as a key consideration when formulating annual operating plans, continuously monitor market price fluctuations, and adjust sales pricing strategies based on market demand. Adhere to operational policies in accordance with the law while constantly monitoring significant domestic and international policy and regulatory changes affecting operations, as well as seek timely advice from legal experts. Appoint dedicated personnel to monitor changes in tax-related laws and regulations, and formulate response measures to ensure tax compliance.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>Legal compliance</p> <ul style="list-style-type: none"> • Each department assesses new or revised laws and regulations within their respective areas of responsibility, analyzes the potential impact on the Company, and proposes responsive strategies. The Legal Department is responsible for conducting effectiveness assessment on regulatory compliance. • The Company continues to implement legal compliance in combination with a variety of laws and regulations promotion, advocacy, and educational training courses, while constantly keeping track of industry-related laws and regulations and policies. In addition, the Company assesses the potential risks of regulatory changes on our business; and reviews the internal regulations of My Humble House Hospitality in a timely manner, with a view to striving for the highest standards of legal compliance. 	
			<p>In response to intensifying economic, social, and environmental changes, the Company has proactively developed a comprehensive management mechanism for Business Continuity Management (BCM). The Company continuously reviews and refines our strategies to ensure that, in the event of emergencies or major impacts, the Company can fully maintain</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>or restore normal operations, thereby minimizing the impact on customers and reducing corporate losses. In light of post-pandemic shifts in the hospitality industry, the Company has formulated three key strategic pillars: rapidly adapting to market trends, cultivating multi-skilled talent, and strengthening our competitive edge in dining while actively expanding both digital and physical distribution channels.</p> <p>For more details on the above items, please refer to the Company's Sustainability Report.</p>	
<p>III. Environmental issues</p> <p>(I). Has the Company set up an appropriate environmental management system based on the characteristics of its industry?</p>	V		<ol style="list-style-type: none"> 1. The Company's environmental management is the responsibility of the Engineering Division, which supervises each hotel's engineering department to monitor and manage energy performance indicators such as electricity usage, gas emissions, water usage and recycling. This is aimed at fostering an environmentally friendly and energy-efficient workplace. 2. The central alarm regulation system has been set up, in which, if the preset power consumption limit is exceeded, the system will trigger an emergency loadshedding mechanism and report the abnormal condition, so as to achieve the goal of energy conservation. 	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>3. The Company establishes maintenance and upkeep plans for each hotel's equipment, and regularly records each equipment's operational data to analyze and ensure operational efficiency and appropriateness.</p> <p>In addition, in response to the promotion of carbon inventory, My Humble House Hospitality's Greenhouse Gas Inventory and Promotion Task Force has been established, where it is tasked with formulating overall plans, compiling emission statistics across all GHG categories, maintaining inventory registries, and producing formal GHG reports.</p>	
(II). Is the Company committed to improving the efficiency of resource utilization and using recycled materials with low impact on the environment?	V		<p>The Company continues to roll out energy reduction measures and adopts high energy efficiency and energy-saving design equipment to reduce energy consumption in operations and products and enhance overall energy use efficiency. Specific measures include:</p> <p>1. Real-time monitoring of energy usage</p> <p>(1) Each hotel's engineering department reviews and controls energy usage on a daily basis, and adjusts the parameters of the dual-effect heat pump, air conditioning, hot water and boiler systems from time to time to optimize the operational efficiency</p>	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>of each equipment.</p> <p>(2) The central alarm regulation system has been set up, in which, if the preset power consumption limit is exceeded, the system will trigger an emergency loadshedding mechanism and report the abnormal condition, so as to achieve the goal of energy conservation.</p> <p>(3) An intelligent system has been installed in guest elevators to enhance customer satisfaction and transportation efficiency while reducing energy consumption due to elevator idling.</p> <p>(4) Installation of intelligent control system for kitchen ventilation equipment: The Company has introduced relevant smart control equipment and will continue to promote expansion operations in 2026 based on the assessment of actual needs for each kitchen.</p> <p>(5) AI control systems are implemented at the front and back ends of the chillers to maintain their operation within the optimal efficiency range.</p> <p>(6) Electric valves in the chilled water system have been installed to adjust water volume distribution based on actual demand,</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>thereby enhancing the efficiency of water resource utilization.</p> <p>(7) The variable air volume (VAV) duct system is being integrated into the central monitoring and control system in stages to achieve effective control over air volume start/stop and damper opening degrees.</p> <p>(8) The Company plans to conduct energy-saving assessment for the rollout of elevator power regenerative units, with a pilot implementation expected in 2026. The feasibility of subsequent expanded rollout will be assessed based on actual results.</p> <p>2. Equipment retirement and replacement</p> <p>(1) The Company carries out replacement of air compressor equipment and selection of energy-efficient models that comply with government regulations.</p> <p>(2) Each year, the Company replaces the lighting with LED energy-saving bulbs to reduce energy waste and improve equipment safety.</p> <p>(3) The Company conducts replacement of the lobby revolving doors with automatic sensor for opening and closing the doors to assist in the air conditioning of the building and reduce</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>indoor air pollution.</p> <p>(4) The Company has upgraded the frequency conversion motors of guest room air conditioners to reduce noise and save electricity by 31%.</p> <p>(5) The original sauna has been changed from heat pump hot water heating to boiler hot water pipeline residual heat heating, thereby integrating existing energy resources to reduce electricity consumption.</p> <p>(6) Relevant planning for the replacement of air-conditioning chillers with permanent magnet chillers has passed the Energy Administration's Energy Saving Performance Guarantee (ESPG) subsidy scheme. Furthermore, equipment procurement and installation works have commenced, which will subsequently be completed in stages by 2026 based on actual implementation progress.</p> <p>3. Continuing promotion of the concept of environmental protection</p> <p>(1) Employees are encouraged to utilize public transportation, walk, cycle, or practice carpooling for their daily commute.</p> <p>(2) Every year, the Company responds to and participate in the</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>World Wide Fund for Nature (WWF)’s “Earth Hour” campaign by turning off non-essential lighting in the hotel and appealing to our guests to participate in a paperless way through the TV in the guest rooms and electronic signage.</p> <p>(3) In response to the government’s Net-zero Green Life Policy, the Green Travel program has been implemented since September 1, 2024, where single-use amenities will no longer be provided in guest rooms, with the intention of reducing the environmental impact of such amenities.</p> <p>(4) In response to the Global Sustainable Development Week hosted by the United Nations from September 18 to September 28, 2025, the Company launched internal advocacy initiatives, including the “One Small Step a Day, One Giant Leap for Earth” Sustainability Action Challenge and the SDGs Game event, which aim to enhance employees’ awareness and engagement with sustainability issues through daily practical actions and immersive experiential learning while integrating sustainability values into their daily lives.</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
(III).Does the Company evaluate the potential risks and opportunities of climate change to the Company now and in the future, and take countermeasures to respond to climate-related issues?	V		<p>As the Company’s governance framework for climate change issues identifies the Board of Directors as the highest oversight authority, the Sustainable Development Task Force reports climate-related issues, along with updates on the implementation status of sustainable development, corporate governance, and ethical management, to the Board of Directors.</p> <p>Based on the Task Force on Climate-related Financial Disclosures (TCFD) recommendations published by the Financial Stability Board, the Company has been assessing the potential current and future risks and opportunities related to climate change and response measures since 2022, focusing on the following 9 significant risks: extreme weather events, rising costs of raw materials, energy supply interruptions, rising average temperatures, mandatory regulations on products and services, increased costs of GHG emissions, stricter regulations on renewable energy, changes in consumer preferences, and reputational impacts on the Company. To mitigate the aforementioned risks, the Company also identifies feasible opportunities and formulates response measures, with relevant assessment to be disclosed in the Company’s ESG Report.</p> <p>In addition, the Engineering Division periodically utilizes statistical data</p>	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			from the Central Weather Administration to conduct comparative analysis against the daily public energy consumption records of each facility, and compares such data with historical data to review whether the consumption of public energy is reasonable while serving as a reference for future energy usage estimation data for each facility.	
(IV).Does the Company collect statistics on GHG emissions, water consumption and total weight of waste for the past two years, and formulate policies for energy conservation and carbon reduction, GHG reduction, water consumption reduction or other waste management?	V		<ol style="list-style-type: none"> 1. The Company completed Scope 1 and Scope 2 GHG inventories in 2025, with the data coverage encompassing Sheraton Taipei, Taipei Le Méridien, Mu Jiao Xi Hotel, and Humble Boutique Hotel. 2. My Humble House's GHG inventory for 2024 was conducted in accordance with ISO 14064-1:2018. Starting from 2025, the Company has implemented a systematic GHG inventory based on The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) and the GHG Protocol Scope 2 Guidance, while incorporating the standard requirements of ISO 14064-1:2018 at the same time. As different inventory standards were adopted for the aforementioned two years, differences may exist in certain emission classifications and calculation methodologies; therefore, the impact of methodological adjustments on data comparability shall be considered concurrently when conducting year-on-year data 	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.												
	Yes	No	Summary													
			<p>comparisons.</p> <p>GHG emissions for the most recent two years are detailed as follows:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Scope 1 Carbon emissions (tons)</th> <th>Scope 2 Carbon emissions (tons)</th> <th>Intensity (tons of CO₂e per NT\$ thousand of revenue)</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>4,936.06</td> <td>15,484.94</td> <td>0.0041</td> </tr> <tr> <td>2025</td> <td>6,257.50</td> <td>14,513.17</td> <td>0.0040</td> </tr> </tbody> </table> <p>Note 1: Emission factors refer to the coefficients from the Greenhouse Gas Emission Factor Management Table 6.0.4 published by the Environmental Protection Administration, Executive Yuan.</p> <p>Note 2: All electricity is sourced from the Taiwan Power Company.</p> <p>Note 3: The percentage of purchased electricity is 100%.</p> <p>With “equipment retirement and replacement” as the core pillar of energy conservation, the Company continues to invest in the equipment retirement and replacement program. In addition to upgrading lighting and machinery, the Company not only conducts structural inspections of existing buildings and exterior walls, but also utilizes a centralized HVAC monitoring system to control operations and detect carbon dioxide emissions. Furthermore, a graywater recovery system has been installed to recycle water for air-conditioning cooling towers. By performing monthly maintenance on</p>	Year	Scope 1 Carbon emissions (tons)	Scope 2 Carbon emissions (tons)	Intensity (tons of CO ₂ e per NT\$ thousand of revenue)	2024	4,936.06	15,484.94	0.0041	2025	6,257.50	14,513.17	0.0040	
Year	Scope 1 Carbon emissions (tons)	Scope 2 Carbon emissions (tons)	Intensity (tons of CO ₂ e per NT\$ thousand of revenue)													
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Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>water circulation equipment, including thorough cleaning, parts replacement, and structural/functional checks, the Company not only utilizes water resources effectively, but also minimizes costs associated with equipment depreciation and wear.</p> <p>With a commitment to reducing carbon emission intensity (tons of CO₂e per NT\$ thousand of revenue), the Company adjusts our energy-saving measures in alignment with domestic and international trends in energy conservation and carbon reduction. In order to address climate change and promote sustainable operations, the Company continues to invest in the development and optimization of energy-efficient products while phasing out outdated, high-energy-consuming equipment. With 2018 as the base year, the Company has set a goal to reduce carbon emission intensity by 1% annually. Through the formulation of short-, medium-, and long-term plans, the Company will continue to implement carbon reduction measures and procure eco-friendly, energy-efficient equipment, with the objective of achieving a 12% total reduction in carbon emission intensity by 2030.</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.									
	Yes	No	Summary										
			<p>3. Water consumption in the most recent two years:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Total water consumption (thousand cubic meters)</th> <th>Intensity (tons per NT\$ thousand of revenue)</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>878.362</td> <td>0.175</td> </tr> <tr> <td>2025</td> <td>849.376</td> <td>0.164</td> </tr> </tbody> </table> <p>Note: 1,000 cubic meters = 1,000 metric tons</p> <p>Having long been concerned with water resource conservation and environmental protection issues, the Company has set a target of a 1% annual reduction in water consumption. In addition to strengthening water-saving advocacy across various units and regularly inspecting water usage during work periods, the water-saving program starts with comprehensive implementation of operational water-saving practices. This includes installing water-saving devices on faucets and showerheads in restaurants, kitchens, and guest rooms, as well as establishing wastewater recycling treatment systems in kitchen areas of all hotel restaurants. Daily cleaning of oil interceptors and inspection of wastewater quality equipment ensure that the treatment systems with discharge standards. These efforts aim to maximize the benefits of available water resources.</p>	Year	Total water consumption (thousand cubic meters)	Intensity (tons per NT\$ thousand of revenue)	2024	878.362	0.175	2025	849.376	0.164	
Year	Total water consumption (thousand cubic meters)	Intensity (tons per NT\$ thousand of revenue)											
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Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.						
	Yes	No	Summary							
			<p>4. Waste generation over the most recent two years:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Total amount (tons)</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>2,444.67</td> </tr> <tr> <td>2025</td> <td>2,344.70</td> </tr> </tbody> </table> <p>The Company believes that proper waste management and waste reduction are crucial steps towards achieving sustainability, thereby setting a target of a 3% annual reduction in waste.</p> <p>In order to reduce environmental impact, the Company has been using large refillable pump bottles since 2022. In line with the Net-zero Green Life Policy, the Company has implemented the Green Travel program since September 1, 2024, where single-use amenities will no longer be provided in guest rooms, with the intention of reducing plastic usage and resource waste.</p> <p>For more information on energy, water resource and waste management at the Company, please refer to the Company's Sustainability Report.</p>	Year	Total amount (tons)	2024	2,444.67	2025	2,344.70	
Year	Total amount (tons)									
2024	2,444.67									
2025	2,344.70									

