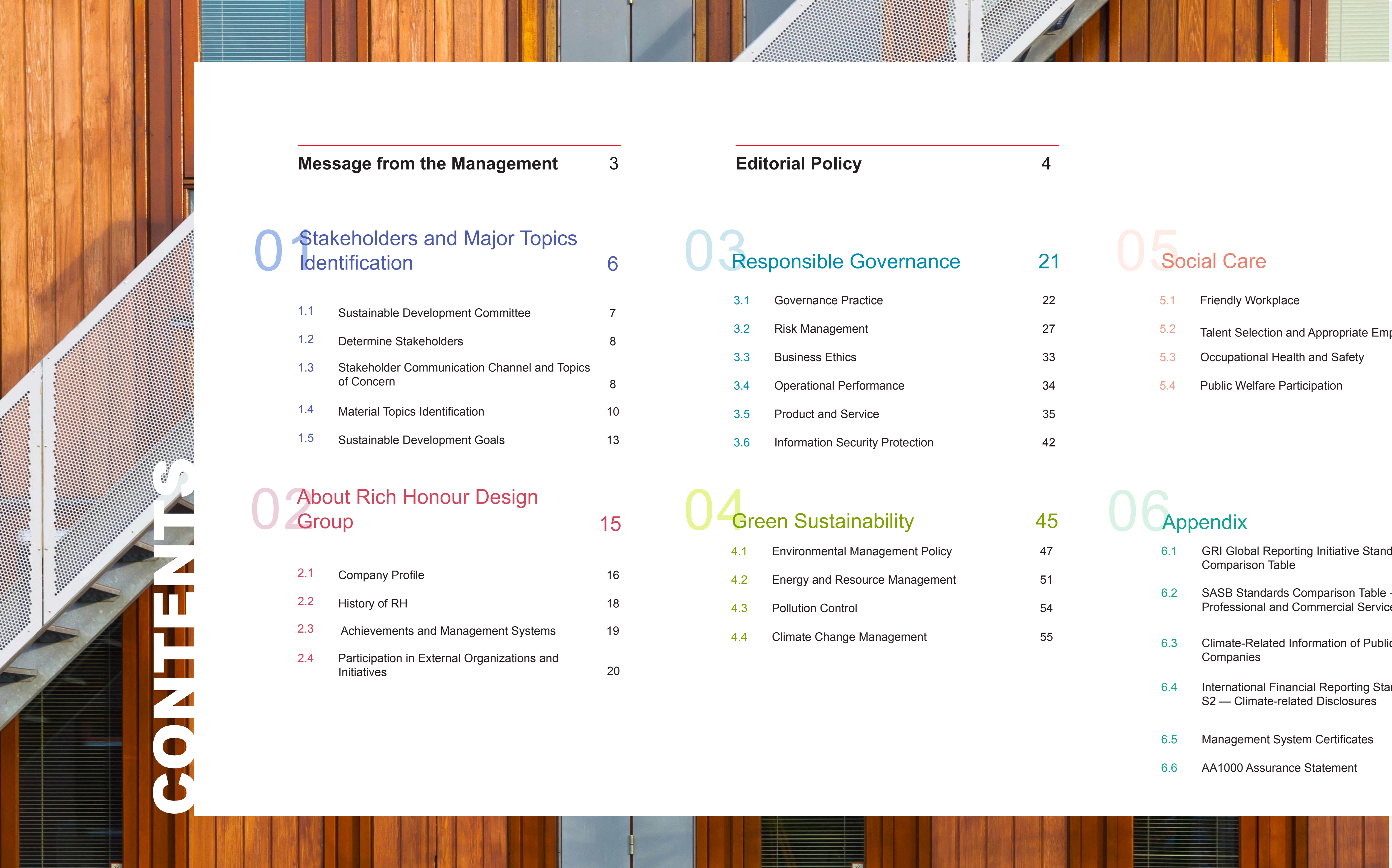
2025

Rich Honour Design Group

SUSTAINABILITY REPORT

匯僑設計永續報告書



CONTENTS

Message from the Management

To our supporters who care about the sustainable operation of RH Design:

In 2025, the world faced challenges related to intensified climate change and rapid changes in the market environment. Against this backdrop, RH Design consistently upholds the core values of "Respect" and "Honesty", and deeply incorporates the principles of sustainable development into every facet of corporate operations. As a leader in the interior design and renovation industry, we aim to become not only creators of spaces but also practitioners dedicated to environmental sustainability and social prosperity.

Looking back at 2025, RH Design demonstrated resilient operational strength through the collective efforts of all employees, achieving a consolidated operating revenue of NT$3.531 billion and earnings per share (EPS) of NT$3.41. While pursuing business growth, we remain committed to corporate social responsibility by continuously strengthening our initiatives across the three aspects of environmental protection, social responsibility and corporate governance. In addition, our efforts have yielded fruitful results, and the annual customer satisfaction survey indicated a high level of recognition with a score of 92.9 points.

Implementing Ethical Management and Strengthening Risk Management: In terms of corporate governance, we firmly believe that a transparent and ethical management framework is the cornerstone of corporate sustainable development. In 2025, we continued to strengthen Board functions. Board members possess diverse professional backgrounds, with the proportion of female directors reaching 25%. In addition, all Board members actively participated in 84 hours of sustainability-related continuing education courses. We strictly comply with all laws and regulations, and have maintained a record of zero major violations in the fields of corporate governance, environmental protection, labor rights and occupational safety over the past three years. Furthermore, we have actively introduced international management systems. RHQ Furniture's plant site passed the ISO 37001 anti-bribery management system certification, and the Group has consistently maintained a bronze medal rating from EcoVadis, a global supply chain sustainability assessment platform, demonstrating our determination to align with high international standards.

Promoting Green Design and Heading Towards Net Zero: While facing the severe challenges of global climate change, RH Design has officially declared and is committed to achieving the long-term target of Net Zero for the entire Group by 2050. We have aligned with the International Sustainability Standards Board (ISSB) International Financial Reporting Standard S2 (IFRS S2) to implement climate risk governance and disclosure, and have established a clear carbon reduction pathway. In terms of business practices, we have introduced the circular economy concept into the full life cycle of design. Between 2024 and 2025, we assisted customers to complete 20 projects which obtained LEED green building certification. We also actively promote green procurement. RHQ Furniture's plant site has obtained FSC (Forest Stewardship Council) chain of custody certification. In 2025, the procurement ratio of FSC-certified boards reached 22.47%, while the recycling and reuse rate of general industrial waste increased to 86.63%. We aim to create sustainable spaces for our clients that harmonize aesthetics with environmental responsibility through the selection of green building materials and low-carbon construction technologies.

Establishing a Friendly Workplace and Creating Social Value Together: Employees are RH Design's most valuable asset. We are committed to creating a diversity, equity, and inclusion (DEI) working environment. Currently, we maintain a balanced employee gender ratio (1.04:1) and provide competitive remuneration exceeding the local minimum wage (1.71 times the local minimum wage for male entry-level employees and 1.66 times for female entry-level employees). We prioritize employees' physical and mental health and occupational safety. In 2025, we achieved our goal of zero major occupational injury incidents. Furthermore, we encourage employees to maintain work-life balance by promoting health initiatives such as the "RH Sports Event". Furthermore, we actively cultivate talent and promote the application of AI and BIM technologies to enhance design and engineering efficiency. Through comprehensive training programs and the employee stock ownership trust (ESOT) system (participation rate reaching 68.56%), we are able to strengthen team cohesion and promote our employees to grow together with the Company.

Looking ahead, we expect RH Design]to reach a significant milestone for our 50th anniversary. We will continue to center our core business on "design × engineering × project management" to provide comprehensive and one-stop consulting services while integrating digital technology and sustainable innovation, thereby providing clients with a superior service experience. We are committed to continuing our collaboration with suppliers, customers and all stakeholders to exert a positive influence as we pursue corporate growth. Accordingly, we aim to jointly establish a sustainable future that fosters harmony with nature and social well-being.

Chairman

Editorial Policy

The period of this Sustainability Report is from January 1 to December 31, 2025, and it is the fourth report released by Rich Honour Design Group (hereinafter referred to as “RH Design” or the “Company”). The content of this Report includes the disclosure of sustainability indicators of corporate governance, economic, social and environmental aspects. To completely disclose RH Design’s achievements in sustainable development and to present the results of communication with stakeholders, the Company has prepared this Report in accordance with the latest “GRI Standards”, Sustainability Accounting Standards Board (SASB) Standards, International Financial Reporting Standards (IFRS) S2 - Climate-related Disclosures and the “Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies” specified by the government competent authority and links to the “United Nations Sustainable Development Goals (SDGs)”, in order to report on the Company’s strategies and activities in terms of the aspects of corporate governance, economy, society and environment to all stakeholders with all due diligence, as well as to demonstrate the Company's determination in the fulfillment of social responsibility and the implementation of sustainable development.

Description of Report Review

The information and data in this Report have been collected by the Sustainable Development Committee directly under the Chairman with respect to domestic and foreign economic, environmental and social sustainability topics. The topics of concern to all stakeholders are understood through diverse channels. Through the process of engagement and analysis, we hope to discover the material topics of the Company. According to the topics, various management policies and performance information are collected and summarized, followed by submission to the Sustainable Development Committee for review and confirmation. Finally, after the approval of the Chairman, it is disclosed through public channels for stakeholders to view.

The financial data in this Report refers to information about annual financial statements audited by Deloitte Taiwan. To improve the disclosure quality of this Report, GREAT Certification has been retained to perform Type 1 moderate assurance level of certification according to AA 1000: AS v3, in order to verify conformity with the requirements of GRI Standards 2021 Version and to obtain the assurance statement. The Statement is also provided in the Appendix section of this Report.

Report Preparation Principle and Guidelines

RH Design considers industry requirements, topics important to the international economy, and topics related to environment and society, and collects a stakeholder topic impact level assessment result through questionnaires, in conjunction with the business strategy of the Company, in order to convene the Sustainable Development Committee meeting for the screening and selection of material topics. After approval by the chairperson of each team, the implementation outcome is disclosed in this Report.

Disclosure Category	Scope of Sustainability Information
Period	For the year of 2025, based on the consideration of the integrity of the information disclosure, if any part of the content involves operations in different years, it will be explained in the content of this report separately.
Business Location	Taipei Rich Honour Design, Zhongli Rich Honour Fabricating RH International Designs (Shanghai), RHQ Furniture (Zhejiang)
Financial Data	The financial data of this Report refers to the information on the annual financial statements audited by Deloitte Taiwan.
Environmental and Social Data	Taipei Rich Honour Design, Zhongli Rich Honour Fabricating RH International Designs (Shanghai), RHQ Furniture (Zhejiang)

Report Management Process

Stage	Topic	Responsible Unit
Topic Identification	Determine Stakeholders Identification of Topics of Concern	Sustainable Development Committee
Material topics determination	Stakeholder external economic, environmental and people impact assessment Internal operation impact assessment Sustainable Development Committee meeting resolution	Sustainable Development Committee
Information summarization	Identification of Management Approaches and Performance Information	Sustainable Development Committee
Initial draft preparation	Report information preparation	Sustainable Development Committee / Relevant Operation Department
Final draft review	Report internal review	Sustainable Development Committee
Publication and release	Submit to the Board of Directors / Release of Report	Sustainable Development Committee / Board of Directors

Release Date and Cycle

This Report is released annually, and the report release time is as follows:
Previous release time: August 2025.
Present release time: August 2026.
Scheduled next release time: August 2027.

Restatement Status

For this year’s Report, there is no restatement due to material change of the organization or change of the report period and scope

Contact Method

To respond to the environmental protection and paperless policies, and to fulfill corporate citizen responsibility, the electronic Chinese version of this Report is published on the Company website for readers to review. We welcome you to download this Report (PDF file) from RH website https://www.richhonour.com/tw/esg/report

If you have any suggestions or questions about this report, please contact us.
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Company Website ｜ https://www.richhonour.com/tw

01

Stakeholders and Major Topics Identification

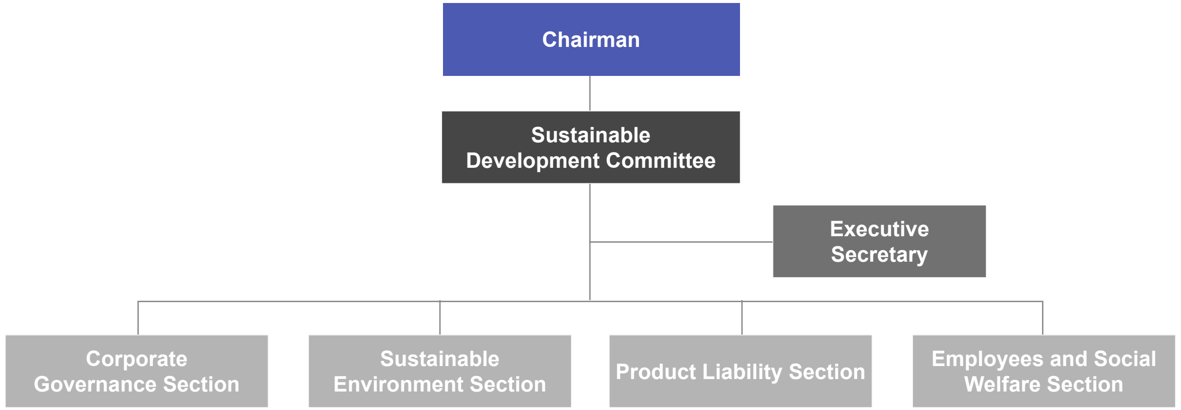
Stakeholders and Major Topics Identification

1.1 Sustainable Development Committee

RH Design has established the Sustainable Development Committee to stipulate the sustainable development strategy and to be in charge of internal promotion and implementation, thereby incorporating the sustainable operation concept into the corporate culture of RH Design progressively.

Sustainable development policy

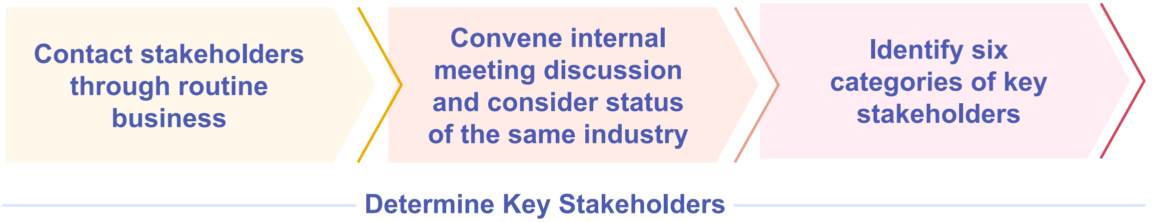
Task forces have been set up under the Sustainable Development Committee, and responsible departments perform collection of topics of environmental protection, occupational safety, supply chain management labor and human rights, business performance and corporate governance of concern to stakeholders. Furthermore, based on the respect of the rights and interest of stakeholders, the Stakeholders Section is also set up on the Company website, in order to properly respond to important sustainability topics of concern to stakeholders. RH Design also reports the ESG implementation results to the Board of Directors annually and obtains the approval of the Board of Directors before public release of the ESG Report, in order to strengthen the Board's supervision and management functions on the Company's sustainable development.



Corporate Sustainable Development Committee

Section	Sustainability Topic	Responsible Unit
Corporate Governance Section	Board function enhancement, internal audit and control, ethics, risk management, performance evaluation, information security	Financial Department Audit Office Information Technology Department
Sustainable Environment Section	Energy saving and carbon reduction, water usage, wastewater treatment, waste management, greenhouse gas management, green materials/techniques	Production Business Unit
Product Liability Section	Customer relationship maintenance, supply chain management, product liability	R&D Business Unit Engineering Business Unit Design Business Unit Project Integration Business Unit
Employees and Social Welfare Section	Salary and benefits, labor-management relations, human rights protection, social welfare	Administrative Service Department

1.2 Determine Stakeholders



Contact stakeholders through routine business → Convene internal meeting discussion and consider status of the same industry → Identify six categories of key stakeholders

Determine Key Stakeholders

Stakeholders refer to the group capable of affecting RH Design or being affected by RH, and the type of stakeholders contacted during routine business are preliminarily selected by each department. Next, according to interaction frequency, mutual impact level and importance to each other between each stakeholder and RH, after internal meeting discussion and consideration of the status in the same industry, six categories of key stakeholders having significance to RH Design are selected at the end. These key stakeholders include shareholders/investors, customers, suppliers/contractors, employees, competent authorities and communities.

1.3 Stakeholder Communication Channel and Topics of Concern

RH Design has established communication channels for all stakeholders, and continues to actively maintain proper interaction with stakeholders via diverse channels, in order to allow stakeholders to understand the operation status of the Company in a timely manner, and to allow the Company to understand the demands and expectations of stakeholders on the Company, thereby providing timely responses.

For the stakeholder communication channels, please refer to the Company's website https://www.richhonour.com/tw/esg

Based on the topics of concern proposed and communicated between each department and key stakeholders of RH, the Sustainable Development Committee converges and summarizes communication results along with the reference to specific topics of the GRI Standards 2021 version and SASB industry sustainability indicators, and conducts actual and potential positive/negative impact assessments on the topics with respect to the aspects of economy, environment and people. Accordingly, 21 sustainability topics have been summarized to cover the economy, environment and social aspects, thereby ensuring that the sustainability information disclosed by RH Design for the aspects of Environment (E), Society (S) and Corporate Governance (G) is able to satisfy the expectations of stakeholder.

Key Stakeholders	Importance to the Company	Topic of Concern	Communication Channel / Frequency	2025 Actual Communication Outcome
Shareholders / Investors	• Shareholders are the investors of the Company. The Company protects the rights and interests of shareholders, treats all shareholders fairly, and ensures that shareholders have the right to sufficiently understand, participate and make decision on material matters of the Company.	• Economic performance • Business ethics • Risk Management • Anti-corruption	• Annual shareholders' meeting / once annually • Investor conference / once annually • MOPS website and Company's website/irregularly • Announcement of material information / any time • Company website e-mail box, telephone / any time • Contact unit/person: Spokesperson, Deputy Spokesperson / any time	• Released material information and announced 30 messages • Organized shareholders' meeting on 2025/5/28 • Invited to participate in the investor conference organized by KGI Securities on 2025/11/17
Customers	• Customers are the main source of profit for the Company. The Company's most solid commitment is to provide high quality services and to maintain excellent interaction with customers.	• Customer relationship • Innovative design • Trade secret protection and transaction security • Information security • Risk Management • Green product • Economic performance • Customers' health and safety • Business ethics	• Customer service satisfaction survey / responsible supervisor selects completed project to implement the survey every two weeks • Each business location / any time • Company website, corresponding department telephone/ any time • Contact unit/person: Customer Service / any time	• Online Customer Satisfaction Questionnaire Survey

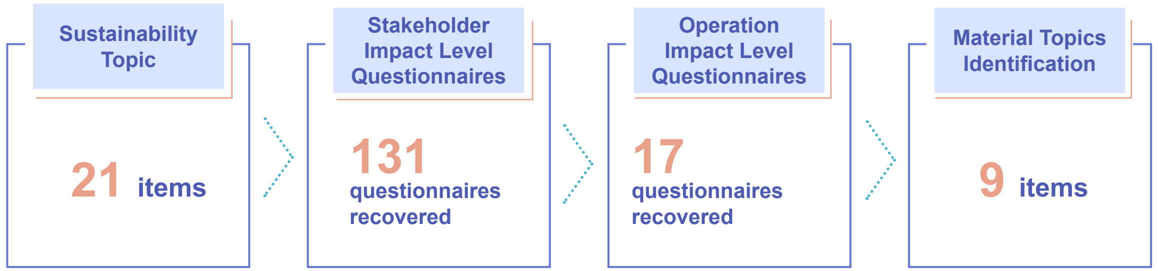
Key Stakeholders	Importance to the Company	Topic of Concern	Communication Channel / Frequency	2025 Actual Communication Outcome
Suppliers / Contractors	• Outstanding suppliers and contractors are important factors to successful projects. Accordingly, the Company strengthens the cooperation relationship between both parties, in order to ensure raw material quality and timely delivery, and to also fulfill social responsibility jointly.	• Risk Management • Procurement practices • Anti-corruption • Raw materials use	• Supplier evaluation / perform evaluation after completion of main jobs of construction project every two weeks and during selection of new suppliers • Non-disclosure Agreement / Suppliers or contractors with cooperation intention • Contact unit/person: Procurement / any time	• Supplier online inquiry system • 179 suppliers have signed the Supplier Code of Conduct and the Supplier Letter of Commitment
Employees	• Employees are essential to the operation of the Company. The Company provides competitive salaries and benefits superior to the market standard in order to ensure talent retention. In addition, the Company is committed to the establishment of a working environment for achieving employee physical and mental health and diverse development.	• Occupational health and safety • Employment • Training and education • Diversity and equal opportunity	• Labor-management meeting / once quarterly • Department head communication / any time • Employee feedback mailbox, telephone / any time • Contact unit/person: Human Resource Head / any time	• In 2025, there were 1,134 persons-time participated in the employee education and training • In 2025, 72 sessions of professional nurse on-site health service and 8 sessions of physician on-site health service were organized
Competent Authorities	• Competent authorities are a key role to the supervision and assessment of corporate governance and sustainable development. The Company must comply with the policies and regulations of competent authorities for implementing sustainable governance, in order to ensure that the Company complies with the laws and corporate governance requirements.	• Business ethics • Anti-corruption • Economic performance • Information security • Waste management • Energy management • Greenhouse gas emissions (GHG emission) • Local community participation and public welfare activities • Climate change response • Occupational health and safety • Water resource management • Employment	• Company website / irregularly • Financial statements / quarterly • Annual report / annually • Sustainability Report / annually	• In 2025, the Company participated in six seminars organized by the Taiwan Stock Exchange Corporation (TWSE).
Community	• Based on the goal of achieving social co-prosperity for the promotion of sustainable operation, we aim to enhance positive influence on the society through social contributions.	• Local community participation and public welfare activities • Business ethics • Climate change response • Waste management	• Community Meetings / Non-fixed term • Donation and public welfare activities/irregularly	• Sponsored talent cultivation: Private School Promotion Foundation - Taipei Medical University • Contributed research budget for orthopedic disorder prevention research conducted by the College of Medicine, National Taiwan University Hospital • Engaged in industry-academia collaboration RH Design competition with Chung Yuan Christian University – Commercial space design • Provided sports sponsorship to Taichung Suns Sports Foundation • Supported Carnegie's Yushan project, and sponsored the arrangement of one session of the woodworking tools experience camp • Organized 1 blood donation event and 2 mountain cleaning and hiking events • Contributed donations to Chung Yuan Christian University, Ling Jiou Mountain Monastery, Eden Social Welfare Foundation, Good Shepherd Social Welfare Foundation, Genesis Social Welfare Foundation, and NPO Taiwan Public Welfare League

Sustainability Topic Impact Category

No.	Sustainability Topic	Positive Impact	Negative Impact	Actual / Potential
5	Customer relationship	V		Actual
20	Customers' health and safety	V		Actual
21	Trade secret protection and transaction security	V		Actual
7	Information security	V		Actual
1	Economic performance	V		Actual
15	Employment	V		Actual
16	Occupational health and safety	V		Potential
2	Business ethics	V		Actual
9	Raw materials use	V		Actual
14	Green product	V		Actual
17	Training and education	V		Actual
18	Diversity and equal opportunity	V		Actual
3	Supply chain sustainability	V		Actual
6	Risk management:	V		Actual
13	Waste management	V		Actual
4	Innovative design	V		Actual
10	Greenhouse gas emissions (GHG emission)		V	Potential
8	Climate change response		V	Potential
11	Energy management		V	Potential
12	Water resource management	V		Potential
19	Local community participation and public welfare activities	V		Actual

Note: It was verified according to the impact assessment by management and through the discussion of the sustainability meeting.

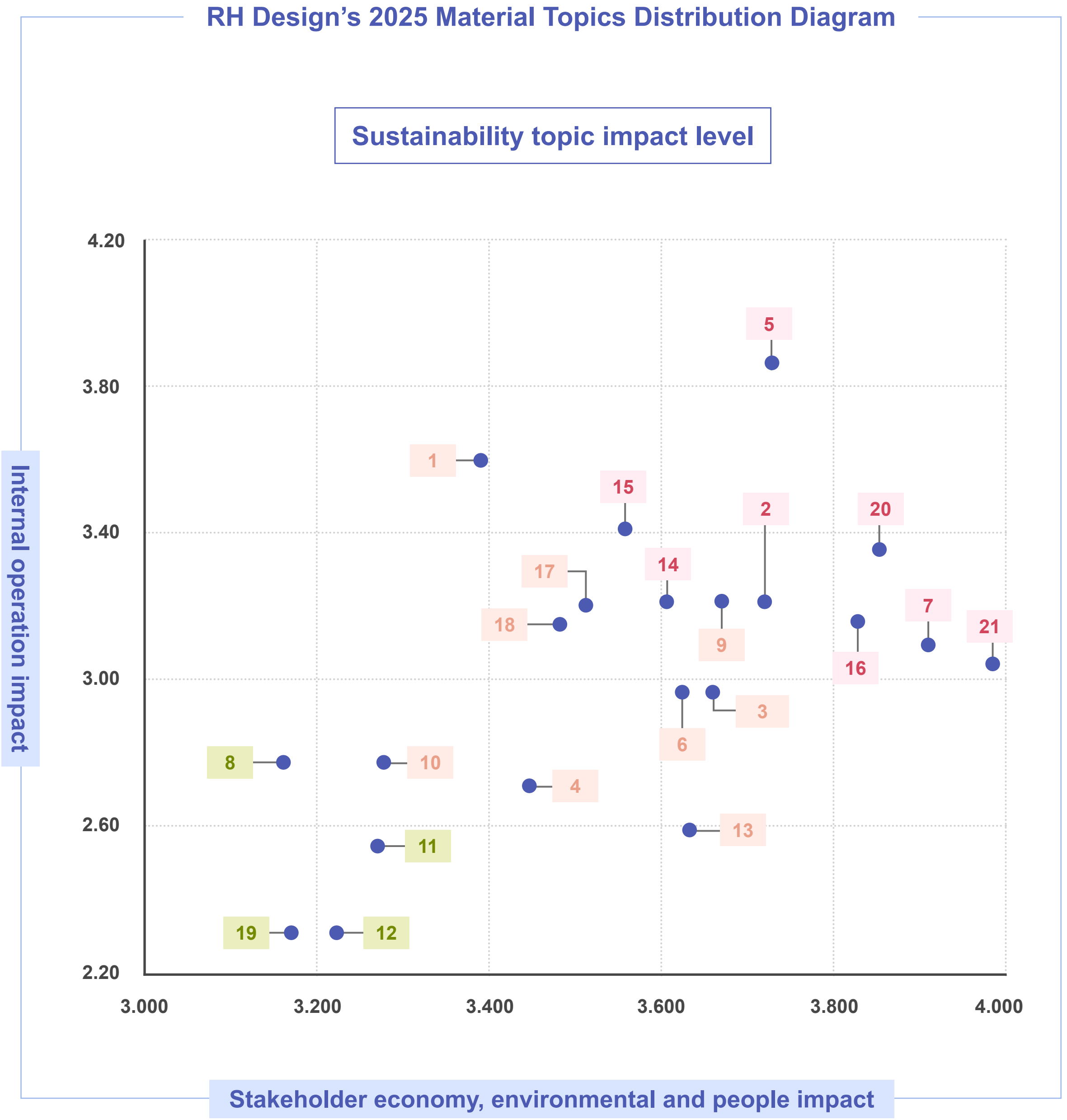
1.4 Material Topics Identification



Material Topic Identification Process

Aspect	Material Topic
Environmental Aspect	Greenhouse gas emissions (GHG emission),Green product
Social Aspect	Occupational safety and health, trade secret protection and transaction security, labor-management relationship, customer health and safety, customer relationship
Corporate Governance Aspect	Information Security, Business ethics

RH Design's Sustainable Development Committee has formulated 21 sustainability topics and completed the external economic, environmental, and social impact assessment through an online questionnaire (131 responses received). Responses to questionnaires (17 copies) distributed to the Company's supervisors were used to evaluate the impact level of each sustainability topic on RH Design's operations. Based on the review of the top 10 sustainability topics and the actual business development of the Company, eight material topics have been selected. In addition, based on the combination of the Company's sustainable planning and business development goals, along with the consideration of the balanced development of the three aspects of ESG, one sustainability topic has been selected by the Sustainable Development Committee meeting as the material topic (GHG emissions), and at the end, nine material topics have been determined to be used as the basis for the disclosure of the 2025 Sustainability Report. At the same time, with the consideration of the balance of the information disclosure in the Sustainability Report, the Company has decided to further disclose RH Design's contributions in public welfare related activities.