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
IV. Social issues (I). Has the Company formulated relevant management policies and procedures in accordance with relevant laws and regulations as well as the International Bill of Human Rights?	V		<p>The Company has established human rights protection policies and specific management programs in alignment with international labor-related human rights standards while referencing the Universal Declaration of Human Rights, the UN Global Compact, and the United Nations International Labor Organization (ILO), requiring all employees to comply with relevant standards when conducting business.</p> <p>1. Provide safe and healthy job opportunities:</p> <p>(1) With reference to the ILO's Convention No. 172 concerning hotel and restaurant workers, the Company provides reasonable daily and weekly minimum rest periods in accordance with national laws and practices.</p> <p>(2) The Company creates a safe workplace environment for workers with reference to the ILO's Convention No. 155 concerning occupational safety and health and relevant national occupational safety and health regulations</p> <ul style="list-style-type: none"> •Conduct periodic monitoring of the work environment. •Provide periodic safety and health-related education and training programs. 	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>According to the Occupational Safety and Health Education and Training Regulations, new employees are required to undergo general safety and health education for 3 hours upon onboarding, while current employees are required to receive safety and health education training for 3 hours every three years. Various safety and health education training sessions (such as first aid personnel, AED and CPR training courses, organic solvent operation supervisors, oxygen-deficient operation supervisors, boiler operators, etc.) are arranged for external training to obtain certification.</p> <p>(3) The Company's various types of education and training courses in 2025 totaled 45,054 hours, of which occupational safety-related training totaled 4,949 hours.</p> <p>2. Humane treatment:</p> <p>(1) The Company has established relevant management procedures upon referencing The United Nations Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT), in hopes of ensuring that employees are not subjected to cruel and inhuman treatment.</p> <p>(2) No inhumane treatment complaints were filed with the Company in 2025.</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>3. Eliminate unlawful discrimination to ensure equal employment opportunities:</p> <p>(1) With reference to the ILO's Convention No. 100 concerning equal remuneration for men and women workers for work of equal value, the Company adheres to the principle that wage differences are objectively assessed based on actual work and do not involve gender.</p> <p>(2) The Company has established regulations prohibiting all forms of discrimination with reference to the ILO's Convention No. 111 concerning discrimination (employment and occupation), the Employment Service Act, and the Act of Gender Equality in Employment.</p> <p>(3) No complaints related to discrimination were filed with the Company in 2025.</p> <p>4. Minimum employment age:</p> <p>(1) Aside from strictly implementing social responsibility management and regulatory requirements in reference to the United Nations Convention on the Rights of the Child (CRC) and the ILO's Convention No. 138 concerning minimum age, as well</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>as the Labor Standards Act in Taiwan, which prohibit the use of child labor, the Company has also established procedures for the management of child and young labor.</p> <p>(2) The Company has not employed child labor in 2025.</p> <p>5. Freedom of association, freedom of collective bargaining, the right to join trade unions, and freedom of religion:</p> <p>(1) Referencing The International Covenant on Civil and Political Rights (ICCPR), The Company protects and respects the freedom of employees to associate, join trade unions, practice religion, and participate in collective bargaining.</p> <p>(2) The Company has not interfered with employees' rights to associate, join unions, practice religion, or participate in collective bargaining in 2025.</p>	
(II). Has the Company formulated and implemented reasonable employee welfare measures (including remuneration, vacation and other benefits, etc.), and appropriately reflected its	V		<p>1. The Company's year-end bonus system comprehensively takes into account employees' seniority and annual performance appraisal results, while bonuses are distributed to all employees based on the operating conditions of each branch office for the current year, with the intention of motivating the collective achievement of corporate goals. Furthermore, pursuant to the provisions of Articles of</p>	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
business performance or achievements in employee compensation?			<p>Incorporation, if the Company posts a profit for the year, no less than 1% of the profit for the current year shall be appropriated as employee remuneration (no less than 50% of this employee remuneration amount shall be remuneration distributed to non-managerial employees).</p> <p>2. For a detailed description of employee welfare measures, please refer to “Four. Operations Overview” > “V. Labor Relations” in this annual report.</p>	
(III).Does the Company provide a safe and healthy work environment for its employees and conduct regular safety and health education and training for them?	V		<p>1. The Company complies with the requirements of occupational safety and health-related laws and regulations and regularly inspects and repairs all equipment, and complies with the self-officer management mechanism. At the same time, the Occupational Safety Office and a medical room have been set up to provide employees with workplace safety care. In addition to organizing annual employee health checks and education courses related to safety and health, and happy workplace, the Company also provides health education information from time to time so that employees are given an additional level of protection for their own health and safety.</p> <p>For more details on the above items, please refer to the Company’s</p>	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>Sustainability Report.</p> <p>2. In terms of occupational safety and health policies, the Occupational Safety Office is responsible for establishing work safety and health rules, prevention plans, countermeasures, maintenance and automatic inspection of various equipment, safety inspection of employees' work environment, safety and health education training and promotion, and providing employees with the knowledge and skills needed to perform their jobs and prevent disasters. The Company also holds a monthly safety and health committee meetings to review and improve the implementation status of various initiatives.</p> <p>3. The Company regularly engages the Occupational Safety and Health Association of the R.O.C. to plan and conduct operational environment monitoring for chemical factors (such as carbon dioxide concentration) and physical factors (such as noise, high temperature, and humidity), as well as to provide inspection reports.</p> <p>4. The Company also invites medical doctors to conduct health diagnosis and consultations for employees with abnormal health</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>checkup values as the monthly labor health service and also provides professional health information to protect employees' physical and mental health.</p> <p>5. The Company plans and conducts diversified occupational safety and health education and training based on operational risks and regulatory requirements, with a primary focus on the following areas: general safety and health education for new employees, periodic safety and health education and training for existing employees, safety training for special operations, and health promotion. The implementation of occupational safety and health training in 2025 is as follows: a total of 4,222 participant-times were recorded, with total training hours reaching 4,949 hours.</p> <p>6. The Group has established an occupational safety and health management system in accordance with the Occupational Safety and Health Act, while continuously improving the safety environment of the workplace through mechanisms such as safety promotion, periodic inspections, and equipment management. In 2025, the number of recordable occupational injuries for the Group was 65; whereas the total recordable injury rate (TRIR) was 13.9 in 2023,</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>8.07 in 2024, and 7.84 in 2025, showing a downward trend year-on-year. The primary types of occupational injuries include commuting accidents, slips, cuts, and burns. In response to relevant risks, the Group has strengthened traffic safety and various types of operational safety education during orientation for new employees and regular occupational safety advocacy, and has incorporated current event cases into teaching materials to enhance employees' risk identification and prevention capabilities, gradually strengthening the corporate safety culture.</p> <p>7. In terms of industrial safety audits, the Group has established an annual occupational safety and health management plan, while occupational safety personnel conduct regular work environment audits at various operating sites to inspect operational safety, equipment safety, and the work environment. Deficiencies identified during audits or suggestions for improvement are immediately reported to relevant units for rectification, and the progress of such improvements is tracked during Occupational Safety and Health Committee meetings to ensure the continuous implementation of the safety management system.</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>8. In terms of equipment safety management, the Group implements hierarchical management based on the risk level of equipment, while strictly regulating dangerous machinery and equipment are strictly regulated as required by law, with mandatory periodic inspections conducted to ensure the safe operation of equipment. During the equipment procurement stage, occupational safety personnel also provide recommendations on laws, regulations, and safety specifications, and require that procured equipment must comply with relevant safety standards and inspection certifications to reduce equipment usage risks. In addition, the Group periodically conducts inventories of the usage status and degree of obsolescence of various equipment, with a view to continuously optimizing equipment management and safety maintenance mechanisms.</p> <p>9. Number of fire incidents in 2025: 0. Fire risk prevention measures:</p> <ul style="list-style-type: none"> • Establish emergency response procedures for natural disasters such as fires and earthquakes. • Conduct monthly self-inspections of fire safety equipment to ensure that fire safety devices are functioning properly and 	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>emergency evacuation routes are clear.</p> <ul style="list-style-type: none"> • Conduct a fire drill once every two months, hold a large-scale drill once in the first half and once in the second half of the year, and arrange for training at the Neihu Disaster Prevention Science Education Center to help employees understand the correct concepts of evacuation and refuge, familiarize by themselves with the escape routes in their work areas, and operate fire extinguishers. <p>For more details on the above items, please refer to the Company's Sustainability Report.</p>	
(IV).Has the Company established an effective career development training program for employees?	V		<p>1. My Humble House Group's talent development framework primarily consists of three major training programs, namely "My Humble House Academy," "My Humble House College," and "My Humble House EMBA." Although the three programs focus on different aspects of management functions, the overall planning is interconnected and follows the spirit of the Talent Quality Management System (TTQS), as it adopts a design characterized by phased, hierarchical, and sustainable development to establish a complete development path for the management group from the</p>	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>grassroots to the senior level.</p> <p>2. The Group passed the TTQS assessment (enterprise version) and was awarded a bronze medal in 2025, demonstrating that the Company has established systematic and institutionalized management mechanisms across various dimensions such as the planning, design, execution, review, and outcome tracking of talent development. Employees continue to enhance their professional competencies through internal training, external workshops, digital learning platforms, and partner mentoring programs, while aligning with the Group's growth to further strengthen overall competitiveness.</p> <p>3. In 2025, the Company recorded a cumulative total of 53,416 participant-times in employee training, with total training hours reaching 45,054 hours. Furthermore, during the annual periodic performance appraisal interviews, direct supervisors and employees collaboratively discuss and establish individual development plans. The Company assists employees in continuously refining their professional expertise and advancing their career development through subsequent regular review and feedback mechanisms.</p> <p>Course topics cover:</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>(1) Core general knowledge courses: The Group’s core values and culture are conveyed through these courses, so that employees understand the Company’s commitment to both guest satisfaction and employee well-being. For example: Pre-employment training, service etiquette, branding and service excellence, art appreciation, and photography aesthetics.</p> <p>(2) Professional skills training: Training plans are formulated according to the duties of employees for them to perform their work with the required professional abilities, so that employees in the various roles will be more confident and productive. Outstanding employees and managers are selected to actively participate in the Marriott Group’s various online learning courses and seminars outside hotels.</p> <p>(3) Management courses: The Company has specifically established the “My Humble House Academy,” “My Humble House College,” and “My Humble House EMBA” management training programs to develop management skills of varying depth and breadth according to the level of each supervisor. The content of these programs covers various management skills,</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>such as budgeting, coaching-style charismatic leadership, talent development and succession, cross-departmental communication and collaboration, etc. Through classroom face-to-face instruction, group discussions and assignments, mentorship programs, and online courses, the program will progressively improve the management and leadership skills of supervisors and managers at all levels.</p> <p>(4) Certification courses: In compliance with government regulations, employees are provided with assistance and guidance to attend various certification courses, such as HACCP, chef hygiene training, fire prevention management, occupational safety and health, boiler operations, wastewater treatment, aerial work platform operators, first aid personnel, AED operations, etc.</p> <p>(5) Unit trainer system: Each unit in the operations department has a dedicated trainer, who must undergo qualification training to master the six core training systems and various instructional techniques. These trainers are responsible for scheduling and delivering specialized knowledge and skill-based courses within</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>their respective units, so that the seeds of training can be spread in each unit and blossom, thereby opening a new chapter for the development of internal group instructors and the effective transfer of experience.</p> <p>For more details on the above items, please refer to the Company's Sustainability Report.</p>	
(V). Does the Company comply with relevant laws and regulations and international standards regarding customer health and safety, customer privacy, marketing and labeling of products and services, and establish relevant customer rights protection policies and complaint procedures?	V		<ol style="list-style-type: none"> 1. In accordance with the Act Governing Food Safety and Sanitation, the Company has appointed a dedicated food technician in each hotel, who activates the Food Safety Control Task Force mechanism in cooperation with the purchasing department and the food and beverage department of each hotel to regularly review and improve food safety issues, with the aim of ensuring food safety for the benefit of consumers. 2. In order to provide customers with a safe and secure accommodation environment, My Humble House Hospitality not only continuously strengthens the security protection and monitoring systems of hotel spaces, and conducts regular safety skills training and emergency drills, but also proactively prevents accidents, considering the protection of guests' health and safety as the most important 	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>responsibility of the Company.</p> <p>3. Referencing the People with Disabilities Rights Protection Act, the Company has stated on the official website of each hotel that “The Company complies with the relevant laws and regulations and respects and protects the personality and legitimate rights of the physically and mentally handicapped, and guarantees their fair use of related facilities and equipment and their enjoyment of related rights.”</p> <p>4. In order to protect the privacy of hotel guests and to protect and implement the personal information of customers, the Company has stated on the official website of the hotel that “The Company strictly complies with all relevant personal data protection laws and regulations (including but not limited to the Personal Data Protection Act of the Republic of China). Based on our commitment to respecting guests’ rights, we shall utilize personal data during our operational period and ensure proper protection of such data in accordance with the law. To this end, you agree that the Company may process and utilize your data within the scope permitted by law. Nevertheless, you retain the legal right to request: inquiry or review,</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>duplication, supplementation or correction, cessation of collection, processing or utilization, and deletion of your personal data. Should you have any such requests, please contact us via e-mail.” The aforementioned personal information and privacy statement is also in compliance with EU and international law.</p> <p>5. The Company’s official website contains a full disclosure of our products and services for consumers to browse at any time. The Company has also set up a telephone hotline and a customer service e-mail address for further inquiries from consumers. A dedicated customer service unit has been put in place to handle consumer complaints. If consumers have any comments about our products and services, they can use our on-site customer service staff, customer service hotline or email messages to file a complaint. In order to protect consumers’ rights and interests, the Company not only reminds customers through SMS notifications and social media platforms, but also reminds visitors with a pop-up window on the official website of each hotel that “Fraud is rampant. Please stay vigilant to avoid being cheated. If you receive a suspicious call, please call the hotel or call 165 for verification, and be aware of the</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			following: Do not use ATMs, do not give personal information, and do not return unfamiliar phone calls,” as well as other precautionary measures to protect customers’ rights and interests.	
(VI).Has the Company formulated supplier management policies that require suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights, and monitor their implementation?	V		The Company has established relevant regulations for supplier management. My Humble House Hospitality adheres to responsible procurement principles for the procurement of products and services, and actively communicates with suppliers to focus on their employee rights and working environments, while continuously exerting the positive influence of My Humble House Hospitality within the supply chain. From the negotiation stage with new suppliers, suppliers are required to sign the “My Humble House Group Procurement Business Transaction Agreement,” whose content covers supplier delivery quality, delivery specification precautions, supplier guarantee matters, penalty handling mechanisms, warranty and maintenance, etc., and agreement to comply with the Marriott International Global Procurement Supplier Code of Conduct to strictly abide by business conduct and ethics, business integrity, emphasis on human rights and labor rights, anti-corruption and bribery, resource utilization, animal welfare, supply diversity, and product	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>traceability, and to commit to environmental maintenance, energy conservation, and carbon reduction. In addition to responding to international trends, this also enhances the social responsibility and environmental health and safety performance of the supply chain.</p> <p>Actual actions:</p> <ol style="list-style-type: none"> 1. When adding a new supplier, the “Supplier Qualification Review Form” shall be completed, whereas the “New Supplier Application Form,” the “Remittance Application Form,” and the “My Humble House Group Procurement Business Transaction Agreement” shall be provided to the supplier for completion and affixation of seals. Internal company review procedures shall be conducted in accordance with the ”SOP - New Supplier Application and Review Procedures.” Food business registration numbers, various certifications (HACCP, Traceability, ISO, etc.), and whether there have been penalties for violating environmental protection regulations are all key items for My Humble House Hospitality in auditing suppliers. 2. For suppliers with actual transactions during the current year, the audit frequency is regulated in accordance with the “SOP - Supplier 	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>Annual Evaluation Procedure” and “SOP - Supplier Visit,” whereby audits or guidance are conducted as needed. Suppliers are evaluated across multiple dimensions, including product quality, product cost, supply availability, service attitude, food hygiene, and regulatory penalties. Communication, guidance, and suspension of rights shall be imposed on suppliers whose evaluation results are failing. If a supplier fails to meet the standards again upon re-evaluation within the specified period for improvement, a one-year suspension of transactions shall be imposed until the improvement is made and the supplier passes a subsequent re-evaluation.</p> <p>3. Furthermore, the Company requires all on-site contractors to complete the “On-site Work Application Form” and the “Contractor Occupational Safety and Health Commitment Statement.” During the execution of outsourced projects and engineering works, the contractor’s person-in-charge is required to strictly supervise, direct, and manage their personnel to ensure full compliance with all regulations. These measures are implemented to prevent accidents and safeguard the lives and safety of all personnel.</p> <p>For more details on the above items, please refer to the Company’s</p>	

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			Sustainability Report.	
V. Does the Company make reference to international reporting standards or guidelines to prepare corporate social responsibility or other reports that disclose non-financial information about the Company? Has assurance or opinion from third-party certifying institutions been obtained for the reports of the preceding paragraph?	V		<p>The Company has published the 2024 My Humble House Hospitality Sustainability Report in accordance with the GRI Standards (GRI Standards), Sector Standards, and Material Topic Standards published by the Global Reporting Initiative (GRI), as well as the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies announced by the Taiwan Stock Exchange. This report discloses the material topics, impacts, and disclosure items identified by the Company along with their reporting requirements. Furthermore, the Company references the Sustainability Accounting Standards Board (SASB) Standards when disclosing sector-specific metrics and provides an index mapping SASB metrics to the report content.</p> <p>The Company's 2024 Sustainability Report includes a content index corresponding to GRI Standards, and specifies the items for which independent limited assurance was provided by United Certified Public Accountants Management Consulting Co., Ltd. in accordance with the Assurance Engagements Standard No. 3000: Assurance Engagements Other than Audits or Reviews of Historical Financial Information issued by Accounting Research and Development Foundation. Sustainability</p>	No material difference.

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			reports from previous years are also publicly available on the Company's official website: https://www.mhh-group.com/websev?lang=zh-tw&ref=list&cat=20&subcat=13	
<p>VI. If the Company has related practice principles of its own in accordance with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies, specify its implementation status and the differences from the established principles:</p> <p>The Company established the Corporate Social Responsibility Promotion Task Force in 2016. On March 9, 2017, the Board of Directors approved the Corporate Social Responsibility Best Practice Principles, which serve as the basis for all employees to promote and practice corporate sustainable development. In alignment with amendments to the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, the Company's Board of Directors approved, on March 11, 2022, to amend the Corporate Social Responsibility Best Practice Principles and rename it "Sustainable Development Best Practice Principles," and simultaneously change the name of the Corporate Social Responsibility Task Force to "Sustainable Development Task Force." The Company manages our environmental, social, and governance risks and impacts in accordance with said Principles, and periodically reviews implementation status and makes improvements based thereon, so as to further strengthen the corporate sustainable governance framework and enhance implementation efficiency. There has been no difference in implementation to date.</p>				
<p>VII. Other important information that is helpful to understand the implementation of corporate social responsibility:</p> <p>➤ Sustainability certification:</p> <ul style="list-style-type: none"> • Humble Boutique Hotel successfully obtained the Gold-Level Green Mark Hotel certification in 2025. • Mu Jiao Xi Hotel passed the "Gold-Level Green Mark Hotel" verification audit in 2025 and officially obtained the certification in 2026. 				

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
<p>➤ Environmental protection:</p> <ul style="list-style-type: none"> • <u>Community greening</u>: The Company’s hotels continue to adopt street trees in an effort to green the environment. • <u>The Earth Hour Initiative</u>: Every year, all the Company’s hotel participates in the “Earth Hour” movement organized by the World Wide Fund for Nature (WWF) to communicate a global message of environmental protection and care for our planet. From 8:30 pm to 9:30 pm on the event night, we switch off hotel facade lighting, floodlights, arcade lights, and parking signage, while dimming or turning off non-essential interior lighting. Furthermore, we utilize paperless communication through in-room televisions and digital signage to invite our guests to join the “Earth Hour” initiative, working together to safeguard our beautiful blue planet. • <u>Going Green Starts with Me</u>: In response to sustainability principles, My Humble House Group—including Sheraton Taipei Hotel, Le Méridien Taipei, Mu Jiao Xi Hotel, and Humble Boutique Hotel—has collectively implemented the Green Travel program in alignment with the government’s Net-zero Green Life Policy. The Green Travel program has been implemented since September 1, 2024, where single-use amenities will no longer be provided in guest rooms, with the intention of reducing the environmental impact of such amenities. • <u>One Small Step a Day, One Giant Leap for Earth</u>: In response to the Global Sustainable Development Week hosted by the United Nations from September 18 to September 28, 2025, the Company launched internal advocacy initiatives, including the “One Small Step a Day, One Giant Leap for Earth” Sustainability Action Challenge, with the aim of encouraging employees to embrace environmental protection through concrete actions. Employees can record daily sustainability actions by uploading photos, such as low-carbon transportation, using eco-friendly tableware, turning off lights when leaving, valuing and cherishing food, and taking the stairs more often, to accumulate points and strive for the honor of “Sustainability Role Model,” thereby integrating sustainability concepts into daily life. 				

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
<p>➤ Sustainable procurement:</p> <ul style="list-style-type: none"> <p><u>Let's Love Leopard Cats and Protect Their Habitats Together</u>: Restaurants under My Humble House Group, including Sheraton Taipei, Le Méridien Taipei, and Mu Jiao Xi, continue to respond to ecological conservation actions by selecting “Leopard Cat Rice”—cultivated through environment-friendly farming—as a source of ingredients.</p> <p>“Leopard Cat Rice” is cultivated by local farmers in the Tongluo area of Miaoli County using non-toxic and pesticide-free methods. Through the “River Basin Recovery” strategy, paddy fields have become a friendly environment for leopard cats to forage and inhabit. By selecting these sustainable agricultural products, the Group endeavors to support local farmers, promote natural ecological conservation, and implement the concept of sustainable dining through practical actions, thereby promoting a sustainable lifestyle where people and nature prosper together.</p> <p><u>Recipient of the TOPS Procurement Silver Award</u>: In response to the Taipei Origin Promotional Station (TOPS) promoted by the Taipei City Government, My Humble House Hospitality has actively procured high-quality local products since September 2024. With a cumulative annual procurement amount exceeding NT\$1 million, the Company was honored with the TOPS Procurement Contribution Silver Award.</p> <p><u>Buying Power - Social Innovation Value Co-creation Award</u>: Over the years, we have integrated “Responsible Procurement” into our daily operations by selecting products and services from social innovation and social welfare partners. This ensures that every procurement act becomes an action to support local communities, care for society, and give back to the environment. Hence, we have been honored with the Value Co-creation Award under the Buying Power - Social Innovation Products and Services Procurement Incentive Program.</p> <p>➤ Sports sponsorship:</p>				

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
<ul style="list-style-type: none"> • <u>Deepening cultivation of sports development and nurturing emerging athletic talents</u>: My Humble House Hospitality invested NT\$3 million to support the development of archery, with funds utilized for practical needs such as training venues, coaching personnel, equipment updates, and competition subsidies, thereby strengthening the training and competitive environment for athletes. The Company has also been honored with the “Sports Activist Award—Sponsorship Category (Long-term Sponsorship Award)” presented by the Sports Administration, Executive Yuan, in recognition of our contributions through long-term investment in sports development. Since 2019, My Humble House Hospitality has continuously sponsored the establishment of the Chinese Enterprise Archery League and formed the My Humble House Group Archery Team to support outstanding domestic archery athletes and coaches in participating in professional tournaments. Through deep cultivation in the sport of archery over the long term, My Humble House is committed to promoting the development of domestic archery, developing potential rising stars, extending the athletic careers of top-tier athletes, and safeguarding the labor rights and interests of athletes and coaches while taking practical actions to implement corporate social responsibility and promoting the sustainable development of sports. <p>➤ Promotion of education:</p> <ul style="list-style-type: none"> • <u>Elite Intern Program</u>: By arranging for elite interns to participate in SDGs courses and Canon Rice’s experiential activities, sustainable knowledge is transmitted and combined with practical experience, allowing interns to understand the roles played by enterprises in supply chain management, environmental protection, and social responsibility through the process from farm to table. By integrating education with hands-on experience, the Company aims to deepen employees’ awareness of sustainability issues, fostering future-ready talents equipped with both ESG literacy and practical understanding. • <u>SDGs experiential learning</u>: The Company has held the SDGs board game activity for the second consecutive year. Through the interactive design of the sustainability board game, colleagues are allowed to simulate scenarios with limited resources and practically experience 				

Promotion item	Implementation status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEX listed Companies and the reasons therefor.
	Yes	No	Summary	
			<p>the impacts and trade-offs brought about by different decisions. The activity assisted participants in a relaxed manner to understand that the SDGs are not merely abstract indicators or slogans, but are closely related to daily decision-making, thereby enhancing employees' attention to and willingness to discuss sustainability issues.</p> <p>➤ Social welfare:</p> <ul style="list-style-type: none"> • <u>United in Kindness: My Humble House Group Employees Join Forces in Support of Hualien's Reconstruction:</u> Following the severe impact of the typhoon on the Guangfu Township area of Hualien, the Company not only donated 460 boxes of daily necessities to support the disaster area, but also encouraged employees to participate in post-disaster volunteer services, with the Company providing transportation subsidies, in hopes of caring for the affected residents through practical actions and fulfilling corporate social responsibility. • <u>A Drop of Blood, A Gift of Life:</u> As demand for blood banks typically peaks during the autumn and winter seasons, My Humble House Group, in response to the blood donation drive organized by Infinite Group, sincerely invited our employees and hotel guests to join this meaningful cause by rolling up their sleeves to share their love and support. Under the Chairman's leadership, My Humble House Hospitality employees actively participated in blood donation drive. In addition, My Humble House Hospitality also sponsored buffet vouchers as prizes for the event, encouraging more travelers to join this warm charitable action and to spread the warmth of love. 	

(6) Implementation status of climate-related information

Item	Implementation status
<p>1. Describe the effectiveness of the Board of Directors and management's monitoring and governance of climate-related risks and opportunities.</p>	<ul style="list-style-type: none"> • In response to the high uncertainty of climate and rapid changes in policies and markets while promptly grasping and estimating the potential impacts caused by climate change, the Company has adopted the Task Force on Climate-Related Financial Disclosures (TCFD) framework to identify risks and opportunities brought about by significant climate change. At the same time, the risks that floods, droughts, and high temperatures may pose to various operating sites are further evaluated, with the aim of staying abreast of external climate shifts and market dynamics while ensuring a more comprehensive consideration in the Company's overall strategic business planning • Through regularly convened quarterly meetings, the Corporate Governance Task Force, the Environmental Sustainability Task Force, the Social Contribution Task Force, and the Sustainability Information Disclosure Task Force are established based on specific topics to identify sustainability issues relevant to the Company's operations and of concern to stakeholders. Accordingly, the Company formulates corresponding strategies and work guidelines, allocates budgets related to sustainable development for each unit, as well as plans and executes annual implementation programs while continuously tracking and reviewing implementation effectiveness, with a view to ensuring that sustainable development strategies are implemented within the Company's daily operations. The Company's Sustainable Development Promotion Task Force shall, in the third quarter of each year, submit the Sustainability Report compiled for the previous year, together with the implementation status of other sustainable development, corporate governance, and ethical management, to the Board of Directors for explanation and supervision. • The Company's Board members receive updates from the management team on the progress of sustainable development (including ESG report) at Board meetings every year. In 2025, meetings were held in March, May, August, and November, during which the management team proposed strategies to the Board of Directors. These strategies included the sustainable development, corporate

Item	Implementation status			
	governance, and ethical management. The Board of Directors ought to not only evaluate the feasibility of these strategies, but also constantly review their progress while urging the management team to adjust as necessary. With issues related climate change and GHG becoming increasingly prominent in recent years, the Board of Directors has initiated communication and discussion with the management team about the impact on the hotel industry, future countermeasures, and objectives.			
2. Describe the impact of the identified climate-related risks and opportunities identified on the Company’s business, strategy, and finances (short, medium and long term).	<ul style="list-style-type: none"> The Company is actively developing solutions for climate change, in hopes of reducing the operational and financial impacts brought by climate change and enhancing organizational climate resilience. Specifically, the identified acute and chronic physical climate risks are “extreme weather events,” “rising raw material costs,” “energy supply disruptions,” and “rising average temperatures,” respectively. The Company assesses the potential operational and financial impacts of relevant climate risks and opportunities to draw up various actions in response to climate-related risks and opportunities. 			
	Period	Risk	Impact	Response measures
	Long-term	Extreme weather events	<ul style="list-style-type: none"> Reduced occupancy rates due to falling public tourism demand as forced cancellations or rescheduling of events at hotel premises and off-site catering services result in decreased foot traffic and a subsequent loss of revenue. Costs arising from countermeasures in response to climate change. 	<ul style="list-style-type: none"> Establish the Emergency Response Measures for Typhoon, Prevention and Disaster Relief while conducting periodic typhoon and disaster drills, as well as performing preventive maintenance and inspections; as well as convene timely typhoon response meetings to monitor storm developments and mitigate risks. Establish the Emergency Incident Reporting (SIR) Procedure, where, in the event of an emergency, the relevant unit shall immediately notify all

Item	Implementation status			
				<p>employees across the Company to ensure information transparency and rapid response.</p> <ul style="list-style-type: none"> • Take out insurance for inventories and assets to reduce losses caused by the inventory and asset impairment. • Monitor water situation information through the Water Resources Agency's real-time information to keep abreast of risks brought by climate change in advance and formulate response measures. • Reduce the risk of natural disasters and improve resilience through business continuity management.
	Medium-term	Rising raw material costs	<ul style="list-style-type: none"> • Eroded operating profits due to rising costs of food and beverage ingredients. 	<ul style="list-style-type: none"> • Increase the proportion of local procurement to reduce carbon emissions from long-distance transportation of food ingredients. • Source new suppliers from time to time and implement supplier management. • Establish a supplier code of conduct and effectively implement supplier management.
	Medium-term	Energy supply disruptions	<ul style="list-style-type: none"> • Loss of revenue due to suspension of operations and other events. • Losses arising from 	<ul style="list-style-type: none"> • Stabilize hotel operations and enhance overall competitiveness through energy management. • Record and monitor energy use status on

Item	Implementation status			
			customer complaints that indirectly affect brand reputation.	a daily basis through energy management, and report energy anomalies on a regular basis.
	Long-term	Rising average temperatures	<ul style="list-style-type: none"> Increased operating costs arising from increased electricity consumption and carbon emissions 	<ul style="list-style-type: none"> Regularly review electricity consumption and set electricity consumption reduction targets. Reduce the use of equipment during off-peak hours or adjust it to intermittent operations.
	<ul style="list-style-type: none"> Climate transition risks include “mandatory regulations on products and services,” “increased cost of GHG emissions,” “increasingly stringent regulations on renewable energy,” “shifting consumer preferences,” and “impact on corporate image,” affecting the Company’s operating costs and bring potential risks to the Company. 			
	Period	Risk	Impact	Response measures
	Short- to medium-term	Mandatory regulations on products and services	<ul style="list-style-type: none"> Additional expenditure arising from internal transformation of the enterprise to comply with the regulations. Costs arising from building energy-saving systems and purchasing energy-saving equipment. 	<ul style="list-style-type: none"> Carry out a diverse range of legal advocacy and training programs to reinforce employees’ understanding of laws and regulations. Assess new or revised laws and regulations within the scope of responsibility of each unit, analyze the impact of new revised laws and regulations on the Company, propose response strategies, and conduct the effectiveness assessment of legal compliance by the Legal Affairs Office. Set up the Information Security Team

Item	Implementation status		
			<p>and establish a security control mechanism for the computer network system to ensure the security of data transmission, prevent computer viruses or malicious software attacks, and reduce the risk of personal information leakage.</p> <ul style="list-style-type: none"> • Establish the Food Safety Team, which is charged with conducting monthly in-house and cross-inspection, holding regular food safety meetings, as well as promoting, guiding and supervising food safety policies to reduce the impact of potential food safety risks. • Replace old and high-energy-consuming equipment. • Use equipment with sustainable or energy-saving labels.
	Medium-term	Increased cost of GHG emissions	<ul style="list-style-type: none"> • Increased operating costs arising from payment of carbon fees • Failure to comply with regulatory requirements may result in fines and penalties, thereby increasing operating expenses. <p>Establish My Humble House Group's Greenhouse Gas Inventory and Promotion Task Force, which is tasked with formulating overall plans, compiling emission statistics across all GHG categories, maintaining inventory registries, and producing formal GHG reports.</p>
	Medium-	Increasingly	<ul style="list-style-type: none"> • Costs arising from <p>My Humble House Hospitality's</p>

Item	Implementation status			
	term	stringent regulations on renewable energy	purchasing renewable energy and green energy certificates. <ul style="list-style-type: none"> Investment of resources in promoting corporate green transformation. 	Greenhouse Gas Inventory and Promotion Task Force participates in net-zero emission seminars and training organized by the government to keep abreast of the latest renewable energy regulations.
	Short-term	Shifting consumer preferences	<ul style="list-style-type: none"> Costs arising from consumer boycotts. Expenses arising from sustainable education training and transition investments. 	Move towards green hospitality, reduce the provision of single-use disposables, and establish a circular tourism model.
	Short-term	Impact on corporate image	<ul style="list-style-type: none"> Inability to meet stakeholder expectations and failure to demonstrate commitment to low-carbon practices. Failure to achieve successful transition may affect customer trust, which in turn could lead to reduced revenue. 	<ul style="list-style-type: none"> Communicate the implementation results to stakeholders through the Company's website, annual reports and sustainability reports. Emphasize corporate image and risk control through actions such as adopting street trees and participating in the Earth Hour initiative in response to energy conservation and carbon reduction.
3. Describe the financial impact of extreme weather events and transition actions.	The Company faces the following financial impacts caused by extreme weather events and transition actions: <ul style="list-style-type: none"> Extreme weather events: Extreme weather events such as typhoons and floods may result in falling public tourism demand, which in turn lead to reduced occupancy rates. Forced cancellations or rescheduling of events at hotel premises and off-site catering services result in decreased foot traffic 			

Item	Implementation status								
	<p>and a subsequent loss of revenue. Costs arising from countermeasures in response to climate change.</p> <ul style="list-style-type: none"> Transition actions: The costs of carbon reduction policies, regulatory compliance, or the imposition of carbon fees may have financial impacts on the Company in the future. To mitigate these impacts, the Company has implemented energy-saving and carbon reduction measures, such as enhancing the energy management system and investing in energy-saving equipment, which requires additional capital investment, but is able to reduce carbon fee expenditures and save on energy costs in the long run. In summary, the impacts of extreme weather events and transition actions on the Company's finances are reflected in increased operating costs and capital investments, but these investments will help to reduce energy costs and carbon fee expenditures in the long term. 								
<p>4. Describe how the processes for identifying, assessing, and managing climate-related risks are integrated into the Company's overall risk management system.</p>	<ul style="list-style-type: none"> In an effort to strengthen our attention to and management of climate risks while responding to the significant impacts of climate change, the Company re-identifies and evaluates major climate change risks and opportunities every year. Subsequently, the Company incorporates climate change impact factors into our day-to-day operations, strategic planning and decision-making processes; analyzes the potential impact that may have on the Company; and formulates response measures. Adopting the TCFD framework, the Company analyzes potential climate-related risks and opportunities along with their financial impacts. These factors are ranked based on their timeline and the intensity of their financial impact to evaluate corresponding response strategies. The Company's climate risk management process consists of five key steps, ranging from identification and measurement to monitoring and reporting, as detailed below: <table border="1" data-bbox="683 1158 1928 1390"> <thead> <tr> <th data-bbox="683 1158 848 1198">Process</th> <th data-bbox="848 1158 1928 1198">Content</th> </tr> </thead> <tbody> <tr> <td data-bbox="683 1198 848 1278">1</td> <td data-bbox="848 1198 1928 1278"> <ul style="list-style-type: none"> Collect climate risk data. Conduct interviews with heads of department. </td> </tr> <tr> <td data-bbox="683 1278 848 1358">2</td> <td data-bbox="848 1278 1928 1358"> <ul style="list-style-type: none"> Identify possible events and risk factors. Identify climate change risks and opportunities. </td> </tr> <tr> <td data-bbox="683 1358 848 1390">3</td> <td data-bbox="848 1358 1928 1390"> <ul style="list-style-type: none"> Specify and explain significant risks and opportunities. </td> </tr> </tbody> </table>	Process	Content	1	<ul style="list-style-type: none"> Collect climate risk data. Conduct interviews with heads of department. 	2	<ul style="list-style-type: none"> Identify possible events and risk factors. Identify climate change risks and opportunities. 	3	<ul style="list-style-type: none"> Specify and explain significant risks and opportunities.
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3	<ul style="list-style-type: none"> Specify and explain significant risks and opportunities. 								

Item	Implementation status	
	4	<ul style="list-style-type: none"> • Formulate risk response strategies. • Set risk management indicators and goals.
	5	<ul style="list-style-type: none"> • Conduct regular evaluation and review of effectiveness. • Implement continuous improvement and refinement.
<p>5. If scenario analysis is employed to assess resilience to climate change risks, specify the scenario, parameters, assumptions, analysis factors, and major financial impacts used.</p>	<ul style="list-style-type: none"> • Scenario setting and basis of analysis: The Company adopted the “orderly transition” scenario developed by the Network for Greening the Financial System (NGFS) in our climate scenario analysis as the benchmark for the 1.5°C-aligned mitigation pathway. Based on the latest monitoring data from the EU’s Copernicus Climate Change Service (C3S), the global average temperature in February 2026 has already reached 1.49°C above pre-industrial levels, indicating that the climate is significantly encroaching upon the 1.5°C threshold. Consequently, climate risk profiles in the short-to-medium term are expected to demonstrate high continuity and comparability with the extreme weather events observed in recent years. Therefore, in our financial impact assessment, historical event analysis, along with climate scenario analysis, was employed as the basis for assessing climate-related financial impacts. • Method and scope of analysis: This analysis features a retrospective review of extreme weather events—specifically typhoons and heavy rainfall—that have had a representative impact on our operations over the past decade, including: 2019: Typhoon Mitag 2021: Typhoon Kompasu 2024: Typhoon Kong-rey 2025: Heavy rainfall from the Northeast Monsoon Operating data from our four primary business locations (i.e., Sheraton Taipei Hotel, Le Méridien Taipei, Humble Boutique Hotel, and Mu Jiao Xi Hotel) during the pre- and post-event periods were aggregated, with the aim of enhancing the verifiability and decision-making value of the analysis 	

Item	Implementation status
	<p>results while reinforcing physical risk resilience assessments and financial impact analyses.</p> <p>Furthermore, according to the flooding inundation results, none of our primary locations fall within inundation zones (annual exceedance probability <1%) under a 24-hour/500mm extreme precipitation scenario, which confirms a consistency between current physical risk exposure and historical experience, thereby justifying the use of historical events as the primary quantitative driver for this financial impact analysis.</p> <ul style="list-style-type: none"> • Analysis results: Based on the analysis of historical events and short-, medium-, and long-term operational data, the Company demonstrates significant resilience in the face of typhoon-related risks. While typhoons may lead to flight adjustments, delays, or cancellations, which affect the travel schedules of some guests, these events may also drive accommodation demand due to stranded travelers. As a result, the overall impact of the aforesaid events on room revenue remains limited, with fluctuations staying within a controllable range. <p>For food and beverage operations, typhoon and heavy rainfall events lead to short-term fluctuations in foot traffic and a temporary decline in revenue; however, these impacts remain within manageable levels. No major incidents, such as flooding, power outages, or equipment malfunctions, have occurred at any of our hotels. Minor issues during extreme weather were limited to localized seepage, cracked glass curtains, or momentary power dips that were immediately restored, resulting in negligible financial impact.</p> <p>Collectively, the analysis results show that under a 1.5°C scenario, the impact of short-term extreme weather events on the Company’s overall operations is “localized and controllable.” Specifically, the impacts of these events are primarily concentrated in short-term volatility of F&B income, with limited impact on the overall revenue structure and asset value. This demonstrates that our current business model possesses strong resilience and adaptive capacity when responding to typhoon events.</p>

Item	Implementation status											
	For further details on the above items, please refer to the Company’s Sustainability Report.											
<p>6. If there is a transition plan to manage climate-related risks, explain the content of the plan, and indicators and goals used to identify and manage physical risks and transition risks.</p>	<p>In response to the rapidly changing industry environment, in order to stably address the environmental, social, and governance risks that My Humble House Hospitality may arise during operations and reduce the impact when risk events occur. My Humble House Hospitality implements risk management centered on two primary pillars, namely “pre-event risk identification” and “post-event crisis management mechanisms,” in hopes of responding to and handle related events in a timely manner. Inter-departmental meetings are held on a regular basis, where identified risks are reported to the Chairman’s Office. Subsequently, the Chairman’s Office gathers the responsible units to discuss the impact of these risks, identify significant risks, and propose response measures, while each department conducts tracking and management of risk-related matters.</p> <ul style="list-style-type: none"> Physical risks: <table border="1" data-bbox="680 772 1973 1401"> <thead> <tr> <th data-bbox="680 772 866 815">Aspect</th> <th data-bbox="866 772 1205 815">Risk description</th> <th data-bbox="1205 772 1507 815">Potential impact</th> <th data-bbox="1507 772 1973 815">Response measures</th> </tr> </thead> <tbody> <tr> <td data-bbox="680 815 866 1401">Extreme weather events</td> <td data-bbox="866 815 1205 1401">Regarding the impact of extreme weather events (such as severe typhoons, floods, heavy rain, and lightning strikes), operations at hotels and restaurants may be interrupted for more than 10 days. Additionally, there may be a need to increase the transportation of temporary equipment (for e.g., post-disaster recovery, installing pumping or sprinkler</td> <td data-bbox="1205 815 1507 1401"> <ul style="list-style-type: none"> Reduced occupancy rates due to falling public tourism demand as forced cancellations or rescheduling of events at hotel premises and off-site catering services result in decreased foot traffic and a subsequent loss of revenue. </td> <td data-bbox="1507 815 1973 1401"> <ul style="list-style-type: none"> Establish the Emergency Response Measures for Typhoon, Prevention and Disaster Relief while conducting periodic typhoon and disaster drills, as well as performing preventive maintenance and inspections; as well as convene timely typhoon response meetings to monitor storm developments and mitigate risks. Establish the Emergency Incident Reporting (SIR) Procedure, where, in the event of an </td> </tr> </tbody> </table> 				Aspect	Risk description	Potential impact	Response measures	Extreme weather events	Regarding the impact of extreme weather events (such as severe typhoons, floods, heavy rain, and lightning strikes), operations at hotels and restaurants may be interrupted for more than 10 days. Additionally, there may be a need to increase the transportation of temporary equipment (for e.g., post-disaster recovery, installing pumping or sprinkler	<ul style="list-style-type: none"> Reduced occupancy rates due to falling public tourism demand as forced cancellations or rescheduling of events at hotel premises and off-site catering services result in decreased foot traffic and a subsequent loss of revenue. 	<ul style="list-style-type: none"> Establish the Emergency Response Measures for Typhoon, Prevention and Disaster Relief while conducting periodic typhoon and disaster drills, as well as performing preventive maintenance and inspections; as well as convene timely typhoon response meetings to monitor storm developments and mitigate risks. Establish the Emergency Incident Reporting (SIR) Procedure, where, in the event of an
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Item	Implementation status		
		<p>systems, etc.), as well as emergency scheduling of personnel or material transportation, which could delay the originally planned company operations.</p>	<ul style="list-style-type: none"> • Costs arising from countermeasures in response to climate change. <p>emergency, the relevant unit shall immediately notify all employees across the Company to ensure information transparency and rapid response.</p> <ul style="list-style-type: none"> • Take out insurance for inventories and assets to reduce losses caused by the inventory and asset impairment. • Monitor water resource conditions in real time through data provided by the Water Resources Agency, and formulate corresponding water shortage countermeasures. • Reduce the risk of natural disasters and improve resilience through business continuity management.
	<p>Rising raw material costs</p>	<p>Global climate change has led to rising prices for various raw materials. For instance, natural disasters have caused food prices to skyrocket, while policies raising environmental standards have led to reduced production of related materials. These scenarios may result in</p>	<p>Eroded operating profits due to rising costs of food and beverage ingredients.</p> <ul style="list-style-type: none"> • Increase the proportion of local procurement to reduce carbon emissions from long-distance transportation of food ingredients. • Source new suppliers from time to time and implement supplier management. • Ensure multiple sources of supply and establish management of supplier code of conduct.

Item	Implementation status			
		increased costs for ingredients and other supplies, or lead to procurement difficulties.		
	Energy supply disruptions	Power shortages caused by extreme weather conditions or government-imposed electricity supply restrictions lead to incidents where hotels and restaurants are unable to operate as scheduled.	<ul style="list-style-type: none"> • Loss of revenue due to suspension of operations and other events. • Losses arising from customer complaints that indirectly affect brand reputation. 	<ul style="list-style-type: none"> • Stabilize plant operations and enhance overall competitiveness through energy management. • Record and monitor energy use status on a daily basis through energy management, and report energy anomalies on a regular basis.
	Rising average temperatures	Long-term climatic and environmental shifts may result in increased probability of operational shutdowns, reduced labor productivity, and risks of heat exhaustion among hotel and restaurant personnel.	Increased operating costs arising from increased electricity consumption and carbon emissions	<ul style="list-style-type: none"> • Regularly review electricity consumption and set electricity consumption reduction targets. • Reduce the use of equipment during off-peak hours or adjust it to intermittent operations.
	<ul style="list-style-type: none"> ● Transition risks: 			
	Aspect	Risk description	Potential impact	Response measures
	Mandatory regulations on products	There is a likelihood that regulatory authorities may establish stricter standards	<ul style="list-style-type: none"> • Additional expenditure arising from internal 	<ul style="list-style-type: none"> • Conduct industry-related legal advocacy and training programs to reinforce employees'

Item	Implementation status				
		and services	or regulations for business premises and products in the future, such as requirements for low pollution, circularity, energy efficiency, and the attainment of relevant environmental certifications	<p>transformation of the enterprise to comply with the regulations.</p> <ul style="list-style-type: none"> • Costs arising from building energy-saving systems and purchasing energy-saving equipment. 	<p>understanding of laws and regulations.</p> <ul style="list-style-type: none"> • Assess new or revised laws and regulations within the scope of responsibility of each unit, analyze the impact of new revised laws and regulations on the Company, propose response strategies, and conduct the effectiveness assessment of legal compliance by the Legal Affairs Office. • Set up the Information Security Team and establish a security control mechanism for the computer network system to ensure the security of data transmission, prevent computer viruses or malicious software attacks, and reduce the risk of personal information leakage. • Establish the Food Safety Team, which is charged with conducting monthly in-house and cross-inspection, holding regular food safety meetings, as well as promoting, guiding and supervising food safety policies to reduce the impact of potential

Item	Implementation status			
				<p>food safety risks.</p> <ul style="list-style-type: none"> • Replace old and high-energy-consuming equipment. • Use equipment with sustainable or energy-saving trademarks.
	Increased cost of GHG emissions	In the light of international or domestic regulations on GHG emissions and the implementation of carbon taxes and fees, consideration has to be given to My Humble House Hospitality's compliance with relevant regulations and payment of costs.	<ul style="list-style-type: none"> • Increased operating costs arising from payment of carbon fees • Failure to comply with regulatory requirements may result in fines and penalties, thereby increasing operating expenses. 	Establish My Humble House Hospitality's Greenhouse Gas Inventory and Promotion Task Force, which is tasked with formulating overall plans, compiling emission statistics across all GHG categories, maintaining inventory registries, and producing formal GHG reports.
	Increasingly stringent regulations on renewable energy	In the light of increasingly stringent renewable energy regulations in the future, electricity costs may rise under existing power demand conditions (e.g., costs associated with installing or procuring renewable energy, as well as potential increases in	<ul style="list-style-type: none"> • Costs arising from purchasing renewable energy and green energy certificates. • Investment of resources in promoting corporate green transition. 	My Humble House Hospitality's Greenhouse Gas Inventory and Promotion Task Force participates in net-zero emission seminars and training organized by the government to keep abreast of the latest renewable energy regulations.