RH Design's 2025 Material Topics Distribution Diagram

No.	Topic	Arrangement
5	Customer relationship	1
20	Customers' health and safety	2
21	Trade secret protection and transaction security	3
7	Information security	4
1	Economic performance	5
15	Employment	6
16	Occupational health and safety	7
2	Business ethics	8
9	Raw materials use	9
14	Green product	10
17	Training and education	11
18	Diversity and equal opportunity	12
3	Supply chain sustainability	13
6	Risk Management	14
13	Waste management	15
4	Innovative design	16
10	Greenhouse gas emissions (GHG emission)	17
8	Climate change response	18
11	Energy management	19
12	Water resource management	20
19	Local community participation and public welfare activities	21

Note: Eight material topics were selected from the top 10 sustainability topics based on their ranking and the Company's actual operational development. Additionally, one sustainability topic (GHG emissions) was selected as a material topic by the Sustainable Development Committee meeting, taking into account the Company's sustainability planning, operational development goals, and the balanced development of the ESG three aspects, resulting in a total of nine material topics.

Change to Material Topic

Material Topic		
2024	2025	Change to Sequence
Occupational health and safety	Customer relationship	↑1
Customer relationship	Customers' health and safety	↑2
Information Security	Trade secret protection and transaction security	↑3
Customers' health and safety	Information security	↓1
Employment	Employment	--
Trade secret protection and transaction security	Occupational health and safety	↓5
Legal compliance	Business ethics (formerly: Legal compliance)	--
Greenhouse gas emissions (GHG emission)	Green product	New addition
	Greenhouse gas emissions (GHG emission)	↓1

Aspect	Material Topic	Positive / Negative Impact on RH	Internal Boundary	External Boundary				Corresponding GRI Standards	Report Disclosure
			Company	Shareholders / Investors	Suppliers	Customers	Competent Authorities		
Environment	Greenhouse gas emissions (GHG emission)	Based on the consideration that Taiwan will officially begin carbon fee collection in 2026, this has been assessed as a negative potential impact to avoid an increase in carbon fees driven by the increase of GHG emissions.	●	●	●	●	●	302 Energy: 2016 (302-1, 302-3) 305 Emissions 2016 (305-1, 305-2)	4.2 Energy Resource Management
Society	Occupational health and safety	RH Design provides a healthy and safe working environment to employees, in order to allow employees to work safely. In 2025, there were no major occupational accidents and violations of laws and regulations, such that it is considered as a positive actual impact.	●		●	●	●	403 Occupational Health and Safety: 2018 (403-9)	5.3 Occupational Safety and Health
Society	Employment	Employees are important assets of the Company. Through comprehensive welfare measures, the stability and continuous development of human resources can be ensured. In 2025, there were no employment related complaints, and human resources were stable, such that it is considered as a positive actual impact.	●			●	●	401 Employment (401-1, 401-2, 401-3)	5.2.2 Talent Cultivation
Corporate Governance	Customer relationship Customers' health and safety	With customer satisfaction as a starting point, we continue to improve and emphasize quality, and improve safety and environmental protection design solutions. We are committed to ensuring customer health and safety. In 2025, the Company continued to receive customer recognition, such that it is considered as a positive actual impact.	●			●		416 Customers' health and safety (416- 2)	3.5.2 Customer Relationship
Corporate Governance	Business ethics	Business ethics is the cornerstone of RH Design 's sustainable operation and the core of mutual trust with stakeholders. In 2025, there were no violations of business ethics, demonstrating a positive actual impact.	●	●	●	●	●	GRI 2-27 GRI 205	3.3 Business Ethics
Corporate Governance	Information Security	In recent years, the number of information security threats has increased, and the Company has actively invested in information security resources to strengthen the information security protection network. There were no major information security incidents in 2025, which is considered as an actual positive impact.	●	●	●	●	●	RH Design's Self-defined Material Topic	3.6 Information Security Protection
Society	Trade Secret Protection and Transaction Security	RH Design values design, engineering, R&D technologies and confidential customer information as the core of the Company's business development. Through our information security management mechanism, employees are able to develop information security risk awareness. In addition, various information security control measures are implemented to ensure that the confidential information of the Company is not disclosed and that transaction security is achieved. In 2025, relevant mechanisms operated effectively, and there was no incident of disclosure of any trade secrets, such that it is considered as an actual positive impact topic.	●	●	●	●	●	RH Design's Self-defined Material Topic	3.5.2 Customer Relationship
Environment	Green product	Green products are valued as the core to RH Design's ESG practices. We assist clients in obtaining LEED/WELL certification to enhance their international competitiveness. At the same time, we reduce project embodied carbon and protect user health by using low-toxicity materials, in order to fulfill our business commitment to being "people-oriented" and to environmental sustainability, which is considered as an actual positive impact topic.	●		●	●		RH Design's Self-defined Material Topic	4.1 Environmental Management Policy

1.5 Sustainable Development Goals

RH Design has incorporated the Sustainable Development Goals (SDGs) into the business strategy of the Company, and the Company's business model focusing on economic performance in the past has been expanded to greater aspects, including the care of environmental protection and other legal compliance, improvement of employee benefits for talent retention, elimination of various unfair conditions in the workplace, and reduction of wastewater discharge and greenhouse gas emissions. In addition, the Company invites suppliers to exert efforts in the improvement of the environment and to increase salaries and benefits in the workplace jointly. Looking to the future, RH Design will continue to make greater contributions to the SDGs and will also fulfill the corporate social responsibility.

SDGs	Sub-Goals	RH's Response
1 No Poverty	**1.4** Ensure all men and women, particularly those among poverty and disadvantaged groups, have fair rights and equal rights to access economic resources.	- Provide salary conditions with market competitiveness and complete benefits superior to the regulatory requirements in order to allow employees to work with dignity and to improve personal and family economic living standards. In 2025, the Group's entry-level wages were 1.71 times the local minimum wage for male employees and 1.66 times the local minimum wage for female employees. - Adjust employee salaries according to the profit status of the Company, and increase employee feelings of cohesion toward the Company.
4 Quality Education	**4.5** Eliminate education differences, and ensure that disadvantaged groups have a channel to receive various levels of education and occupational training, including disabled people, indigenous people and children in disadvantaged groups. **4.7** Promote sustainable development education, sustainable living model, human rights, gender equality, peace and non-violence.	- Arrange occupational trainings for employees of different business attributes in order to ensure that all employees have the opportunity to receive occupational training. - Plan courses in sustainable development, workplace gender equality, labor human rights, and encourage employees to participate in these courses. In 2025, the average training hours for male employees at the headquarters was 13.39 hours, and the average training hours for female employees was 5.49 hours.
5 Gender Equality	**5.1** Eliminate any form of discrimination against women **5.4** Recognize and value women's family care through social protection policies.	- Prohibit the use of gender as the criteria for employment, performance review and job promotion of employees. The male-to-female employee ratio in 2025 was 1.04:1. - Provide employees the right to apply for parental leave without pay for both male and female employees. The total number of male and female employees qualified for applying for parental leave in 2025 was 15 people; a total of 5 people applied for parental leave.
8 Decent Work and Economic Growth	**8.5** Implement comprehensive employment with productivity, allowing all men and women to have a good job, including young people and disabled people, and also achieve salary equality. **8.7** Prohibit child labor, and eliminate forced labor. **8.8** Protect worker rights and interests and promote working environment safety, especially for women and workers performing hazardous jobs.	- Prohibit the use of gender as the criteria for employment, performance review and job promotion of employees. - Adjust employee salaries according to the profit status of the Company, and increase employee feelings of cohesion toward the Company. - Respect labor rights and interests, including the prohibition of child labor and any form of workplace discrimination. No discrimination complaints or suspected discrimination incidents occurred in 2025. - Implement occupational health and safety management system to effectively improve employee workplace safety.

SDGs	Sub-Goals	RH's Response
10 Reduced Inequalities	**10.2** Promote social, economic and political fusion, regardless of the age, gender, disability, religion, economy or other identity or status. **10.3** Ensure equal opportunity and reduce inequalities, including practical methods for eliminating discrimination.	• Employee physiological or mental differences shall not be used as determination standards for the Company's recruitment, performance review or job promotion mechanism. • Employee whistleblowing channel has been established, and a comprehensive whistleblowing process is available to protect the whistleblower.
12 Responsible Consumption and Production	**12.5** Significant reduce waste generation through prevention, reduction, recycling and reuse.	• Implement green products and design process optimization, and reduce waste output. • The general industrial waste recycling rate is 86.63%, and the hazardous waste recycling rate is 19.73%.
13 Climate Action	**13.2** Incorporate climate change measures into policies, strategies, and planning	• In 2025, according to International Financial Reporting Standard (IFRS) S2 — Climate-related Disclosures, climate change risk governance was implemented, and relevant information was disclosed in the Sustainability Report. • Completed autonomous greenhouse gas inventory • The annual energy-saving projects adopted high-efficiency LED lighting to achieve an energy-saving benefit of 2,160 kWh, with a reduction of energy consumption of 7.776 GJ and decrease of carbon dioxide emissions of 1.07 metric tons.
16 Peace, Justice and Advantageous System	**16.6** Develop effective, responsible and transparent systems at all levels. **16.7** Ensure decisions at each level respond to public opinion, and are inclusive, participatory and representative.	• Strengthen corporate governance, ensure practitioners comply with the Company's regulations through internal controls, and establish whistleblowing processes and channels. • Through stakeholder communication, the Company gains an understanding of stakeholders' expectations and requirements.

02

About Rich Honour Design Group

About Rich Honour Design Group

2.1 Company Profile

Established in 1977, Rich Honour Design (RH Design) operates in the interior decoration industry and is specialized mainly in interior design and decoration construction work for high-end luxury stores, high-end starred hotels, business spaces, shopping centers (malls), restaurants and other commercial spaces, as well as high-end residences. Before project planning, we and our subsidiary in China, RH Shanghai, always conduct a market survey to look deep into the client's company culture and brand style and analyze the feasibility of all designs. A sample or drawing is then made to consult with the client and designer in order to confirm the design. After that, appropriate woodwork, painting, and electromechanical contractors are selected for interior decoration work. We and RH Shanghai are responsible for overall coordination and consultation during the decoration work as well as the direction, supervision, and control of the construction schedule and quality. Our subsidiaries RHF and RHQ located in Taiwan and China, respectively, are the Company's furniture production bases respectively in Taiwan and China. A modular industrialized interior decoration model is ensured through upstream and downstream collaboration and integration of companies in the Group.

The Company owns professional business groups of different natures that can be integrated vertically and support one another by offering comprehensive one-stop services, ranging from professional design, construction management and project management to furniture/fixture production. We also provide services in different stages at client request.

Based on the philosophy of long-term development and inheritance of sustainable operation, RH Design publicly listed its stocks at the stock market in August 2020 (Stock Code 6754), thereby continuing the implementation of institutionalization of corporate governance and transparency of operation. RH Design has always upheld the initial vision and continues to adopt the core values of "Respect" and "Honesty" in order to provide high quality service, thereby achieving a win-win cooperation model with customers.

Company Name	Rich Honour International Designs Co., Ltd.
Location of Headquarters	12F., No. 75, Sec. 4, Nanjing E. Rd., Songshan Dist., Taipei City
Stock Code	6754
Equity Structure and Ratio	Domestic Corporate Shareholders and Trust Funds: 27.57%; Domestic Individual Shareholders: 56.92%; Foreign Institutional and Individual Investors: 15.51% (As of 2026/3/31)
Authorized Capital (Unit: NT$ thousand)	660,000
2025 Consolidated Revenue (Unit: NT$ thousand)	3,530,943
Business Location of Each Region	Rich Honour Fabricating Co., Ltd. No. 1, Andong Rd., Zhongli Dist., Taoyuan City RH International Designs Co. Ltd. 7F, No. 480, Wulumuqi N. Rd., Jing'an District, Shanghai RHQ Furniture Co., Ltd. No.89, Taoyuan Rd., Yaozhuang Town, Jiashan County, Zhejiang Province
Production Value of Interior Design and Engineering Services Provided in 2025 (Unit: NT$ thousand)	Business spaces: 2,217,088 / 62.79% Commercial spaces: 615,668 / 17.44% Hospitality: 248,241 / 7.03% Others: 449,946 / 12.74%
Regional revenue ratio (Unit: NT$ thousand)	Taiwan: NT$2,852,964 / 80.80% Mainland China: 677,979 / 19.20%

Industry Chain

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

We have developed our business in the interior decoration industry for over 49 years. A sound supply chain has been built to allow us to offer comprehensive services based on client needs, including interior design services and furniture manufacturing in the upstream industry as well as project management and decoration services in the midstream industry.

Upstream Industry

- Basic construction
- Electromechanical engineering
- Furniture (fixture) manufacturing
- Millwork and raw materials
- Metalwork and raw materials
- Glass and others

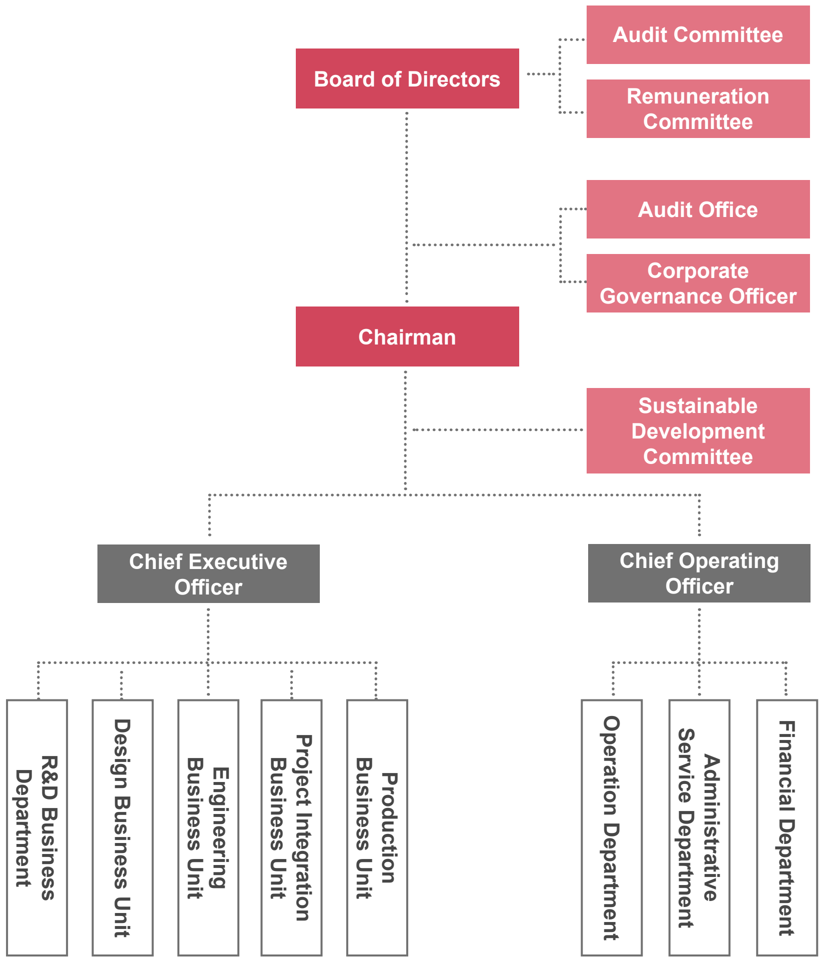
Midstream Industry

- Interior decoration design
- Interior decoration works (inishing and decoration industry)

Downstream Industry

- Hotels with high star ratings
- International luxury fashion brands
- Commercial spaces
- Department stores
- Public spaces
- Exclusive residence clients

Organizational Structure



2.2 History of RH Design

1977
- Company founded by Benjic H. L. Yang

1980
- Han Chiao Enterprise established

1981
- RHG Inc. established

1983
- Gong He Engineering Ltd. established

2003
- Established Rich Honour Design & Consulting (Shanghai) Co., Ltd.

2005
- Established RH International Designs Co. Ltd.

2007
- Established RHQ Furniture Co., Ltd.

2009
- Established Zhongli Rich Honour Fabricating Co., Ltd.

2012
- RH International Designs Co. Ltd. obtained decoration design and construction Class 2 qualification
- RHQ Furniture Co., Ltd. qualified ISO 9001 quality management system certification

2013
- Zhongli Rich Honour Fabricating Co., Ltd. qualified SA 8000 corporate social responsibility certification

2014
- Integrated the business of three companies of Han Chiao Enterprise, Gong He Engineering Ltd. and RHG Inc. to establish Rich Honour International Designs Ltd.
- RHQ Furniture Co., Ltd. qualified SA 8000 corporate social responsibility certification

2018
- RH International Designs Co. Ltd. upgraded to the qualification of Class 1 Professional Contractor for Construction Decoration and Renovation
- Rich Honour International Designs Ltd. restructured to Rich Honour International Designs Co., Ltd.
- RHQ Furniture Co., Ltd. Phase 3 expansion construction completed and official production activated

2019
- Public offering and listing at emerging stock market for trading approved by Taipei Exchange (TPEx)

2020
- Rich Honour Fabricating Co., Ltd. qualified ISO 14001: 2015 environmental management system certification
- Public offering and listing on Taiwan Stock Exchange market for trading approved by Taiwan Stock Exchange (TWSE)
- RHG Furniture Co., Ltd. qualified ISO 14001: 2015 environmental management system certification

2021
- RHQ Furniture Co., Ltd. qualified ISO 37001: 2016 anti-corruption and anti-bribery management system certification

2022
- RHQ Furniture Co., Ltd. qualified ISO 45001: 2018 occupational health and safety management system certification

2023
- RHQ Furniture Co., Ltd. received the award for Top 10 Enterprises for Yaozhuang 4-star Enterprise Safety Production
- Initial release of corporate sustainability report

2024
- RH Design Group was awarded the certification of Bronze Medal for the sustainable development EcoVadis platform evaluation
- Rich Honour International Designs Co., Ltd. qualified the DDC due diligence survey
- Released diverse, impartial and inclusive declarations and greenhouse gas policies
- RH International Designs Co. Ltd. upgraded to the qualification of Class 2 General Contractor for Construction Works

2025
- RHQ Furniture Co., Ltd. has obtained the Forest Stewardship Council (FSC) Chain of Custody (CoC) certification
- RHQ Furniture Co., Ltd. obtained the Class III enterprise for standardized safety production (light industry) certificate

2.3 Achievements and Management Systems

RH Design continues to improve and innovate its products, engineering capabilities, and services to meet customer needs. Over the past four decades, in addition to focusing on the business performance of the Company, the Company has also payed attention to the demands of internal and external stakeholders, and has implemented relevant management systems consecutively, such that through the establishment of the management system and enhancement of management performance, the demands of internal and external stakeholders ca be satisfied. Furthermore, through the introduction of risk awareness and the management philosophy of PDCA, the Company aims to continue to improve in order to achieve sustainable operation. The Company's professionalism and innovation have received great recognition from various international and industrial sectors. For the Company's historical honors and achievements, please refer to relevant reports and news on awards disclosed on the Company's website. The Company continues to operate the following management systems. Please refer to the Appendix for relevant certificates.

Historic Achievements

Management System	ISO 14001:2015	ISO 14001:2015	ISO 45001:2018
Certification Institution	TUV NORD Taiwan Co., Ltd.	AXE REGISTER	AXE REGISTER
Certificate Expiration Date	July 26, 2026	December 08, 2026	December 11, 2028
Business Location	Zhongli Rich Honour Fabricating	RHQ Furniture	RHQ Furniture

Management System	ISO 9001:2015	SA8000:2014	ISO 37001:2016
Certification Institution	AXE REGISTER	TUV NORD Taiwan Co., Ltd.	AXE REGISTER
Certificate Expiration Date	April 14, 2027	October 14, 2028 December 19, 2026	December 14, 2027
Business Location	RHQ Furniture	Zhongli Rich Honour Fabricating RHQ Furniture	RHQ Furniture

Management System	Forest Stewardship Council Chain of Custody Standard	Flame-Retardant Performance Certification Qualification Certificate
Certification Institution	SAI GLOBAL	FOUNDATION FIRE RETARDNT SAFETY CENTER
Certificate Expiration Date	July 10, 2030	September 01, 2030
Business Location	RHQ Furniture	Taipei Headquarters

Note: Please refer to Appendix for certificates

In addition to strengthening our management structure, we also value international and social responsibility related certifications. We have enrolled as a member of the global supply chain sustainability evaluation platform EcoVadis and the supplier ethical data exchange platform Sedex, in order to implement international social responsibility certification requirements and to serve as the cornerstone for the Company's sustainable development.

RICH HONOUR
INTERNATIONAL DESIGNS CO LTD (GROUP)

Taipei City · Taiwan **Furniture production**

Company Scale: M | Scope of Evaluation: Group

Total Score	Percentage
↗ 67/100	74th

BRONZE | Top 35%
ecovadis
Sustainability Rating
MAR 2026

Bronze Medal Award for EcoVadis Evaluation

2.4 Participation in External Organizations and Initiatives

In addition to improving the competitiveness of the Company's products, RH Design also actively communicates with all stakeholders. Through the opportunities of participating in industry-related associations, the Company, as an association member, engages in excellent interactions with other association members, thereby understanding the latest development trends in the industry. The Company implements green energy and environmental protection beginning with the design stage, and continues to participate in relevant courses and forums. In addition, the Company shares its professional implementation experience with the general public, in order to achieve joint advancement and improvement with society.

External Association Participated	Member Identity
Taipei Association of Interior Designers (TAID)	Member
Taiwan Association of Interior Design (TnAID)	Member

- **E.SUN ESG Sustainability Initiative Partner**
  Rich Honour International Designs Co., Ltd. and E.SUN FHC are jointly committed to pursuing sustainable development. With the goal of showcasing Taiwan to the world, we continue to align with high international standards and exert a positive influence.
- **We respond to the "Earth Hour" lights-out event organized by President Chain Store Corporation to implement energy-saving and carbon reduction in practice.**
- **The "Customer Service and Safety Policy" has been announced to clearly define the principles for service quality, customer rights and interests and operational safety management principles.**
- **GHG inventory operation has been implemented to establish the Company's carbon emissions basic data, in order to be used as the basis for subsequent carbon reduction and climate risk management.**

03

Responsible Governance

Responsible Governance

SDG Goals	Annual Sustainability Performance
4 Quality Education	Directors completed a total of 84 hours of continuing education, all of which were sustainability-related.
16 Peace, Justice and Advantageous System	Number of records of major violations related to corporate governance, securities trading, environmental protection, labor rights, occupational safety, disclosure of customer privacy, anti-competition actions, marketing labels or product safety and liability, etc. in the most recent three years is 0
8 Decent Work and Economic Growth	Earnings per share of NT$3.41
17 Global Partnerships	Annual average customer satisfaction survey score: 92.9 Points

RH Design establishes the corporate governance system according to the Securities and Exchange Act and relevant laws and regulations of R.O.C. To enhance the protection of the rights and interests of stakeholders, to strengthen the Board function, to respect the interests of stakeholders and to improve information transparency, the Board of Directors has approved the “Corporate Governance Best Practice Principles”, in order to adopt a fair, impartial and open director election procedure and to set up independent directors, etc., thereby strengthening the management and supervision functions of the Board of Directors. The Board of Directors has also approved the “Regulations for Preventing Insider Trading” in order to prevent insiders who are directors, managerial officers or employees from gaining profit using information that is not externally accessible. Furthermore, the Company also upholds proper, timely and fair disclosure principles to establish a comprehensive information disclosure system, in order to provide various information related to operations, finance, Board of Directors and shareholders’ meeting on the Company website and Market Observation Post System (MOPS) website, thereby ensuring that shareholders are able to obtain the latest information related to the Company.

3.1 Governance Practice

Governance Unit	Functions
Shareholders’ Meeting.	It consists of all shareholders, listens to the reports from the management team, and makes decisions on material matters of the Company
Board of Directors	• It is the highest governance unit, and all Board members are committed to the due care of a prudent administrator. The Board of Directors plans the Company’s business policies and reviews financial performance, and also ensures that the Company’s operations comply with laws and regulations • Audit Committee and Remuneration Committee are established to improve the operation of the Board of Directors • An independent audit office is established. The internal auditors establish an annual audit plan to perform audit operations according to the regulations of the competent authorities and based on the risk considerations, or perform irregular inspections, in order to verify the effectiveness of the design of the internal control system and implementation thereof. An audit report is also issued, and internal control deficiencies found are disclosed in the audit report, which are also tracked after the review of the report. The follow-up of the improvement status is implemented at least on a quarterly basis until the improvement is completed, and the audit result is reported to the Audit Committee and the Board of Directors

RH Design values corporate governance, seeks sustainable growth and ethical management, continues to strengthen the corporate governance structure, maintains information transparency along with effective internal control systems, in order to protect the rights and interests of stakeholders. The Company measures the overall operating activities of the Company in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies, in order to design internal control systems and to implement them properly. In addition, review is made at all time in order to cope with internal and external environmental changes, thereby ensuring the continuous effectiveness of the design and implementation of internal systems. Through comprehensive management systems, operation performance can be improved in order to achieve the goal of sustainable operation.