Item	Implementation status			
		electricity tariffs driven by the government's promotion of green energy usage).		
	Shifting consumer preferences	Shifting market or consumer behavior results in demand for green services (e.g., eco-friendly accommodation options or sustainable food consumption), thus resulting in increased procurement and training costs.	<ul style="list-style-type: none"> • Costs arising from consumer boycotts. • Expenses arising from sustainable education training and transition investments. 	Move towards green hospitality, reduce the provision of single-use disposables, and establish a circular tourism model.
	Impact on corporate image	As climate issues align with expectations both domestically and internationally, any shortcomings in sustainability performance and initiatives may undermine stakeholder trust in the Company, which in turn could affect stakeholder engagement, recruitment efforts, investors' willingness to make long-term investments, or the Company's corporate	<ul style="list-style-type: none"> • Inability to meet stakeholder expectations and failure to demonstrate commitment to low-carbon practices. • Failure to achieve successful transition may affect customer trust, which in turn could lead to reduced revenue. 	<ul style="list-style-type: none"> • Communicate the implementation results to stakeholders through the Company's website, annual reports and sustainability reports. • Emphasize corporate image and risk control through actions such as adopting street trees and participating in the Earth Hour initiative in response to energy conservation and carbon reduction.

Item	Implementation status		
		image.	
	For more details on the above items, please refer to the Company's Sustainability Report.		
7. If internal carbon pricing is used for planning, specify the basis for price setting.	Relevant departments at the Company have begun developing an internal carbon pricing mechanism.		
8. If climate-related targets have been established, the activities covered, the scope of GHG emissions, the planning timeline, and annual progress toward achieving the targets should be stated. If carbon offsets or Renewable Energy Certificates (RECs) are used to meet these targets, the source and quantity of the carbon reduction credits used for offsetting, or the quantity of Renewable Energy Certificates (RECs), should be specified.	With a commitment to reducing carbon emission intensity (tons of CO ₂ e per NT\$ thousand of revenue), the Company adjusts our energy conservation efforts with reference to domestic and international energy conservation and carbon reduction trends. With 2018 as the base year, the Company has set a goal to reduce carbon emission intensity by 1% annually. Through the formulation of short-, medium-, and long-term plans, the Company will continue to implement carbon reduction measures and procure eco-friendly, energy-efficient equipment, with the objective of achieving a 12% total reduction in carbon emission intensity by 2030.		

Item	Implementation status
9. GHG inventory and assurance status, reduction targets, strategies and specific action plans (To be filled in 1-1 and 1-2).	

1-1 The Company's GHG inventory and assurance status in the most recent two years

1-1-1 Information on GHG inventory

Specify the greenhouse gas emissions (metric tons of CO₂e), intensity (metric tons of CO₂e per NT\$ million of revenue) and data coverage for the most recent two years.

1. The Company completed Scope 1 and Scope 2 greenhouse gas inventories in 2025, with the data coverage encompassing Sheraton Taipei, Taipei Le Méridien, Mu Jiao Xi Hotel, and Humble Boutique Hotel.
2. My Humble House's greenhouse gas inventory for 2024 was conducted in accordance with ISO 14064-1:2018. Starting from 2025, the Company has implemented a systematic greenhouse gas inventory based on The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) and the GHG Protocol Scope 2 Guidance, while incorporating the standard requirements of ISO 14064-1:2018 at the same time. As different inventory standards were adopted for the aforementioned two years, differences may exist in certain emission classifications and calculation methodologies; therefore, the impact of methodological adjustments on data comparability shall be considered concurrently when conducting year-on-year data comparisons.

Greenhouse gas emissions for the most recent two years are detailed as follows:

<u>Year</u>	<u>Scope 1</u>	<u>Scope 2</u>	<u>Intensity (tons CO₂e per NT\$ million of revenue)</u>
2024	4,936.06	15,484.94	4.0579
2025	6,257.50	14,513.17	4.0224

Note 1: Direct emissions (Scope 1: Direct emissions from sources that are owned or controlled by the Company), energy indirect emissions (Scope 2: Indirect emissions from the purchase of electricity, heat or steam) and other indirect emissions (Scope 3: Indirect emissions from company activities, excluding energy indirect emissions, which are from sources that are owned or controlled by other companies).

Note 2: Data coverage for direct and indirect energy emissions shall be processed according to the schedule specified in Paragraph 2, Article 10 of the Regulations, whereas information on other indirect emissions may be disclosed on a voluntary basis.

Note 3: Greenhouse gas inventory standard: The Greenhouse Gas Protocol or ISO 14064-1 issued by the International Organization for Standardization.

Note 4: The intensity of greenhouse gas emissions can be calculated by each unit of product/service or revenue, but at least the data calculated by revenue (NT\$ million) should be stated.

1-1-2 Information on greenhouse gas assurance

Describe the assurance status for the most recent two years as of the date of publication of this annual report, including the scope of assurance, the assurance agency, the assurance standards and the assurance opinions:

Although the Company has not yet initiated the GHG assurance process, the Company has planned a sustainable development roadmap in accordance with the rules and regulations set forth by the Financial Supervisory Commission, and will conduct the GHG inventory and assurance process according to the schedule.

Note 1: It shall be handled in accordance with the schedule stipulated in Paragraph 2, Article 10 of the Regulations. If the Company fails to obtain a complete greenhouse gas assurance opinion as of the date of publication of this annual report, “complete assurance information will be disclosed in the sustainability report” shall be indicated. If the Company fails to prepare the sustainability report, “complete assurance information will be disclosed on the Market Observation Post System” shall be indicated, and the complete assurance information shall be disclosed in the annual report of the following year.

Note 2: The assurance agency shall comply with the relevant regulations for sustainability report assurance agencies established by TWSE and TPEX.

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

Describe the base year of greenhouse gas reduction and its data, reduction targets, strategies and specific action plans, as well as the status of progress toward achieving those targets.

Base year for greenhouse gas reduction and reduction targets

With 2018 as the base year, the Company has set a goal to reduce carbon emission intensity by 1% annually. Through the formulation of short-, medium-, and long-term plans, the Company will continue to implement carbon reduction measures and procure eco-friendly, energy-efficient equipment, with the objective of achieving a 12% total reduction in carbon emission intensity by 2030.

Greenhouse gas reduction strategies and specific action plans

The Company is committed to environmental protection, energy saving, and carbon reduction. In response to climate change or greenhouse gas management strategies, the following directions will be pursued:

- (1) Energy and carbon emission management: With “equipment retirement and replacement” as the main focus of our energy-saving measures, the Company continues to invest in equipment retirement and replacement programs. In addition to replacing lamps and equipment, the Company is also introducing measures such as central monitoring of air conditioning, AI energy-saving control for heat pumps/chillers, and detection of carbon dioxide emissions.
- (2) The Company’s water-saving program starts with comprehensive implementation of operational water-saving practices. This includes installing water-saving devices on faucets and showerheads in restaurants, kitchens, and guest rooms, as well as establishing wastewater recycling treatment systems in kitchen areas of all hotel restaurants. Daily cleaning of oil interceptors and inspection of wastewater quality equipment ensure that the treatment systems with discharge standards. These efforts aim to maximize the benefits of available water resources.
- (3) Waste management: The Company has been using large refillable pump bottles since 2022. In line with the Net-zero Green Life Policy, the Green Travel program has been implemented since September 1, 2024, where single-use amenities will no longer be provided in guest rooms, with the intention of reducing the environmental impact of such amenities.

Note 1: It shall be handled according to the schedule stipulated in Paragraph 2, Article 10 of the Regulations.

Note 2: The base year should be the year when the inventory is completed based on the consolidated financial statements. For example, in accordance with Paragraph 2, Article 10 of the Regulations, companies with a capital amount of more than NT\$10 billion should complete the inventory of the 2024 consolidated financial statements in 2025; therefore, the base year is 2024. If the Company has completed the inventory of the consolidated financial report in advance, the earlier year can be the base year, and the data of the base year can be calculated by the average of a single year or a few years.

(VII) Implementation of ethical corporate management and differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary	
<p>I. Formulation of ethical corporate management policy and plan</p> <p>(I) Has the Company formulated an ethical corporate management policy approved by the Board of Directors? Are the policy and practice of ethical corporate management stated in the Company's regulations and external documents? Are the Board of Directors and the senior management committed to actively implementing the policy?</p>	V		<p>The Company has established the Operating Procedures for Ethical Management and Guidelines for Conduct and the Code of Ethical Conduct, which have been approved by the Board of Directors and will be reported to the most recent shareholders' meeting for any amendments. The Company's Operating Procedures for Ethical Management and Guidelines for Conduct and the Code of Ethical Conduct have been disclosed on MOPS and the Company's website, and included in the Employee Handbook.</p> <p>All members of the Board of Directors of the Company have signed the Declaration on Ethical Corporate Management, promising to strictly abide by the provisions of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX-listed Companies and the Operating Procedures for Ethical Management and Guidelines for Conduct of My Humble House Hospitality Management Consulting Co., Ltd., and that</p>	No material difference.

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary	
			they will not offer, accept, promise or demand any improper benefits, directly or indirectly, for the purpose of obtaining or maintaining benefits, or engage in any other acts that violate integrity, are illegal or breach fiduciary duties in the course of performing their duties as directors. In addition, all middle-level and senior managers at each of the Company's hotels have completed the signing of the Declaration on Ethical Corporate Management to actively enforce the ethical corporate management policy.	
(II) Has the Company established a mechanism for evaluating the risk of unethical conduct, regularly analyzes and evaluates the activities in the scope of business with a higher risk of unethical conduct, and formulated, accordingly, a plan to prevent unethical conduct, which covers at least the preventive measures for the conduct set out in Paragraph 2, Article 7 of the Ethical Corporate	V		In accordance with the Operating Procedures for Ethical Management and Guidelines for Conduct and the Code of Ethical Conduct approved by the Board of Directors, the Company has established the Code of Practice for Employees Accepting Gifts/Declaration of Interests and Declaration of Conflicts of Interest to set out clear rules for handling and reporting matters that may lead to unethical risks, such as receiving benefits, accepting gifts or conflicts of interest in the course of performing business by employees. This Code of Practice was approved by the Chairman. The presidents of the Company and each of our hotels review the contents of the declarations made by the units under their jurisdictions at the end of each year to assess the potential unethical risks.	No material difference.

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary	
Management Best Practice Principles for TWSE/TPEX Listed Companies?			<p>Furthermore, as the Company respects intellectual property rights, the Legal Affairs Office complies with related regulations established by the Taiwan Intellectual Property Office under the Ministry of Economic Affairs to apply and use trademarks in accordance with the law. Dedicated personnel appointed by the Legal Affairs Office is tasked with maintain a centralized register for filing, conducting a routine audit in the fourth quarter of each year, and presenting related reports to the Board of Directors, where the most recent reporting was made to the Board of Directors in November 2025. Related implementation status is also disclosed simultaneously on the Company’s official website.</p> <p>In terms of food safety and hygiene, each of the Company’s hotels has a dedicated food technician who works with the purchasing department, each hotel’s food and beverage department, and the Audit Office to activate the “Food Safety Control Task Force” mechanism, and holds a group food safety meeting every quarter to review recent fresh food procurement and quality control hygiene deficiencies and propose improvement measures; in addition, the Fresh Food Management Unit under the Purchasing Department, together with the food safety</p>	

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary	
			technicians, also conducts regular on-site audits and evaluations of important food suppliers every year, with the aim of ensuring food safety for the benefit of consumers.	
(III) Has the Company clearly established operating procedures, behavioral guidelines, disciplinary actions for violations, and a complaint system within its ethical corporate management plan? Furthermore, has the Company effectively implemented these measures and conducted periodic reviews and revisions of the aforementioned plan?	V		<p>The Company has established the Code of Practice for Employees Accepting Gifts/Declaration of Interests and Declaration of Conflicts of Interest, which has been promulgated and implemented since 2018. Each year, the top executive of each unit reviews the declaration of employees and the implementation status from time to time, whereas the Company's Ethical Corporate Management Promotion Task Force regularly reviews whether the aforementioned Code of Practice is in compliance with the latest regulations set forth in the Operating Procedures for Ethical Management and Guidelines for Conduct and the Code of Ethical Conduct, and make amendments in a timely manner.</p> <p>In addition, the Company has also established the Employee Complaint and Handling Guidelines. If any employee encounters other employees who violate the Company's rules and regulations, violate the law or engage in misconduct that affects the Company's rights and interests, or finds that other employees intend to use their positions to obtain improper</p>	No material difference.

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary	
			benefits that affect the Company's rights and interests, he or she can report the matter through the complaint system.	
II. Implementation of ethical corporate management				
(I) Does the Company evaluate the ethics records of its counterparties and specify the ethical conduct clauses in the contracts signed with the counterparties?	V		The Purchase Transaction Agreement signed between the Company and the suppliers of each hotel of the Group stipulates that both parties shall abide by the anti-bribery rules and prohibit the payment and receipt of commissions, kickbacks or other improper benefits, and that if any party is involved in unethical business activities, the other party may terminate or cancel the contract at any time.	No material difference.
(II) Does the Company have a dedicated unit under the Board of Directors to promote ethical corporate management and report regularly (at least once a year) to the Board of Directors on its ethical management policy and plan to prevent unethical conduct and monitor their implementation?	V		According to the Company's Procedures for Ethical Management and Guidelines for Conduct, the Chairman's Office has been designated as the dedicated unit to be responsible for related matters. The responsible unit reported the internal regulations and relevant implementation status to the Board of Directors in November 2025.	No material difference.

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary	
(III) Does the Company have a policy to prevent conflict of interest, provide appropriate channels for explanation, and implement it?	V		<p>The Company's Ethical Corporate Management Best Practice Principles and Code of Conduct clearly set out policies to prevent conflicts of interest, provide appropriate reporting channels, and require relevant units of the Company to implement them.</p> <p>In addition, the Company's Rules of Procedure for Board of Directors' Meetings regulate the recusal of directors, managerial officers and other interested parties attending or sitting in at Board of Directors' meetings.</p> <p>The Company has promulgated and implemented the Code of Practice for Employees Accepting Gifts/Declaration of Interests and Declaration of Conflicts of Interest since 2018. In accordance with the provisions of this Code, if an employee expects to undertake a case that involves a conflict of interest, or if he/she reviews the content of the tasks currently being performed and finds a conflict of interest, he/she should immediately fill out a "Declaration on Conflict of Interest" and sign a statement to complete the declaration process, so as to enforce the conflict-of-interest prevention policy.</p>	No material difference.

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary	
(IV) Has the Company established effective accounting and internal control systems to ensure ethical business practices? Has the internal audit unit developed audit plans based on the results of risk assessments regarding unethical conduct, and used these plans to verify compliance with measures designed to prevent such conduct? Has the Company engaged a CPA to conduct such audits?	V		In order to promote the implementation of ethical corporate management, the Company has established an accounting system and an internal control system. The Internal Audit Office has incorporated “Compliance with Laws and Regulations” and “Whistleblowing Procedures for Unethical Conduct or Misconduct” into its annual audit plan. Periodic audits are conducted based on potential risks of unethical conduct associated with the Company’s operations.	No material difference.
(V) Does the Company regularly organize internal and external education and training on ethical corporate management?	V		The Company conducts internal and external training on ethical corporate management from time to time. To implement ethical management, the Company organized training sessions covering legal regulations and responsibilities that managers and employees should be aware of, confidentiality procedures for material information, as well as the causes of insider trading, the determination process, and illustrations of trading cases, the scope of internal material	No material difference.

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary	
			information, confidentiality procedures, disclosure procedures and handling of violations, ethical management, and prevention of insider trading. In 2025, a total of 558 person-times participated in internal or external training, with total training hours amounting to 261.3 hours.	
<p>III. Operations of the Company's whistleblower reporting system</p> <p>(I). Has the Company established a specific whistleblower reporting and reward system, set up convenient reporting channels, and designated appropriate personnel to deal with the whistleblowers?</p>	V		<p>To establish an ethical and transparent corporate culture and promote sound operations, and protect the rights of whistleblowers, the Company has not only established the Employee Complaint and Handling Guidelines, but also set up and disclosed a whistleblower reporting hotline and whistleblower reporting email address on the Company's website and internal website in accordance with the Company's Procedures for Ethical Management and Guidelines for Conduct, aimed at providing internal and external personnel with channels for complaints, reporting or exchange of opinions and accepting reports of crimes, fraud or violations.</p> <p>Information on the whistleblower reporting channels is listed as follows:</p> <ol style="list-style-type: none"> 1. Reporting hotline: 0979-608-705. 2. Reporting mailbox: comment @ mhh-group.com 	No material difference.

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary	
			<p>3. Unit in charge of accepting whistleblowing cases: Chairman's Office.</p> <p>A complaint shall be submitted in writing or by email, and shall record the name, title, and department of the complainant, the facts and reasons of the complaint, and the requested remedies. Any relevant documents and evidence shall be attached thereto.</p> <p>The content of the complaint should be detailed and contain no abuses and offensive wordings.</p>	
(II). Has the Company formulated standard operating procedures for the investigation of the reported matters, follow-up measures to be taken after the completion of the investigation, and the relevant confidentiality mechanisms?	V		<p>The Company's Employee Complaint and Handling Guidelines specify the relevant operating procedures for accepting reports. After completing the investigation report, the investigation team will propose suggestions for improvement or correction and punishment according to the level of management or the scope of impact involved in the reported matter. The encrypted investigation report will be provided to the top executive of the relevant responsible unit for review according to the level of authority. The investigation team will also track subsequent improvements in association with the accepted cases.</p> <p>Members of the complaint handling team and relevant parties shall keep the relevant information confidential during the investigation period and</p>	No material difference.

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary	
			<p>after the investigation results. It is strictly forbidden to publish or disclose the case to others without authorization. Concerned parties who fail to maintain confidentiality, and therefore result in unauthorized disclosure of case details shall be subject to disciplinary action in accordance with applicable regulations.</p> <p>Furthermore, in an effort to ensure that the Company has put in place smooth channels to receive reports of unethical behavior or misconduct from internal or external parties, the Company has proposed amendment to our internal control system after referencing the procedures for reporting unethical behavior and misconduct set out in the latest version of the Corporate Governance Best Practice Principles and the Procedures for Ethical Management and Guidelines for Conduct, where this amendment was approved by the Board of Directors on March 2022. Specifically, this amendment involves the addition of “CT-19 Whistleblower Reporting Operations for Unethical Behavior or Misconduct” to “Internal Management Operations” as the standard operating procedures for internal audit unit to regularly examine whether the Company is conducting investigations on the reported matters in</p>	

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary	
			accordance with the standard operating procedures.	
(III).Does the Company implement measures to protect whistleblowers from unfair treatment or retaliation as a result of their report?	V		The Company's Employee Complaint and Handling Guidelines state: "The purpose of filing a complaint is to resolve internal company issues. The President and members of the investigation team shall conduct investigations and handle matters in a fair and impartial manner. The Company shall not dismiss, transfer, or impose any other adverse disciplinary action against an employee for filing a complaint in accordance with this policy or for assisting others in filing a complaint." Meanwhile, the Company's Procedures for Ethical Management and Guidelines for Conduct stipulate: "The Company shall maintain strict confidentiality regarding the whistleblower's identity and the content of the report, and commits to protecting the whistleblower from any unfair treatment or retaliation as a result of his/her report." No internal whistleblowing cases were filed by employees with the Company in 2025.	No material difference.
IV. Enhancement of information disclosure Does the Company disclose the content and effectiveness of its Ethical	V		The Company has disclosed our internal policies and implementation status on our website and MOPS.	No material difference.

Evaluation item	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies and the reasons therefor:
	Yes	No	Summary	
Corporate Management Best Practice Principles on its website and MOPS?				
<p>V. If the Company has related practice principles of its own in accordance with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies, specify its implementation status and the differences from the established principles:</p> <p>The Company has formulated the Procedures for Ethical Management and Guidelines for Conduct as well as the Code of Ethical Conduct in accordance with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies. No significant differences have been found between their implementation status and the established principles.</p>				
<p>VI. Other important information that is helpful to understand the implementation of ethical corporate management: (e.g., the Company's review and amendment of its ethical corporate management best practice principles)</p> <p>The Company complies with the Company Act, the Business Accounting Act and other relevant regulations or other laws and regulations on business practices, which serve as a basis for the implementation of ethical corporate management.</p>				

(VIII) Other important information that is sufficient to enhance understanding of the Company's corporate governance practices may also be disclosed

The relevant information has been announced and made available on MOPS (<http://mops.twse.com.tw/>). Please refer to the homepage of MOPS under "Single Company" > "Corporate Governance" for more details.

(IX) Disclosures regarding the implementation of internal control systems

1. Statement of Internal Control: The Company has published the 2025 Statement of Internal Control on MOPS (<https://mops.twse.com.tw/mops/#/web/t06sg20>). Please refer to the homepage under "Single Company" > "Corporate Governance" > "Company Regulations/Internal Control" > "Statement of Internal Control" for more details.
2. CPA's review report on internal control systems: None.