2025 Corporate Governance Execution Outcome

- The continuing education and training of Board members reached 84 hours, such that the continuing education and training hours of directors and supervisors complied with the requirements of "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies" with a ratio of 100%. All of the continuing education and training courses were sustainability related courses.
- To improve information transparency and disclosure timeliness, the shareholders' meeting handbook and meeting supplemental information is uploaded 30 days before the convention of a general shareholders' meeting, and an annual report is uploaded 18 days in advance, in order to comply with the 2025 Corporate Governance Evaluation Indicators
- Shareholders' meetings adopt the electronic voting method, and the candidate nomination system is adopted fully for the election of directors
- Establish Corporate Governance Officer to be in charge of corporate governance-related matters
- Assist directors in assuming their positions and hire external instructors to provide the latest or relevant competency courses to directors annually.
- Independent directors, CPAs and the audit officer may contact each other at any time depending upon the needs such that communication channels are smooth.
- Purchase liability insurance for all directors and supervisors at an amount of US$3,000,000

In addition, the Company's financial statements are audited periodically by retained an accounting firm, such that various information disclosures are completed properly and in a timely manner according to regulatory requirements, and responsible personnel have been assigned to disclose Company information externally. Furthermore, the spokesperson system has been established to ensure that all material information can be disclosed timely and appropriately, in order to provide the Company's financial and business related information to all shareholders and stakeholders.

3.1.1 Board of Directors

The Board of Directors plans and establishes the business strategy of the Company, and takes responsibility for shareholders and other stakeholders. Directors perform duties properly and act as prudent administrators with due care, and exercise authorities in a rigorous manner. For the execution of duties of the Company and various governance system operations and arrangements, except that the laws or Articles of Incorporation specify the required resolution of shareholders' meeting, such matters shall be handled according to the resolutions of the Board of Directors. The Articles of Incorporation of RH Design has specified the adoption of a candidate nomination system for the election of directors, and periodic re-election is implemented along with the principle of recruiting proper talent. In addition, according to the Corporate Governance Best Practice Principles, the number of directors concurrently acting as managerial officers shall not exceed one-third of the total number of directors; the Board member diversity policy is also considered, including but not limited to the two main aspect standards of basic criteria and value, professional knowledge and skills. Board members must also be equipped with the knowledge, skills and quality necessary for job duty performance. The directors of RH are equipped with professional competence as well as extensive practical experience of the industry and are also familiar with industry development trends. Presently, the Board consists of eight directors (including four independent directors), the term of office of directors is three years, and at least one Board meeting is convened quarterly. In 2025, a total of six Board meetings were convened. The Company values the gender equality of the Board member composition. Presently, the number of male Board members accounts for 75% (six seats) and female Board members accounts for 25% (two seats). For a short-term goal, the Company will make efforts to continue to increase the number of female directors to reach 1/3 of the total number of directors.

Board of Directors					
Job Title	Name	Gender	Actual Attendance Rate (%)	Equipped With Industry, ESG Related Background / Experience	Holding Shares of Competitors, Suppliers or Customers
Chairman	Jessica H.C. Wang	Female	100	Industry / S&G	×
Director	Benjic H. L. Yang	Male	100	Industry / S&G	×
Director	Ting-Yu Yang	Male	100	Industry / S&G	×
Director	Yi-Chen Wang	Male	100	Ph.D. in Environmental Engineering / E&S&G	×
Independent Director	Chih-Wei Chen	Male	100	COO / S&G	×
Independent Director	Wen-Hung Li	Male	100	Consultant / S&G	×
Independent Director	Hui-Ying Wu	Female	100	Financial background / S&G	×
Independent Director	Hsiao-Lei Wang	Male	100	Professor / S	×

To establish proper Board operation systems, sound supervisory functions, and to ensure the independence of independent directors during the performance of their duties, the Board of the Company has approved the “Regulations Governing Procedure for Board of Directors Meetings” in order to explicitly specify the scope of responsibility of independent directors for compliance. Directors also uphold high self-discipline to implement recusal from conflicts of interest. Directors or juridical representatives who have personal interest in the content of a motion are required to clarify the content of their interest at a board of directors’ meeting. The directors or the juridical representative shall recuse themselves from the discussion or voting if their personnel interest may undermine the Company’s interest, and are not allowed to vote on another director's behalf. In addition, to improve the quality of Board decisions, the Board has also approved the “Procedures for Performance Evaluation of Directors and Managerial Officers” in order to conduct internal evaluation of the Board, individual board members and functional committees annually. The Board meeting affairs unit distributes the self-evaluation questionnaires to Board members for self-evaluation, and evaluation is also performed by external professional independent institutions or external experts and scholar teams every three years. To enhance the independence and reliability of performance evaluation, the Taiwan Corporate Governance Association, an external professional independent institution, has been engaged in 2026 to complete the 2025 board performance evaluation report. The Board’s performance evaluation result may be used as a reference for electing or nominating directors in the future; the performance evaluation results of individual directors may also be used as a reference for determining their respective remuneration.

Board Performance Evaluation Mechanism

- Self-evaluation questionnaire annually
- External performance evaluation every three years

→

2025 Performance Evaluation Result

Reported during Board meeting on March 11, 2026

→

Board performance self-evaluation	Board member performance self-evaluation
99.04 points	99.76 points
Audit committee performance self-evaluation	**Remuneration committee performance self-evaluation**
99.52 points	100.00 points

→

Future Enhancement Plan

- Strengthen Board’s function in risk management, implement a risk management mechanism, implement periodic reviews, in order to allow the Board to understand overall risk sufficiently and to cope with a changing and complicated business environment
- Formulate ESG performance evaluation system to strengthen the sustainable governance performance of the Board members
- Enhance direct links among independent directors, and further enhance the whistleblower mechanism

To achieve effective risk management, and to increase the willingness of professional talents to assume the position of director, RH Design applies for liability insurance for directors, allowing them to feel security during the performance of job duties while reducing and diversifying the risk of material damage to the Company and shareholders due to the error or negligence of directors.

Based on the consideration that directors participating in decision making about the operation of the Company may face various legal compliance and governance issues, RH Design actively encourages and arranges continuing education and training of relevant professional courses for directors. In 2025, the total education and training hours of all directors was 84 hours. The Company has established the position of Corporate Governance Officer to promote relevant corporate governance affairs and to strengthen the Board operations. Under the leadership of the Board equipped with ethical management and extensive industry experience, we expect that the Company's business will continue to grow and to move forward toward sustainable operations.

Note: For information on directors’ continuing education status, refer to the MOPS website at https://mops.twse.com.tw/mops/#/web/t93sc03_1. Select "TWSE-Listed Company" under the Market Category and search for stock code 6754 for detailed information.

Communication on Critical and Material Events

The Company's Board has approved the amendment to the "Procedures for Handling Material Inside Information" on December 14, 2022, in order to regulate the critical and material event communication process. There were no major negative impact incidents in 2025; therefore, there were no reports nor communications made for the Board of Directors. A total of 30 major pieces of information were released in the year. For relevant information, please visit the MOPS website at https://mops.twse.com.tw/mops/#/web/t05st01, and input 6754 or RH Design for inquiries.

3.1.2 Functional Committees

To improve supervisory functions and to enhance the management mechanism, the Board has established the Audit Committee and the Remuneration Committee. The functional committees exercise authorities independently according to the laws, and are also responsible for the Board. In addition, the functional committees also submit proposals to the Board for resolution.

Functional Committees	Functions	Achievements
Audit Committee	Assist the Board in the supervision of the quality and integrity of the company in terms of the execution of work related to accounting, auditing, financial report processes and financial control, and submit the evaluation result to the Board for discussion	The Board has approved the "Audit Committee Charter" and "Regulations Governing Audit Committee Meeting Operation". In 2019, the Audit Committee was established, consisting of four independent directors as the committee members. Among these, one acts as the convener, and at least one member is equipped with accounting or financial expertise. The committee meeting is convened at least once quarterly. In 2025, a total of five Audit Committee meetings were held, and the attendance rate of all members reached 100%.
Remuneration Committee	The Remuneration Committee rigorously acts as a prudent administrator with due care to properly establish and periodically review the performance evaluation and remuneration policy, system, standard and structure for directors and managerial officers. In addition, the authority for establishing the remuneration of directors and managerial officers is assessed periodically. The Remuneration Committee also submits recommendations to the Board for discussion.	The Board has approved the "Remuneration Committee Charter" and "Regulations Governing Remuneration Committee Operation", and the Board has established the Remuneration Committee. Committee members shall include the participation of at least one director. Presently, all three members are independent directors. In 2025, a total of three committee meetings were convened, and the attendance rate of all members reached 100%. For the Company's remuneration policy for the Board members and President, please refer to the 2025 Annual Report of the Shareholders' Meeting - Chapter 2 Corporate Governance - (III) Remuneration Paid to Directors, President and Vice presidents in the Most Recent Year

3.1.3 Internal Audit

Purpose of Internal Audit and Organization

Core Purpose	Control operation of internal control system to assist the Board and the management to inspect and review various operation procedures, in order to ensure operation efficiency and risk control, thereby promoting sustainable operation
Organizational Structure	• An independent audit office is established under the Board of Directors, and full-time auditors and job deputies are arranged • The appointment and dismissal of the audit officer must be approved by the Audit Committee and submitted to the Board of Directors for resolution
Legal Compliance	Designed and implemented in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies", with periodic review and improvement

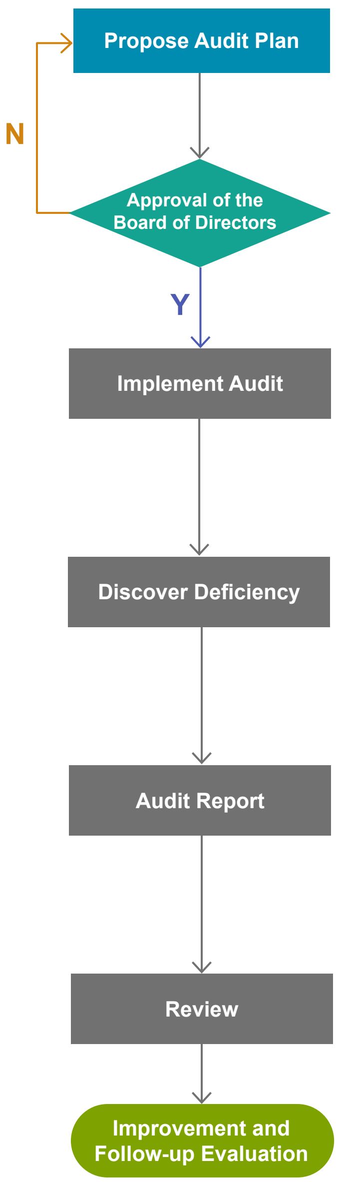
Internal Audit Operation Status

Item	Content
Audit Operation	• The annual audit plan is approved by the Board of Directors, and project audit or review is further performed depending upon the needs • Internal control deficiencies are tracked periodically until improvement is complete
Self-Evaluation	Internal control self-evaluation report of each unit is reviewed, in order to ensure implementation quality and effectiveness
Professional Development	Auditors continue to participate in professional institution courses approved by the competent authority, in order to strengthen audit quality and skills

Reporting of Internal Audit

Report process	• Audit report is submitted to the independent directors for review before the end of the following month • Major deficiencies are reported to independent directors and the Board of Directors immediately
Periodic Communication	• Audit officer reports the business status to the Audit Committee on a quarterly basis • Attend Board meetings as non-voting member to explain the audit implementation status and internal control operation
Summarization of Evaluation	The internal control system self-evaluation report of each unit and important subsidiaries are reviewed, and internal control deficiency improvement status is summarized for reporting to the management, the Board of Directors and the Audit Committee, in order to use it as a basis for internal control effectiveness assessment
Annual Outcome	No major deficiencies were found during the 2025 internal audit.

Audit Flow Chart



Internal auditors consider the purpose of audit, audit items, audit scope, audit unit, audit period, etc. and propose an audit plan to the Board.

After the audit plan is approved by the Board, it can then be implemented. If the Board disapproves the plan, it is returned to the internal auditors to re-establish the audit plan.

After the audit plan is approved, the internal auditors then perform audit operations.

Operational processes and internal control system compliance are reviewed, and specific deficiencies and improvement suggestions are proposed for areas requiring refinement.

Internal auditors review relevant work drafts and relevant work information to prepare the audit report according to the actual internal control status. Improvement recommendations for deficiencies are proposed and units are coordinated to implement improvement, followed by submitting to independent directors for review and approval. In addition, the internal audit implementation status is reported to the independent directors and the Board at least quarterly.

Independent directors shall review the audit report. In addition, opinions or issue necessary instructions regarding the adequacy of internal control implementation and other matters requiring improvement may be provided or necessary decisions may be made.

Implementation of Improvement Measures and Subsequent Issue Follow-up Assessment

3.1.4 Ethics and Integrity

Aspect	Core Measures
Internal Ethical Culture	• New employees are required to sign the "Integrity Declaration", and the management leads by example to establish the integrity values of all employees
Supplier Management	• During the first business dealing with the Company, suppliers are required to sign the “Supplier Declaration” and “Supplier Code of Conduct and Supplier Commitment” and the “Honesty and Integrity Declaration” required by customers
System and Regulations	• RH Design has established internal regulations of the “Procedures for Ethical Management and Guidelines for Conduct”, “Code of Ethical Conducts” and “Regulations Governing Prevention of Insider Trading” which have been approved by the Board of Directors through resolution and published on the Company's website. The Company has also set up the contact person/unit for inquiries and receipt of feedback
Continuous Monitoring	• Periodically evaluate suppliers (management ability, construction techniques), promote the concepts of “Respect” and “Honesty” and strengthen the sustainable operation environment • Corresponding contact person/unit is set up on the Company’s website to allow stakeholders to provide feedbacks and opinions

Complaint and Reporting Channels

To protect the rights and interests of all stakeholders, the Company has established a relevant code of conduct, and a reporting system and procedures have been provided.

In case of discovery of a violation against the “Code of Ethical Conducts”, “Ethical Corporate Management Best Practice Principles” and any laws and regulations, a complaint and report can be filed to the following unit:

Contact Person	Scope
Independent Director	Reports and complaints from shareholders and directors Email: RHIDD6754@gmail.com
Spokesperson	Reports and complaints from stakeholders of shareholders and investors Email: IR@richhonour.com
Audit Officer	Reports and complaints from customers, suppliers and contractors.
Chief Financial Officer	Reports and complaints from internal employees of the Company

In order to enhance the concept of ethics and integrity integrated with the employees' job duty performance process, supervisors convey the Company's integrity culture in daily life, and the integrity management promotion team will continue to implement online integrity trainings for on-job employee in the future. At the same time, the management reviews and evaluates the effectiveness of the preventive measures established for integrity management, and reports the implementation results of the implementation of integrity management and measures to the Board of Directors annually. The implementation of integrity management in 2025 was reported to the Board of Directors on March 11, 2026. The Board of the Company acts as a prudent administrator with due care to supervise and prevent unethical conduct of the Company, in order to ensure the implementation of ethical management policy.

In order to prevent, detect and respond to corruption, and to strengthen the ethical standards and transparency of the Company, RHQ Furniture established the ISO 37001 anti-corruption management system, and it was been verified by a third party. Operating sites which have completed the anti-corruption assessment account for 25%; there were no corruption incidents or suspected corruption cases in 2025.

2025 Ethical Management Implementation Outcome

Subject	Method	Implementation Status
Stakeholders	Publicized on the Company's website	Open at any time
Clients	Signing of non-disclosure agreement (NDA)	55 copies
Employees	Signing of integrity declaration and employee confidentiality and non-competition agreement	30 people
Suppliers	Signing of non-disclosure agreement	179 companies
Directors, managers, employees	Education and training, meeting promotion	1,134 people
Insider equity change filing notification	EMAIL	216 people
Prohibition of trading of shares for directors during book closure period	EMAIL	32 people

3.2 Risk Management

The "Risk Management Best Practice Principles" of the Company were approved by the Board of Directors on August 9, 2023, as the highest guiding principles for risk management, in order to strengthen the corporate governance and to improve the risk management operations, thereby stabilizing business operations and moving towards the goal of sustainable development.

Risk Management Organization	Composition and Function
Governance Level	The Board of Directors and the Audit Committee are the highest supervisory units responsible for approving risk management policy, structure and culture
Management Level	• The first line of management refers to the risk identification and management of the scope of job duties handled by each business unit and staff at each business position • The second line of management provides policies, frameworks, tools, technologies and support to ensure the risk management and compliance of the first line of management. It includes functional departments responsible for the internal audit, legal affairs, compliance, finance, human resources, technology information, security and environment, etc., and all such departments shall assist the frontline business group to jointly supervise, inspect and evaluate the effectiveness of risk management operations
Internal Audit	It is an independent unit under the Board of Directors and is established to assist the Board of Directors in supervising the implementation of the risk management mechanism, checking the implementation of risk response and control in each operating unit, and communicating risk information with each business unit, and collecting and integrating the risk management reports of each business unit

RH Design’s Risk Management Framework

Risk Item	Responsible Department	Risk Affairs
Strategy risk	Operation Department	• Establish the Company's future operation strategy
Operation and market risks	Operation Department	• Perform R&D, manufacturing and sales of products according to the Company's strategy, and commit to the improvement of manufacturing technologies, quality improvement and reduction of cost, in order to increase the Company's profit.
Financial and liquidity risk	Financial Department	• Interest rate, exchange rate risk, bank limit management and relationship maintenance, etc.
Customer credit risk	Financial Department	• Customer credit limit establishment and review, and management and collection of accounts.
Legal risk	R&D Business Department Design Business Unit Engineering Business Unit Project Integration Business Unit Financial Department Contract Team	• Review contracts, company authorization and reduction of corporate legal risk, protect company's tangible and intangible assets.
Worker safety risk	Engineering Business Unit Administrative Service Department	• For possible safety and health hazards and specific risk factors of the working environment, implement safety and health management and improve management performance based on the core of safety and health policy.
Information security risk	Information Technology Department	• General and digital information security and confidentiality, risk of being unable to ensure information content and handling methods, and the risk of being unable to access information and to use relevant assets in a timely manner.
Environmental risk	Engineering Business Unit Production Business Unit	• GHG emission management, Carbon Credit Management, energy management, risk of complying with international and local environmental protection regulations or environmental assessment requirements.
Human resources risk	Administrative Service Department	• Human rights topics of employees of suppliers, including but not limited to labor-management relations, child labor, forced labor, talent development management, including but not limited to the risk of talent recruitment and retention, and talent development.

The Company’s risk management process includes risk identification, risk measurement, risk control, risk report, and risk response. In addition, through the PDCA (Plan, Do, Check, Act) cycle operation, the Company continues to effectively improve and manage various risk factors, in order to reduce the probability and level of risk occurrence.

2025 Risks and Response Measures Identified by the Company are as follows:

Risk Type	Risk Description	Risk Management Strategy (Response Measures)
Environmental risk	GHG emissions continue to increase	**Group** • Encourage employees to use public transportation for commuting to/from work, take MRT, bus, or carpool for commuting to/from work, in order to reduce carbon dioxide emissions and to reduce air pollution • Enhance the promotion of office electricity saving (indoor temperature adjusted and controlled at 26 degree Celsius) to reduce carbon emissions. • Enhance promotion of daily reduction of plastics: protect environment, and prevent harm to animals, reduce carbon emissions to mitigate severe climate change **Factory** • Continue to strengthen electricity saving projects, and incorporate ISO 14001 performance indicator in the management • Diesel is mainly used for the diesel power generator during power rationing and for forklift trucks. Optimize the manufacturing machine activation program during power rationing in order to reduce the consumption of diesel for power generation
Environmental risk	Cannot effectively save energy and resources	**Group** • Properly manage electricity consumption • Increase equipment utilization rate and periodic maintenance, inspect electrical quality to reduce unnecessary waste • Factory and office with staged replacement of high-efficiency LED energy-saving lighting fixtures, and promote paperless operation • Continue to promote resource recycling in order to recycle waste paper and plastics as well as other recyclable materials • Enhance the promotion of employees' habit of turning off lights during break and non-working hours at all times • Faucets use sensor faucets in order to reduce water outlet volume and to reduce water consumption **Factory** • Use renewable energy, and continue to promote energy-saving projects such as replacement with energy-saving light bulbs, automatic office lighting, energy-saving equipment, air energy heater, etc.
Environmental risk	Wastewater discharge volume continues to increase	• All technical processes of factories do not generate industrial wastewater. As for domestic sewage, the Company continues to promote water saving to all employees. • The factory has completed rainwater and sewage divergence acceptance completely, in order to ensure that the discharge of sewage is 100% drained into the city's sewage network and to receive effective treatment. • Domestic sewage discharge inspection is performed once annually. Presently, the discharge standard of domestic sewage is far lower than the national standard
Environmental risk	Increase of waste disposal volume	**Group** • Factory sites in both Taiwan and China have established and implemented waste management strategies in order to reduce environmental impact. We classify wastes into domestic waste and resource recycling and reuse waste, general industrial waste, and harmful industrial waste according to the impact of the waste on the environment. • Scrap treatment is further classified to enhance the waste reduction process, to implement packaging material reuse and to promote office paper consumption reduction measures. The Company will continue to actively promote waste reduction activities • Ensure that waste is disposed of legally, and legal contractors are commissioned to perform disposal of waste according to the law **Factory** • Establish waste disposal total volume plan annually, and under the control of the total waste volume, implement recycling and reusing as much as possible. • Continue to convey the concept of waste reuse during relevant meetings, such as reuse of scraps, etc. • The Company recently installed central dust removal equipment (two units in total) capable of achieving a dust collection efficiency in the workshop of more than 95%. In addition to the highly efficient collection of wooden debris and powder for recycling, the equipment is also beneficial to the direct improvement of occupational health of employees in the workshop.

Risk Type	Risk Description	Risk Management Strategy (Response Measures)
Environmental risk	Water shortage and power rationing	**Group** • Water saving and electricity saving • Prepare response measures for power rationing and cooperate with the facilities equipped with emergency power generators to maintain basic power supply capabilities. **Factory** • For peak seasons of summer and winter for power rationing, the Company has installed diesel power generators, which are maintained annually. All waste gas and noise generated comply with environmental regulations. • The factory is not located in a water shortage area; therefore, there has been no water restriction policy. Nevertheless, the Company continues to promote the basic rule of water saving.
Environmental risk	Typhoon, flood	• Typhoon and flood-related training courses are further included in the annual training plan in order to enhance employee response capability in the case of natural disasters. • Establish disaster prevention supplies list and perform supplies storage annually in order to ensure that there are sufficient supplies in case of a natural disaster.
Environmental risk	Violation of environmental protection laws	**Group** • The Group always operates in compliance with applicable domestic and foreign laws and regulations, and environmental protection laws and regulations required for corporate compliance are summarized. For important policies and legal changes, including environmental protection and relevant labor laws, the Group has made proper adjustments and arrangements. **Factory** • The list of relevant laws and regulations is reviewed quarterly, and compliance assessment is also performed (according to the requirements of ISO 14001:2015) • The Company participates in the environmental protection unit group of the local government in order to ensure that the Company is able to obtain relevant governmental policy and inspection focus in a timely manner. • The Company has obtained ISO 14001 certification, and internal and external reviews are performed annually, in order to ensure that the Company complies with basic regulatory requirements with respect to various environmental protection requirements
Environmental risk	Climate Change – Changes in Customer Behavior Leading to Increased Demand for Environmentally Friendly and Recyclable Materials	**Establish green interior decoration material database** • Actively purchase interior building materials database in order to obtain eco-friendly, modular and competitive prices, and provide such information to customers for use during the design. • RFQ Furniture has obtained FSC certification and provides products that comply with the FSC CoC management mechanism, in order to further support the project's use of sustainably sourced materials while enhancing overall supply chain transparency and environmental compliance. **Improve understanding about circularity.** • Recommend that customers use more green and reusable recycled materials in the interior. • Improve subcontractor implementation and understanding of global green trading trends.
Social risks	Occurrence of occupational accidents	**Group** • Conduct occupational safety and health training for new and on-the-job employees • The headquarters has planned and promoted ISO 45001 occupational health and safety management system certification, and continues to strengthen the overall occupational safety management system and risk management mechanism. **Factory** • Implement occupational safety management system and safety hazard risk management • Establish the Safe Production Committee, with the highest supervisor of the plant site acting as the chairperson of the committee, in order to execute outcome review and improvement on various safety productions on a quarterly basis • Establish on-site operation guidelines, "Prevention of Ergonomic Hazards", "Overwork and Pressure Management Plan", and "Occupational Safety and Health Work Rules", and provide machine-related training, engineering improvements, or provide personal protective equipment, in order to ensure effective hazard control

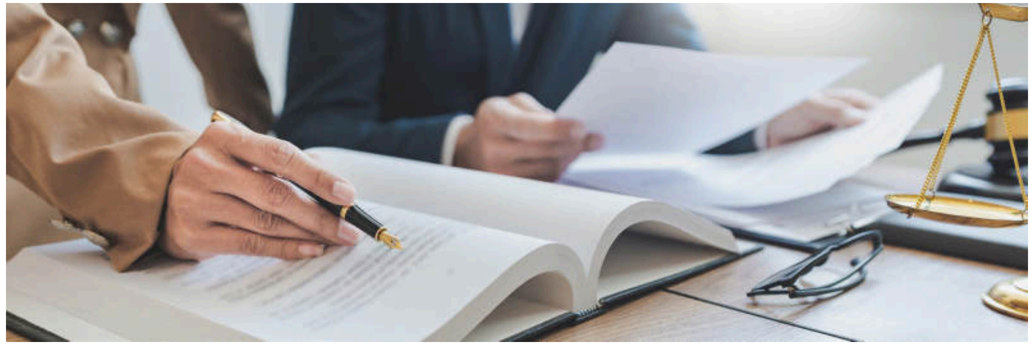
Risk Type	Risk Description	Risk Management Strategy (Response Measures)
Social risks	Overwork due to long working hours	**Group** • The headquarters arranges for professional nurses to provide weekly on-site services, offering health consultations and physical and mental assessments, in order to promote the physical and mental balance of employees. • The HR department conducts irregular wellness checks on employees' health and work conditions, and provides support and recommendations for adjustments. **Factory** • The Company has established the Occupational Safety and Health Committee, and the stationed highest supervisor acts as the chairperson of the committee, in order to pay great attention to the protection and prevention of various occupational diseases, food safety protection and safety protection of employees regularly, and also provides conclusions about occupational health and proposes improvement plans. • For overwork (long period of work hours) issues, the Safety and Health Committee and the Human Resource Department promotes the occupational disease and routine health examination for all employees annually in order to ensure that the health conditions of all employees are within the controllable scope. For abnormalities, the Company also provides warning and implements work shifts and transfers. • The Company progressively promotes machinery-automated operation, such as manual cutting machines with the installation of a digital control automatic feeding rack which leads to a reduction approximately 50% of manual board cutting time. In addition, with the computation of computers, board material cut by machine is of higher precision and without errors.
Social risks	Risk of labor shortage	**Group** • The Company is a public company listed in the Taiwan Stock Exchange market, and the Company’s popularity has increased, which is beneficial to attracting and retaining outstanding talent • Improve employee benefits (e.g. structural salary adjustment, employee shareholding trust, etc.) and strengthen the talent incentive system, in order to reduce turnover rate • We aim to cultivate cross-sector professional talent in the long term through internal on-the-job training and external professional education and training. • Enhance industry-academia collaboration in order to apply knowledge and skills learned at work, and to cultivate young talent (engaged in industry-academia collaboration with the Department of Interior Design, Chung Yuan Christian University) • Implement surveys on employee satisfaction, organization participation level, organization morale and other internal surveys, and establish improvement plans. • Implement corporate’s comprehensive human resource quality and quantity inspection, and establish short/medium/long term human resource plans accordingly. • Assess and plan bonus and incentive regulations of equity nature or for medium and long term plans for the management team. • Promote a friendly workplace, gender equality, pregnancy and parental care, diverse and inclusive culture, or other actual actions for public welfare and giving back to the local community. **Factory** • Adopt the temporary worker method for jobs requiring relatively lower technical skills, in order to ensure that technicians are able to perform technical works, and the waste of human resource can be prevented. • Understand the local wage standard for each job type annually, and use it as an important reference basis for annual salary adjustments in order to ensure that employees are satisfied with their salary and benefits in principle.
Corporate governance risks	Decline of market competitiveness	• Excellent renovation and maintenance of service quality. The interior design of recreation and tourism areas and commercial spaces provides the first impression to customers during their visits and consumption activities in these places. Therefore, the quality and details of decorations are important to business operators. In addition, clients of the business space are concerned about whether the commercial office building is able to provide a high-efficiency and high-quality office space capable of meeting the corporate image requirement. The Company has more than 40 years of experience in cooperation with clients and consultants in numerous countries to continue to optimize relevant equipment, processes and the professional capabilities of labor, such that the quality of decoration can be maintained, and customers are not lost due to price reduction competition from other business operators. • Excellent customer cooperation relationship. After accepting a case, the Company establishes a dedicated team to discuss relevant details with the customer. During the project process, the customer’s opinions are also used to make modifications. Through a division of labor and rigorous integration of the team, the customer’s design concepts can be properly realized. Based on long-term, productive cooperation with customers, the time for communication can be shortened significantly, such that projects can be completed in a shorter time, allowing customers to start their business earlier.

Risk Type	Risk Description	Risk Management Strategy (Response Measures)
Corporate governance risks	Decline of consumer market demand	• The Company continues to expand the decoration and renovation market in high-end high-star hotels, commercial spaces, department stores, high-end residential houses, and wellness village, and business has expanded globally. Presently, in addition to Taiwan, the Company has established business in China, Hong Kong, Macau, the Asia-Pacific region, Europe, and North American countries, in order to reduce the economic impact of one single industry, single region or customer group. • With the emergence of internet e-commerce, the number of physical stores may be reduced. As boutique brands have adjusted their strategies to enter different sectors, including catering, art and cultural collaboration to luxury resorts, the brand spirit can still be conveyed through immersion experiences, thereby re-establishing the image and culture value in consumers' minds. Therefore, the development of the composite forms of high-end retail stores, brand art halls and restaurants may expand the store area. The Company's extensive experience in decoration for high-end boutiques, resorts and museums over the years is able to meet the demands of developing market trends.
Corporate governance risks	Information Security	• Implement information security event reporting and information security education and training for employees in order to increase employee awareness about information security comprehensively (100% of new employee education and training; three information security promotion sessions; two social engineering drills) • Implement third party inspection to enhance information security operations. Every year, the Company retains a professional accounting firm to perform an information security audit (Deloitte Taiwan is retained) • Establish system backup mechanism and implement remote backup; hold one disaster recovery drill annually
Corporate governance risks	Changes of interest rates and exchange rates	**Change of interest rates** • In order to obtain prime rates and preferential terms when the companies needs funds to expand business in the future, the Company establishes and maintains good credit history with banks, and observes and understands trends for market interest rate changes. We also use other financial instruments to mitigate the risk of interest rate changes through sound financial planning **Change of exchange rates** • Sales revenues and expenses are denominated in the same currency and for payment of procurement expenses, in order to achieve the hedging effect automatically • We pay attention to exchange rate trends for the primary currencies in the international currency market to track trends for a timely response. In addition, the risk from exchange rate changes is taken into account during the quotation process to adjust the quotation if necessary, thereby ensuring the desired profit • The financial information and foreign exchange reports of financial institutions are acquired on a regular basis so as to project trends for exchange rates and interest rate changes from a comprehensive perspective, and to make flexible adjustments to foreign exchange and funding strategies.

3.3 Business Ethics

Material Topic	Business ethics
Impact on the Company	Business ethics is the foundation of corporate responsibility. Thorough implementation of business ethics is essential for the enterprise to achieve stable growth and sustainable operation
Policy	Establish risk culture · Comprehensive implementation · Effective prevention
Goal	• Implement legal compliance training and establish a culture of legal compliance • Zero violation of laws and regulations
Resource Invested and Actual Outcome in the Current Year	• Completed law and regulation identification and handling • Completed legal compliance related training • In 2025, there were no major violation of laws and regulations
Responsible Department and Complaint Filing Mechanism	• Contact Person: Chief Financial Officer • Tel: 02-25456011 • Email: IR@richhonour.com
Assessment Mechanism	Sustainable Development Committee reviews business ethics implementation performance annually.

Note: Major violation of laws and regulations generally refers to incidents with penalties imposed by competent authority reaching NT$500,000.



Implementation of Business Ethics		
Dimension	**Specific Measures and Mechanisms**	**Implementation Outcome**
Corporate Governance	• Establishment of functional committees and corporate governance officer • Compliance with the "Corporate Governance Best Practice Principles" to strengthen the decision-making functions of the Board of Directors • Periodic internal control self-evaluation and audit	Board of Directors effectively supervises operations; there is no record of major violations in corporate governance or securities transactions
Personnel Management	• New employees are required to sign the Integrity Declaration • Establishment of the "Ethical Corporate Management Best Practice Principles" and "Code of Ethical Conduct" to regulate recusal from conflict of interest and protection of whistleblowers	No record of anti-competitive behavior, disclosure, or labor disputes in the last three years
Training and Promotion	• Training for different levels (new employee training, physical courses, external training) • Enhance legal awareness through internal website and posters • The responsible department regularly updates regulatory information and status	Enhance all employees' legal compliance awareness, in order to ensure business compliance
Environmental Safety and Health Management	• Monitor product life cycle compliance (environmental protection, occupational safety regulations) • Management cycle for preventing potential risks	No record of major violations in environmental protection or occupational safety For the 3 occupational safety related violations that occurred in 2025, improvements have been proposed
Risk Monitoring	• Whistleblowing channel and protection mechanism • Internal audit deficiency follow-up and improvement	No record of violations involving marketing labels or product safety in the last three years

In terms of the overall legal compliance practice of RH, there have been no major violation records related to corporate governance, securities trading, environmental protection, labor rights, occupational safety, disclosure of customer privacy, anti-competition actions, marketing and labeling, corruption and product safety and liability, etc. in the last three years.

3.4 Operational Performance

In 2025, the Company's annual consolidated operating revenue was NT$3.531 billion, the consolidated profits after tax and earnings per share were NT$225,259 thousand and NT$3.41, respectively.

Future Operational Directives	
Service Strategy	• Promote integration of design, engineering and project management to provide a seamless, one-stop service across the entire process of design × engineering × project management • Collaborate with industry-related cross-domain consultants to expand the scope of technologies and services
Technological Innovation	• Continuously develop digital technology applications to enhance design and engineering efficiency • Introduce AI collaboration mechanisms to optimize design ideation, process integration, and decision-support capabilities • Utilize cloud-based project platforms and risk prediction systems to strengthen implementation and risk management
Sustainable Development	• Use low-carbon building materials and implement modular construction, in order to actively promote sustainable building and low-carbon construction technology • Focus on high-end commercial office buildings and luxury brands, integrate sustainable design with environmental standards, in order to establish green competitiveness
Strengthen Talent Cultivation	• Ensure technical leadership in design, engineering, and digital technology talents through internal training and external recruitment • Strengthen management of talent cultivation and knowledge transfer mechanisms to establish a robust succession team and to support the long-term development of the enterprise • Adopt strategic resilience and cross-domain collaboration philosophy to enhance the organization's responsiveness and innovation

Operational Performance In Recent Years Unit: NT$ thousand

Item	2023	2024	2025
Total operating revenue	4,653,172	5,107,938	3,530,943
Total operating cost	3,613,324	3,902,900	2,689,566
Gross profit (loss)	1,039,848	1,205,038	841,377
Total operating expense	651,533	687,051	600,424
Operating profit (loss)	388,315	517,987	240,953
Total non-operating revenue and expense	30,112	47,028	48,211
Net income (loss) of the current period	280,454	422,546	225,259
Basic earnings per share(NT$)	4.25	6.40	3.41
Employee benefit expense	695,470	745,425	668,568
Cash dividends	231,000	264,000	231,000
Income Tax Expense	137,973	142,469	63,905

Note 1: The information in this table is based on the 2025, 2024 and 2023 consolidated financial statements audited and certified by Deloitte Taiwan.

3.5 Products and Services

The service scope of the Company includes design planning, brand identity, design implementation, project management, renovation, equipment manufacturing, and more. The Company mainly provides comprehensive services to various sections of recreation, catering, health care, shopping centers, boutiques and retail, brand image, commercial office and public space exhibitions.

The Company will continue to provide services satisfying customer demands, values customer opinions and feedback, and maintains smooth communication channels with customers in order to establish stable and excellent cooperation relationships. For comments provided by customers, the sales team reflects to the responsible business group for subsequent improvement, in order to gain customer trust with quality service.

3.5.1 R&D Innovation

Major R&D Applications	
Year	**Item**
2023	• Midjourney - AI smart application of virtual reality, 3D/AR/VR technology enhancement, achieving realistic presentation design effects • Revit Navisworks for advanced application of BIM technology, allowing pre-understanding of the structure and equipment layout to avoid actual construction conflicts, making the construction method more accurate and faster.
2024	• BIM technology improvement and integration with sustainable development goals • Achieve cost control accuracy, effectively review the structure and equipment layout to reduce engineering conflicts, and optimize space management • Organize BIM technology-related training courses regularly to enhance the professional competency of employees • AI smart application with optimized design efficiency • Optimization of the display equipment metal substrate bonding technique • Optimization of display equipment arched door planks and drawer surface structure
2025	• AI x Large-Scale Interior Design: Grounded Approach from Efficiency to Innovation • Leverage BIM to integrate collaboration, manufacturing, operations and maintenance, in order to serve as the core engine for sustainable operations and quality enhancement • Research and development of decorative props and new hardware devices - dual-axis linear guide rail with self-suction function design

AI x Large-Scale Interior Design: Grounded Approach from Efficiency to Innovation

Quick response and result

Establish success case projects and verify AI value

- Assist documentation and administrative processes
- Assist creative ideation
- Expand exploratory and diverse designs
- AI knowledge sharing and exchange
- Pilot project partial aspect implementation
- Feedback collection and use method optimization

Step-by-step expansion

Strengthen AI applications and optimize core processes

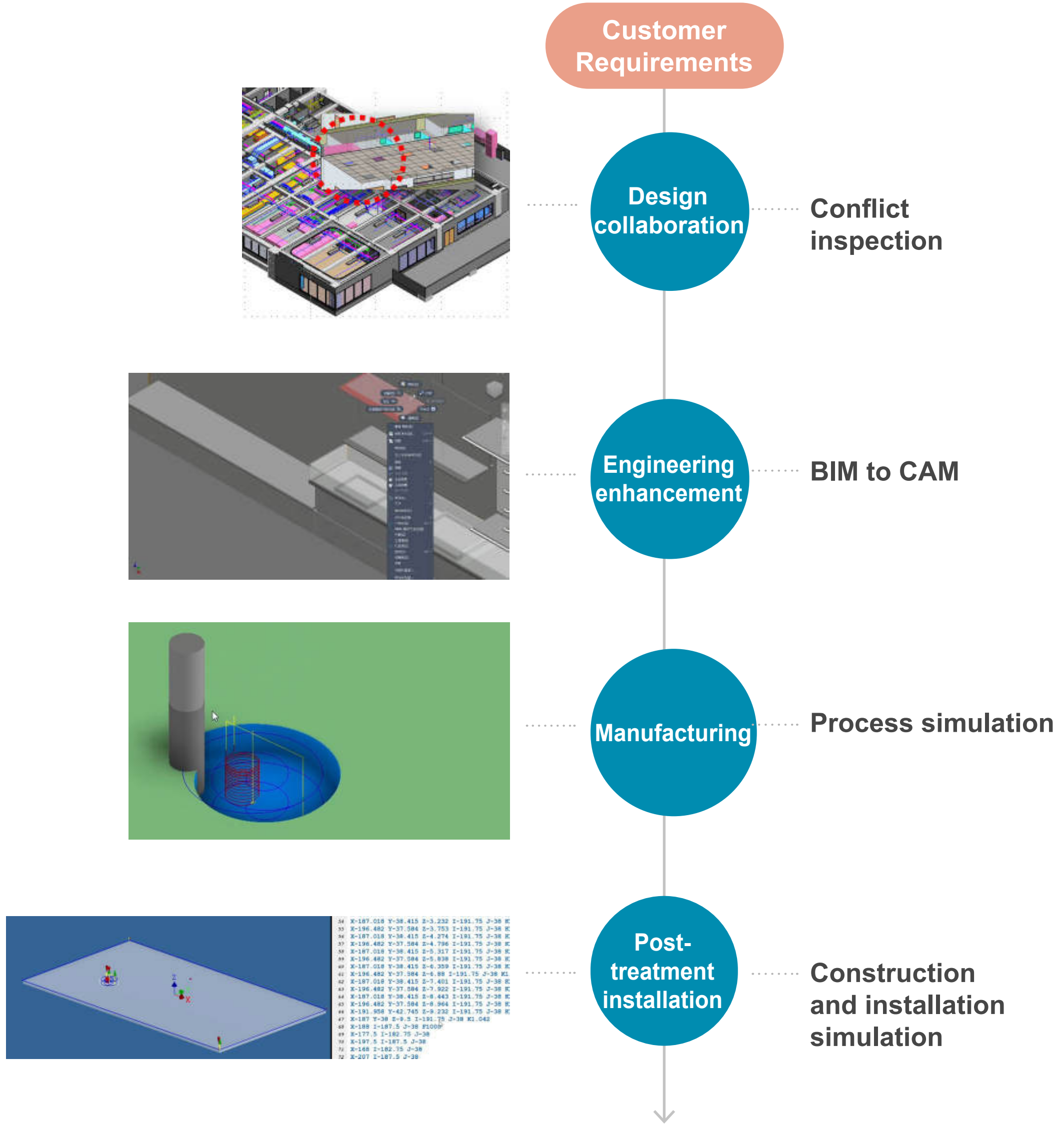
- Project cloud management platform
- Automated workflow introduction
- Existing system interfacing
- Parametric design and construction planning
- Internal AI talent cultivation
- AI application procedure and specification establishment

Strategic planning

Establish long-term competition advantages and promote innovation

- Proprietary AI integration platform
- Knowledge graph
- Proprietary model library
- Quality review and verification mechanisms
- Tiered AI professional competency training system
- Reusable asset accumulation

Leverage BIM to integrate collaboration, manufacturing, operations and maintenance, in order to serve as the core engine for sustainable operations and quality enhancement



Customer Requirements

Design collaboration — Conflict inspection

Engineering enhancement — BIM to CAM

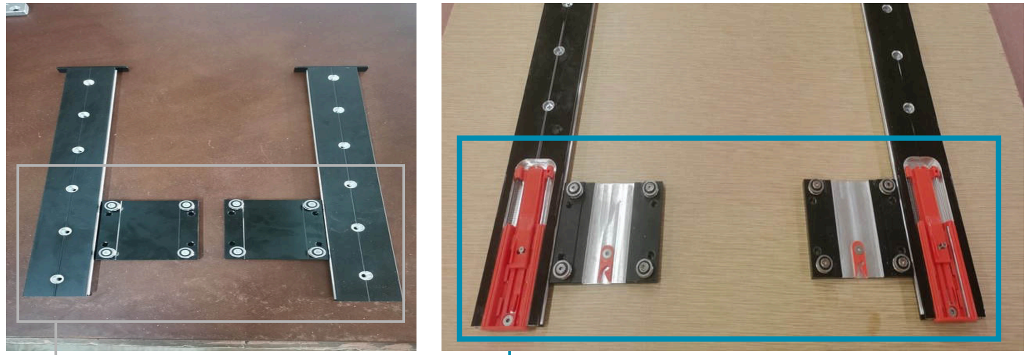
Manufacturing — Process simulation

Post-treatment installation — Construction and installation simulation

Research and development of decorative props and new hardware devices - dual-axis linear guide rail with self-suction function design

To meet the aesthetic and functional demands of commercial display props, traditional dual-axis linear guide rails require the additional installation of magnetic suction and buffering devices to achieve a self-suction effect, which not only increases costs but also results in inconsistent quality. This project has improved the convenience of the tray by developing a guide rail self-suction function design process, in order to enhance the overall product quality and to satisfy the diverse needs of customers. Featuring low cost, stable quality, easy installation, and broad applicability, this process is able to effectively overcome the inconvenience caused by the inability of linear slide rails without a self-suction effect.

Dual-axis linear guide rail



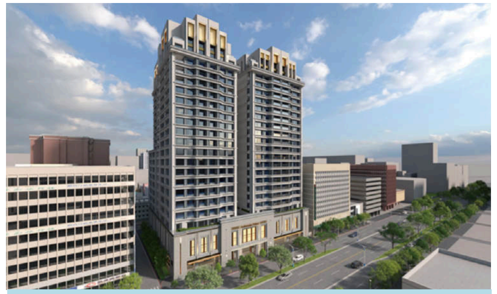
Without self-suction device

With self-suction device

Annual Outcome

Hospitality

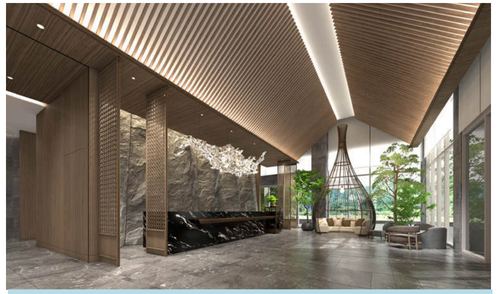

Taipei Xinyi Ultra Five-Starred Brand Hotel (In Progress)


Taipei Five-Starred Brand Hotel (In Progress)

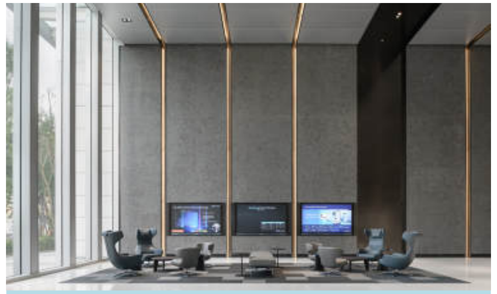

Taichung's 7th Redevelopment Zone Ultra Five-Starred Brand Hotel (In Progress)

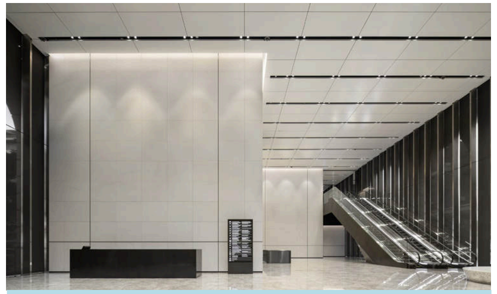

POUYUENJI HILLS Tea Culture Park (In Progress)

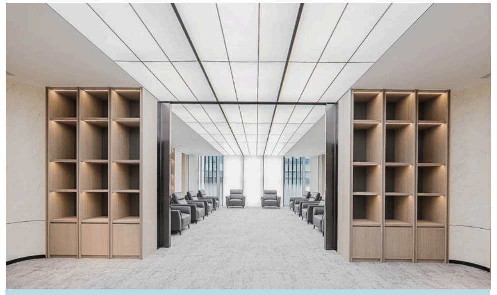

Six Senses Hot Springs Resort, Taitung (In progress)


Pingtung Sichongxi Hot Spring Hotel (In Progress)

Workspace


Silicon Motion Technology Zhubei Headquarters Building


Yuanta Financial Plaza


TOPCO SCIENTIFIC Headquarters Building

LITE-ON Technology Zhonghe Digital Building


Taichung's 7th Redevelopment Zone Premium A+ Commercial Office Building (In Progress)

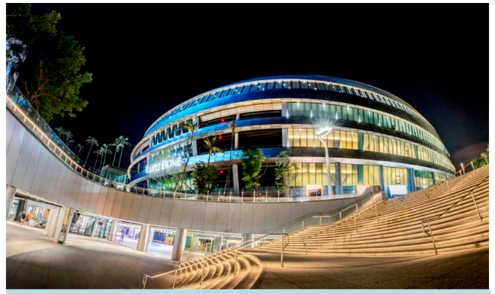
Office Building of Internationally Renowned Corporate Group

Public Space


Taichung Green Museumbrary


Taipei Cathay Life Insurance Huanyu Building


Taipei West District Flagship Project (In Progress)


TAIPEI DOME


Public Transportation Provincial Passenger Service Facility Improvement Project (In Process)


Cathay Real Estate Development's Taipei Rongxing Urban Renewal (In Progress)

Retail


Nangang Rail Yard Shopping Mall (In Progress)


Ever Rich Duty Free Shop (Terminal 2), Taoyuan International Airport

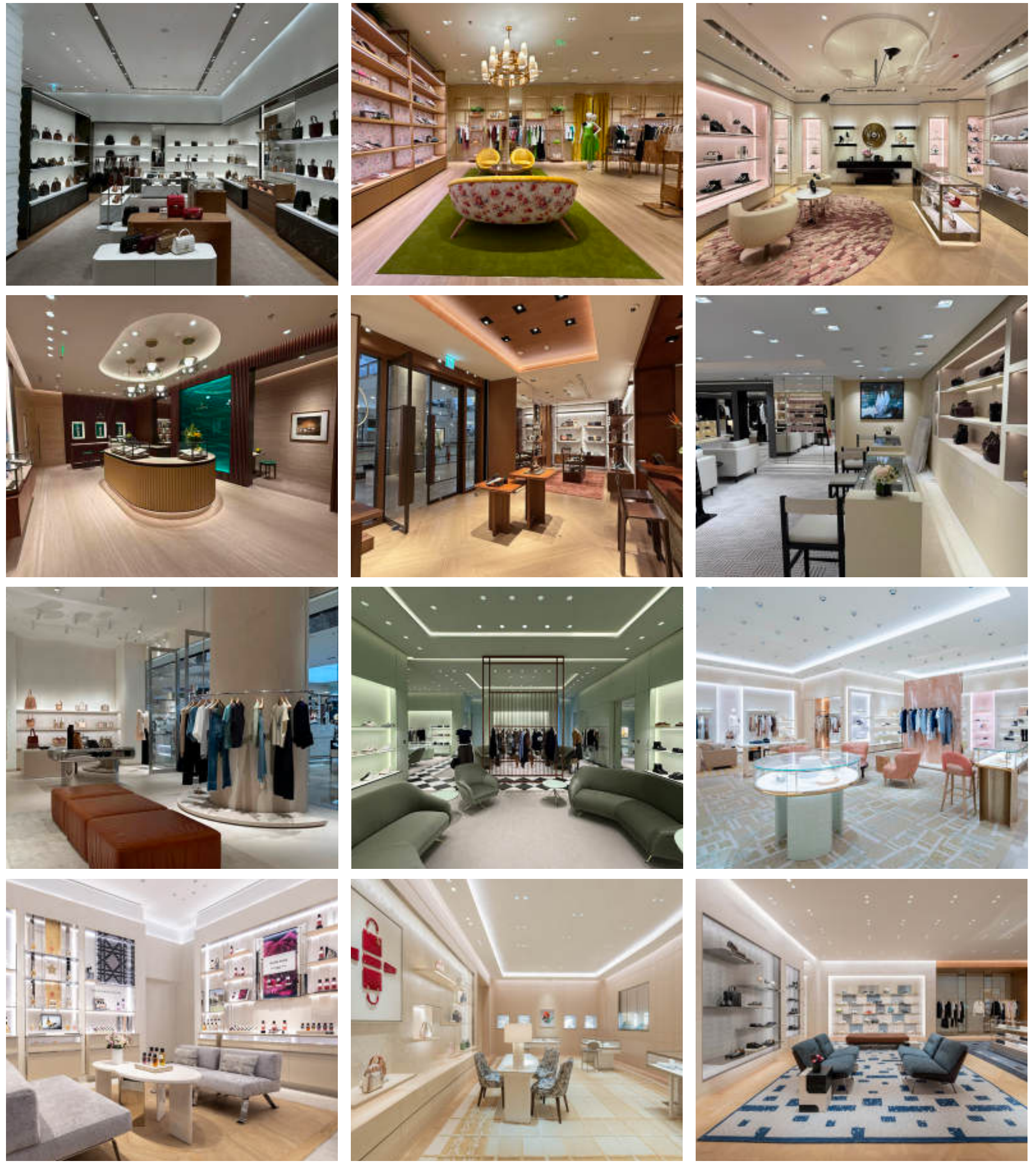
E SKY LAND (In Progress)


New Shopping Landmark in Xinyi District


Taipei Dome Business Circle


Brand-concept Physical Bookstore

Boutique (More than 300 projects)



3.5.2 Customer Relationship

Material Topic	Customer relationship, trade secret protection and transaction security, customer health and safety
Impact on the Company	Ensure trade secret protection and transaction security, and provide quality service to improve customer satisfaction, allowing the business of the Company to be expanded, and the objective of sustainable development to be achieved.
Policy / Commitments	Fulfill non-disclosure obligation, provide quality, fast, safe and reliable service, in order to increase customer satisfaction
Goal	1. Goal of customer satisfaction to achieve above 85 points 2. No disclosure of confidential information
Resource Invested and Actual Outcome in the Current Year	1. Completed satisfaction questionnaire survey 2. New employees sign confidentiality agreements
Responsible Department / Complaint Filing Mechanism	Contact unit: Administrative Service Department Tel: 02-25456011 Email: info@richhonour.com
Assessment Mechanism/Result	1. Annual management review meeting reviews customer service performance 2. The annual satisfaction survey scored 92.9, meeting the target of 85. 3. No disclosure of confidential information or suspected disclosure event for the year 4. No occurrence of customer safety incidents throughout the year

Customer Satisfaction Survey

For completed projects, RH Design performs a customer satisfaction survey every two weeks, and a satisfaction survey statistic is performed annually. In 2025, the satisfaction survey result was 92.9 points, satisfying the annual goal of 85 points.