(X) Important resolutions of the shareholders' meeting and the Board of Directors for the most recent year and up to the date of publication of this annual report

1. Important resolutions of the shareholders' meeting in 2025:

Date	Important resolution	Subsequent implementation status
2025.06.03	1. Adopted the Company's business report and financial statements for 2024.	The aforesaid business report and financial statements have been duly filed with the competent authorities and disclosed publicly in accordance with the Company Act and other laws and regulations.
	2. Adopted the Company's earnings appropriation for 2024.	The ex-dividend date has been set for July 15, 2025, with a total cash dividend of NT\$58,576,640 (NT\$0.64 per share) to be distributed from retained earnings.
	3. Amendment to certain provisions of the Company's Articles of Incorporation.	The proposal was approved as presented and executed in accordance with the resolution.
	4. The Company's proposal on cash distribution from capital reserve.	The ex-dividend date has been set for July 15, 2025. A total of NT\$32,949,360 in cash was distributed from capital reserves (NT\$0.36 per share).
	5. Re-election of all directors.	The Administration for Commerce, Ministry of Economic Affairs (MOEA) officially approved and granted the registration of changes on July 16, 2025.
	6. Release of non-competence restrictions from newly elected directors and their representatives.	The resolution took effect immediately upon adoption and was publicly announced on June 3, 2025.

2. Important resolutions of the Board of Directors for 2025 and up to April 21, 2026:

Date	Important resolution
2025.03.07	<ol style="list-style-type: none"> 1. Approved the Company's business report and financial statements for 2024. 2. Approved the Company's earnings appropriation for 2024. 3. Approved the Company's proposal on cash distribution from capital reserve. 4. Approved the issuance of the Company's Statement on Internal Control System for 2024. 5. Approved the evaluation of the independence of the Company's attesting CPAs. 6. Approved the professional fees of the Company's attesting CPAs for 2025. 7. Approved the distribution of director remuneration and employee remuneration for 2024. 8. Approved the remuneration of managerial officers. 9. Approved the appointment and remuneration of managerial officers. 10. Approved amendment to certain provisions of the Company's Articles of Incorporation. 11. Approved the definition of the Company's non-managerial employees. 12. Approved the application and extension of credit facilities from financial institutions. 13. Approved the election of the 10th term of the Board of Directors and submitted the list of candidates for directors nominated by the Board of Directors for approval. 14. Approved the release of non-compete restrictions from newly elected directors and their representatives. 15. Approved the convening of the Company's Annual General Meeting for 2025.
2025.05.07	<ol style="list-style-type: none"> 1. Approved amendment to the Regulations Governing Managerial Remuneration. 2. Approved the remuneration of managerial officers. 3. Approved the Company's consolidated financial statements for the first quarter of 2025. 4. Approved the application and extension of credit facilities from financial institutions.
2025.06.03	<ol style="list-style-type: none"> 1. Election of the Company's new Chairman of the Board. 2. Appointment of members of the Company's 5th term of the Remuneration Committee. 3. Appointment of members of the 4th term of the Audit Committee.
2025.08.07	<ol style="list-style-type: none"> 1. Approved the distribution of director remuneration for 2024. 2. Approved the distribution of employee remuneration for managerial officers for 2024. 3. Approved amendment to certain provisions of the Rules Governing the Distribution of Employee Remuneration. 4. Approved the Company's consolidated financial statements for the second quarter of 2025. 5. Approved amendment to certain provisions of the Company's Procedures for Acquisition or Disposal of Assets. 6. Approved the Company's 2024 sustainability report. 7. Approved the application and extension of credit facilities from financial institutions.
2025.11.10	<ol style="list-style-type: none"> 1. Approved the month multiplier for the distribution of year-end bonus for 2025. 2. Approved the Company's consolidated financial statements for the third quarter of 2025.

Date	Important resolution
	3. Approved the Company's business plan and budget report for 2026. 4. Approved endorsements/guarantees for subsidiaries 5. Approved the establishment of the Company's audit plan for 2026. 6. Approved amendment to certain provisions of the Company's Internal Control System and Internal Audit Implementation Rules. 7. Approved the application and extension of credit facilities from financial institutions.
2025.12.12	Approved the appointment and remuneration of managerial officers.
2026.03.09	1. Approved the distribution of director remuneration and employee remuneration for 2025. 2. Approved the distribution of performance bonus for managerial officers. 3. Approved amendment to certain provisions of the Company's Regulations Governing Managerial Remuneration. 4. Approved adjustments to the compensation of managerial officers. 5. Approved the appointment and remuneration of managerial officers. 6. Approved the adjustment to the definition of the Company's non-managerial employees. 7. Approved the business report and financial statements for 2025. 8. Approved earnings distribution for 2025. 9. Approved the evaluation of the independence of the Company's attesting CPAs. 10. Approved professional fees of the Company's attesting CPAs for 2026. 11. Approved the issuance of Statement on Internal Control System for 2025. 12. Approved amendment to certain provisions of the Company's Internal Control System. 13. Approved the application and extension of credit facilities from financial institutions. 14. The Company's convening of the 2026 Annual General Meeting of Shareholders.

(XI) During the most recent year and the current year up to the date of publication of this annual report, if the Company or its internal personnel have been punished in accordance with law, or the Company has punished its internal personnel for violating the provisions of the internal control system, the major deficiencies and improvements should be listed: None

IV. Information on the professional fees of attesting CPAs

(I) Information on the professional fees of attesting CPAs

Unit: thousands of NT\$

CPA firm	CPA name	Audit period	Audit fees	Non-audit fees	Total	Remark
PwC Taiwan	Tsung-Hsi Lai Chan-Yuan Tu	2025	2,710	840 (Note)	3,550	-

Note: These fees are for tax compliance audit, certification Report for Dual-Status Business Entity, and certification of salary information for full-time employees not in managerial positions.

(II) Where the audit fees paid in the year of the replacement of CPA firm is less than the audit fees in the year before the change, the audit fees before and after the replacement should be disclosed and the reasons therefor: Not applicable.

(III) Where the audit fees decrease by 10% or more from the previous year, the amount, percentage and reasons therefor should be disclosed: Not applicable.

V. Information on the replacement of CPA: None.

VI. Chairman, president, or officer in charge of financial or accounting matters of the Company who has worked in the firm of the attesting CPAs or its affiliates within the most recent year: None

VII. Any equity transfer or change in equity pledge by a director, supervisor, managerial officer, or shareholder with 10% ownership or more during the most recent year and the current year up to the date of publication of this annual report.

(I) Any equity transfer or change in equity pledge by a director, supervisor, managerial officer, or shareholder with 10% ownership or more

The Company has announced the equity transfer and changes in equity pledges by directors, supervisors, managerial officers, and shareholders with more than 10% ownership on MOPS (https://mops.twse.com.tw/mops/#/web/query6_1). Please refer to the homepage of MOPS under “Single Company” > “Shareholding Changes/Securities Issuance” > “Share Transfer Data Search” > “Insider Shareholding Change Post-Report Form.”

(II) If the counterparty of the equity transfer or equity pledge is a related party, the name of the counterparty, the relationship with the Company, directors, and shareholders holding more than 10% of the shares, as well as the number of shares obtained or pledged, should be disclosed: The counterparty is not a related party; therefore, this section is not applicable.

VIII. Information on the relationship among the top 10 shareholders who are related parties, spouses, or relatives within the second degree of kinship to one another

Unit: shares; March 28, 2026

Name	Individual shareholding		Shareholding of spouse and minor children		Shareholding in the name of others		Name and relationship of the top 10 shareholders who are related parties, spouses, or relatives within the second degree of kinship to one another		Remark
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Name	Relationship	
Tung-Fang-Mei Enterprises Co. Ltd. Person in charge: En-Cheng Lu	15,474,546	16.91%	-	-	-	-	-	-	-
Xuan Wei Investment Co., Ltd. Person in charge: Pi-Chu Huang	14,100,228	15.41%	-	-	-	-	Chun Sui Investment Industrial Co., Ltd. Camellian Co. Ltd.	Concurrently serving as chairman of this company A relative by marriage of the Chairman within the second degree of kinship	-
Camellian Co. Ltd. Person in charge: Ellie Lai	7,112,743 60,803	7.77% 0.07%	-	-	-	-	Han-Chun Co. Ltd. Kan Shi Shan Fang Co., Ltd. Humble House International Investment Co., Ltd. Xuan Wei Investment Co., Ltd. Chun Sui Investment Industrial Co., Ltd.	A relative by marriage of the Chairman within the first degree of kinship A relative by marriage of the Chairman within the first degree of kinship A relative by marriage of the Chairman within the first degree of kinship A relative by marriage of the Chairman within the second degree of kinship A relative by marriage of the Chairman within the second degree of kinship	-
Kan Shi Shan Fang Co., Ltd. Person in charge: Po-Han Tsai	6,656,562 124,741	7.27% 0.14%	-	-	-	-	Han-Chun Co. Ltd. Camellian Co. Ltd. Humble House International Investment Co., Ltd.	A collateral relative of the Chairman within the second degree of kinship A relative by marriage of the Chairman within the first degree of kinship A relative by marriage of the Chairman within the second degree of kinship	-
Humble House International Investment Co., Ltd. Person in charge: Min-Hsuan Huang	6,382,655 140,306	6.97% 0.15%	-	-	-	-	Han-Chun Co. Ltd. Camellian Co. Ltd. Kan Shi Shan Fang Co., Ltd.	A relative by marriage of the Chairman within the second degree of kinship A relative by marriage of the Chairman within the first degree of kinship A relative by marriage of the Chairman within the second degree of kinship	-
Da Mo Enterprises Co. Ltd. Person in charge: Cheng-Hua Lin	6,015,101	6.57%	-	-	-	-	-	-	-
Chia-Wei Tsai	1,998,000	2.18%	-	-	-	-	Xuan Wei Investment Co., Ltd. Chun Sui Investment Industrial Co., Ltd.	A lineal relative of the Chairman within the first degree of kinship A lineal relative of the Chairman within the first degree of kinship	-

Name	Individual shareholding		Shareholding of spouse and minor children		Shareholding in the name of others		Name and relationship of the top 10 shareholders who are related parties, spouses, or relatives within the second degree of kinship to one another		Remark
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Name	Relationship	
Chuan Fu Investment Co., Ltd. Person in charge: Chia-Chien Chou	1,672,592 159,806	1.83% 0.17%	-	-	-	-	-	-	-
Han-Chun Co. Ltd. Person in charge: Chia-Fen Tsai	1,502,205	1.64%	-	-	-	-	Kan Shi Shan Fang Co., Ltd.	A collateral relative of the Chairman within the second degree of kinship	-
							Camellian Co. Ltd.	A relative by marriage of the Chairman within the first degree of kinship	
							Humble House International Investment Co., Ltd.	A relative by marriage of the Chairman within the second degree of kinship	
Chun Sui Investment Industrial Co., Ltd. Person in charge: Pi-Chu Huang	1,478,687	1.62%	-	-	-	-	Xuan Wei Investment Co., Ltd.	Concurrently serving as chairman of this company	-
							Camellian Co. Ltd.	A relative by marriage of the Chairman within the second degree of kinship	

Note: Shareholding percentage is calculated based on the total number of 91,526,000 shares issued.

IX. Total number of shares and the consolidated ownership percentage held in any single investee by the Company, its directors, supervisors, managerial officers, or any enterprises controlled either directly or indirectly by the Company

December 31, 2025; Unit: thousands of Shares; %

Investee (Note)	Investment by the Company		Investment by directors, supervisors, managerial officers, and any enterprises controlled either directly or indirectly by the Company		Total investment	
	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage	Number of shares	Shareholding percentage
Hanxi Investment Co., Ltd.	62,800	100.00	—	—	62,800	100.00
My Humble House Restaurant Corporation	100	100.00	—	—	100	100.00
Humble House Hotel Co., Ltd.	5,850	25.00	11,653	49.80	17,503	74.80

Note: It refers to long-term equity investments accounted for using the equity method.

Three. Capital Raising

I. Capital and shares

(I) Source of capital

1. Type of shares

March 28, 2026; Unit: shares

Type of shares	Authorized capital			Remark
	Outstanding shares	Unissued shares	Total	
Registered common stocks	91,526,000	108,474,000	200,000,000	Shares of TWSE-listed company

2. Formation of capital

March 28, 2026; Unit: shares per NT\$

Year and month	Issue price	Authorized capital		Paid-in capital		Remark		
		Number of shares	Amount	Number of shares	Amount	Source of capital	Using property other than cash as payment for shares	Others
2000.01	10	5,000,000	50,000,000	5,000,000	50,000,000	Incorporation	None	Note 1
2002.06	10	55,000,000	550,000,000	55,000,000	550,000,000	Capital reduction to offset accumulated deficits 25,000,000 Capital increase by cash 525,000,000	"	Note 2
2005.01	10	200,000,000	2,000,000,000	100,000,000	1,000,000,000	Capital increase by cash 450,000,000	"	Note 3
2009.04	10	200,000,000	2,000,000,000	120,000,000	1,200,000,000	Capital increase by cash 200,000,000	"	Note 4
2012.12	20	200,000,000	2,000,000,000	126,000,000	1,260,000,000	Capital increase by cash 60,000,000	"	Note 5
2014.07	10	200,000,000	2,000,000,000	100,800,000	1,008,000,000	Capital reduction by cash refund 252,000,000	"	Note 6
2016.05	50.44	200,000,000	2,000,000,000	111,526,000	1,115,260,000	Capital increase by cash 107,260,000	"	Note 7
2022.07	10	200,000,000	2,000,000,000	101,526,000	1,015,260,000	Capital reduction to offset accumulated deficits 200,000,000	"	Note 8
	20					Private placement of preferred stocks 100,000,000		

Year and month	Issue price	Authorized capital		Paid-in capital		Remark		
		Number of shares	Amount	Number of shares	Amount	Source of capital	Using property other than cash as payment for shares	Others
2024.09	20	200,000,000	2,000,000,000	91,526,000	915,260,000	Cancellation of privately placed preferred stocks 100,000,000	"	Note 9

Note 1: The Company reapplied for the business registration certificate in 2005, and the change was approved with the letter Jing-Shou-Shang-Zi No. 09401202990 dated October 12, 2005 issued by the Ministry of Economic Affairs on record.

Note 2: Approved with the letter Jing-Shou-Shang-Zi No. 09101226250 dated June 21, 2002 issued by the Ministry of Economic Affairs on record

Note 3: Approved with the letter Jing-Shou-Shang-Zi No. 09301251770 dated January 5, 2005 issued by the Ministry of Economic Affairs on record

Note 4: Approved with the letter Jing-Shou-Shang-Zi No. 09801068400 dated April 9, 2009 issued by the Ministry of Economic Affairs on record

Note 5: Approved with the letter Jing-Shou-Shang-Zi No. 10101266030 dated December 28, 2012 issued by the Ministry of Economic Affairs on record

Note 6: Approved with the letter Jing-Shou-Shang-Zi No. 10301132400 dated July 15, 2014 issued by the Ministry of Economic Affairs on record

Note 7: Approved with the letter Jing-Shou-Shang-Zi No. 10501110150 dated June 7, 2016 issued by the Ministry of Economic Affairs on record

Note 8: Approved with the letter Jing-Shou-Shang-Zi No. 11101121770 dated July 11, 2022 issued by the Ministry of Economic Affairs on record

Note 9: Approved with the letter Jing-Shou-Shang-Zi No. 11330157170 dated September 16, 2024 issued by the Ministry of Economic Affairs on record

(II) List of major shareholders

Name of shareholders with more than 5% ownership or top 10 shareholders, as well as the number of shares held and the percentage of their shareholdings

March 28, 2026; Unit: shares

Name of major shareholder	Shares	Number of shares held	Shareholding percentage
Tung-Fang-Mei Enterprises Co., Ltd.		15,474,546	16.91%
Xuan Wei Investment Co., Ltd.		14,100,228	15.41%
Camellian Co., Ltd.		7,112,743	7.77%
Kan Shi Shan Fang Co., Ltd.		6,656,562	7.27%
Humble House International Investment Co., Ltd.		6,382,655	6.97%
Da Mo Enterprises Co., Ltd.		6,015,101	6.57%
Chia-Wei Tsai		1,998,000	2.18%
Chuan Fu Investment Co., Ltd		1,672,592	1.83%
Han-Chun Co. Ltd		1,502,205	1.64%
Chun Sui Investment Industrial Co., Ltd.		1,478,687	1.62%

Note: Shareholding percentage is calculated based on the total number of 91,526,000 shares issued.

(III) The Company's dividend policy and its implementation status

1. Dividend policy as set forth in the Company's Articles of Incorporation

If the Company posts a profit for the year, no less than 1% of the profit shall be set aside as profit-sharing remuneration for employees (of which not less than 50% of the amount of such employee remuneration shall be remuneration

distributed to non-managerial employees). Such compensation, which may be distributed in the form of shares or cash as resolved by the Board of Directors, may also be distributed to employees of controlled companies who meet specific conditions. From the aforementioned amount of profit, the Company may, as approved by resolution of the Board of Directors, set aside no more than 1% as director remuneration. The distribution of profit-sharing remuneration for employees and profit-sharing remuneration for directors shall be carried out upon approval by resolution of the Board of Directors with the presence of two-thirds of the directors and the approval of a majority of the directors present, and shall be reported to the shareholders' meeting. However, if the Company continues to record accumulated losses, the Company shall reserve the amount for making up for such losses in advance before allocating profit-sharing remuneration for employees and profit-sharing remuneration for directors in accordance with the aforementioned percentages.

If the Company has any earnings as concluded by the year-end accounting close, the Company shall first pay taxes, make up for past losses and then set aside 10% for legal reserve; however, if the legal reserve has reached the Company's paid-in capital, no further provision shall be made. From the surplus earnings, the Company may appropriate or reverse special reserve, if necessary, in accordance with laws or the regulations of the competent authorities. Based on the remaining earnings, if any, together with the accumulated undistributed earnings from previous years, the Board of Directors shall prepare a proposal for the distribution of dividends to shareholders and, in the case of distribution by issuance of new shares, shall request the shareholders' meeting to resolve on the distribution; whereas, in the case of distribution by cash, shall be authorized to distribute the dividends with the presence of at least two-thirds of the directors and the approval of a majority of the directors present, and shall report the distribution to the shareholders' meeting.

Where the Company, in accordance with Article 241 of the Company Act, distributes the legal reserve and capital reserve, in whole or in part, by issuing new shares or by cash to shareholders in proportion to their original shareholdings, such distribution shall be approved by resolution in the manner prescribed in the preceding paragraph.

The distribution of the Company's earnings shall be determined by the Board of Directors in accordance with the results of operations and capital planning, taking into account the Company's environment and growth stage, the interests of shareholders, the balance of dividends and the Company's long-term financial planning, etc., and shall be submitted to the shareholders' meeting for resolution. An annual appropriation of no less than 10% of distributable earnings

is made for the distribution of dividends to shareholders. Dividends may be distributed in cash or stock when distributing dividends to shareholders, with cash dividends accounting for no less than 20% of the total dividend amount.

2. Details of the proposed dividend distribution at this shareholders' meeting:

The Company's earnings distribution proposal for 2025 was approved by the Board of Directors on March 9, 2026, with the distribution approved by resolution detailed as follows:

Unit: NT\$

Item	Amount
Unappropriated retained earnings, beginning of period	\$208,153
Add: Remeasurements of defined benefit plans recognized in retained earnings for 2025	3,547,328
Disposal of equity instruments at fair value through other comprehensive income by associates accounted for using the equity method	43,658,177
Adjusted unappropriated retained earnings	47,413,658
Add: Net profit after tax for 2025	215,656,526
Less: Legal reserve appropriated	(26,286,203)
Earnings available for distribution	236,783,981
Distribution items:	
Shareholder dividends - Cash dividends (NT\$2.58 per share)	(236,137,080)
Unappropriated retained earnings, end of period	\$ 646,901

In summary, the proposal is scheduled to be reported to the shareholders' meeting on May 26, 2026.

(IV) Effect of the stock dividends to be proposed to the shareholders' meeting on the Company's business performance and earnings per share: Not applicable.

(V) Profit-sharing remuneration for employees, directors, and supervisors

1. Percentages or ranges of profit-sharing remuneration for employees, directors and supervisors under the Articles of Incorporation: Please refer to (3) above for more details.
2. The basis for estimating the amount of profit-sharing remuneration for employees, profit-sharing remuneration for directors and supervisors for the current period, the basis for calculating the number of shares distributed as bonus, and the accounting treatment if the actual amount of distribution differs from the estimated amount.

The profit-sharing remuneration for employees, directors and supervisors is estimated and calculated based on the percentage set forth in the Company's Articles of Incorporation and recognized as operating expenses for the current period. If the actual amount distributed differs from the estimated amount, it is accounted for as a change in accounting estimate and recognized as profit or loss

in the year of actual distribution.

3. Distribution of remuneration approved by the Board of Directors:

The Company's Board of Directors has approved the distribution of director remuneration and employee remuneration for 2025 on March 9, 2026, as detailed below:

- (1) The amount of profit-sharing remuneration for employees and directors distributed in cash or stock. If there is a difference from the estimated amount of expenses recognized for the year, the amount of the difference, the reasons for it, and the treatment of the difference should be disclosed.