Up to the end of 2025, with respect to the Company's protection of customers' personal information, there has been no infringement of customer privacy or complaint due to loss of customer data. In addition, the Company complies with product and service related health and safety regulations, and product and service information and labeling regulations, such that there is no violation of government standards and relevant laws and regulations. In addition, there are no major penalty fines imposed by government agencies.

Trade Secret Protection and Transaction Security

The Company establishes and implements management, preservation and confidentiality operation procedures for trade secrets, trademarks, patents and works. The implementation result is also reviewed periodically, in order to ensure that internal personnel are able to comply with the operation procedures of the Company effectively during the performance of job duties. On the first day of reporting to work, new employees participate in an orientation in order to improve and enhance employee awareness about the protection of trade secrets and personal data. Furthermore, through irregular announcement on confidentiality messages, employees are reminded to properly comply with the rules prohibiting any disclosure of the Company's intellectual property rights of trade secrets, trademarks, patents, or works learned during the performance of job duties, and that it is also prohibited to seek or collect any intellectual property rights of trade secrets, trademarks, patents, or works of the Company irrelevant to one's own job duties.

The Company has established an independent reporting channel and subsequent investigation procedure. In addition, irregular audits and inspections are also performed on the job performance of employees. In 2025, there were no records of disclosure or loss of trade secrets or customer information of the Company.

Customers' health and safety

Customer Health and Safety Policy and Implementation			
Policy Aspect	**Specific Measures**	**Implementation Method**	**Benefit**
Materials safety and environmental protection	• Select low-formaldehyde, non-toxic, and eco-friendly certified (such as the green building material mark) decoration materials • Prohibition of the use of building materials containing harmful substances such as gypsum and heavy metals	• Signing of environmental protection material procurement agreement with suppliers • Providing material safety data sheet (SDS) to customers for inspection before construction	Ensuring that indoor air quality meets health standards, and reducing the risk of exposure to allergens and hazardous substances
Construction safety	• Formulate an on-site safety management handbook to specify the operation guidelines for fire prevention, anti-falling, and power safety, etc. • Regularly organize occupational safety education and training	• Install on-site safety warning signs and protective equipment (such as anti-dust masks and fire extinguishers) • Perform daily pre-work safety inspections and recordings	Prevent construction accidents and protect the safety of customers and construction personnel
Indoor air quality management	• Commission a third party to test air indicators of, for example, formaldehyde, TVOC, and PM2.5, etc., after construction completion • Provide ventilation improvement suggestions and air purification solutions	• Incorporate completion acceptance inspection report in the test report • Recommend customers to use air purification equipment or green purification space	Ensure that the finished environment meets the international indoor air quality standards (such as WHO, LEED)
Accessibility and ergonomic design	• Plan accessible routes (such as wheelchair accessibility, non-slip flooring) according to customer needs • Furniture and spatial layout complying with ergonomic principles	• Introduce 3D simulation during design stage to verify use safety • Provide customized adjustment solutions	Improve spatial safety and comfort, and reduce the risk of falling or improper use
Emergency response and disaster protection	• Reserve escape routes for fire safety during design stage, and install smoke detectors and emergency lighting equipment • Structural safety complying with the seismic standards of the Building Act	• Collaborate with a professional fire team to verify the escape plan • Periodically inspect the effectiveness of fire equipment	Strengthen disaster response capabilities to protect the life and property safety of customers
After-sales services	• Establish a customer feedback platform to respond to safety concerns quickly.	• Provide dedicated hotline service and arrange on-site inspections and repairs depending upon needs	Uninterrupted service to establish trust and reputation

✓ There were no violations of customer health and safety regulations in 2025.

3.5.3 Sustainable Supply Chain

The Company is in the interior design decoration industry, and provides the services of design and construction. To achieve the goal of completing projects on time and meeting expected levels of quality, it is necessary to ensure that the component parts and engineering service supply are properly provided and arranged. Accordingly, the Company maintains close cooperation with suppliers and contractors in order to seek sustainable growth for both parties and to establish a cooperation partnership of mutual benefits.

The Company has established the supplier management process to ensure that cooperating suppliers/contractors must qualify the supplier evaluation review in order to officially become a cooperating partner of RH. Communication during the review process is intended to understand supplier's construction capability, supply quality and delivery stability, and the Company is also able to establish close bonding with suppliers based on the concept of cooperation.

Due to industry characteristics, the Company's construction works are subcontracted to various professional subcontractors for construction. These subcontractors include millwork, painting, iron work, glass work, plastering work, and electrical, fire safety, and air conditioning systems. The construction materials mainly include veneers, plates, metal, glass, etc. The Company is responsible for the selection of building materials or customers may designate materials individually, and the material source includes market available parts. We have built long-term good relationships with suppliers and subcontractors for a long period of time, and the cooperation relationship between the two parties have been excellent. Thus, we can ensure the stability of the suppliers. In addition, through the Materials Department's periodic supplier evaluation, the suppliers' service and quality stability can be ensured, and the suppliers' capability can also be understood.

Local Procurement

To promote local economic development and to respond to low-carbon transportation, the Company's procurement policy prioritizes local procurement.

Taipei Headquarters Local Procurement	2023	2024	2025
Number of local suppliers / percentage	87%	87%	88%
Amount of local procurement/percentage	91%	89%	80%

Zhongli Rich Honour Fabricating Local Procurement	2023	2024	2025
Number of local suppliers / percentage	82%	98%	99%
Amount of local procurement / percentage	39%	74%	69%

Local Procurement by RH International Design	2023	2024	2025
Number of local suppliers / percentage	71%	67%	78%
Amount of local procurement / percentage	88%	89%	92%

RHQ Furniture Local Procurement	2023	2024	2025
Number of local suppliers / percentage	81%	80%	78%
Amount of local procurement / percentage	92%	93%	94%

Note: Local procurement is recognized based on the transaction currency.

Supplier Sustainable Development Audit

To allow suppliers to achieve outstanding product quality with the cooperation between both parties, and to achieve quality service levels and sustainable value, The Company started to invite suppliers to jointly focus on and promote sustainable development since 2023. In addition to the establishment of a fair and proper transaction environment and the promotion of a cooperation relationship between both parties, the Company and suppliers jointly fulfill their corporate social responsibilities.

Starting in 2025, environmental and social aspect assessments have been introduced for both new and existing suppliers. In 2025, the business locations of RH, Zhongli Rich Honour Fabricating, RH International Designs (Shanghai) and RHQ Furniture (Zhejiang) had no incidents related to major environmental or social impacts causing transaction suspension.

2025 Annual Supplier Evaluation

Business Location	Number of Suppliers	Number of Suppliers Evaluated	Number of Qualified Suppliers	Environmental and Social Assessment Ratio
Taipei Headquarters	50	39	39	78%
Zhongli Rich Honour Fabricating	3	3	3	100%
RH International Designs	65	50	50	77%
RHQ Furniture	20	15	15	75%

Note: It refers to the Company's first year of implementation, and an audit has been conducted on suppliers of products and services for the current year.

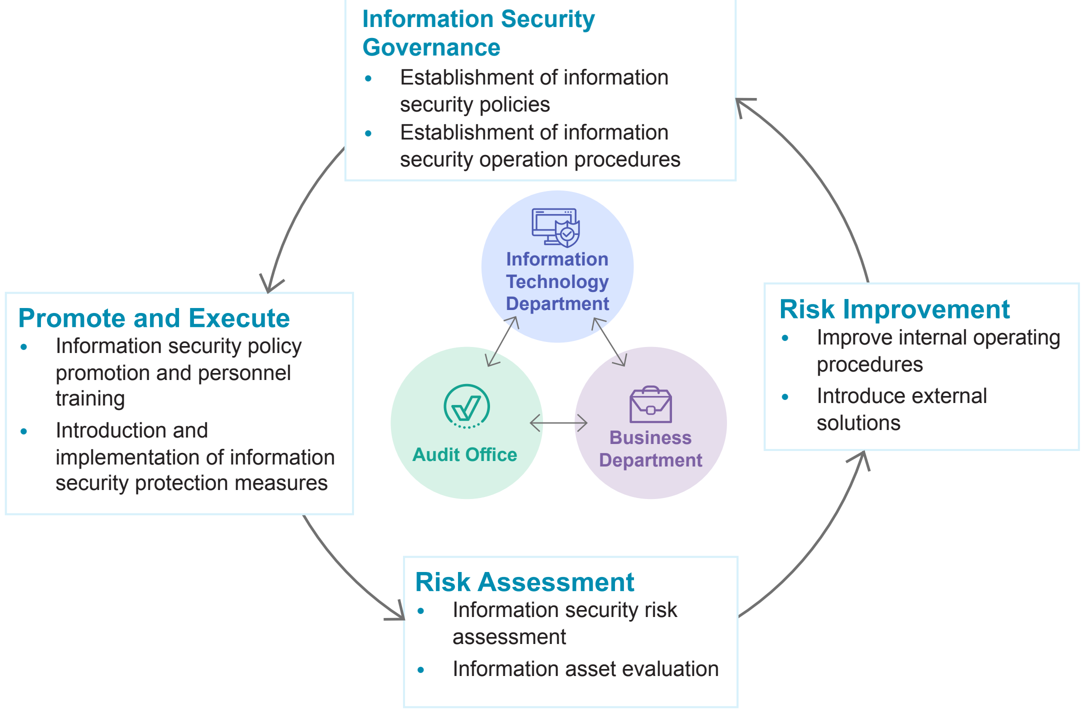
3.6 Information Security Protection

Material Topic	Information security protection
Impact on the Company	Information security incidents can cause serious threat to the internet and business interruption, resulting in losses to stakeholders.
Policy	Ensure the confidentiality, integrity, availability, and legitimacy of data, systems, equipment, and network security and information assets, and comply with the requirements of relevant laws, regulations, and contracts, in order to prevent the threat of internal and external deliberate or accidental damages.
Goal	• 0 cases of major information security incidents per year • 2 social engineering drills completed annually
Resource Invested and Actual Outcome in the Current Year	• Implement information security education and training, promotion and inspection • Execute email social engineering drill • Implement information security control • Implement data access control • Perform periodic backups and implement disaster recovery drills
Responsible Department and Complaint Filing Mechanism	• Contact Person: Information Technology Department • Email: IR@richhonour.com
Assessment Mechanism	• In 2025, there were no major information security incidents • Two social engineering drills and one vulnerability scan for both internal and external sites and platforms were completed. • 0 cases of major information security incidents

RH Design values information security and establishes comprehensive information security protection and data protection mechanisms in order to prevent the risk of disclosure of confidential information or data damage. The internal of the Company has established relevant information security control mechanism, application technology and data security standards, and data backup mechanisms are also set up for important systems of the Company. Each year, recovery tests are performed irregularly, in order to ensure that information systems can be recovered normally, thereby reducing the risk of unexpected natural disaster or human errors that may cause system interruption, and ensuring the satisfaction of the system recovery goals set by the Company.

Information Security Management Infrastructure

1. The responsible unit for the Company's information security is the Information Technology Department. The department is established with one information security officer and one professional information security personnel, who are responsible for formulating the Company's internal information security policies, planning and implementing the promotion and implementation of information security protection and information security policies. In addition, information security meetings are convened every month, and the Company's information security governance status is also announced.
2. The Company's Audit Office is the supervisory unit for the supervision of information security. The office is equipped with an audit officer and full-time auditors, who are responsible for supervising the implementation of internal information security. If any deficiencies are found during audit, the audited unit is required to propose relevant improvement plans and specific actions, and the improvement effectiveness is periodically tracked, in order to reduce the internal information security risk.
3. The organization's operating model is based on regular audits and the Plan-Do-Check-Act (PDCA) cycle management, in order to ensure the achievement of reliability goals and continuous improvement.



Information Security Governance
- Establishment of information security policies
- Establishment of information security operation procedures

Promote and Execute
- Information security policy promotion and personnel training
- Introduction and implementation of information security protection measures

Risk Improvement
- Improve internal operating procedures
- Introduce external solutions

Risk Assessment
- Information security risk assessment
- Information asset evaluation

Information Security Policy

Information security management covers the following aspects:

1. System and Regulations:	Formulate the Company's information security management system to regulate personnel operational behaviors.
2. System Protection:	Establish information security management system, and implement information security protection management measures.
3. Personnel Training:	Conduct information security education and training to enhance the information security awareness of all employees.
4. External Audit:	Perform risk assessment on information security and network risks, and appropriately propose control point suggestions to facilitate information security risk control.

Information Security Management Plan

Category	Control Measures
Enhance Employees' Information Security Awareness	• Information security education and training for new employees • Implement information security promotion to all employees of the Company irregularly • Implement social engineering drills for all employees irregularly on an annual basis
Internet Network Information Security Control	• With the implementation of next-generation firewall and control including online behavior management, URL filtering, and intrusion defense system, users can be prevented from browsing malicious websites and network attacks can be reduced • The Openfind Secure Cloud Service has been introduced to manage risks, including viruses, spam email, malware, and phishing protection, in order to prevent hackers from launching attacks through email channels • Vulnerability scan is implemented on external and internal sites and platforms irregularly on an annual basis, and vulnerability with patching is also assessed. • Virus scan on computer system and data storage media periodically • Review system log of network service items periodically, and track abnormal • Recover the highest management authority of personal computers, and assign appropriate authority control • Inspect computer network security control measures periodically
Data Access Control	• Computer equipment is under custody of dedicated personnel, and account and password are set up • Users are required to change password periodically • Computer server room access control measures • Carrying files out of the Company must obtain appropriate approval • Remote login management information system requires appropriate approval • Establish a secure file exchange mechanism, encrypt data transmission and data storage areas, in order to reduce the risk of external disclosure of data. Track and audit the access of archived files and regularly review system logs
Emergency Recovery Mechanism	• Establish system backup mechanism and implement remote backup

Resources Invested in Information Security Management

1. **Implementation of preventive drills:** Execute local and remote backup drills annually, and establish automatic backup and backup mechanism for important server system environment and data environment, in order to ensure that personnel are able to properly restore system operations in case of accidents.
2. **Principle of least privilege management:** Adjust the highest management authority of personal computers, and assign appropriate authority control according to the least privilege principle.
3. **Social engineering drill:** Execute social engineering drills irregularly on an annual basis, simulate hacker phishing emails, test employees' information security risk awareness, and provide information security promotion and education and training, in order to avoid improper email behavior resulting in information security risks.
4. **External and internal website vulnerability scanning:** Vulnerability scans of external and internal websites are conducted irregularly on an annual basis, in order to detect system vulnerabilities early and prioritize remediation, thereby reducing the risk of attacks.
5. **Network security protection:** Deploy next-generation firewalls incorporating internet usage management, URL filtering, and intrusion prevention systems (IPS), regularly review security reports, and adjust security policies as appropriate to prevent access to malicious websites and mitigate the risk of external cyberattacks.
6. **Establish a secure file exchange system:** Introduce the enterprise cloud file exchange platform, encrypt data transmission and data storage areas, in order to reduce the risk of external disclosure of data.Track and audit the access of archived files and regularly review system logs.

Social Engineering Drill Results

In 2025, social engineering drills were conducted once in the first and second half of the year, respectively. Following these drills, online information security awareness training was provided to users who failed to pass the drills, in order to strengthen employees' ability to identify and prevent social engineering attacks.

Comparing the results of the two drills, the social engineering phish-click rate was 26.95% in the first half of the year and 3.6% in the second half, indicating a decrease of 23.35%. The overall result shows that targeted information security education and training has yielded positive results in enhancing users' awareness and mitigating social engineering risks. A risk level for phish-click rate between 3-5% is considered acceptable and will be subject to ongoing observation.

2025	Total Number of Phishing Cases	Number of Phishing Clicks	Number of Unsuccessful Phishing Clicks	Phish-Click Rate
First Half of the Year	256	69	187	26.95%
Second Half of the Year	250	9	241	3.6%

2025 Information Security Performance

New employee orientation

100%

All new employees have completed the information security education and training course

Information security promotion

3 times

Implement information security promotion to all employees of the Company irregularly, and convey information protection, important rules and precautions for information security

Social engineering drill

2 times

Social engineering drills are conducted irregularly on an annual basis to simulate hacker phishing emails and test employees' information security risk awareness, with more than 250 people participating in these drills

Host and site vulnerability scan

1 times

Vulnerability scans are performed on external and internal sites and platforms on a regular basis once annually

Implement disaster recovery drills

100%

Execute a disaster recovery drill once annually; the recovery rate was 100% in 2025.

Information security events

0 times

No major information security incidents, nocustomer confidential information disclosures, andno penalty fines occurredin 2025.

04

Green Sustainability

04

Green Sustainability

SDG Goals	Annual Sustainability Performance
13 Climate Action	• The implementation of high-efficiency LED lighting resulted in energy savings of 2,160 kWh (7.776 GJ) and a reduction in carbon dioxide emissions of 1.07 metric tons. • Implement click risk governance and disclosure according to International Financial Reporting Standard (IFRS) S2 - Climate-related Disclosures
12 Responsible Consumption and Production	RHQ Furniture's general industrial waste recycling rate is 86.63% and hazardous waste recycling rate is 19.73%, and the procurement ratio of FSC-certified boards is 22.47%.
11 Sustainable Cities and Communities	The Group has implemented green procurement, with green procurement for administrative and office supplies reaching 99.08% for paper products and the LED lamp ratio at 72.70%, and the green procurement for IT equipment is 99.17%.

4.1 Environmental Management Policy

Material Topic	Green product
Impact on the Company	With the global focus on environmental sustainability and the challenges of climate change, we actively promote design and sustainable engineering services (e.g. introducing green building materials and LEED certification design) to not only reduce the carbon footprint during the operational phase but also to enhance corporate image. Furthermore, these efforts expand market share in high-end commercial office and luxury brand markets, creating sustainable value with environmental resilience.
Policy	• Sustainable Design and Green Space Promotion: Promote the use of natural materials with high carbon storage capacity. • Responsible Procurement and Supply Chain Management: Prioritize the procurement of wood products with international certifications (e.g. FSC and PEFC) and implement green procurement. • Environmental Conservation and Circular Economy: Implement the 3R principles of "Reduction, Reuse, and Recycling", enforce strict waste management, and increase the recycling and reuse rate. • Green Engineering Management: Maximize the utilization value through precise material usage, adopt high-efficiency construction methods that prioritize environmental quality, and implement waste management to prevent pollution.
Goal	• Procurement ratio of FSC-certified boards of 20% or more • Recycling and reuse rate of general business waste reaching 75% or more. • Assisting clients in obtaining green building certifications
Resource Invested and actual Outcome in the Current Year	• During 2024 and 2025, the Company successfully participated in and assisted customers with a total of 20 projects which obtained LEED certification. • FSC-certified board procurement volume accounted for 22.47% of the total board procurement volume. • Green procurement for general affairs supplies reached 99.08% for paper products • Green procurement for IT equipment at the Taipei Headquarters reached 99.17% for general affairs.
Responsible Department and Complaint Filing Mechanism	• Contact unit: Administrative Service Department • Tel: 02-25456011 • Email: info@richhonour.com
Assessment Mechanism	Periodic review of key performance indicators of green procurement ratio, waste recycling rate and the number of completed green building projects.

As countries around the world focus on environmental sustainability, and to achieve the goal of temperature rise of less than 1.5 degree specified in the “Paris Agreement”, all industries and sectors worldwide have established the goal of carbon neutrality by 2050 or net zero emissions by 2050. For the interior design and decoration industry, international customers emphasize ecological environments and seek sustainable development. In addition, domestic business operators focus on construction projects capable of mitigating the impact of sustainable environment and have started from green design, in order to produce residential houses that are healthy, energy saving, environmentally friendly and low pollution, thereby implementing the planning of green building design, real property technology and smart city planning, etc. RH Design actively cooperates with domestic and foreign policies and project demands, in order to implement ESG in all aspects of each operation from design to construction and factory manufacturing.

Environmental Policy	
Compliance With All Government Environmental Protection Regulations	Focus on the balance between industry development and environmental protection
Zero Pollution	Implement resource recycling and effective reuse
Establishment of Green Supply Chain	Promote energy saving, carbon and waste reduction to achieve the goal of a sustainable environment

Our Approach

- We also enhance the inspection and maintenance of pollution prevention operation equipment, in order to reduce equipment malfunctioning.
- Sustainability/innovative and revolutionary designs are adopted.
- High performance/low energy consumption/healthy eco-friendly green building materials and equipment are used.
- We promote employees to set the indoor air conditioning temperature at the most comfortable temperature of 26°C, and also install curtain and insulation paper based on the consideration of different sunlight exposure and thermal load.
- The air conditioning equipment is cleaned and maintained periodically in order to maintain efficient operation.
- During non-working hours, computers and monitors are turned off.
- We select air conditioners, refrigerators and other appliances, including multi-function machines, that are equipped with energy-saving marks.
- The lights, air conditioners and projectors in meeting rooms are turned off after the end of meetings.
- LED energy-saving and carbon reduction light tubes and bulbs are used in the new office area.
- Waste classification, reduction and resource recycling are implemented properly.
- Toner cartridges equipped with an eco-friendly mark are used, and the temperature of printers is reduced with less paper consumption.
- Employees are encouraged to use their own water bottles or cups during internal meetings.
- Employees bring their own tableware and cups in order to reduce the use of disposable tableware and cups.
- Faucet water output volume is lowered to reduce water consumption.

Biodiversity Policy

The Company upholds the sustainable operation concept of "Cherish Value, Fulfill Commitment" and deeply understands the reliance and impact of the construction and interior design and decoration industry on natural resources. We are committed to advancing the interior design profession while actively maintaining ecological balance, implementing biodiversity protection and enhancing natural carbon sinks at the same time, in order to achieve the goal of environmental co-prosperity.

Policy	Action Plan
Sustainable Design and Green Space Promotion	Ecological Integration Design: Prioritize the introduction of "Biophilic Design" into business, commercial, and hospitality space designs, in order to increase indoor and outdoor green areas and to create a micro-ecosystem. Natural Carbon Sink Application: Promote the use of natural materials with high carbon storage capacity (e.g., certified wood, bamboo, and natural fibers), and consider indoor spaces as "artificial carbon sinks" within the city.
Responsible Procurement and Supply Chain Management	Biodiversity Protection: Prioritize the procurement of certified wood products (e.g., FSC, PEFC), in order to ensure that wood sources do not involve deforestation or the destruction of endangered species habitats. Low-carbon Footprint Materials: Establish a supplier evaluation mechanism to prioritize the selection of building materials with a lower impact on biodiversity and which are equipped with a carbon footprint label during the production process.
Environmental Protection	Waste Reduction and Circular Recycling: Implement strict waste management during the construction stage to increase recycling and reuse rates, and reduce pollution to natural land and water bodies caused by waste disposal. Pollution Prevention: Ensure that the impact of construction sites on the surrounding ecological environments (e.g., vegetation and water resources) is minimized.
Social Participation	Evaluate participation in external biodiversity conservation programs or natural carbon sink projects (e.g., forest stewardship and wetland protection), in order to offset residual emissions that cannot be avoided during operations. Increase the awareness of employees, customers and partners regarding biodiversity and natural carbon sinks, and promote a lifestyle that balances carbon reduction with conservation.

Green Service Implementation - Circular Economy and Environmental Sustainability

RH Design recognizes that resource circularity is the key to mitigating climate change. We have incorporated the circular economy concept into the full life cycle of design. From material selection and low-carbon construction to dismantling and recycling, we transform waste generated from traditional renovation into sustainable resources through the 3R principles of "Reduce, Reuse, and Recycle".

To catch up with the global trend of green building, Taiwan has established the "Nine Main Evaluation Indicators of Green Building" and promotes the "Green Building Mark" in order to encourage the construction of building spaces that are healthy, comfortable and environmentally friendly. In recent years, RH Design has also implemented the concept of environmental sustainability in the indoor design service. Through the use of green building materials, green building design and LEED certification, we expect to achieve the effect of circular economy, low carbon and waste reduction.

Pioneering Green Building: Outstanding Achievements in LEED Certification

As a practitioner of the international green building standard, RH Design actively assists world-renowned enterprises and boutique brands in achieving LEED (Leadership in Energy and Environmental Design) certification. We are more than just builders of spaces; we are also partners in achieving our clients' ESG goals.

From 2024 to 2025, we have assisted clients in completing 20 projects which have obtained LEED green building certification.

Circular Economy Implementation Pathway

We implement the following key measures during project execution, in order to demonstrate our commitment to environmental responsibility to stakeholders:

Green Building Material Selection	Prioritize the evaluation and adoption of building materials with Cradle to Cradle (C2C) certification. Use ceilings and panels with a high percentage of recycled content, and ensure that wood sources comply with FSC certification on a project-by-project basis.
Low-Carbon and Energy Management	• Introduce high-performance air conditioning systems and sensor-based lighting designs to significantly reduce the carbon footprint during the space operational phase. • Optimize design and construction plans via the use of Building Information Modeling (BIM), in order to improve estimation accuracy and to reduce material waste.
Construction Waste Resourcezation	Implement waste classification management at construction sites to reduce the burden on landfills.

RHQ Furniture has obtained FSC (Forest Stewardship Council) certification and has implemented a traceable and responsible source management system.

intertek
SAI GLOBAL

CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

RHQ Furniture CO., LTD.

嘉兴鸿侨傢俱有限公司

NO.89, Taoyuan Rd., Yaozhuang Town, Jiashan County, Zhejiang, China

中国浙江省嘉兴市嘉善县姚庄镇桃源路 89 号

complies with the requirements of:

Forest Stewardship Council®
Chain of Custody Standard

for the following scope of certification

Tracking of wood-based material
Product types: Doors and door frame W11.1; Cabinet W12.1; Tables W12.3; Chairs and stools W12.6; Shelves W12.13; Wooden frames W16.1; Other wood products n.e.c. (Display Props) W19
Claim: FSC 100%, FSC Mix
System(s) used: Transfer
Certificate type: Single site
Standard(s) version: FSC-STD-40-004 V3-1 and FSC-STD-50-001 V2-1

Certificate Number:
0219221
Original Certification Date:
11-Jul-2025
Certification Effective Date:
11-Jul-2025
Issuing Date:
16-Jul-2025
Issue number: 1
Certification Expiry Date:
10-Jul-2030
FSC® code:
SAI-COC-013701

FSC
www.fsc.org
The mark of responsible forestry
FSC® A000519

asi assurance services international

Rathin Grover
President, Business Assurance

SAI Global Certification Services Pty. Ltd.
Level 7 Suite 7.01
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Sydney NSW 2000
Australia

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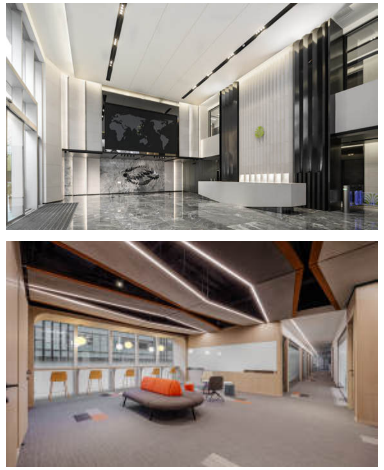
The list of the products groups included in the scope of this certificate may be obtained from **SAI Global Certification Services Pty Ltd** upon request or found at www.info.fsc.org. This certificate itself does not constitute evidence that a particular product supplied by the certificate holder is FSC® certified or FSC® Controlled Wood. Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required FSC® Claim is clearly stated on invoices and shipping documents. CT-FSC-COC-SAIG-EN-LT-12.sep.22
The annual validity of the certificate can also be checked through the website http://www.cnca.gov.cn of CNCA in China.

"We infuse spaces with more than just aesthetics, and further demonstrates our commitment to the Earth." By deeply integrating green building and circular economy principles, RH Design Group continues to lead the interior design and decoration industry, creating sustainable value with environmental resilience for stakeholders.

Green Building Interior Design and Renovation Practices



TOPCO SCIENTIFIC Headquarters Building

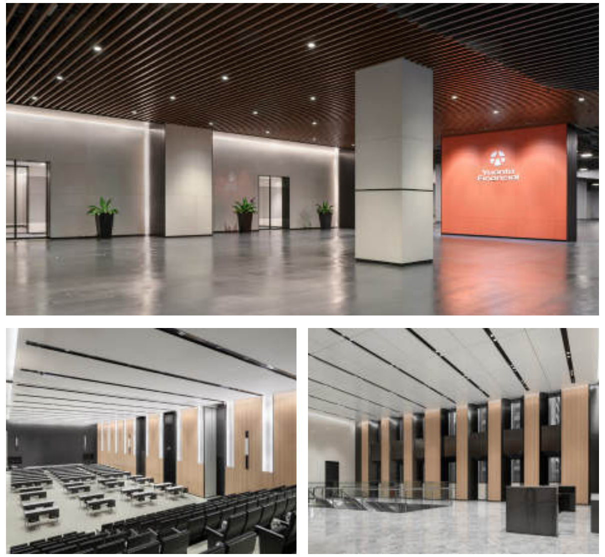
RH Design places sustainability and health at the heart of its philosophy, and performs design in accordance with the International WELL Building Standard certification to create green, energy-efficient and smart office spaces. In this project, we skillfully integrate indoor greenery to create a natural atmosphere that not only beautifies the space but also improves air quality. The design of water dispensing stations balances convenience and hygiene to enhance the employee experience. Additionally, the nursing room and employee meditation spaces are meticulously planned to ensure comfort and privacy, thereby fully demonstrating our commitment to the physical and mental well-being of our employees.

The entire project utilizes standardized green building material configurations and incorporates solar photovoltaic (PV) systems and eco-friendly design approaches, in order to ensure that the building itself features both energy-saving and sustainable characteristics. RH Design's commitment to excellence is reflected in the creation of this smart technology headquarters, which realizes ESG sustainability principles through the development of green, healthy, and high-efficiency spaces.

Yuanta Financial Plaza

RH Design fully aligned with the green building concept of the facility, integrating sustainable thinking into every stage, from interior design to renovation. Recycled and low-carbon building materials are widely used for the indoor space, complemented by energy-saving equipment such as energy-saving inverter air conditioning and LED lighting, which are managed through a smart energy monitoring system to enhance overall energy efficiency.

In terms of spatial planning, the conference room at 3F features a flexible layout that can be partitioned into multiple individual meeting rooms or combined into a large-scale event venue to accommodate a wide range of meeting and activity requirements. The ceiling and mechanical and electrical design balance aesthetics with ease of maintenance, while incorporating various building materials with green labels. The green building concept is incorporated into the overall project, from building materials and equipment to interior planning, thereby fully demonstrating RH Design's professional expertise in integrating sustainability with functionality.

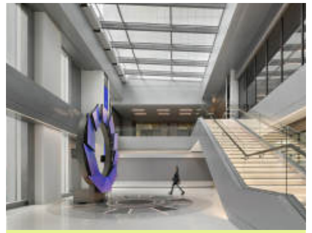


Green Procurement for Engineering Projects

Boards and panels · **Coating material** · **Latex paint**


Green building cement paint


Green building materials and concealed ceiling


Green building materials and wall paper/wood sheets


F1 low-formaldehyde boards


Green building material calcium silicate boards


F1 particle boards

2025 Green Procurement

Ratio of FSC-certified board and panel procurement		
Total purchase quantity of boards and panels (kg)	Purchase quantity of FSC-certified boards and panels (kg)	Percentage (%)
346,249.18	77,790.06	22.47

Annual purchase quantity of materials complying with LEED certification		
Business Location	Latex paint and coating materials (liters)	Boards and panels (PCS)
Headquarters	21,151	79,888

Green procurement for general affairs supplies

Business Location	General affairs supplies	Annual total purchase amount of such category of goods (NT$)	Total green purchase amount in 2025 (NT$)	Percentage (%)
Taipei Headquarters	IT Equipment	1,188,042	1,178,138	99.17
	Copy Paper	140,540	140,540	100.00
	Toner Cartridge	86,856	4,286	4.93
	Air conditioning unit	470,000	470,000	100.00
	LED Light	61,800	43,880	71.00
Zhongli Rich Honour Fabricating	Copy Paper	6,681	6,681	100.00
RH International Designs	Copy Paper	11,005	11,005	100.00
	Toner Cartridge	3,075	3,075	100.00
	LED Light	3,850	3,850	100.00
RHQ Furniture	Copy Paper	9,704	8,160	84.09

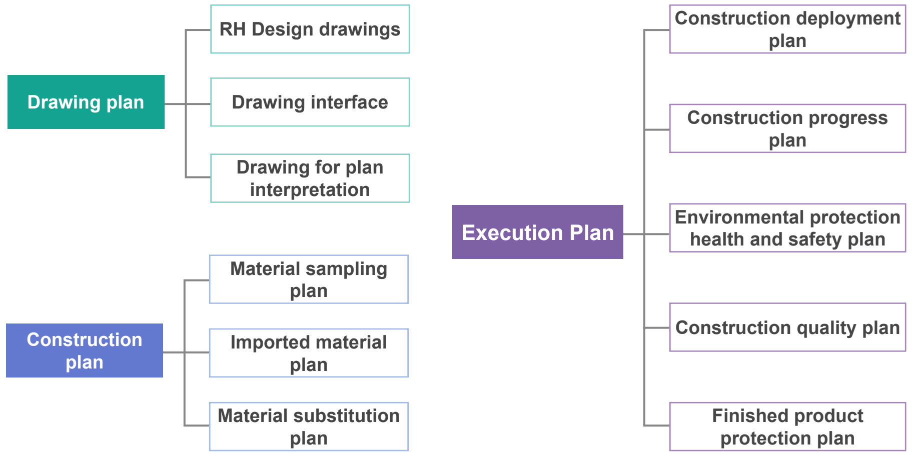
Building structure provides rigid space for safe protection The mission of interior decoration is not only to create or modify the space, but also to create an ideal environment that is both aesthetically pleasing and practical, while bearing the responsibility of supervising the indoor environment, in order to ensure safety and quality.

Green Engineering

- Adopt material plans which maximize utilization value as the goal for managing the proper and precise use of materials.
- Adopt techniques of high efficiency/focusing on environmental quality for management.
- Implement waste management, and prevent interior decoration waste pollution.

Early Stage of Project

Drawings must satisfy construction requirements. Based on the preliminary design or detailed design, various engineering components of the building, structure, electrical and mechanical equipment are properly verified. The criteria of material recyclability and supply, construction technology and equipment are also understood in depth, in order to integrate various specific requirements for construction.



Project Control

To reduce costs, to save labor time and to accelerate project process efficiency, the Company utilizes BIM technology to improve design for projects, in order to reduce the occurrence of error and rework. In addition, information about the consumption quantity, sub-item unit price, sub-item price reasonableness between the plan and the actual construction can be compared, in order to understand project operations and to achieve effective control of project cost risks.

4.2 Energy Resource Management

Material Topic	Energy management
Impact on the Company	Energy costs account for a relatively higher ratio of the production cost, and the control of energy consumption has a significant impact on production costs. Accordingly, RH Design continues to exert efforts towards energy control and reducing energy consumption.
Policy	Implement energy saving and carbon reduction, and reduce unnecessary waste
Goal	• Continue to review energy management • Replace old lighting fixtures with highly efficient LED lighting fixtures. • Achieve energy savings and carbon reduction of 1%
Resource invested and actual outcome in the current year	• Promote electricity saving • Encourage staff to reduce the use of elevators and use the staircase more often • Turn of lights during lunch break for 1 hour
Responsible department and complaint filing mechanism	• Contact unit: Administrative Service Department • Tel: 02-25456011 • Email: info@richhonour.com
Assessment mechanism	Administrative Service Department inspects and reviews energy consumption status monthly

As global warming becomes increasingly severe, energy and climate change have become the primary issues facing the world. The global climate summit meeting has resolved to discontinue the use of fossil fuels and to increase the use of renewable energy. The use of renewable energy has become a common global awareness, and RH Design has planned to obtain renewable energy. In addition, an energy-saving team with members from various departments has established energy-saving performance indicators and has proposed feasible energy-saving solutions. The performance of the energy-saving solutions is verified to be able to effectively reduce energy consumption. Energy used by the Company mainly refers to externally purchased electricity and gasoline used for company vehicles.

Energy Consumption				
Region	Item	2023	2024	2025
Taipei Headquarters	Electricity consumption (kWh)	616,393.00	620,120.00	561,095.00
	Electricity consumption (GJ)	2,219.01	2,232.43	2,019.94
	Gasoline (L)	47,620.11	42,460.19	39,308.00
	Gasoline (GJ)	1,554.83	1,386.36	1,283.44
Zhongli Rich Honour Fabricating	Electricity consumption (kWh)	217,520.00	189,672.00	184,320.00
	Electricity consumption (GJ)	783.07	682.82	663.55
	Gasoline (L)	5,234.00	7,838.00	6,058.30
	Gasoline (GJ)	170.89	255.92	197.81
	Diesel (L)	473.41	572.31	496.05
	Diesel (GJ)	16.65	20.12	17.44
RH International Designs	Electricity consumption (kWh)	27,650.00	36,603.00	33,951.00
	Electricity consumption (GJ)	99.54	131.77	122.22
	Gasoline (L)	6,000.00	5,568.00	8,827.00
	Gasoline (GJ)	195.90	181.80	288.21
RHQ Furniture	Electricity consumption (kWh)	1,265,560.00	1,343,540.00	1,310,900.00
	Electricity consumption (GJ)	4,556.02	4,836.74	4,719.24
	Gasoline (L)	5,562.49	7,647.06	6,575.90
	Gasoline (GJ)	181.62	249.68	214.71
	Diesel (L)	861.30	8,476.26	1,534.00
	Diesel (GJ)	30.29	298.05	53.94
Total Energy Consumption (GJ)		9,807.82	10,275.69	9,580.50

Note1: The above gasoline consumption is estimated according to the average gasoline price announced by the Chinese Petroleum Corporation. The heating value refers to the GHG emissions Factor Management Table Version 6.0.4 announced by the Ministry of Environment of Taiwan. The heating value of diesel is 8,400kcal per liter, the heating value of gasoline is 7,800kcal per liter.

Note 2: 1 kcal= 4,186J; 1 kWh= 3,600KG, and 1 GJ =1*10^9J. Diesel is mainly used for power generation operations, and the number of liters is an estimation value.

Energy Intensity			
Item	2023	2024	2025
Operating revenue (NT$ million)	4,653	5,108	3,531
Electricity consumption intensity (GJ/NT$ million)	1.646	1.543	2.131
Diesel intensity (GJ/NT$ million)	0.010	0.062	0.020
Gasoline intensity (GJ/NT$ million)	0.452	0.404	0.562
Total energy Intensity (GJ/NT$ million)	2.108	2.010	2.713

RH Design’s energy management plan covers two major aspects: equipment replacement/upgrade and daily energy conservation awareness. In terms of equipment management, the Company continues to review lighting equipment in office and operating areas, systematically replacing traditional high-energy-consuming luminaires with high-efficiency LED luminaires, in order to reduce unnecessary electricity consumption. In terms of daily operations, the Company actively promotes energy-saving awareness among employees, and encourages employees to practice energy conservation through internal communication. Specific behavior change goals have been established, such as reducing the frequency of elevator use and turning off lights during lunch breaks.

2025 Implementation Status and Carbon Reduction Outcome

RH Design has actively implemented an energy management plan and achieved significant energy savings and emission reduction effectiveness. The specific implementation status is as follows:

Lighting Equipment Upgrades and Energy-Saving Benefits

This year, we completed the office lighting replacement project , replacing eight traditional 10W T8 fluorescent lamps with high-efficiency LED tubes and upgrading all 44 existing 56W fixtures to Philips LED flat panel lights (34W/840). Based on a calculation of 250 operating days per year and 8 operating hours per day, such equipment upgrade is able to save 2,160 kWh of electricity consumption, equivalent to a reduction of 1.07 metric tons of carbon dioxide equivalent emissions, thereby effectively reducing the carbon footprint during operations.

Note: The 2025 electricity carbon emissions factor continued to use the 2024 factor of 0.474 kg/kWh.

Daily Energy Conservation Awareness and Behavioral Change

The Company continues to strengthen employees' awareness of energy conservation and carbon reduction. Through annual internal promotion, employees are encouraged to "take the stairs instead of the elevator" and to strictly observe energy conservation regulations, such as "turning off lights for one hour during lunch break”. Through the joint efforts and behavioral changes of all employees, the Company's overall energy consumption this year has decreased significantly by 695.19 GJ compared to 2024, demonstrating the Company's concrete achievements in implementing energy conservation and carbon reduction throughout daily operations.

The Company will continue to monitor energy efficiency and evaluate the introduction of diverse energy conservation measures and clean energy solutions while aiming to achieve higher energy reduction goals in the future and to fulfill the corporate social responsibility.

Water Resource Management

The Company’s headquarters and RH International Designs are located in commercial buildings, and the factories of Zhongli Rich Honour Fabricating and RHQ Furniture are located in industrial parks in non-ecological conservation related areas, and all the water used comes from the water company (third party water). The main purpose of water use is for domestic water. There were no water resources significantly affected by Company water use for business operations. To cope with climate change and the condition of decreasing water resources, we continue to promote the concept of water saving to all employees, and we have installed water-saving facilities. We have set a water withdrawal intensity goal of no more than 0.008 million liters per NT$ million of revenue as our daily monitoring indicator; our performance over the past three years has consistently met this annual goal. Furthermore, our established water saving goal is a 1% reduction in water consumption compared to the previous year. In 2025, water consumption decreased by 6.54% compared to 2024, meeting the predefined goal.

Water Resource Consumption

Region	Item	2023	2024	2025
Taipei Headquarters	Water withdrawal (ML)	3.905	4.017	3.331
Zhongli Rich Honour Fabricating	Water withdrawal (ML)	0.823	0.897	1.187
RH International Designs	Water withdrawal (ML)	2.003	1.096	0.819
RHQ Furniture	Water withdrawal (ML)	14.595	16.183	15.355
The Group as a Whole	Water withdrawal (ML)	21.326	22.193	20.692
The Group as a Whole	Water intensity (ML/NT$ million of revenue)	0.005	0.004	0.006

4.3 Pollution Control

RH Design is in the interior design and decoration industry, and relevant processes related to the provision of the service do not generate hazards of wastewater or waste gas, etc. The wastes generated by the Company are classified into general industrial waste and hazardous waste. Industrial waste mainly refers to waste woods and packaging materials. Hazardous waste mainly refers to paint residue, waste packaging tanks, waste filter cottons, and waste activated carbon. In addition, employee domestic waste is handled by a qualified disposal contractor for removal and treatment.

Total waste reduction and resource utilization are the management strategies of the Company, and recycling and reuse are the goals for implementation. The traditional end-treatment model has been replaced by a transformation of wastes into reusable resources. For internal waste management, in addition to the introduction of ISO 14001 environmental management system, the Company complies with environmental protection related laws and regulatory requirements, in order to complete the disposal and treatment of industrial wastes. In recent years, with the promotion of the circular economy, the Company has prioritized the selection of waste disposal contractors equipped with the capability of recycling and reuse of wastes during the waste disposal stage. The Company set a waste reduction goal of reducing waste by 1% compared with the previous year. In 2025, general industrial waste actually decreased by 6.55% compared to 2024, and harmful industrial waste in 2025 decreased by 1.79% compared to 2024; both results met the predefined goals.

RHQ Furniture - Waste type and output volume		2023	2024	2025	Treatment
General industrial waste	Styrofoam (tons)	0.00	1.10	0.58	Incineration
	Board leftover materials (tons)	111.03	107.56	106.19	Recycled and reused as biomass fuels
	Wooden powder (tons)	26.03	20.96	16.92	
	Waste marble/gypsum board/acrylic (tons)	23.24	22.45	18.42	Incineration
Total		160.30	152.07	142.11	-
Ratio of general industrial waste recycled and reused		85.50%	84.51%	86.63%	-
Hazardous industrial waste	Paint residue	5.88	1.40	5.93	Incineration
	Waste packaging tanks	2.82	3.14	3.03	Steelmaking plant recycling and re-manufacturing
	Waste filter cotton	0.03	1.25	0.14	Incineration
	Waste paint and expired paint	1.23	8.00	6.05	
	Waste activated carbon	0.39	1.85	0.21	
Total		10.35	15.64	15.36	-
Ratio of recycle and reuse of hazardous industrial wastes		27.25%	20.08%	19.73%	-

Zhongli Rich Honour Fabricating - Waste type and output volume		2023	2024	2025	Treatment
General industrial waste	Waste woods (tons)	89.98	110.82	93.37	Recycle and reuse

Note 1: The above statistics disclose the waste data of RHQ Furniture and Zhongli Rich Honour Fabricating. Since Taipei Headquarters and RH International Designs are offices in nature and they have domestic waste only, waste volumes are not statistically calculated, and no relevant disclosure is made.

4.4 Climate Change Management

In recent years, extreme climate events have become more frequent, indicating that the crisis caused by global warming is closer to all of us. Accordingly, countries around the world are focusing greater attention on the topic of climate change. In addition, all countries and regions have established laws and regulations to enhance and urge enterprises to include climate change topics in their corporate operation management. In addition to identifying operational risks arising from climate change, starting this year, RH Design references the International Financial Reporting Standard (IFRS) S2 — Climate-related Disclosures published by the International Sustainability Standards Board (ISSB) to incorporate the four disclosure core items of "Governance", "Strategy", "Risk Management", and "Metrics and Targets" into operational management. In addition, the Company discloses its governance performance in the Sustainability Report, aiming to assist stakeholders to understand the impact of climate change-related risks and opportunities on RH Design, as well as the corresponding response measures.

Governance

A. Role of the Governance Body in the Governance of Climate-Related Risks and Opportunities

The Board of Directors of the Company serves as the highest governing and supervisory body for climate change topics, with the Chairman overseeing the Sustainable Development Committee in the planning and implementation of various sustainability strategies and action plans. The Board of Directors is responsible not only for approving the Company's overall climate change strategy and net zero emissions targets, but also for ensuring that climate-related risks and opportunities are properly integrated into the Company's overall business strategy and financial planning through regular monitoring mechanisms.

The Sustainable Development Committee convenes meetings at least twice a year to review the implementation of ESG and climate change initiatives. Designated project personnel report to the Board of Directors regarding implementation performance, assessments of potential operational impacts, and progress toward sustainable development goals (e.g., GHG reduction goals). Based on these reports, the Board assesses the potential impact of climate change on the Company's short, medium and long-term financial performance, subsequently reviewing resource allocation and capital expenditure plans. Furthermore, the Board oversees management's effectiveness in climate risk management, in order to strengthen the Company's climate resilience and to ensure an appropriate response to future transition and physical risks.

B. Role of Management in the Governance of Climate-Related Risks and Opportunities

To implement the climate strategy approved by the Board of Directors, the Company has established the "Sustainability Promotion Task Force" under the Sustainable Development Committee. This task force is convened by the management representatives and involves the participation of heads from all first-level business units (including design, engineering, procurement, finance and human resources). This cross-departmental team is responsible for integrating climate change topics into daily operational management measures.

The specific responsibilities of the Sustainability Promotion Task Force cover the topics of water and energy conservation, occupational safety and health, environmental protection, transformation and development projects and business analysis. The task force is responsible for promoting comprehensive risk management, corporate social responsibility, climate change adaptation, and other sustainability-related initiatives. The task force convenes regular meetings to develop specific action plans based on the goals approved by the governance body, coordinates cross-departmental efforts, implements various carbon reduction and adaptation projects, and rigorously tracks their progress.

In terms of risk management, the Sustainability Promotion Task Force is responsible for the identification, assessment, and handling of climate risks. Climate environmental background data is collected from each operating site through the establishment of internal operational impact survey questionnaires. Analysis of climate-related risks, opportunities and operational impacts is conducted to determine material risk items. The task force regularly reviews the implementation of various key performance indicators (KPIs) and proposes strategic adjustments to the Sustainable Development Committee based on the results, in order to ensure that management mechanisms for climate-related risks and opportunities operate effectively and are improved continuously.

Strategy

A. Climate-related risks and opportunities reasonably expected to affect the entity's prospects

Based on the operational characteristics and industry development trends, the Company defines the time period of climate-related risks and opportunities as follows: short-term (1-5 years), medium-term (5-10 years), and long-term (over 10 years). The climate-related risks and opportunities reasonably expected to affect the Company's prospects after the identification are as follows:

Short Term (1–5 Years)

Transition Risks

- **Increase of GHG emissions pricing:** With the implementation of domestic and international carbon pricing mechanisms (e.g., Taiwan's carbon fee collection and the EU CBAM), operating costs will be increased directly or indirectly.
- **Strengthen emissions reporting obligation:** Competent authorities are imposing increasingly stringent requirements for GHG inventory and assurance, thereby increasing the compliance and administrative costs.
- **Requirements of existing products and services and supervision:** Customers' demand for green building materials and low-carbon design is increasing, and failure to transform in a timely manner may result in the risk of order loss.
- **Low carbon technology transformation cost:** The introduction of energy-saving equipment and green construction methods requires higher capital expenditure in the initial stages.
- **Customer behavior change:** Consumers and corporate clients prefer design services integrated with the sustainability concept.

Physical Risks

In the short term, extreme weather events (e.g., heavy rainfall) may have a localized impact on some construction sites; however, the overall impact remains manageable.

Market Opportunities

- Reduce water withdrawal and consumption: Reduce operating costs through water-saving measures at offices and construction sites.
- Adopt transportation methods of higher efficiency: Optimize building material logistics and distribution routes to reduce transportation carbon emissions and costs.

Medium Term (5–10 Years)

Transition Risks

- **Increased GHG emissions pricing:** The carbon fee rate is expected to gradually increase, making the impact on supply chain costs more significant.
- **Replacing existing products and services with low-carbon products:** The market will shift entirely towards low-carbon building materials and circular economy design, placing pressure on traditional high-carbon and high-energy-intensive construction methods to undergo transformation or to be replaced.
- **Low carbon technology transformation cost:** Capital demand increases due to the continuous upgrading of equipment and technology.
- **Customer behavior change:** Sustainable design has become a baseline market requirement, and non-green design will lose its competitive edge.

Physical Risks

- **Extreme change in rainfall (precipitation) pattern change and climate pattern:** Such change may lead to construction delays, damage to building materials or supply chain disruptions.
- **Increase of extreme weather events of typhoon and flood:** Construction site safety risks and insurance costs are also increased.
- **Increase of average temperature:** Temperature increase can affect the health and productivity of outdoor construction personnel and increases air conditioning energy consumption.
- **Sea level rise:** Rise of sea level can affect the progress of projects in certain coastal or low-lying areas.

Market Opportunities

- **Use of production and distribution process of greater efficiency:** Introduce digitization and modular construction to improve efficiency and to reduce waste.
- **Recycling and reuse:** Promote circular utilization of building materials and create new business models.
- **Change to use building of higher efficiency:** Provide clients with green building and LEED/WELL certification design services to expand into high-end markets.
- **Use low carbon energy:** Install solar power facilities or purchase green electricity to reduce carbon emissions and to enhance corporate image.
- **Implement incentive policy:** Apply for government green financing or energy-saving subsidies.
- **Application of new technologies:**Implement BIM (Building Information Modeling) and AI-assisted design to optimize resource allocation.