Unit: NT\$

Item	Approved by the Board of Directors	Originally estimated amount	Difference	Distribution method
Employee remuneration	2,955,322	2,955,322	-	Cash
Director remuneration	2,955,322	2,955,322	-	Cash

Employee and director remuneration shown in the above table have been expensed in 2025. The recognized amount is consistent with the proposed distribution amount approved by the Board of Directors.

- (2) The amount of employee compensation distributed in stock and its proportion to the sum of net profit after tax and total employee compensation as reported in the parent-company-only or individual financial statements.

The Company does not distribute employee remuneration in the form of stock; therefore, this section is not applicable.

4. The difference between the actual amount of profit-sharing remuneration for employees, directors and supervisors for the previous year (including the number of shares distributed, the amount and the share price) and the recognized amount of profit-sharing remuneration for employees, directors and supervisors, the reasons for the difference and the treatment of the difference should be described:

On March 7, 2025, the Company's Board of Directors approved the distribution of employee and director compensation for 2024, with both amounts set at NT\$1,289,024. There is no discrepancy between these amounts approved and the amounts originally estimated.

- (6) Status of the Company's buyback of its own shares during the most recent year and the current year up to the date of publication of this annual report: None.

II. Status of corporate bonds: None.

III. Issuance of preferred stock: None.

IV. Issuance of global depository receipts: None

V. Issuance of employee stock options: None

VI. Issuance of employee restricted stocks: None

VII. Issuance of new shares in connection with mergers or acquisitions of shares of other companies: None

VIII. Implementation status of capital utilization plan

Analysis of previous issuances or private placements of marketable securities that have not yet been completed or have been completed within the most recent three years and the benefits of the plans have not yet been realized: None.

Four. Operations Overview

I. Business contents

(I) Business scope

1. Content of business

- (1) Operations of international tourist hotels.
- (2) Operations of Chinese and Western restaurants, cafés, bars, conference rooms, gymnasiums, sauna, beauty salons, stores, (books, flowers, souvenirs, etc.), and parking lots.
- (3) Consulting and advisory services for hotel management.
- (4) Consulting and diagnostic analysis of the operations of various leisure and recreational facilities.
- (5) All business activities that are not prohibited or restricted by law, except those that are subject to special approval

2. Revenue composition by product category

Unit: thousands of NT\$; %

Main product	Year	2024		2025	
		Amount	%	Amount	%
Accommodation revenue		2,031,781	40.37%	2,109,490	40.80%
Food and beverage revenue		2,891,758	57.46%	2,943,616	56.94%
Other revenue		109,508	2.17%	116,807	2.26%
Total		5,033,047	100.00%	5,169,913	100.00%

3. Current products (services) and new products (services) planned for development by the Company

(1) Sheraton Taipei Hotel

In July 2002, the former Lai Lai Hotel was officially taken over by My Humble House Hospitality Management Consulting Co., Ltd. and renamed Sheraton Taipei Hotel. In a dedicated effort to create a refreshed, sophisticated, and fashionable style while preserving the elegant and refined elements of classical Chinese culture, Sheraton Taipei Hotel underwent a comprehensive three-year renovation. Today, meticulously curated antique art pieces and intriguing traditional Chinese motifs can be found throughout the hotel. Sheraton Taipei Hotel features a total of 683 diverse accommodations, ranging from classic guest rooms and themed suites to family-friendly rooms. Complemented by a wide selection of renowned Chinese, Western, Japanese, and Thai specialty restaurants, the hotel offers guests an exceptionally rich and vibrant dining and lodging experience.

(2) Le Méridien Taipei

Officially opened in December 2010, Le Méridien Taipei is strategically

located in the Xinyi District, the heart of Taipei’s fashion and cultural scene. Targeting high-end clientele, the hotel features 160 spacious and elegantly designed rooms and suites across six categories, all with high-ceiling layouts. Complemented by innovative gourmet restaurants, a specialty chocolate boutique, and a stylish bar, the hotel’s forward-thinking and trendsetting essence offers guests not only a perfect stay but also an empowering journey of discovery.

(3) Mu Jiao Xi Hotel

Mu Jiao Xi Hotel, the Group’s first self-owned boutique resort brand, officially opened in November 2017. Nestled in the scenic landscape of Jiaoxi, the property comprises two distinct buildings: the main Hotel and the MU Residence, featuring 118 and 72 guest rooms respectively. Each room is equipped with an independent hot spring bathtub. The resort also boasts three themed restaurants, banquet halls, a children’s play area, and comprehensive wellness facilities including a multi-functional hot spring pool, an outdoor swimming pool, a fitness center, and an open-air bath. Mu Jiao Xi Hotel is a perfect blend of nature, famous hot springs and local culture, interpreting the aesthetics of quiet and elegant life, enjoying the simple leisure time and creating a different experience for travelers.

(4) Humble Boutique Hotel

Taipei Humble Boutique Hotel was officially opened in May 2022. Conveniently located near the exit of Taipei Songjiang Nanjing MRT station, the hotel is our first boutique hotel residence with 111 guest rooms and a restaurant featuring creative cuisine that conveys the brand concept of “good food, good feeling, good mood.” With the experiences from the “heart”, Humble Boutique Hotel offers a sanctuary in the busy city, allowing visitors to slow down, arouse their energies, and experience a new journey that combines the culture of the city and the neighborhood.

(II) Industry overview

1. Current status and development of the industry

In 2025, Taiwan’s tourism market continues to recover steadily. According to statistics from the Tourism Administration under the Ministry of Transportation and Communications, the total number of visitors to Taiwan in 2025 reached 8.575 million, an increase of 9.12% compared to 7.858 million in 2024, indicating that the tourism market is gradually moving towards growth. This growth is primarily attributed to the continuous increase in international short-haul flights and the government’s active promotion of international tourism industry development policies.

In terms of market development, the global high-end travel market is showing a significant trend of consumption upgrading, with a continuous increase in demand for high-end travel services, particularly highlighted by the recovery performance in the business travel and international exhibition markets. It is noteworthy that the selection criteria for high-end travelers are undergoing a structural shift: they are experiencing diminishing marginal utility regarding pure external luxury or standardized services, and are shifting their consumption focus toward “value-oriented” experiences.

On the structure of the tourism market, Asia remains the main source market for the Taiwan market, accounting for 83.4%. The Hong Kong and Macau market has continued to perform remarkably, driven by the full opening of the free travel policy and the demand for short-distance travel, with a market share reaching 15.3%. As the supply of flights increases and cultural exchanges deepen, the market share in the Japanese market reaches 17.3%. The market share in South Korea has reached 11.9% due to the expanding influence of Taiwanese culture and the increase in flight routes. Under the promotion of the New Southbound Policy, the market share in emerging Asian markets has remained stable at 31.5%, indicating the market diversification strategy has shown results.

The business travel market is showing significant recovery, with a continuous increase in international meetings and incentive travel (MICE) activities. The average occupancy rate of International Tourist Hotel has improved compared to the same period in 2024, with stable growth in demand for high-end dining and banquet services, reflecting that the industry operations have gradually returned to pre-pandemic levels. Global business travelers have increased expectations for digital services, with 35% of consumers stating that more convenient website navigation and personalized services can significantly enhance their travel experience. Looking ahead, as the Tourism Administration of the Ministry of Transportation and Communications is set to promote the “Tourism 2030 - Taiwan Tourism Towards 2030 Plan” with “Sustainable Resilience × Digital Innovation” as its core theme, it will actively promote the digitalization of the tourism industry, the platformization of tourism resource integration, and the mainstreaming of tourism, so as to drive the upgrading of Taiwan’s tourism industry and balanced regional development. At the same time, the trial operation of the North Concourse of Terminal 3 at Taoyuan International Airport in 2025 and the commissioning of the main terminal building in 2027 are expected to effectively enhance route capacity and inject new momentum into international passenger volume.

Overview of foreign visitor arrivals to Taiwan

Unit: ten thousand persons; %

Item	2020	2021	2022	2023	2024	2025
Number of visitors to Taiwan	137.8	14.0	89.6	648.7	785.8	857.5
Growth rate	-88.39	-89.8	537.8	624.0	21.1	9.1

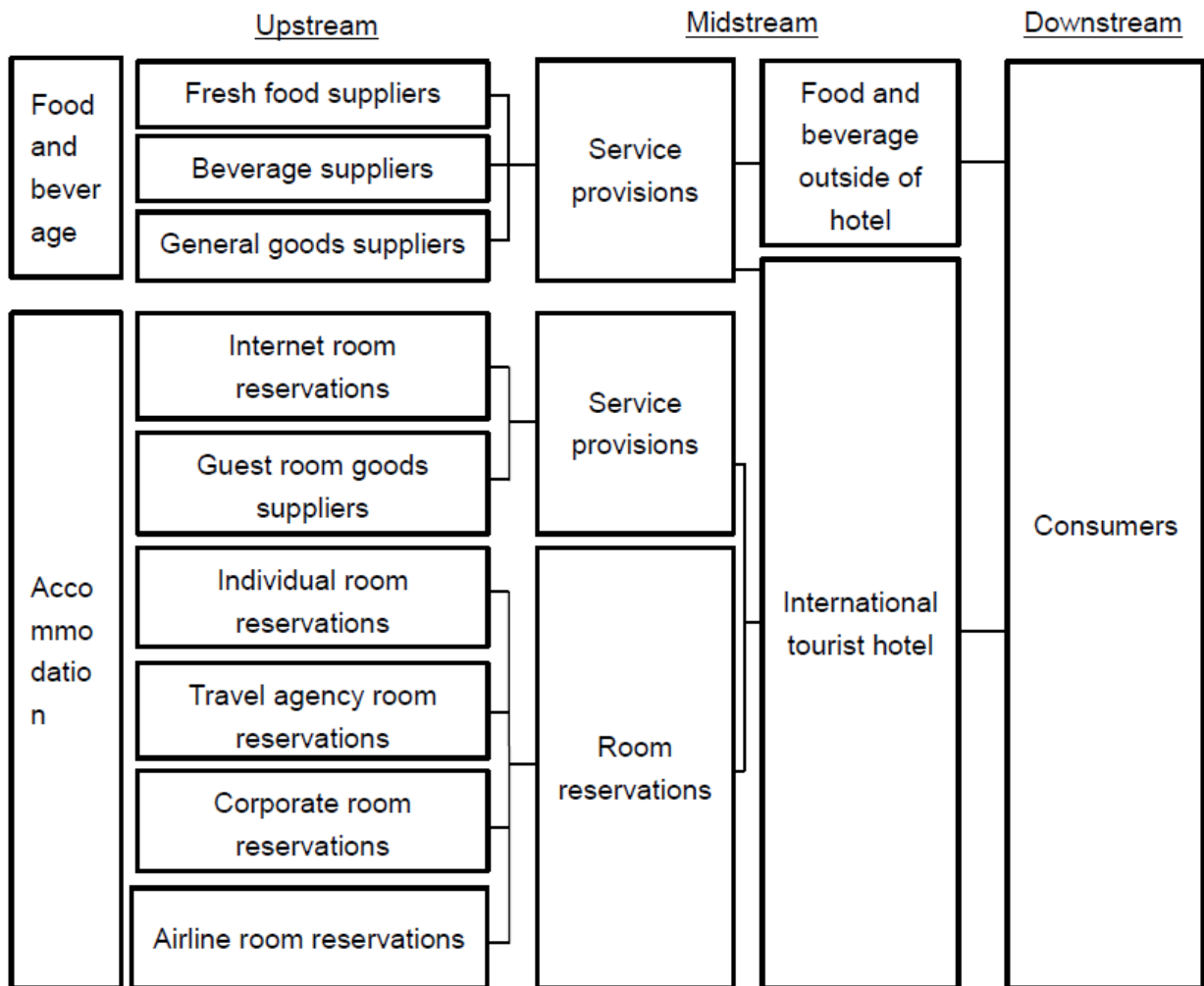
Source: Tourism Market Statistics published by the Tourism Administration, Ministry of Transportation and Communications

Percentage and growth rate of major sources of tourists to Taiwan by country in 2025

Region/Country	Visitor arrivals to Taiwan	Annual growth rate (%)	Share (%)	Change in share vs. 2024 (%)
Asia	7,150,606	8.7	83.4	-0.3
Mainland China	637,060	45.4	7.4	1.8
Japan	1,483,176	12.4	17.3	0.5
Hong Kong and Macau	1,310,139	-0.1	15.3	-1.4
South Korea	1,016,520	1.3	11.9	-0.9
Southeast Asia	2,563,959	8.4	29.9	-0.2
Rest of Asia	139,752	-0.4	1.6	0.4
Americas	859,463	9.5	10.0	0.0
Europe	403,499	15.3	4.7	0.2
Oceania	146,451	11.2	1.7	0.0
Other regions	14,528	24.5	0.2	0.0
Total	8,574,547	9.1	100	

Source: Statistics published by the Tourism Administration, Ministry of Transportation and Communications

2. Correlations among upstream, midstream, and downstream industries



The Company is primarily engaged in the operation of international tourist hotels and the provision of services including food and beverage, leisure and recreation facilities, and convention venues. Within the context of correlation between the overall tourism and hospitality industries, the Company is positioned in the midstream sector. The Company's primary sources of revenue are from food and beverage and accommodation segments. In the food and beverage segment, the Company purchases fresh food, beverages and general supplies from upstream suppliers and then provides delicious food to downstream end consumers such as leisure travelers and tour groups. As for the accommodation segment, the Company accepts room reservations from the Internet, individuals, travel agencies or corporate groups, and purchases accommodation-related supplies from upstream vendors to pamper travelers to enjoy comfortable and high-quality accommodation services.

3. Product development trends

In 2025, the development of the tourism industry is characterized by diversification and rising demand for value experiences. The Company has implemented strategic positioning targeting four key trends in the global travel market:

(1) Technology journey – Digital transformation upgraded from “tools” to “profit engines”

With the advancement of technology, digitalization has transitioned from an option into a necessity for survival. Data shows that more than 75% of consumers in emerging Asian markets make travel decisions through emerging digital channels such as live streaming.

Strategic actions: The Company has fully implemented a Business Intelligence & Analytics (BI & Analytics) center, utilizing AI to optimize pricing strategies (Revenue Management) and inventory management.

This move not only enhanced operational efficiency, but more crucially, reduced customer acquisition costs (CAC) through precision marketing and gradually decreased reliance on high-commission OTA channels by increasing the proportion of direct booking channels, thereby optimizing the overall gross profit margin. At the same time, we attach great importance to information security to respond to consumers’ privacy concerns, transforming “trust” into digital brand assets.

(2) Sustainable tourism – ESG becomes the key ticket to securing international orders

Sustainable development is no longer a mere slogan for public welfare, but a core competitiveness. Consumers’ attitudes toward Travel Sustainable badge have become more pragmatic and are regarded as a basis for selection.

Strategic actions: The Company has deepened the Local Ingredients Program, established a traceable supply chain, and introduced an intelligent energy management system. We have also proactively established a rapid response mechanism to support regional social resilience and species conservation.

Business benefits: High-standard ESG practices have become a key advantage for the Company in securing annual contracts from multinational corporations (RFP Qualification), which directly consolidates high-value business clientele and facilitates the acquisition of preferential financing terms in green finance.

(3) Premiumization and personalization – Targeting the top of the “K-shaped” recovery

The consumer market is exhibiting a “K-shaped” development, with high-end and personalized experiences becoming the primary drivers of growth. Despite some consumers being cautious about daily expenses, their willingness to pay for luxury travel that can create unique memories has increased rather than decreased.

Strategic actions: The Company promotes “Art as Life,” “Michelin-starred Chef Pop-ups,” “Private Butler Services,” and “Immersive Themed Suites.”

Business benefits: By creating experiences that are difficult to replicate, we have successfully established brand pricing power, enabling room rate growth to exceed inflation, and deepening customer lifetime value (CLV) through member loyalty programs to construct a moat of highly engaged core customer segments.

4. Competitive landscape

(1) New entrants in the high-end market – Showdown of the strong under supply shock

From 2025 to 2026, Taiwan’s international tourist hotel market has encountered structural changes in supply. New international luxury hotels are expected to open in Taipei and New Taipei City, including:

InterContinental Hotel Taipei (approximately 400 rooms)

Park Hyatt Taipei (Park Hyatt, approximately 178 rooms)

Andaz Taipei (Andaz, approximately 243 rooms)

Four Seasons Hotel Taipei (Four Seasons, approximately 260 rooms)

Le Méridien New Taipei City Banqiao (approximately 236 rooms)

Facing the supply shock of over 1,300 high-end guest rooms, the market may face a room rate testing period in the short term. However, in the long term, the clustering effect of top-tier international brands will significantly enhance Taipei’s visibility as an international travel destination and push up the room rate ceiling of the overall market. For the Company, which possesses profound local heritage and brand premium capabilities, this instead represents an opportunity to expand market share.

(2) Brand differentiation as a competitive strategy

In the face of intense competition, the Company has adopted the following differentiation strategies, aimed at maintaining a revenue generation index (RGI) superior to the market average:

- Deepen brand value positioning: Cultivate an “Artistic Lifestyle” to establish strong brand authority on search engines and social media, creating a cultural barrier that is difficult for competing brands to overcome.

- Precision customer segment management: Target mature business professionals and discerning travelers to provide highly customized premium services, avoiding price wars in the mass market.
- Digital innovation leadership: Utilize AI intelligent booking and personalized recommendations to provide a seamless service experience and enhance operational manpower efficiency.
- Pioneer in sustainable development: Establish industry ESG benchmarks to attract high-end travelers and investment institutions that value corporate responsibility.

(III) Technology and R&D overview

In order to continue to improve the quality of our services and provide flexible, innovative, and differentiated services to our customers, we have introduced the concept of management technical utilization, streamlined our operations to save manpower, and developed the Humble House Life app to accurately record consumer preferences and track them at any time, creating a digital accommodation and dining experience. The Company's R&D investment in 2025 totaled NT\$8,225 thousand.

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

1. Short-term business development plan

(1) Optimization of the digital service ecosystem

Upgrade the member app and online reservation system, and utilize big data analysis to enhance precision marketing effectiveness. This move will significantly enhance operating leverage, allowing marginal costs to remain controlled as revenue grows.

(2) Deepening sustainable development strategies

Implement waste management and smart energy conservation, and demonstrate performance through sustainability reports to respond to stakeholder expectations.

(3) Precise adjustment of market strategies

Focus on high-end customer segments in Japan, South Korea, and emerging Asian markets, while strengthening channel cooperation with top-tier international travel agencies.

(4) Product innovation and service upgrading

Continuously promote themed room and food and beverage co-branding activities to maintain market buzz.

2. Long-term business development plan

(1) Comprehensive enhancement of brand value

Transform the brand equity of "Art is Life" into a multi-brand strategy and explore the possibilities of asset-light output.

(2) Deepening digital transformation strategy

Construct an omni-channel member journey and introduce next-generation AI technology to create the potential for data asset monetization.

(3) Establishing a leadership position in sustainable development

Internalize sustainability into the brand DNA, launch innovative Travel Sustainable badge products, and establish long-term competitive advantages.

(4) Strategic expansion of market framework

Prudently evaluate locations with strategic value, and do not rule out expanding the Group's advantages of economies of scale through strategic alliances or the establishment of new locations.

II. Market, production and sales overview

(I) Market analysis

1. Sales regions of main products (services)

The Company is an operator of tourist hotels in Taiwan and has not yet expanded our operations overseas; therefore, 100% of our services are provided in Taiwan. For 2025, the Company's hospitality service revenue and other income accounted for 98% and 2% of net operating revenue, respectively. A breakdown of the Company's accommodation business by customer source and country of origin for the most recent two years is detailed as follows

(1) Room revenue breakdown by market segment for the most recent two years

Unit: %

Nature (Note) \ Hotel Year	Sheraton Taipei		Le Méridien Taipei		Mu Jiao Xi		Humble Boutique Hotel	
	2024	2025	2024	2025	2024	2025	2024	2025
Independent travelers	76.2	72.4	91.2	94.3	71.1	69.7	98.9	96.5
Group travelers	16.3	20.1	8.8	5.7	28.9	30.3	1.1	3.5
Others	7.5	7.5	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Statistics compiled by the Company.

Note: The difference between independent travelers and group travelers is that group travelers refer to those who book eight or more rooms in a single transaction; whereas others refer to those who are on long-term accommodation or airline crew.

(2) Breakdown of room nights by guest nationality for most recent two years

Unit: %

Sheraton Taipei			Le Méridien Taipei			Mu Jiao Xi			Humble Boutique Hotel		
Year	2024	2025	Year	2024	2025	Year	2024	2025	Year	2024	2025
Nationality			Nationality			Nationality			Nationality		
U.S.A.	25.1	29.4	U.S.A.	24.6	28.3	Taiwan	94.1	95.6	Hong Kong	29.7	23.9
Japan	19.1	16.6	Taiwan	25.1	20.9	Hong Kong	2.1	1.7	Taiwan	19.6	19.5
Taiwan	18.0	14.9	Hong Kong	11.6	11.8	U.S.A.	1.3	0.7	U.S.A.	7.7	10.6
Hong Kong	4.9	3.9	China	3.8	4.9	China	0.4	0.4	Japan	6.7	8.0
Others	32.9	35.2	Others	34.9	34.1	Others	2.1	1.6	Others	36.3	38.0
Total	100.0	100.0	Total	100.0	100.0	Total	100.0	100.0	Total	100.0	100.0

Source: Statistics compiled by the Company.

2. Market share

Sheraton Taipei Hotel and Le Méridien Taipei, which are both international tourist hotels in Taipei, are the Company's main revenue generators. Their main competitors include Regent Hotel, Grand Hyatt Taipei, W Taipei, Taipei Marriott Hotel, Shangri-La's Far Eastern Plaza Hotel, Grand Hotel, Grand Hilai Taipei and Howard Plaza Hotel Taipei. According to the ranking of international tourist hotels by operating revenue in Taipei City for 2025 released by the Tourism Administration, Ministry of Transportation and Communications, Sheraton Taipei Hotel and Le Méridien Taipei recorded a combined total operating revenue net amount of NT\$4.2 billion, far exceeding most of the competitors.

Located in the Yilan region, Mu Jiao Xi Hotel operates in a highly competitive market against major peers such as Silks Place Yilan, Hotel Royal Chiaohsi, and Evergreen Resort Hotel (Jiaosi). According to the 2025 statistics from the Tourism Administration of the Ministry of Transportation and Communications, Mu Jiao Xi Hotel recorded a net operating revenue of NT\$546 million, ranking among the top performers in the local Yilan hospitality industry.

Monthly business report for tourist hotels in Taipei City

Unit: thousands of NT\$; %

Ranking	Hotel name	Total operating revenue for 2025	Share
1	Regent Hotel	3,563,296	11.08%
2	Grand Hyatt Taipei	3,134,836	9.75%
3	Sheraton Grand Taipei Hotel	2,832,736	8.81%
4	Taipei Marriott Hotel	2,008,158	6.24%
5	W Taipei	1,877,713	5.84%
6	Grand Hilai Taipei	1,699,223	5.28%
7	Shangri-La's Far Eastern Plaza Hotel	1,642,467	5.11%
8	Grand Hotel	1,623,342	5.05%
9	Le Méridien Taipei	1,437,312	4.47%
10	The Howard Plaza Hotel Taipei	1,345,203	4.18%
	Others	11,000,681	34.19%
	Total	32,164,967	100.00%

Source: Statistics on tourism business from the Tourism Administration, Ministry of Transportation and Communications

Note: Based on total operating revenue for the whole year of 2025.

Monthly business report for tourism hotels in Yilan County

Unit: thousands of NT\$; %

Ranking	Hotel name	Total operating revenue for 2025	Share
1	Silks Place Yilan	1,099,495	25.45%
2	Hotel Royal Chiaohsi	936,981	21.69%
3	Evergreen Resort Hotel (Jiaosi)	595,076	13.77%
4	Mu Jiao Xi Hotel	546,170	12.64%
5	Hotel Archipelago	490,955	11.36%
6	Yilan The Walden	210,137	4.86%
7	Dancewoods Hotel and Resorts	195,557	4.53%
8	Kilin Hotel, JiaoXi	150,939	3.49%
9	Sun Spring Resort	91,666	2.12%
10	The Lion Hotel	3,958	0.09%
	Total	4,320,934	100.00%

Source: Statistics on tourism business from the Tourism Administration, Ministry of Transportation and Communications

Note: Based on total operating revenue for the whole year of 2025.

3. Future market supply and demand dynamics and growth potential

(1) Demand-side analysis – Quality over quantity

The sustained recovery of the international tourism market, coupled with

the prominent trend of Bleisure (Business + Leisure) travel, has significantly extended the average length of stay, directly increasing the total revenue contribution per guest. The resurgence of business travel and MICE (Meetings, Incentives, Conferences, and Exhibitions) activities—particularly within the high-tech and healthcare sectors—will provide robust support for weekday room rates at urban five-star hotels.

(2) Supply-side analysis – Acceleration of survival of the fittest

A significant influx of international brand across the Greater Taipei area is set to accelerate the survival of the fittest in the market. Operators with poor fundamentals or vague positioning will face immense pressure, while the Company, by virtue of our clear “Artistic Life” positioning and flexible digital strategies, expects to solidify our leading position amidst this wave of market reshuffling.

(3) Market Outlook Conclusion

Looking ahead to 2025-2026, the Company will strategically regard “experience curation” and “value reshaping” as our core competitiveness. By deepening customer lifetime value (CLV) and precisely capturing top-tier MICE customer segments, we are confident in our ability to continuously strengthen our Premium Pricing Capability amidst an environment of increasing supply, ensuring steady growth in revenue and profit.

4. Competitive niche

The Company possesses three core competitive advantages:

- Location scarcity: Each hotel is strategically situated in prime business or tourism hubs, offering incomparable transportation advantages that are difficult to replicate.
- Brand influence: Our world-class brand recognition, coupled with a deep artistic and cultural heritage, exerts strong appeal within the premium market.
- Diversified operations: Our mature capabilities in integrating accommodation, dining, and MICE services enable us to fulfill a comprehensive range of customer needs.

On top of that, the Company’s pioneering efforts in digital transformation and sustainable development have become a key intangible asset that sets us apart in the market.

5. Favorable and unfavorable factors affecting future development and corresponding measures

(1) Favorable factors

Strong market recovery momentum, coupled with government support under the Taiwan Tourism 2030 Policy and expanded airport capacity, presents immense potential for cross-border travel. In addition, the rising global

influence of Taiwanese culture serves as a catalyst for attracting high-value travelers.

(2) Unfavorable factors and corresponding measures

- Shortage of human resources. This phenomenon has become a structural norm across the industry. The Company attracts talent by optimizing compensation packages and refining our training systems while accelerating the integration of automated and smart services to enhance revenue per employee, thereby offering a structural solution to labor shortages.
- Rising operating costs: Facing pressures from inflation and energy costs, the Company controls costs through supply chain optimization and energy-saving technologies. At the same time, by developing high-value-added innovative services and implementing dynamic pricing mechanisms, cost pressures are effectively passed through to maintain reasonable profit margins.
- Intensifying market competition: In addition to deepening local connections through differentiation strategies, the Company also offers a seamless experience via omni-channel integrated marketing to establish long-term brand loyalty.
- International economic uncertainty: The Company adopts flexible operational strategies, diversifying our market presence and deeply cultivating domestic demand to ensure operational resilience across various economic cycles.

Moving forward, driven by the dual engines of digital innovation and sustainable development, the Company will continue to strive for a positive jaws ratio (where revenue growth outpaces cost increases), thereby creating long-term and steady investment value for our shareholders.

(II) Important applications and production processes of main products

The Company's main products are guest room accommodation and food and beverage supply, complemented by banquet halls, club facilities, and other related amenities, all of which are designed to maximize customer satisfaction.

(III) Supply of main raw materials

The Company is mainly engaged in guest room accommodation and dining services, whose primary raw materials include guestroom amenities and food and beverage ingredients for dining services, all of which maintain a stable supply status.

(IV) List of major suppliers and customers

1. Names of customers who accounted for 10% or more of the total sales in either of the most recent two years, their sales amounts and percentages, and the reasons for their fluctuations:

The Company's primary business is the operations of international tourist hotels. As our customer base is highly diversified, no individual customers accounted for 10% or more of the total sales in the most recent two years.

2. Names of suppliers who accounted for 10% or more of the total purchases in either of the most recent two years, their purchase amounts and percentages, and the reasons for their fluctuations:

As the Company's suppliers are highly diversified, no individual supplier accounted for 10% or more of the total net purchases in the most recent two years.

III. Information on employees for the most recent two years and the current year up to the date of publication of this annual report

Unit: persons; years old; years; %

Year		2024	2025	Current year up to March 31, 2026
Number of employees	Direct labor	1,083	1,075	1,066
	Indirect labor	336	343	302
	Total	1,419	1,418	1,368
Average age		37.6	37.9	38.5
Average years of service		6.1	6.8	6.9
Distribution by education	Doctoral degree	0.00	0.00	0.00
	Master's degree	2.68	3.31	3.07
	Bachelor's degree or associate degree	72.87	70.31	72.95
	Senior high school	18.82	21.93	20.54
	Below senior high school	5.63	4.44	3.36

Note: These figures neither include hourly workers, contract students (cooperative education programs), and part-time interns, nor overseas interns.

IV. Information on environmental protection expenditures

For the most recent year and the current year up to the date of publication of this annual report, the amount of loss due to environmental pollution (including compensation and environmental protection audit results of violations of environmental protection laws and regulations, the penalty date, the penalty number, the provisions of the regulation violated, the content of the regulation violated, and the penalty content should be stated) and the estimated amount of current and potential future losses, and if the amount cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be stated: For the most recent year and the current year up to the date of publication of this annual report, the Company did not have any significant losses or penalties due to environmental pollution.

V. Labor relations

- (I) List the Company's employee welfare measures, training, education and retirement systems and their implementation status, as well as labor-management agreements and measures for safeguarding employee rights and interests

1. Employee welfare measures

The Company's welfare measures are carried out in accordance with the Labor Standards Act, the Labor Insurance Act, the National Health Insurance Act, and other relevant laws and regulations. Additionally, the Employee Welfare Committee has been established to manage employee welfare initiatives, funded by contributions from both the Company and our employees. All employees are entitled to these welfare measures, with the primary policies and measures detailed as follows:

- (1) Cash gifts for three major festivals, wedding, funeral, childbirth, hospitalization, medical treatment, and travel subsidies.
- (2) Year-end bonuses and employee remuneration: Year-end bonuses are distributed before Lunar New Year, whereas operating performance bonuses are issued in April each year according to the Company's previous-year operating conditions and individual work performance appraisals.
- (3) The Company has set up a medical room with professional nursing staff, aimed at providing employees with health and safety guidance, prevention and awareness programs for occupational and general illnesses, health consultations, and emergency first-aid treatment. The Company organizes annual health checkups and invites occupational medicine specialists to provide on-site consultation services on a regular basis.
- (4) The Company offers statutory insurance programs, including labor insurance, labor pension, and health insurance as required by law while providing group insurance and accident insurance.
- (5) The Company adjusts insurance coverages in group insurance and provides funeral subsidy for employees' immediate family members.
- (6) Employees are entitled to a complimentary one-night stay with two meals at the Company's hotels once every six months, as well as discounts on meals and hotel accommodation in the Company's restaurants and hotels, and discounts on meals in the month of their birthdays.
- (7) The Company provides various protective gears to protect the safety of employees at work.
- (8) In order to recruit quality talents and effectuate the development program, the Company has added a bonus system for interns upon graduation and return to work for the Company, and paid housing allowance for interns.
- (9) Childcare leave without pay: Employees who meet the legal requirements are

eligible to apply for unpaid parental leave. The Company also permits employees with less than six months of service to apply for such leave based on their individual needs.

- (10) General leave without pay: Aside from statutory reasons such as general injury and sick leave exceeding the time limit, military service, criminal cases, and childcare, and for the need to take care of immediate family members due to serious illness, etc., employees may also apply for unpaid leave of absence for a period not exceeding two months for personal reasons, such as providing care for a direct relative with a major illness.
- (11) The Company selects outstanding employees every quarter and rewards them with prizes and public commendation.
- (12) Others: The Company, from time to time, provides employees with complimentary experiences for concerts, professional baseball games, and arts and cultural events.

2. Continuing education and training

My Humble House Group's talent development framework primarily consists of three major training programs, namely "My Humble House Academy," "My Humble House College," and "My Humble House EMBA." These programs are closely interlinked despite focusing on different areas of management functions. In line with the principles of TTQS, these programs incorporate a phased and tiered design that can be developed sustainably, providing managers with a comprehensive development pathway from entry-level to senior management. The Group passed the TTQS assessment (enterprise version) and was awarded a bronze medal in 2025, demonstrating that the Company has established systematic and institutionalized management mechanisms across various dimensions such as the planning, design, execution, review, and outcome tracking of talent development. Employees continue to enhance their professional competencies through internal training, external workshops, digital learning platforms, and partner mentoring programs, while aligning with the Group's growth to further strengthen overall competitiveness.

- (1) Core general knowledge courses: The Group's core values and culture are conveyed through these courses, so that employees understand the Company's commitment to both guest satisfaction and employee well-being. For example: Pre-employment training, thoughtful service process, service recovery protocols, and the "New Generation Service Culture".
- (2) Professional skills training: Training plans are formulated according to the duties of employees for them to perform their work with the required professional abilities, so that employees in the various roles will be more confident and productive. Outstanding employees and managers are selected to

actively participate in the Marriott Group's various online learning courses and seminars outside hotels.

- (3) Management courses: The Company has specifically established the "My Humble House Academy," "My Humble House College," and "My Humble House EMBA" leadership training courses, which are designed to develop different depths and breadths of management skills according to the various job ranks of management. The content of these programs covers a wide range of management skills, such as: leadership and motivation, delegation management, process optimization, conflict management, etc. Through classroom face-to-face instruction, group discussions and assignments, mentorship programs, and online courses, the program will progressively improve the management and leadership skills of supervisors and managers at all levels.
- (4) Certification courses: In compliance with government regulations, employees are provided with assistance and guidance to attend various certification courses, such as HACCP, chef hygiene training, fire prevention management, occupational safety and health, boiler operations, wastewater treatment, first aid personnel, AED operations, etc.
- (5) Unit trainer system: Each unit in the operations department has a dedicated trainer, who must undergo qualification training to master the six core training systems and various instructional techniques. These trainers are responsible for scheduling and delivering specialized knowledge and skill-based courses within their respective units, so that the seeds of training can be spread in each unit and blossom, thereby opening a new chapter for the development of internal group instructors and the effective transfer of experience. For example: Develop unit trainers.

3. Retirement systems and their implementation status

In recognition of our long-serving employees' many years of service, the Company not only makes statutory pension contributions, but also provides enhanced employee benefits during the final year of their service.

- (1) For employees subject to the pension system under the Labor Standards Act, the Company makes monthly contributions to the retirement reserve in accordance with the Labor Standards Act. At the end of each year, the Company engages an actuary to ensure that the reserve fund is sufficient to cover pension payments for both mandatory and voluntary retirements.
- (2) For employees subject to the pension system under the Labor Pension Act, the Company makes monthly contributions in accordance with the Labor Pension Act and the monthly salary classification table approved by the Executive Yuan. These contributions shall be deposited into the employee's personal pension account at the Bureau of Labor Insurance.

- (3) For employees who are rehired after retirement or have not been re-employed, the year-end bonus shall be issued in proportion to the years of service in the final year of their service.
- (4) In 2025, there were 5 mandatory retirements and 4 voluntary retirements in total. Among them, 4 individuals claimed pension benefits under the old retirement system

4. Labor-management agreements

- (1) Since our founding, the Company has maintained harmonious labor relations, with no significant labor disputes or related losses. In addition to regular communication between employees and managers at all levels, a labor-management committee has also been set up at each business location, which quarterly meetings are convened to discuss and coordinate the views of all parties in a timely manner. A number of consensuses on related issues have been reached on relevant issues, and the meeting minutes have been officially announced and disclosed to all employees.
- (2) Each business unit has set up an e-mail address and hotline for employee complaint, and formulated the Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment to handle employee complaints in an appropriate and fair manner.

5. Measures for protecting employee rights and interests

- (1) The Company has established personnel management regulations in accordance with relevant laws and regulations, which specify the legal rights and welfares of employees. These regulations are reviewed and revised periodically to meet practical needs and are filed with the local labor departments for record-keeping before being announced to all employees for their information and compliance.
- (2) The President's Mailbox is placed in staff areas across all business units, offering both public and confidential channels for employees to voice their concerns. A dedicated email address and hotline for employee complaint have also been set up to resolve workplace issues. Furthermore, the Company has formulated and promulgated the Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment, in order to ensure that formal complaints are addressed through a committee and handled in an appropriate and fair manner.
- (3) To enforce occupational safety and health policies, the Company has established a dedicated department for occupational safety and health, which is responsible for formulating work safety and health rules, prevention plans and countermeasures. The Company has formulated and implemented the following safety and health protection programs, including the Workplace Violence Prevention Program, the Overwork-related Health Hazard Prevention Program,

the Ergonomic Hazard Prevention Program, the Maternal Health Protection Program, and the Respiratory Protection Program.

(4) The Occupational Safety and Health Committee convenes regularly to review and improve various implementation outcomes. The Company conducts routine equipment maintenance, automated inspections, and safety audits of employee work environments. Furthermore, safety and health training and awareness programs are organized to equip employees with the necessary knowledge and skills for their roles and disaster prevention, thereby safeguarding their physical and mental well-being.

(II) For the most recent year and the current year up to the date of publication of this annual report, the amount of loss due to labor disputes (including labor inspection results of violations of the labor standards act, the penalty date, the penalty number, the provisions of the regulation violated, the content of the regulation violated, and the penalty content should be stated) and the estimated amount of current and potential future losses and countermeasures should be disclosed and if the amount cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be stated

Disposition date	2025/1/2	2025/1/17	2025/5/8
Disposition number	Taipei City Labor Letter No. 11360279691	Taipei City Labor Letter No. 11361277711	Labor Bureau No. 11401862580
Regulations violated	Paragraph 2, Article 38 of the Labor Standards Act	Paragraph 2, Article 36 of the Labor Standards Act	Article 6 of the Labor Insurance Act
Content of regulations violated	Failure to comply with the regulations on deformation working hours as employees attended work for 19 days consecutively.	Failure to provide employees with 4 days of regular leave and rest days every 2 weeks	Delayed enrollment in labor insurance
Content of punishment	Penalty: NT\$20,000	Penalty: NT%50,000	Penalty: NT%13,784
Response measures	Strictly adhere to the calculation method for consecutive working hours, including overtime on holidays as attendance. Employees should not be allowed to work overtime on rest days, and efforts should be made to minimize overtime on holidays.	Promote relevant laws and regulations at management meetings, and add labor law courses to the e-learning network to strengthen the awareness of legal compliance among managers and coworkers while continuously tracking its implementation status.	Promote relevant laws and regulations at management meetings, and require business units to provide the list of part-time personnel for insurance coverage for the current day before 4:00 p.m. daily.
Disposition date	2025/5/8	2025/5/8	2025/7/30
Disposition number	Labor Bureau No. 11401862581	Labor Bureau No. 11401862582	Taipei City Labor Letter No. 11460129142
Regulations violated	Article 6 of the Labor Insurance Act	Article 6 of the Labor Insurance Act	Paragraph 1, Article 24 of the Labor Standards Act
Content of regulations violated	Delayed enrollment in employment insurance	Delay in participating in Labor Occupational Accident Insurance, and failure to provide accurate reporting of insured salary	Failure to include completely the calculation basis for overtime pay, which in turn led to underpayment of overtime

		for Labor Occupational Accident Insurance	pay
Content of punishment	Penalty: NT\$2,890	Penalty: NT\$40,000	Penalty: NT\$100,000
Response measures	Promote relevant laws and regulations at management meetings, and require business units to provide the list of part-time personnel for insurance coverage for the current day before 4:00 p.m. daily.	Promote relevant laws and regulations at management meetings, and require business units to provide the list of part-time personnel for insurance coverage for the current day before 4:00 p.m. daily.	Completed the setting and verification of the HR system as fixed payments such as meal allowances and travel allowances were incorporated into the calculation basis for overtime pay.

With a steadfast belief that employees are our most valuable assets, the Company has established personnel management rules and regulations in accordance with laws and regulations, and announced them to employees for their information and compliance. Furthermore, the Company holds labor-management meetings as required by law while communicating regulations and listens to employee feedback in a timely manner through various channels, including employee meetings, President’s Mailbox, departmental meetings, and official announcements. As the relationship between both parties remains harmonious, no significant labor disputes have occurred at the Company during the most recent year and the current year up to the date of publication of this annual report.

VI. Cybersecurity management

- (1) Specify the Company’s cybersecurity risk management framework, cybersecurity policies, specific management programs and resources devoted to cybersecurity management.

In terms of cybersecurity management, the Company has established a comprehensive risk management framework and policies, as detailed below:

1. Cybersecurity risk management framework

The Company has set up the Information Security Committee, which is responsible for reviewing the information security governance policies of the Group and subsidiaries and monitoring the status of cybersecurity operations. The committee regularly reports the status of information security governance audit to the Board of Directors. The President and the officer of the Information Division are responsible for overall information security governance, planning, supervision, and implementation, with a view to ensuring comprehensive information security capabilities and enhancing employees’ awareness of information security.