Long Term (More Than 10 Years)

Transition Risks

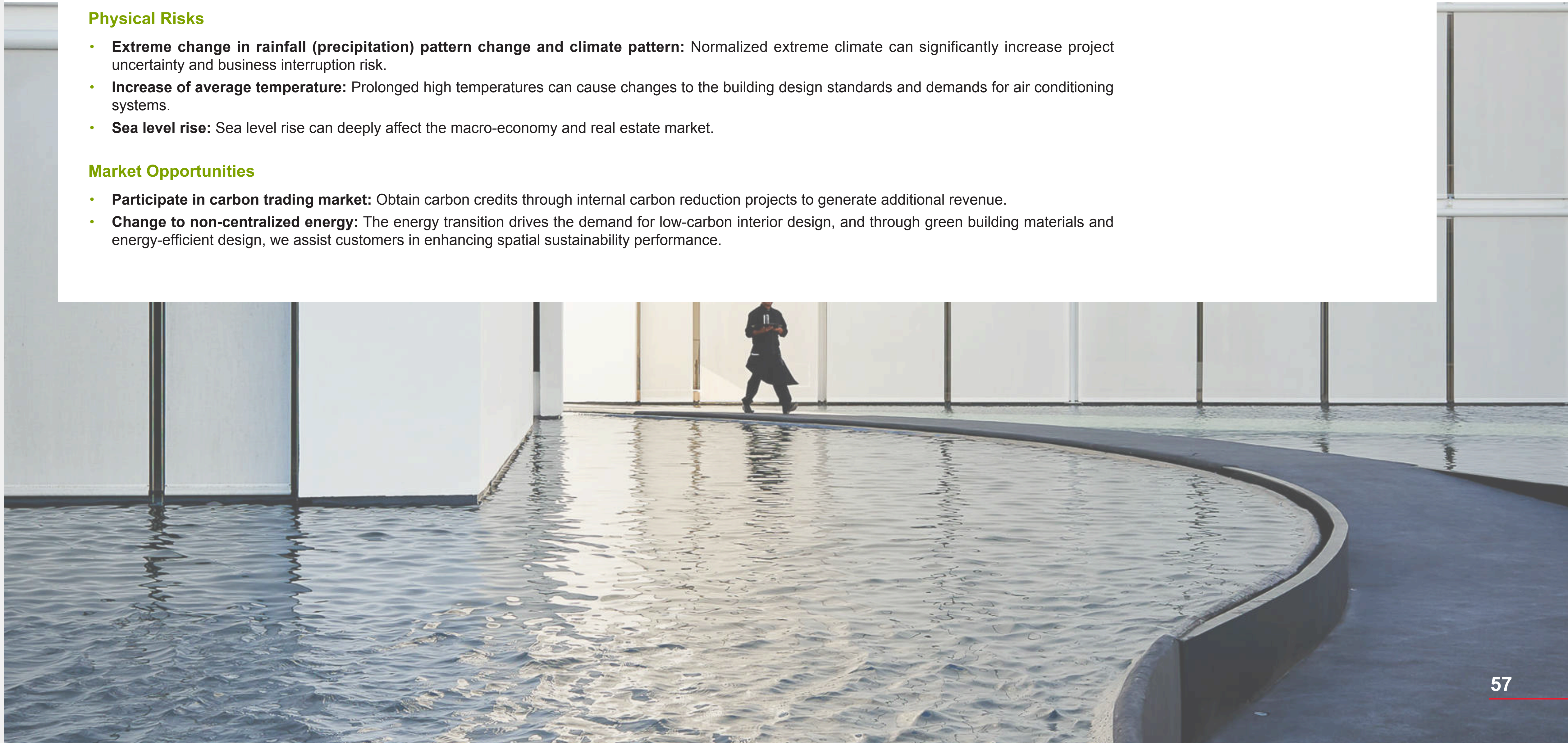
- **Use low carbon products to replace currently existing products and services:** Failure to fully manage zero-carbon building technology may result in a significant risk of market displacement.

Physical Risks

- **Extreme change in rainfall (precipitation) pattern change and climate pattern:** Normalized extreme climate can significantly increase project uncertainty and business interruption risk.
- **Increase of average temperature:** Prolonged high temperatures can cause changes to the building design standards and demands for air conditioning systems.
- **Sea level rise:** Sea level rise can deeply affect the macro-economy and real estate market.

Market Opportunities

- **Participate in carbon trading market:** Obtain carbon credits through internal carbon reduction projects to generate additional revenue.
- **Change to non-centralized energy:** The energy transition drives the demand for low-carbon interior design, and through green building materials and energy-efficient design, we assist customers in enhancing spatial sustainability performance.



B. Information on the current and expected impacts of climate-related risks and opportunities on business model and value chain of the entity

Risk / Opportunity Category	Risk / Opportunity Description	Impact on Business Model (Current/Expected)	Impact on the Value Chain (Current/Expected)
Transition Risks	Increase GHG emissions pricing	**Current** Presently, the Company does not belong to a manufacturing industry with high carbon emissions; therefore, the direct impact on the overall operations is minimal. The Company has begun allocating resources to conduct GHG inventory. **Expected** If the total GHG emissions of Scope 1 + Scope 2 of the headquarters in Taiwan in 2025 are calculated as 500 metric tons, and based on the assumption of a carbon fee of NT$300 per metric ton of emissions, the direct operating cost is expected to be increased by approximately NT$750,000 in a short period of 5 years. In addition, to comply with regulatory requirements, related inventory and assurance administrative costs will also increase year by year.	**Current** Suppliers have not yet fully internalized carbon costs; therefore, there has been no significant impact. **Expected** Upstream building material suppliers (e.g., cement, steel, glass and other carbon-intensive industries) will cause the product price to increase due to carbon fee collection, resulting in an increase in the Company's procurement costs, which in turn will affect the project gross margin. Downstream corporate customers may also request that the Company provide low-carbon design solutions to reduce their own Scope 3 carbon emissions.
Physical Risks	Extreme change in rainfall (precipitation) pattern change and climate pattern	**Current** Based on an estimation of the impact of heavy rainfall or drought at one operating site or construction project within the past three years, operating costs have increased by approximately NT$2 million due to project delays or additional protective measures. **Expected** Extreme climate disasters may cause operations interruptions, such as blocked transportation of raw materials and products, server crashes, or damage to equipment at construction sites, resulting in project delay penalties and increased repair costs.	**Current** Occasional logistics delays are considered to have minor impact. **Expected** Extreme weather may lead to disruptions in the upstream raw material supply chain or transportation delays, affecting project schedules. Meanwhile, customers may postpone store openings or renovation plans due to extreme weather, affecting the Company's revenue.
Transition Risks	Raw material cost increase	**Current** Impacted by global inflation and supply chain restructuring, the cost of building materials has increased slightly; however, such increase is not yet primarily driven by climate factors. **Expected** With the European Union (EU) fully imposing the carbon border adjustment mechanism (CBAM) starting in 2027 and various countries implementing carbon pricing, the cost of commodity raw materials (particularly imported building materials) will increase significantly, and it is estimated that existing procurement costs may face a risk of increase of cost reaching 20%.	**Current** Fluctuations in supplier quotations require strengthened price negotiations and inventory management. **Expected** Suppliers are expected to inevitably transfer their increased carbon costs to the downstream of the value chain, such that it may cause a fundamental shift in the cost structure of the overall construction and interior design and decoration industry. The Company must strengthen localized procurement by integrating long-term supplier collaboration and inventory management strategies, in order to mitigate the impact of transportation carbon emissions and import costs on overall project costs.
Market Opportunities	Adopt more energy-efficient buildings and low-carbon design	**Current** We have begun incorporating green building materials and energy-efficient design into a portion of client projects, and we have received positive feedback for such measures. **Expected** As corporate awareness of ESG continues to rise, the provision of design services featuring LEED, WELL, or Green Building Mark certifications will become a core competency and is expected to increase the project win rate and expand market share in the high-end segment.	**Current** Collaboration opportunities can be driven by certain green building material suppliers. **Expected** It will further drive the Company to establish closer green supply chain partnerships with upstream suppliers to jointly develop low-carbon materials while assisting downstream customers in achieving their sustainable development goals, thereby creating shared value.

C. Information on impact of climate-related risks and opportunities with respect to individual strategies and decision-making

Risk / Opportunity Category	Risk / Opportunity Description	Changes in Business Model and Resource Allocation (Current/Expected)
Transition Risks	Increase GHG emissions pricing	**Current** We have invested resources in conducting comprehensive GHG inventory (covering Scope 1 and 2, and gradually expanding to Scope 3 emissions) to establish a carbon management baseline. **Expected** Capital expenditure will be reallocated to assess the purchase of green electricity, bioenergy, and high-efficiency equipment. For the next five years, the Company is expected to allocate a dedicated budget for energy saving and carbon reduction projects and establish clear carbon reduction goals, aiming to achieve net zero emissions by 2050.
Physical Risks	Extreme change in rainfall (precipitation) pattern change and climate pattern	**Current** The Company has maintained drainage systems at all operating locations and construction sites and has established a typhoon and torrential rain emergency response plan to reduce immediate risks. The factory site has completed waterproofing engineering and purchased natural disaster insurance. In addition, the factory site has introduced the ISO 14001: 2015 environmental management system certified by a third party, and regular monthly maintenance on water pumps and other drainage facilities is conducted. **Expected** We will continue to strengthen facility protection and operational resilience mechanisms. In the future, we will promote climate risk re-evaluation for project sites and integrate the climate adaptation concept (e.g., improving drainage and flood control standards) during the design stage, in order to mitigate the impact of extreme weather on project delivery.
Transition Risks	Raw material cost increase	**Current** We actively promote green procurement policies and encourage design teams to adopt green design and green engineering methods, in order to reduce unnecessary raw material use at the source. **Expected** We will significantly increase the local procurement ratio for the supply chain, in order to reduce carbon emissions from long-distance transportation of raw materials and to mitigate the increase in import costs. Meanwhile, we will invest resources in the research and development of modular and circular building materials, in order to reduce reliance on traditional high-carbon-emission raw materials.
Opportunity	Improve Energy Efficiency and Renewable Energy Deployment	**Current** We have begun replacing old and obsolete office equipment with products equipped with energy-saving labels. **Expected** We plan to replace all air-conditioning systems with energy efficiency class 1 equipment by 2030. By 2030, the Company will assess the establishment of solar power generation facilities and increase the ratio of green power certificate purchase, which is expected to significantly change the Company's energy consumption structure and related capital expenditures.

D. Impact of climate-related risks and opportunities on the entity's current and expected financial position, financial performance and cash flow

Based on the Company's strategy for managing climate-related risks and opportunities (including extreme weather events, carbon fee collection, raw material cost increases, improved energy efficiency and green design requirements), the expected impacts on the Company's financial performance and cash flow over the short, medium, and long term are described both quantitatively and qualitatively in the following:

Short Term (1–5 Years)

- **Financial performance - increase in cost:** If the total GHG emissions of Scope 1 + Scope 2 of the headquarters in Taiwan in 2025 are calculated as 500 metric tons, and based on the assumption of a carbon fee of NT$300 per metric ton of emissions, the direct operating cost is expected to increase by approximately NT$750,000 in a short period of 5 years. Additionally, in response to the requirements for GHG inventory and third-party assurance, professional service fees are expected to increase by several hundred thousand dollars (NT$) per year.
- **Financial performance - potential losses:** Due to climate disasters (e.g., heavy rainfall and typhoons) that may cause construction delays or operation interruption, it is estimated that based on the experience of one operating site affected in the past three years, the Company may face approximately NT$2 million in increased operating costs or liquidated damages.
- **Financial performance - procurement cost:** Driven by the European Union (EU) carbon tariff (CBAM) set for 2027 and the global supply chain green transformation, costs for commodity raw materials (building materials) are expected to increase. Existing procurement cost may face the pressure of a maximum price increase of 20%, resulting in the reduction of the project gross margin.
- **Cash flow - capital expenditure:** To promote energy saving and carbon reduction, the Company's capital expenditure is expected to increase in the short term due to the replacement of old and obsolete equipment (e.g., upgrading air conditioning systems to energy efficiency class 1), which can result in short-term cash outflows; however, it is expected to be recovered through annual savings in electricity cost.

Medium Term (5–10 Years)

- **Financial performance - cost control:** Through the full implementation of green procurement, green design and green construction, the Company is able to reduce raw material usage and significantly increase the local procurement ratio for the supply chain. Such initiatives are expected to effectively offset rising raw material and transportation costs, thereby stabilizing the project gross margin.
- **Financial performance - revenue growth:** As the market demand for green buildings and low-carbon interior design increases, the Company expects to leverage its early positioning in green design capabilities to attract more large corporate clients, thereby driving significant revenue growth from green projects.
- **Cash flow - investment and recovery:** In the medium term, the Company will continue to invest capital in the construction of solar power generation facilities or in the corporate power purchase agreements (CPPAs). Although there may be a significant cash outflow during the early stage, it is able to lock in energy costs over the long term and to reduce high carbon fee expenditures in the future.

Long Term (More Than 10 Years)

- **Financial performance - competitive advantages:** Low-carbon design and circular economy models will become the Company's core profit engines. An efficient operating model and in-depth green supply chain integration will minimize carbon emissions and resource consumption per project, thereby yielding profit margins higher than those of industry peers.
- **Financial status - asset resilience:** Through long-term climate adaptation investment, the Company's physical assets and project delivery capabilities will be equipped with a high level of climate resilience, thereby reducing asset impairment risk caused by extreme weather.

E. Climate-related scenario analysis and assessment of climate resilience

To ensure the stability of the Company's strategy under various future scenarios, the Company adopts scenario analysis to assess climate resilience. The Company considers the 2°C scenario (2DS) for in-depth discussions during Risk Committee meetings. In addition, the Company utilizes tools provided by the National Science and Technology Center for Disaster Reduction (NCDR) Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) as a reference for evaluating climate change physical risk scenarios. The Company has finally selected 2DS (Transition Risk Scenario) and RCP 8.5 (Physical Risk Scenario) as the basis for its climate change scenario analysis.

Physical Risk Scenario (RCP 8.5 – High-Emissions Scenario)

- **Scenario assumptions:** In this scenario, global GHG emissions continue to increase without effective mitigation measures, resulting in a significant increase in the frequency and intensity of extreme weather events.
- **Impact assessment:** The probability of Taiwan facing extreme typhoons, short-duration heavy rainfall, and extreme summer temperatures has increased significantly. This may lead to frequent operation suspensions at the Company's outdoor construction sites, building material damages due to humidity and moisture, and logistics disruptions. It is estimated that the operation interruption and repair costs for a single large-scale project may increase by millions of dollars. High temperatures will also cause significant increases in air conditioning energy consumption in offices and construction sites.
- **Resilience:** The Company has established a comprehensive emergency response plan and a buffer stock mechanism. For construction sites, we have implemented stricter flood prevention and anchoring standards; for office locations, we continue to implement equipment energy efficiency upgrades. Through these adaptation measures, the Company possesses the resilience to maintain operational continuity.

Transition Risk Scenario (2DS / IEA NZE 2050 – Net Zero Transition Scenario)

- **Scenario assumptions:** To achieve the goal of controlling global warming to within 2°C (or even 1.5°C) by 2050, governments in various countries are implementing strict carbon pricing policies, and the market fully transitions toward a low-carbon economy.
- **Impact assessment:** Carbon fee rates will increase rapidly, and the cost of high-carbon emission building materials will soar. Failure to implement a timely transition may cause the Company to be exposed to significant cost pressures and the risk of customer attrition.
- **Resilience:** The Company has declared a long-term target of achieving net zero emissions by 2050 and has established a well-defined staged carbon reduction roadmap (15% reduction by 2030 and 30% reduction by 2040). Through active implementation of green design, increase in the proportion of local procurement, and planning for the purchase of green electricity and high-efficiency equipment, the Company is gradually transforming its cost structure, in order to provide sufficient financial and operational resilience to meet the challenges of low-carbon transformation, which may even transform such pressure into a competitive advantage in the market.

Risk Management:

Procedures for identifying, assessing, prioritizing, and monitoring climate-related risks and opportunities

The Company recognizes that the risks associated with climate change are characterized by high uncertainty and systemic impacts. Consequently, the assessment mechanism for climate risks and opportunities has been fully integrated into the daily operations of each unit and the Company's overall risk management best practice principles. We have established a systematic and standardized five-step procedure to ensure that climate-related risks and opportunities are effectively identified, assessed, prioritized and monitored.

Step **1**

Climate risk and operational scope assessment and identification

Risk identification serves as the foundation of the management procedure. Members of the Sustainable Development Committee (ESG Committee) are responsible for regularly collecting domestic and international climate and environmental background information, regulatory trends (e.g., carbon fee collection draft), industrial technological developments and changes in market demand. Based on such information, the Committee has preliminarily identified climate risks and opportunities that may impact the Company's operations and has established the "List of Climate-related Risks and Opportunities" covering physical and transition risks.

Step **2**

Establish internal operational impact survey questionnaires

To ensure the comprehensiveness and accuracy of risk assessment, the Committee has designed exclusive internal operational impact survey questionnaires for various operating sites (such as Taipei Headquarters, Zhongli plant, and various large-scale construction project sites) and different business scopes (design, engineering, procurement, etc.). Through questionnaires, we are able to extensively collect practical insights from first line management and professional engineers regarding the potential impacts of various climate risks.

Step **3**

Determine and prioritize material risk items

During the process of assessing climate-related risks, the Company has established clear qualitative and quantitative assessment standards based on the nature of the risk, probability of occurrence, and level of potential impact.

Probability of occurrence: Based on the consideration of various climate scenario models (e.g., RCP 8.5 and 2DS) and policy development trends, the probability of future risks is quantified and categorized into "Unlikely" (less than 40%), "Likely" (41-70%), and "highly likely" (71-100%).

Level of Impact: Potential impact of risks on financial performance, business interruption time, business reputation, and legal compliance are assessed and categorized into three levels: "High", "Medium", and "Low".

After the consolidation of the questionnaire results, the ESG Committee conducts analysis of the climate-related risks, opportunities and operational impacts, and ranking of such risks and opportunities is performed via the “Risk Matrix Analysis Approach”. Risks are classified as High Risk if they are "highly likely to occur and have a high degree of impact", Medium Risk if they are "likely to occur and have a medium degree of impact", and Low Risk for all other cases. High Risk is defined as "material risk items" and requires the immediate implementation of corresponding management plans to mitigate its impact or frequency of occurrence. Medium Risk is subject to continuous monitoring for changes, while Low Risk is regarded as acceptable risk.

Step **4**

Establish implementation strategies and set up goals

For the identified material risk items (e.g., increased GHG emissions pricing and extreme weather events), the Sustainability Promotion Task Force considers the potential climate-related impacts to coordinate across departments and then establishes corresponding implementation strategies (e.g., introducing green design and strengthening flood control facilities). At the same time, specific mitigation or adaptation goals (e.g., GHG emissions reduction goals and renewable energy usage ratio) are established, following which these goals and resource allocation plans are further submitted to the Board of Directors for approval.

Step **5**

Monitoring and Review Mechanism

The Company has established a rigorous monitoring mechanism to ensure the effectiveness of the implementation of risk management strategies and risk monitoring.

Risk monitoring procedure: Based on the risk topics and management levels categorized by each functional unit, risk control reports are regularly submitted to relevant unit supervisors and organizations.

Performance review and rolling review: The Sustainable Development Committee conducts annual formal meetings to perform rolling reviews of various implementation strategies and the progress for achieving the predefined goals. Risk management measures are adjusted promptly in case of occurrence of significant changes in the external environment or in cases where the internal execution falls short of expectations.

Senior management performance links: To strengthen the management's focus on climate risks, the Company is gradually incorporating the achievement rate of climate-related goals into the performance evaluation and remuneration and incentive mechanism of senior managers and plant managers, in order to ensure the implementation of medium to long-term climate-related goals.

Metrics and Targets

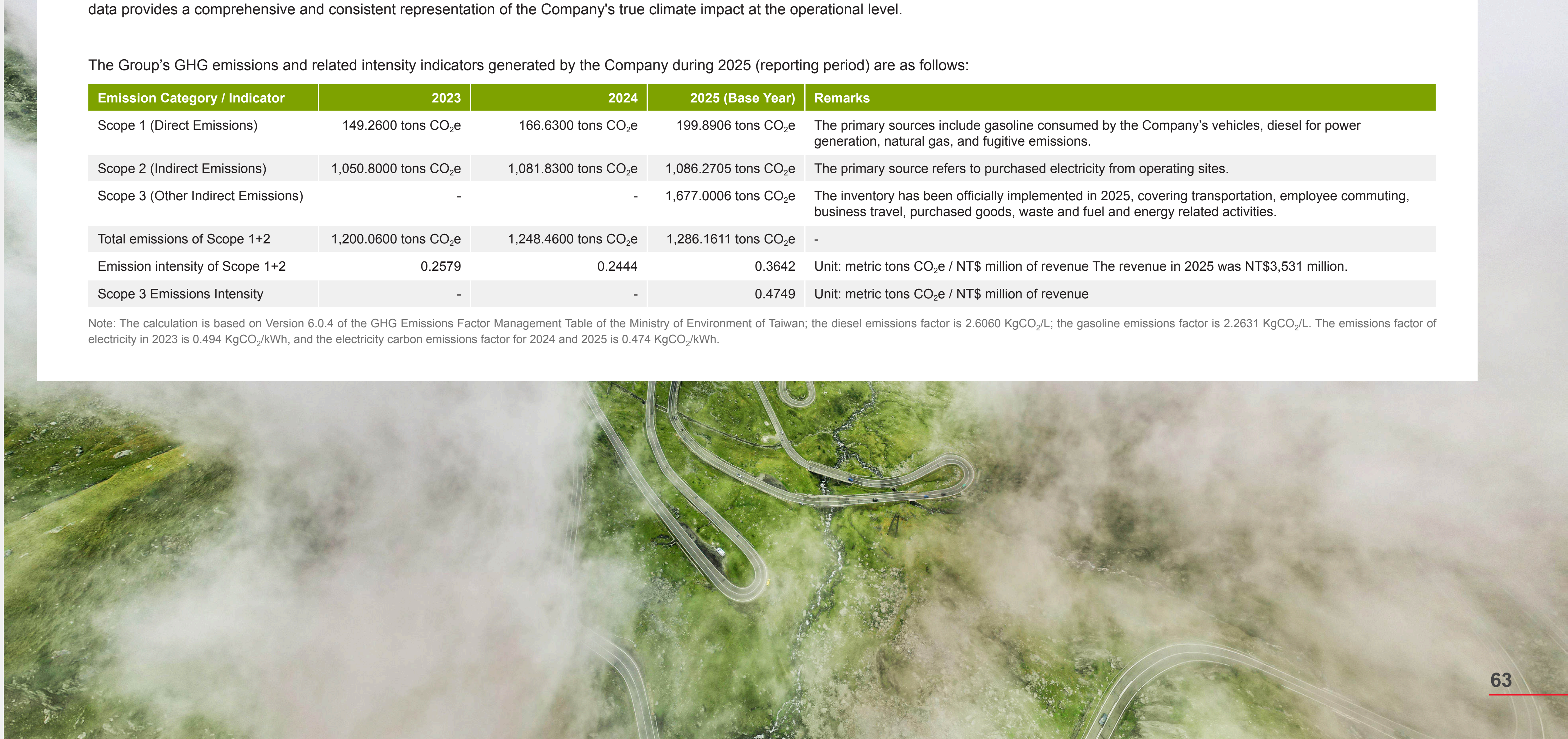
A. Information related to cross-industry indicator categories (climate-related indicators)

To allow stakeholders to fully understand the Company's performance in climate-related risk and opportunity management, the Company has conducted GHG inventory in accordance with the ISO 14064-1:2018 standard. The calculation incorporates the latest "GHG Emission Factors" announced by the Ministry of the Environment and adopts the "operational control approach" to calculate the emissions of joint ventures and affiliated enterprises. This measurement approach has been selected since it most accurately reflects the Company's actual operational control, thereby ensuring that GHG emissions data provides a comprehensive and consistent representation of the Company's true climate impact at the operational level.

The Group’s GHG emissions and related intensity indicators generated by the Company during 2025 (reporting period) are as follows:

Emission Category / Indicator	2023	2024	2025 (Base Year)	Remarks
Scope 1 (Direct Emissions)	149.2600 tons CO_2e	166.6300 tons CO_2e	199.8906 tons CO_2e	The primary sources include gasoline consumed by the Company’s vehicles, diesel for power generation, natural gas, and fugitive emissions.
Scope 2 (Indirect Emissions)	1,050.8000 tons CO_2e	1,081.8300 tons CO_2e	1,086.2705 tons CO_2e	The primary source refers to purchased electricity from operating sites.
Scope 3 (Other Indirect Emissions)	-	-	1,677.0006 tons CO_2e	The inventory has been officially implemented in 2025, covering transportation, employee commuting, business travel, purchased goods, waste and fuel and energy related activities.
Total emissions of Scope 1+2	1,200.0600 tons CO_2e	1,248.4600 tons CO_2e	1,286.1611 tons CO_2e	-
Emission intensity of Scope 1+2	0.2579	0.2444	0.3642	Unit: metric tons CO_2e / NT$ million of revenue The revenue in 2025 was NT$3,531 million.
Scope 3 Emissions Intensity	-	-	0.4749	Unit: metric tons CO_2e / NT$ million of revenue

Note: The calculation is based on Version 6.0.4 of the GHG Emissions Factor Management Table of the Ministry of Environment of Taiwan; the diesel emissions factor is 2.6060 $KgCO_2/L$; the gasoline emissions factor is 2.2631 $KgCO_2/L$. The emissions factor of electricity in 2023 is 0.494 $KgCO_2/kWh$, and the electricity carbon emissions factor for 2024 and 2025 is 0.474 $KgCO_2/kWh$.



B. Information on Industry-based Metrics

As a member of the interior design and architectural service industry, the Company discloses information in accordance with the Sustainability Accounting Standards Board (SASB) industry metrics for "Professional and Commercial Services", which can be found in Appendix 6.2 of this report.

C. Disclose Information on Climate-Related Risk and Opportunity Goals (Climate-Related Goal)

To actively respond to global climate action, the Company supports the international initiatives of Climate Action 100+, the Carbon Disclosure Project (CDP) and the Task Force on Climate-related Financial Disclosures (TCFD), while aligning with the national "2050 net-zero emissions pathway" policy. In accordance with the emission reduction pathways proposed by the Intergovernmental Panel on Climate Change (IPCC) and the Net Zero Emissions (NZE) scenario of the International Energy Agency (IEA), the Company has officially announced and is committed to achieving carbon neutrality (net zero emissions) by 2050.

To ensure the realization of this long-term strategic goal, the Sustainable Development Committee has set specific short, medium and long-term goals and has formulated corresponding strategic action plans:

Short-term Goal (2026)

Goal: Complete the 2025 GHG inventory for the entire Group (including Scope 1, 2 and 3) and increase the transparency of public information disclosure on the website.

Emissions reduction goal: Compared to the previous year (2025), reduce Scope 1 and Scope 2 total emissions by 1%.

Medium-term Goal (2030)

Emissions reduction goal: Reduce total GHG emissions of Scope 1 + Scope 2 by 15% compared to the base year (2025).

Long-term Goal (2040)

Emission reduction goal: Reduce total GHG emissions of Scope 1 + Scope 2 by 30% compared to the base year (2025).

Final Goal (2050)

Goal: Achieve net zero emissions (Net Zero) for the entire Group.

Key Strategic Actions and Project Timeline for Achieving the Goals: To ensure that the aforementioned carbon reduction goals are achieved as scheduled, the Company has planned and is currently implementing the following specific action plans:

1. **Green Procurement and Equipment Upgrade (2025-2030):** Fully implement the green procurement policy and prioritize the purchase of infrastructure equipment equipped with eco-labels. For offices and plant sites, we plan to replace old and obsolete air-conditioning systems with high-efficiency equipment of energy efficiency class 1, in order to significantly reduce Scope 2 electricity carbon emissions.
2. **Renewable Energy Introduction (2031-2050):** As carbon reduction goals enter the advanced stage, the Company will launch renewable energy projects. We assess the feasibility of installation of solar power generation facilities on suitable factory rooftops and are gradually increasing the renewable energy consumption ratio through the signing of corporate power purchase agreements (CPPAs) or purchase of green power certificates (T-RECs).
3. **Sustainable Governance and All-staff Participation:** Indicators of “low-carbon project promotion”, “green material application” and “supply chain carbon management” are linked to the performance evaluation and remuneration mechanism of each unit. Through project-oriented carbon management and the all-staff accountability system, the Company aims to gradually implement low-carbon design and sustainable operations.