2. Cybersecurity policies

The Company has established a clear information security policy that covers information system security prevention and crisis management. Besides, a security control mechanism for the computer network system has been set up to ensure the security of transmission data, thereby preventing unauthorized system

access and data breaches.

3. Concrete management programs

- (1) Network security management: Strengthen network security management for cross-company computer network systems, install anti-virus software internally, and set up external network firewalls to prevent the invasion of viruses and malicious software.
- (2) Employee education and training: Regularly conduct information security education for employees to enhance their awareness of the threats posed by computer viruses and emphasize the importance of using legal software.
- (3) Account and password management: User accounts and passwords must be updated regularly, and the use of easily guessable passwords should be avoided. Furthermore, accounts of former employees are audited and deactivated promptly to prevent data leakage.
- (4) Website security protection: A WAF protection system has been established, and quarterly vulnerability scans are conducted to promptly identify security deficiencies on the website and strengthen protection.
- (5) Data leakage protection: A DLP monitoring system has been established to continuously protect the security of data.
- (6) Infrastructure review: The IT infrastructure is reviewed quarterly by a professional network security company to continuously optimize security measures.

4. Resource investment

The Company invests resources in information and communication security management, including professional information security personnel, periodic security inspections, and education and training. To further enhance security, a one-stop network monitoring, analysis, management, and protection platform has been established to achieve proactive monitoring and proactive alerting, as well as to comply with regulations regarding the retention of relevant log files, thereby reducing the Company's operational risks.

The above measures aim to reduce information security risks and ensure a rapid recovery of operations in the event of a cybersecurity incident, maintaining uninterrupted business continuity.

- (II) For the most recent year and the current year as of the publication of this annual report, the amount of loss and possible impacts from major cybersecurity incidents and countermeasures and if the amount cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be stated: For the most recent year and the current year up to the date of publication of this annual report, no major cybersecurity incidents were encountered by the Company.

VII. Important contracts

Nature of contract	Contracting party	Contract start and end date	Main content	Restrictive clauses
Real estate lease agreement	Land Bank of Taiwan	2017.06.01 – 2032.05.31	<ol style="list-style-type: none"> 1. Leased premise: No. 12, Section 1, Zhongxiao East Road, Taipei City. 2. Rent calculation and payment method: The higher of the annual minimum guarantee rent of the leased premise or the commission calculated as a percentage of the revenue generated from the leased premise. 	<ol style="list-style-type: none"> 1. The use of the leased premises is strictly limited to the operation of an international tourist hotel and its related businesses. 2. The leased premise shall not be subleased, under leased, pledged, lent to others or jointly used with other companies in whole or in part without the written consent of the lessor, nor shall it be entrusted to others for operations or jointly operated with others, nor shall it be used as collateral by the leasehold right.
Real estate lease agreement	Shin Kong Life Insurance Co., Ltd	2010.10.01 – 2030.09.30	<ol style="list-style-type: none"> 1. Leased premise: No. 38, Songren Road, Xinyi District, Taipei City. 2. Rent calculation and payment method: For certain areas, rents are fixed based on area of use, and for guest rooms, dining areas, etc. Rents are calculated based on revenue, but shall not be less than the annual minimum guarantee rent for each lease year. 	The leased premise shall only be used for the operation of a general tourist hotel or international tourist hotel. The leased premise shall not be used for other purposes without the written consent of the lessor or for illegal acts.
Real estate lease agreement	TransGlobe Life Insurance Inc.	2017.07.28 – 2037.07.27	<ol style="list-style-type: none"> 1. Leased premises: No. 1 and No. 2, Jiankang Road, Jiaoxi Township, Yilan County 2. Rent calculation and payment method: The higher of the annual minimum guarantee rent of the leased premises or the commission calculated as a percentage of the revenue generated from the leased premises. 	The leased premises shall only be limited for use in the operations of a general, hotel, tourist hotel or international tourist hotel.
Real estate lease agreement	Continental Engineering Corporation	2022.3.1 – 2042.2.28	1. Leased premises: Exclusive parts and common parts of No. 116 (1st Floor to 9th Floor) and No. 118 (1st Floor), Songjiang Road, Zhongshan District, Taipei	The leased premises shall only be limited for use in the operation of a general, hotel or tourist hotel.

Nature of contract	Contracting party	Contract start and end date	Main content	Restrictive clauses
			City. 2. Rent calculation and payment method: The monthly rent is calculated based on the registered area of the leased property and the contracted amount.	
Brand licensing agreement	Starwood Asia Pacific Hotels & Resorts Pte. Ltd.	2012.12.31 – 2032.05.31	Authorize the Company to use the “Sheraton” service mark and system.	None.
Service fee agreement	Sheraton Overseas Management Corporation	2012.12.31 – 2032.05.31	The Company pays marketing and information service fees based on the brand licensing contract.	None.
Brand licensing and service fee agreement	Luxury Hotels International of Hong Kong Limited	2025.11.6 – 2030.9.30 and 2030.9.30 – 2041.9.30	1. Authorize the Company to use the “Le Méridien” service mark and system. 2. The Company shall pay for marketing services and information services, etc. in accordance with the contract.	None.
Money trust agreement	Sunny Bank, Ltd.	2017.09.29– 2026.09.28 If neither party provides a written notice of objection to the renewal one month prior to the expiration of the agreement, the agreement shall be automatically extended for one year under the same terms and conditions, effective from the day following the expiration date.	Performance guarantee for gift certificates.	None.

Five. Review and Analysis of Financial Position and Financial Performance and Risk-related Matters

I. Financial position

Unit: thousands of NT\$

Item	Year	2024	2025	Difference	
				Amount	%
Current asset		1,426,345	1,666,434	240,089	16.83
Investments accounted for using the equity method		219,948	175,743	(44,205)	(20.10)
Property, plant and equipment		946,200	873,373	(72,827)	(7.70)
Intangible assets		8,882	9,070	188	2.12
Other assets		10,237,324	9,108,685	(1,128,639)	(11.02)
Total assets		12,838,699	11,833,305	(1,005,394)	(7.83)
Current liabilities		2,441,247	2,432,061	(9,186)	(0.38)
Non-current liabilities		8,862,106	7,787,606	(1,074,500)	(12.12)
Total liabilities		11,303,353	10,219,667	(1,083,686)	(9.59)
Share capital		915,260	915,260	-	0.00
Capital surplus		456,438	423,489	(32,949)	(7.22)
Retained earnings		65,316	269,601	204,285	312.76
Other equity		98,332	5,288	(93,044)	(94.62)
Equity attributable to owners of the parent company		1,535,346	1,613,638	78,292	5.10
Non-controlling interests		-	0	-	**
Total shareholders' equity		1,535,346	1,613,638	78,292	5.10
<p>1. Explanation for changes between the most recent two years up to 20%, and the amount of change reaching \$10 million:</p> <p>(1) The decrease in investments accounted for using the equity method was due primarily to the distribution of cash dividends and an increase in other comprehensive loss recognized using the equity method.</p> <p>(2) The increase in retained earnings was due primarily to the Company's favorable operating conditions and sound profitability.</p> <p>(3) The decrease in other equity was due primarily to the reclassification of realized other comprehensive income and an increase in unrealized other comprehensive loss recognized under the equity method</p> <p>2. Future response plans with significant impact: Not applicable.</p>					

II. Financial performance

(I) Comparative analysis of financial performance

Unit: thousands of NT\$

Item \ Year	2024	2025	Difference	
			Amount	%
Operating revenue	5,033,047	5,169,913	136,866	2.72
Operating costs	3,046,039	3,108,669	62,630	2.06
Gross profit	1,987,008	2,061,244	74,236	3.74
Operating expenses	1,522,477	1,558,699	36,222	2.38
Other incomes and expenses, net	240,697	(98,843)	(339,540)	(141.07)
Operating profit	705,228	403,702	(301,526)	(42.76)
Non-operating income and expenses	(142,952)	(107,794)	35,158	(24.59)
Net profit before tax	562,276	295,908	(266,368)	(47.37)
Income tax expenses	68,723	80,251	11,528	16.77
Net profit	493,553	215,657	(277,896)	(56.31)
<p>Explanation for changes between the most recent two years up to 20%, and the amount of change reaching \$10 million):</p> <p>(1) The decrease in other income and expenses, net was due primarily to an increase in valuation losses on financial assets measured at fair value through profit or loss.</p> <p>(2) The decrease in operating income, net profit before tax, and net profit was due primarily to an increase in valuation losses on financial assets measured at fair value through profit or loss.</p> <p>(3) The increase in non-operating income and expenses was due primarily to a decrease in finance costs.</p>				

- (2) Expected sales volume and its basis, possible impact on the Company's future finances and business, as well as corresponding response plans

The Company sets our annual sales targets based on annual budgets and operational plans, supplemented by historical business performance. The Company will provide a diversified product portfolio to meet growing demand for in-depth and high-quality domestic travel. We are actively expanding our international business market presence and developing guest sources through annual corporate partnerships and overseas promotional activities. For dining and banquet markets, we are commercializing popular menu items and proactively pursuing multi-channel sales. Furthermore, the Company will accelerate digital transformation and strengthen management systems while continuously implementing cost-containment measures to enhance cost flexibility, as well as monitoring the cash conversion cycle to maintain sufficient working capital.

III. Cash flows

(I) Analysis of changes in cash flows for the most recent two years

Unit: thousands of NT\$

Item	Year	2024	2025	Change (%)
	Net cash inflow from operating activities		1,485,308	1,722,861
Net cash outflow from investing activities		(214,849)	(97,668)	(54.54)
Net cash outflow from financing activities		(1,434,399)	(1,129,043)	(21.29)
Analysis of changes (%):				
1. Increase in net cash flows from operating activities: Due primarily to a continuous increase in operating revenue and gross profit following the Company's strong operational performance.				
2. Net cash flows from investing activities decreased: Due primarily to a higher base last year from the acquisition of financial assets measured at fair value through other comprehensive income, and a decrease in financial assets measured at amortized cost during the current period.				
3. Decrease in Net Cash Outflow from Financing Activities: Due primarily to the impact of the repayment of long-term borrowings and the redemption of preferred shares in the previous year.				

(II) Improvement plan for lack of liquidity: The Company does not have a cash deficit, nor are there any concerns of insufficient liquidity.

(III) Liquidity analysis for the coming year

Unit: thousands of NT\$

Cash balance at the beginning of the year (1)	Net cash flows from operating activities for the year (2)	Cash outflows (inflows) for the year (3)	Cash surplus (deficit) (1)+(2)-(3)	Remedial measures for cash deficit	
				Investment plan	Financial plan
699,055	1,706,162	1,535,590	869,627	Not applicable.	Not applicable.
1. Analysis of changes in cash flows for the coming year:					
(1) Operating activities: Primarily attributed to the projected net cash inflows from operations for 2026.					
(2) Investing activities: Primarily attributed to the projected capital expenditures for equipment upgrades and renovation projects at Sheraton Grand Taipei Hotel, Le Méridien Taipei, Mu Jiao Xi Hotel, and Humble Boutique. Hotel					
(3) Financing activities: Primarily attributed to the repayment of lease principal and the distribution of cash dividends.					
2. Remedial measures for cash deficit and liquidity analysis: Not applicable.					

IV. Impact of major capital expenditures on finances and business in the most recent year

In 2025, the Company's cash outlays for the acquisition of fixed assets totaled NT\$148,165 thousand, which were primarily allocated to leasehold improvements and equipment repairs/replacements for guest rooms, restaurants, and executive lounges at Sheraton Taipei Hotel and Le Méridien Taipei, as well as the replacement of air conditioning and elevator systems with energy-saving ones. The Company is committed to providing customers with comfortable accommodations and high-quality dining environments to satisfy guest demands, in an effort to enhance operational efficiency and bolster industry competitiveness, thereby achieving the Company's goal of sustainable operations.

Owing to the Company's long-standing and sound relationships with banks, these capital expenditures are not expected to have a material impact on the Company's overall finances and business.

V. Policy on investments in other businesses for the most recent year, primary reasons for profit or loss, improvement plans, and investment plan for the coming year

(I) Policy on investments in other businesses for the most recent year

The Company's policy on investments in other businesses, which primarily revolves around the restaurant and tourism businesses, is implemented by the executing unit in accordance with the "Investment Cycle" set forth in the Company's internal control system and the Procedures for Acquisition or Disposal of Assets.

(II) Main reasons for profit or loss for the most recent year and improvement plan

Unit: thousands of NT\$

Item	Description	Profit (Loss) recognized in 2025	Main reason for profit or loss	Improvement plan
	Hanxi Investment Co., Ltd.	(98,805)	Due primarily to the recognition of unrealized valuation losses on financial assets measured at fair value through profit or loss	Actively seek high-quality investment opportunities and implement cost-containment measures, with the aim of generating sustainable profits
	My Humble House Restaurant Corporation	5,596	In good operating condition.	-
	Humble House Hotel Co., Ltd.	12,657	In good operating condition.	-

(III) Investment plan for the coming year

The Company remains focused on our core business of hotel development. While there are no plans for major long-term equity investments in the coming year, investees may propose capital increase plans based on their operational needs. The Company will proceed with such plans only after completing rigorous investment appraisals and following the relevant internal approval procedures.

VI. Risk-related matters

(I) Impact of changes in interest rates, exchange rates, and inflation on the Company's profit or loss and future response measures

1. Impact of changes in interest rates on the Company's profit or loss and future response measures

The Company regularly evaluates bank borrowing interest rates and closely liaises with banks to obtain more favorable borrowing interest rates, which are generally stable at present. Since the interest expenses on bank loans did not reach 1% of operating revenue in most recent three years, it is evident that changes in interest rates do not have a material impact on the Company's profit or loss. In addition, the Company has sound financial position, good credit standing and conservative and prudent capital planning. Therefore, it is expected that future changes in interest rates will not have a material impact on the Company's overall operations.

2. Impact of changes in exchange rates on the Company's profit or loss and future response measures.

As the Company primarily operates international tourist hotels with 100% domestic sales, both operating revenue and costs are denominated in New Taiwan Dollars. Consequently, changes in foreign exchange rates have a negligible impact on the Company's profit or loss.

3. Impact of inflation on the Company's profit or loss and future response measures.

The Company has taken into consideration inflation risk when formulating our annual business plan while continuously monitoring changes in market prices and adjusting sales pricing according to market demand. The Company maintains strong relationships with suppliers while implementing a procurement policy aimed at reducing the cost of purchases through regular bidding by vendors. The Company also maintains a portfolio of qualified alternative suppliers to ensure flexibility and resilience in response to inflationary pressures.

(II) Policies on high-risk, high-leverage investments, lending funds to others, endorsements/guarantees, and derivatives transactions for the most recent year, main reasons for gain or loss, and future response measures:

1. As the Company's financial strategy is based on the principles of prudence and conservatism, the Company did not engage in any high-risk, high-leverage investments or derivative transactions during the most recent year and the current year up to the date of publication of this annual report.
2. The Company has established the Procedures for Acquisition or Disposal of Assets in accordance with the relevant laws and regulations of the competent authorities to serve as a basis for compliance. Furthermore, any endorsements, guarantees, or loans provided by the Company to others are handled in accordance with the Company's Procedures for Endorsements/Guarantees and Procedures for Loaning of Funds to Others, where all relevant information has been duly disclosed and announced in accordance with the relevant laws and regulations.

(III) Future R&D plans and estimated R&D expenditures

Item	R&D project	Estimated R&D expenditure (thousands of NT\$)	R&D timeline	Description
1	Humble House Life app	2,000	2026.1.1 – 2026.12.31	Integrate member login and various features across Humble House's partner platforms into the Company's app to provide members with a consistent and complete user experience.
2	My Humble House Data Middle Platform	2,000		Integrate Humble House membership data with various operational datasets for the purpose of centralized management and cross-verification of data, in order to provide the management team with comprehensive and interconnected data to support informed decision-making.
3	Adoption of cloud system	2,800		Adopt cloud services to construct a robust and flexible information service system.
4	Systematization and automation of operational processes	5,700		Optimize operational processes and enhance operational efficiency.
5	Continuous optimization of information security and IT infrastructure	3,000		Continuously bolster information security and information resilience.

(IV) Impact of changes in major domestic and international policies and laws on the Company's finances and business, and corresponding response measures

As the Company's operating policies are governed by laws and regulations, the Company keeps a close eye on changes in important domestic and foreign policies and laws that may affect our operations, and consults relevant legal experts in a timely manner to draw up appropriate responses. As of the date of publication of this annual report, there has been no significant change in domestic and foreign policies and laws that would affect the Company's finances and business.

- (V) Impact of technological changes and industry changes on the Company's finances and business and corresponding response measures

The Company keeps track of developments and trends within the industry on an ongoing basis while leveraging innovative services to meet consumer demands, so as to achieve the Group's goal of sustainable development. As of the date of publication of this annual report, the Company has not experienced any significant impact on finances and business due to changes in the industry.

Please refer to "Four. Operation Overview" > "VI. Cybersecurity management" for more details on cybersecurity risks.

- (VI) Impact of changes in corporate image on corporate crisis management and future response measures

Adhering to the core philosophy of "converging culture, art, and aesthetics," the Company is dedicated to operating international tourist hotels that offer guests the richest and most exquisite dining and accommodation experiences, thus consistently leading industry trends. On top of that, the Company attaches great importance on corporate image and risk management, as evidenced by our adoption of roadside trees and long-term sponsorship of domestic sporting events and promising athletic talents. The Company also spares no effort in supporting the Tourism Administration's promotional activities to enhance Taiwan's international profile. Guided by the principle of service excellence, we strive to continuously elevate the Company's overall brand image. As of the date of publication of this annual report, the Company has not encountered any event that would have a material impact on the Company's corporate image.

- (VII) Expected benefits and possible risks of mergers and acquisitions and corresponding response measures

The Company has not engaged in any mergers or acquisitions during the most recent year and the current year up to the date of publication of this annual report.

- (VIII) Expected benefits of plant expansion and possible risks and corresponding response measures

The Company operates within the tourism and hospitality industry and does not maintain physical manufacturing plants; therefore, this section is not applicable.

- (IX) Risks associated with concentration of purchases and sales and corresponding response measures

1. Purchases

With operations primarily revolving around accommodation and dining services, the Company's principal purchases include fresh food and dry goods, where each category of ingredients are sourced from two or three vendors. During the most recent year and the current year up to the date of publication date of this

annual report, no single supplier accounted for 10% or more of the total purchase amount, and the aggregate purchase amount from the top ten suppliers did not exceed 50%. Consequently, the risk of supply concentration remains limited.

2. Sales

The Company sells to the general public with no specific major customers.

Therefore, the Company encounters no risk associated with concentration of sales.

- (X) Impact and risks of substantial transfers or changes in shareholding by directors, supervisors or major shareholders with 10% ownership or more on the Company, and corresponding response measures

During the most recent year and the current year up to the date of publication of this annual report, there has been no instances of substantial transfers or changes in shareholdings by directors, supervisors or major shareholders with 10% ownership or more.

- (XI) Impact and risks of changes in management rights on the Company and corresponding response measures

There was no change in management rights during the most recent year and the current year up to the date of publication of this annual report.

- (XII) For litigation or non-litigation events, if the Company, its directors, supervisors, presidents, de facto persons in charge, major shareholders with more than 10% stake, or subordinate companies have been convicted by final and binding judgments or are still bound by significant litigation, non-litigation or administrative disputes, the results of which may have a significant impact on shareholder interests or securities prices, the facts of the dispute, the amount of the subject matter, the start date of the litigation, the main parties involved and the handling of the case as of the date of publication of this annual report shall be disclosed: None.

- (XIII) Other important risks and corresponding response measures: None.

VII. Other important matters: None

Six. Special Disclosures

I. Information on affiliates

(I) Consolidated operating report of affiliates

The Company has published the 2025 Consolidated Business Report for Affiliated Companies on MOPS (https://mopsov.twse.com.tw/mops/web/t57sb01_q10). Please refer to the homepage of MOPS under “Single Company” > “Electronic Document Download” > “Three Documents for Affiliated Companies” for more details.

(II) Consolidated financial statements of affiliated companies

All relevant information required for the consolidated financial statements of affiliated companies have already been disclosed in the consolidated financial statements of the Company and subsidiaries for 2025. Therefore, the Company will not prepare a separate set of consolidated financial statements for affiliated companies. This information has been duly filed and disclosed on MOPS. (https://mops.twse.com.tw/mops/#/web/t57sb01_q1). Please refer to the homepage of MOPS under “Single Company” > “Electronic Document Download” > “Financial Reports” for more details.

(III) Affiliation report: Not applicable.

II. Private placement of securities during the most recent year and the current year up to the date of publication of this annual report: None.

III. Other matters that require additional explanation: None

Seven. Any of the circumstances listed in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act that may have a material impact on shareholders' equity or the price of the Company's securities, which occurred during the most recent year and the current year up to the date of publication of this annual report: None

**My Humble House Hospitality
Management Consulting Co.,
Ltd.**



Chairman: Tsai, Po-Han