— Message from the Management
— Editorial Policy
01 Stakeholders and Major Topics Identification
02 About Rich Honour Design Group
03 Responsible Governance
04 Green Sustainability
05 Social Care
06 Appendix

GHG Emissions

GHG emissions is the main factor causing climate change. As a global citizen, RH Design is committed to the fulfillment of sustainable environmental responsibility, and aims to adopt relevant policies to reduce GHG emissions through GHG inventory results, and to implement review and continuous improvement annually. The Company's operating activities do not cause emissions of ozone-depleting substances, nitrogen oxides or sulfur oxides. The Company's GHG inventory identifies Scope 1 of direct emissions as primarily originating from gasoline consumed by the Company's vehicles, diesel for power generation, gas and fugitive emissions. Scope 2 may refer to indirect emissions (purchased electricity). The inventory for Scope 3 emissions has been performed since 2025 (including transportation, employee commuting, business travel, purchased goods, waste, and fuel and energy related activities).

Region	Category	2023	2024	2025
Taipei Headquarters	Scope 1 (tons CO_2e)	107.77	96.09	110.2587
	Scope 2 (tons CO_2e)	304.50	306.34	265.9590
	Scope 3 (tons CO_2e)	-	-	811.1827
	Scope 1+Scope 2 (tons CO_2e)	412.27	402.43	376.2177
	Scope 1 + Scope 2 emission intensity ratio (metric tons CO_2e/NT$ million of revenue)	0.089	0.079	0.1065
	Scope 3 Emission intensity ratio (metric tons CO_2e/NT$ million of revenue)	-	-	0.2297
Zhongli Rich Honour Fabricating	Scope 1 (tons CO_2e)	13.08	19.23	29.5842
	Scope 2 (tons CO_2e)	107.45	93.70	87.3677
	Scope 3 (tons CO_2e)	-	-	108.5906
	Scope 1+Scope 2 (tons CO_2e)	120.53	112.93	116.9519
	Scope 1 + Scope 2 emission intensity ratio (metric tons CO_2e/NT$ million of revenue)	0.026	0.022	0.0331
	Scope 3 Emission intensity ratio (metric tons CO_2e/NT$ million of revenue)	-	-	0.0308
RH International Designs	Scope 1 (tons CO_2e)	13.58	12.6	26.2599
	Scope 2 (tons CO_2e)	13.66	18.08	18.5033
	Scope 3 (tons CO_2e)	-	-	401.4090
	Scope 1+Scope 2 (tons CO_2e)	27.24	30.68	44.7632
	Scope 1 + Scope 2 emission intensity ratio (metric tons CO_2e/NT$ million of revenue)	0.006	0.006	0.0127
	Scope 3 Emission intensity ratio (metric tons CO_2e/NT$ million of revenue)	-	-	0.1137
RHQ Furniture	Scope 1 (tons CO_2e)	14.83	38.71	33.7879
	Scope 2 (tons CO_2e)	625.19	663.71	714.4405
	Scope 3 (tons CO_2e)	-	-	355.8184
	Scope 1+Scope 2 (tons CO_2e)	640.02	702.42	748.2284
	Scope 1 + Scope 2 emission intensity ratio (metric tons CO_2e/NT$ million of revenue)	0.138	0.138	0.2119
	Scope 3 Emission intensity ratio (metric tons CO_2e/NT$ million of revenue)	-	-	0.1008

Region	Category	2023	2024	2025
The Group as a Whole	Scope 1 (tons CO_2e)	149.2600	166.6300	199.8906
	Scope 2 (tons CO_2e)	1050.8000	1081.8300	1086.2705
	Scope 3 (tons CO_2e)	-	-	1677.0006
	Scope 1+Scope 2 (tons CO_2e)	1200.0600	1248.4600	1286.1611
	Scope 1 + Scope 2 emission intensity ratio (metric tons CO_2e/NT$ million of revenue)	0.2579	0.2444	0.3642
	Scope 3 Emission intensity ratio (metric tons CO_2e/NT$ million of revenue)	-	-	0.4749

Note: The Company's electricity is supplied by Taiwan Power Company, and the emissions factor of electricity is based on the latest 2024 electricity carbon emissions factor of 0.474 metric tons of CO_2e/thousand kWh announced by the Energy Administration, Ministry of Economic Affairs. The global warming potential values (GWPs) used in the calculation are based on the latest values published by the IPCC. The updated GWPs announced in the IPCC WGIII Sixth Assessment Report (2022) are prioritized, while the values from the IPCC WGI Sixth Assessment Report (2021) are applied for all other GHGs. The revenue in 2025 was NT$3,531 million.

05

Social Care

Social Care

SDG Goals	Annual Sustainability Performance
5 Gender Equality	- There are 301 and 289 male and female employees, respectively, and the male-female ratio is 1.04:1 - Female directors accounts for 25% of the total number of Board members
8 Decent Work and Economic Growth	The standard entry-level wage for male employees is 1.71 times the local minimum wage, while that for female employees is 1.66 times the local minimum wage.
12 Responsible Consumption and Production	73.91% of senior executives of the Company are employed locally
16 Peace, Justice and Advantageous System	Employee performance evaluation completion rate of all employees is 97.29%
4 Quality Education	1. There are no complaints related to violations of human rights or suspected human rights infringements 2. The annual total number of participants in human rights training is 75.59% 3. The annual average training hours for all employees of the Group is 17.20 hours. 4. The annual average training hours for female employees across the Group is 12.36 hours. 5. The annual average training hours for male employees of the Group is 20.66 hours. 6. The annual average training hours for direct employees across the Group is 20.35 hours. 7. The annual average training hours for indirect employees of the Group is 12.02 hours.
3 Good Health and Well-being	Zero major occupational injury incidents

Material Topic	Employment
Impact on the Company	Increase employee salary and benefits to improve employee recognition of the Company and to attract and retain outstanding.
Policy	- Provide competitive remuneration and comprehensive on-the-job training - Proper and smooth labor-management communication
Goal	- The wages of entry-level employees are at least 1.35 times the local minimum wage - No annual labor-management disputes
Resource invested and actual outcome in the current year	- Organize new employee orientation - Convene labor-management meetings quarterly - Organize year-end lottery activity, new employee seminar and travel allowance, etc.
Responsible department and complaint filing mechanism	- Contact unit: Administrative Service Department - Tel: 02-25456011 - Email: hr@richhonour.com
Assessment mechanism	1. The Labor-Management Committee convenes every three months to discuss topics including workforce updates, operational information, employee events, and welfare programs. 2. In 2025, there were no labor-management dispute cases

5.1 Friendly Workplace

At RH Design, we believe that every employee is unique and important, and all employees serve as the backbone behind each outstanding project. The Company promises to treat each employee with care and create a workplace open for communication with harmonious cooperation. We value the contribution and accomplishment of our employees. We share the joy of project completion with our employees and face the next challenge with all employees jointly. We care about employee growth and benefits - we treat employees as family members of the RH Design and are committed to creating a workplace where everyone is respected and supported.

DEI Commitment and Equal Working Environment

RH Design ensures that all employees are entitled to equal development opportunities regardless of their gender, age, race, culture, or physical or mental disability. We establish a diverse workplace, encourage employees' diverse backgrounds, improve their innovation capabilities, and attract and retain outstanding talent through a fair mechanism. Through these efforts, we have built an equal and respectful corporate culture, allowing every employee to work securely and to leverage their strengths.

DEI Declaration

Fair Remuneration and Benefit System

We provide a competitive, fair and impartial remuneration and benefit system, in order to ensure that every employee's effort is rewarded with reasonable returns. The salary system is based on work performance, and the principle of profit sharing with the Company allows employees to benefit from the Company's growth jointly. We have designed a diverse salary package and comprehensive benefits. From basic salary, bonus to various welfare measures, we have established a transparent and motivating remuneration structure. At the same time, the Company has established an Employee Welfare Committee to listen to feedback from employees, in order to continuously optimize benefits and promote labor-management harmony. We emphasize the transparency of the remuneration system, and have clearly stipulated and disclosed our performance reward mechanism, allowing employees to understand the correlation between their personal development and remuneration. This fair and transparent system reflects the Company's core values of "Respect" and "Honesty", thereby protecting the rights and interests of every employee.

Employee Growth and Development Opportunities

We deeply understand that employee growth is essential to the Company's growth; therefore, we actively provide employees with diverse learning resources and career development opportunities. The Company has designed multiple career development paths to encourage employees to choose appropriate development directions based on their own talents and interests. We provide on-the-job training, professional skill training, and cross-departmental learning opportunities, in order to help our colleagues continue to improve their expertise and to enhance their competitiveness. We cultivate the talent succession team through internal training programs and mentorship, in order to establish well-defined channels for job promotion for employees. The Company also cooperates with external educational institutions to promote industry-academia collaboration, creating a learning environment where learning and application are integrated, such that the Company is able to develop more professional talent while encouraging employees' growth at the same time. These measures ensure that all employees are able to continue to grow and exert their strengths, in order to achieve their personal career goals at RH Design.

5.1.1 Human Rights Protection

RH Design complies with the local laws and regulations of each business location, and also supports and voluntarily complies with various international human rights conventions, including the “United Nations Universal Declaration of Human Rights”, “United Nations Global Compact”, “United Nations Guiding Principles on Business and Human Rights” and “United Nations International Labor Organization” as well as other international human rights conventions and the Labor Standards Act of R.O.C. According to each human rights framework and convention principle, the Company treats and respects all personnel with dignity, establishes and implements human rights policies according to the guidelines of the aforementioned documents, and also requests supply chain partners to comply with these conventions and regulations jointly.

Human rights policy implementation directive

- Comply with relevant laws and regulations, provide a safe and healthy working environment with zero harassment.
- Eliminate illegal discrimination and ensure equal job opportunities.
- Prohibition on child labor.
- Prohibition on forced labor.
- Assist employees to maintain physical and mental health as well as work balance.
- Periodic inspection and evaluation of relevant system and actions.

Improvement of human rights awareness

- New employee orientation: Orientation content includes prohibition on forced labor, anti-discrimination, anti-harassment, promotion of flexible working hours, protection of human rights treatment and provision of a healthy and safe working environment.
- Prevention of workplace violence: Through promotions and announcements, guide employees to understand that they have the responsibility to prevent illegal infringement at the workplace during the performance of their job duties, in order to establish a friendly working environment.
- Occupational safety series of trainings: Training content includes health information promotion, occupational nurse health service consultation, labor safety and health training, first-aid personnel training.
- Human rights promotion education and training: Human rights concepts and human rights development are promoted through educational courses.

Human Rights Due Diligence Procedure and Management Mechanism

To fulfill corporate social responsibility and to protect the basic human rights of all stakeholders, RH Design has established a comprehensive human rights due diligence (HRDD) mechanism in accordance with the principle of international human rights conventions. The Company is committed to creating a dignified, safe and equitable working environment, and extends human rights protection across the entire value chain.

RH Design has established the human rights due diligence procedure to ensure that human rights risks are effectively identified and managed. Such procedure includes

- Risk identification: Potential human rights risks are identified through internal assessments and external stakeholder engagement.
- Impact assessment: The probability and severity of occurrence for identified risks are assessed.
- Mitigation and remediation: Specific prevention and improvement measures are established for high-risk items.
- Follow-up and disclose: Implementation outcome is reviewed periodically and is publicly disclosed in the Sustainability Report and on the Company’s website.

In 2025, the Company's human rights due diligence covered all employees and key suppliers in the Group, in order to ensure that internal operations and external partners comply with the Company's human rights standards.

Material Human Rights Topics and Risk Identification

Through the aforementioned due diligence procedure, RH Design is able to identify four major human rights topics concerning all Group employees and suppliers as the core focus of human rights management for the current year:

- Remuneration and benefits: Ensure the provision of fair, reasonable, and competitive remuneration in compliance with local minimum wage requirements.
- Occupational health and safety: Provide a safe working environment and implement various occupational safety protection measures, in order to reduce the risk of occupational accidents.
- Prohibition of child labor and forced labor: Strictly comply with labor laws and regulations, prohibit child labor, and prohibit any form of forced labor.

Mitigation Measures and Complaint Filing Mechanism

To effectively mitigate human rights risks and to enhance human rights awareness among all employees, RH Design actively promoted various mitigation and prevention measures in 2025. Regarding education and training, the Company has comprehensively implemented human rights-related courses. In 2025, the total participation rate of human rights training for all Group employees reached 75.59%, significantly enhancing internal awareness and emphasis on human rights topics.

In addition, to ensure that the rights and interests of employees and external stakeholders are properly protected and any damages thereof are appropriately addressed, the Company has established accessible and confidential complaint filing channels. Anyone who discovers a suspected human rights violation may report it through the dedicated complaint filing mailbox (RHIDD6754@gmail.com). The Company is committed to maintaining strict confidentiality regarding the identities of complainants, with dedicated units assigned to be responsible for conducting objective and impartial investigations while implementing subsequent remedies. Upon review and verification, the Company has not found any suspected human rights violations in 2025.

Supplier Human Rights Due Diligence and Management

RH Design recognizes the importance of supply chain human rights management, and accordingly, the human rights due diligence procedure has been extended to suppliers. The Company has established a dedicated human rights assessment mechanism for suppliers. The assessment topics are aligned with internal material human rights topics, covering the four major aspects of remuneration, working hours, health and safety, and the prohibition of child labor.

Regarding the implementation status, the Company requires suppliers to implement human rights protection according to the Supplier Sustainable Development Management Regulations and the annual supplier written survey. In 2025, a total of 107 suppliers completed the survey as part of our integrated environmental and social assessments. Regarding human rights, the assessment result indicated that all assessed suppliers complied with the Company's human rights standards, and there were no suspected human rights violations identified among suppliers during the year. In the future, RH Design will continue to enhance human rights management within its supply chain, and will collaborate with partners to foster a sustainable and responsible industrial ecosystem.

Human Rights Education and Training Statistics

Location	New Employee			Current Employees		
	Total New Employees	Number of Participants	Percentage of New Employees Trained	Total Employees	Number of Participants	Percentage of Employees Trained
Taipei Headquarters	30	30	100%	262	202	77%
Zhongli Rich Honour Fabricating	4	4	100%	37	37	100%
RH International Designs	0	0	0%	116	47	41%
RHQ Furniture	18	18	100%	175	160	91%

Note: RH Shanghai had no new hires in 2025.

5.1.2 Employee Statistics

Due to the industry characteristics, RH Design is in the design and highly professional industry, such that the labor structure for both male and female employees is nearly the same. All employees of RH Design are mainly non-fixed term contract types (i.e. official employees) and full-time employees, and there is no employment of child labor. The Company provides a long-term and stable working environment, allowing employees to work and contribute efforts securely without any worries, which is also beneficial to protecting the living of employees.

Employee Overview							
Statistics / Year		2023		2024		2025	
Total Number of Employees (Note 1)		623		616		590	
Employment Contract (Note 2)		Non-fixed term	Fixed-term	Non-fixed term	Fixed-term	Non-fixed term	Fixed-term
Gender	Male	314	6	312	6	297	4
	Female	296	7	293	5	286	3
Region	Taipei Headquarters	272	13	266	11	256	6
	Zhongli Rich Honour Fabricating	37	0	35	0	37	0
	RH International Designs	135	0	125	0	115	1
	RHQ Furniture	166	0	179	0	175	0
Employment Type (Note 3)		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Gender	Male	319	1	317	1	301	0
	Female	301	2	297	1	289	0
Region	Taipei Headquarters	282	3	275	2	262	0
	Zhongli Rich Honour Fabricating	37	0	35	0	37	0
	RH International Designs	135	0	125	0	116	0
	RHQ Furniture	166	0	179	0	175	0

Note 1: The total number of employees is calculated at the end (12/31) of each year.

Note 2: The employee contract is classified into non-fixed term contract employees (official) and fixed-term contract employees (temporary, short-term, seasonal, specific nature).

Note 3: Employment type is classified into full-time employees (weekly working hours reaching statutory working hours upper limit) and part-time employees (weekly working hours not reaching statutory working hours upper limit as part-time personnel, such as interns, hourly-paid personnel).

Statistics of Other Workers							
Statistics / Year		2023		2024		2025	
Total Number of Other Workers (Note 1)		17		17		14	
Contract Type		Dispatch	Other Types	Dispatch	Other Types	Dispatch	Other Types
Gender	Male	0	15	0	15	12	0
	Female	0	2	0	2	0	2
Region	Taipei Headquarters	0	2	0	2	0	2
	Zhongli Rich Honour Fabricating	0	15	0	15	12	0
	RH International Designs	0	0	0	0	0	0
	RHQ Furniture	0	0	0	0	0	0
Job Type		Technicians/ Operators	Technical Consultants	Technicians/ Operators	Technical Consultants	Technicians/ Operators	Technical Consultants
Gender	Male	15	0	15	0	12	0
	Female	2	0	2	0	2	0
Region	Taipei Headquarters	2	0	2	0	2	0
	Zhongli Rich Honour Fabricating	15	0	15	0	12	0
	RH International Designs	0	0	0	0	0	0
	RHQ Furniture	0	0	0	0	0	0

Note 1: The total number of workers is calculated at the end (12/31) of each year.

Governance Unit Diversity Statistics / Year			2023		2024		2025	
			Number of People	Percentage	Number of People	Percentage	Number of People	Percentage
Director	Gender	Male	6	75.00%	6	75.00%	6	75.00%
		Female	2	25.00%	2	25.00%	2	25.00%
	Age	Under 50 years old	3	37.50%	3	37.50%	2	25.00%
		50~65 years old	2	25.00%	2	25.00%	3	37.50%
		Above 65 years old (inclusive)	3	37.50%	3	37.50%	3	37.50%
	Educational Background	Doctoral degree	2	25.00%	2	25.00%	2	25.00%
		Graduate School	5	62.50%	5	62.50%	5	62.50%
		College and University	1	12.50%	1	12.50%	1	12.50%
		Others	0	0.00%	0	0.00%	0	0.00%

Employee Diversity Statistics /Year				2023		2024		2025	
				Number of People	Percentage	Number of People	Percentage	Number of People	Percentage
Employees	Direct	Gender	Male	128	20.98%	128	20.78%	126	21.36%
			Female	96	15.74%	95	15.42%	91	15.42%
		Age	Under 30 years old	49	8.03%	49	7.96%	36	6.10%
			Above 30 years old (inclusive) but less than 50 years old	140	22.95%	134	21.75%	139	23.56%
			Above 50 years old (inclusive)	35	5.74%	40	6.49%	42	7.12%
		Educational Background	Graduate School	13	2.13%	14	2.27%	13	2.20%
			College and University	104	17.05%	99	16.07%	90	15.25%
			Others	107	17.54%	110	17.86%	114	19.33%
	Indirect	Gender	Male	186	30.49%	190	30.84%	175	29.66%
			Female	200	32.79%	203	32.96%	198	33.56%
		Age	Under 30 years old	84	13.77%	79	12.82%	62	10.51%
			Above 30 years old (inclusive) but less than 50 years old	246	40.33%	247	40.10%	239	40.51%
			Above 50 years old (inclusive)	56	9.18%	67	10.88%	72	12.20%
		Educational Background	Graduate School	27	4.43%	25	4.06%	24	4.07%
			College and University	288	47.21%	291	47.24%	280	47.46%
			Others	71	11.64%	77	12.50%	69	11.69%

Note 1: The aforementioned personnel diversity includes the four main business locations of Headquarter, Zhongli Rich Honour Fabricating, RH Designs (Shanghai), RHQ Furniture; temporary manpower is not included in the calculation.

Note 2: In 2025, the headquarters employed four employees with disabilities.

Item / Year		2023		2024		2025	
Total number of employees in the Year		623		616		590	
New and Resigned Employees Statistics		Number of People	Percentage (Note)	Number of People	Percentage (Note)	Number of People	Percentage (Note)
New Employees							
Age	Under 30 years old	81	13.00%	63	10.23%	34	5.76%
	Above 30 years old (inclusive) but less than 50 years old	48	7.70%	31	5.03%	20	3.39%
	Above 50 years old (inclusive)	9	1.44%	8	1.30%	3	0.51%
Gender	Male	80	12.84%	59	9.58%	32	5.42%
	Female	58	9.31%	43	6.98%	25	4.24%
Educational Background	Graduate School	12	1.93%	6	0.97%	3	0.51%
	College and University	77	12.36%	63	10.23%	34	5.76%
	Others	49	7.87%	33	5.36%	20	3.39%
Region	Taipei Headquarters	70	11.24%	61	9.90%	34	5.76%
	Zhongli Rich Honour Fabricating	7	1.12%	3	0.49%	5	0.85%
	RH International Designs	9	1.44%	5	0.81%	0	0.00%
	RHQ Furniture	52	8.35%	33	5.36%	18	3.05%
Resigned Employees							
Age	Under 30 years old	60	9.63%	46	7.47%	36	6.10%
	Above 30 years old (inclusive) but less than 50 years old	66	10.59%	53	8.60%	40	6.78%
	Above 50 years old (inclusive)	8	1.28%	6	0.97%	11	1.86%
Gender	Male	80	12.84%	60	9.74%	52	8.81%
	Female	54	8.67%	45	7.31%	35	5.93%
Educational Background	Graduate School	10	1.61%	9	1.46%	6	1.02%
	College and University	79	12.68%	65	10.55%	59	10.00%
	Others	45	7.22%	31	5.03%	22	3.73%
Region	Taipei Headquarters	63	10.11%	64	10.39%	51	8.64%
	Zhongli Rich Honour Fabricating	6	0.96%	5	0.81%	6	1.02%
	RH International Designs	11	1.77%	15	2.44%	9	1.53%
	RHQ Furniture	54	8.67%	21	3.41%	21	3.56%

Note: Total number of employees for the year: Based on the total number of employees at the end of the year (12/31).
New hire rate = (Total number of employees of the specific category in that year / Total number of employees in that year) * 100%.
New female employee hire rate = (Total number of new female employees in that year / Total number of employees in that year) * 100%.
Turnover rate = (Total number of resigned employees in the specific category in that year / Total number of employees in that year) * 100%.
Turnover rate of employees under the age of 30 = Total number of resigned employees under the age of 30 in that year / Total number of employees in that year) * 100%.

5.1.3 Employee Turnover Rate Statistics

The overall turnover rate in 2025 increased slightly compared to 2024, indicating an increase from 14.55% to 14.92%. Within such figure, the involuntary turnover rate decreased from 1.16% to 1.03%, indicating that as the number of fixed-term contract personnel decreased, there was a decline in employee turnover rate due to contract expirations. However, the voluntary turnover rate has risen slightly. We will continue to monitor subsequent talent retention measures and employee stability.

Year	2024				2025			
Company	Taipei Headquarters	Zhongli Rich Honour Fabricating	RH International Designs	RHQ Furniture	Taipei Headquarters	Zhongli Rich Honour Fabricating	RH International Designs	RHQ Furniture
Total Number of Employees	266	35	125	179	256	37	115	175
Total Number of Resigned Employees	46	6	15	21	51	6	9	21
Number of Voluntary Resignations	45	5	15	16	50	6	4	21
Number of Involuntary Terminations	1	1	0	5	1	0	5	0
Voluntary Turnover Rate	16.92%	14.29%	12.00%	8.94%	19.53%	16.22%	3.48%	12.00%
Involuntary Turnover Rate	0.38%	2.86%	0.00%	2.79%	0.39%	0.00%	4.35%	0.00%

Note: It is statistically calculated based on official employees only; part-time and contract employees are not included in the statistical calculation.

5.2 Talent Selection and Appropriate Employment

Sound human resources are key to the sustainable operation of RH Design. To attract outstanding talent, the Company provides competitive remuneration and benefits, and establishes a transparent evaluation and reward/disciplinary system, thereby creating a fair competition atmosphere and enhancing employee cohesion and willingness to stay. The Company has established open channels for job promotion and encourages employees to strive for promotion based on their performance. In addition, we promote professional growth through education and training programs, in order to realize personal value. Furthermore, the Company has set up diverse communication channels to encourage employees to express their opinions, and a harmonious labor-management relationship has been established.

5.2.1 Remuneration and Welfare

For remuneration, RH Design adopts the policy of transparency, and the average salary is above the median level of salaries paid by other business operators in the same industry. We are committed to providing comprehensive and competitive salaries and benefits in order to attract and retain outstanding talent. The Company understands the market remuneration status through salary surveys annually, in order to perform salary adjustment and to maintain salary competitiveness. In 2025, across all operating sites of the Group, the standard entry-level wage for male employees was at least 1.71 times the local minimum wage, while that for female employees was at least 1.66 times the local minimum wage. The Company complies with the gender equality principle, and prevents any basic differences due to gender. All salaries are determined according to the internal salary table of the Company. The Company continues to care for entry-level and intermediate employees, and the fixed salary structure remains stable. In 2025, salary adjustments were still implemented in accordance with the system, such that the median salary increased slightly. However, variable remuneration accounts for a higher proportion of the remuneration structure for intermediate and senior employees. As operational performance declined and profits decreased compared to the 2024, the distribution levels of year-end and performance bonuses were affected accordingly, resulting in a decrease in the average salary. In general, the changes in salary reflect the operational outcomes, and the salary structure remains stable.

Non-managerial Employees' Salary

Item		2024	2025	Difference
Annual Salary of Full-time Non-managerial Employees (Unit: NT$ thousand)	Average	1,191	1,078	-113
	Median	940	953	13

Key Business Locations	Total Number of Senior Officers in 2025 (above the rank of Assistant Vice President)	Number of Local Residents Employed as Senior Managers in 2025	Employment Ratio
Taipei Headquarters	15	15	100.00%
Zhongli Rich Honour Fabricating	1	1	100.00%
RH International Designs	4	0	0
RHQ Furniture	3	1	33.33%

Note: Employees whose permanent residence is the same as their nationality are considered local hires.

RH Design adopts a policy of parental leave without pay, and in accordance with Article 16 of the Act of Gender Equality in Employment, after being in service for six months, employees may apply for parental leave without pay before any of their children reach the age of three years old. The period of this leave is until their children reach the age of three years old but may not exceed two years.

2025 Employee Parental Leave Statistics	Gender	Taipei Headquarters	Zhongli Rich Honour Fabricating
Number of employees qualified for application of parental leave without pay	Male	7	2
	Female	6	0
Number of employees applying for parental leave without pay	Male	2	0
	Female	3	0
Number of employees requiring reinstatement upon expiration of parental leave without pay (A)	Male	1	0
	Female	2	0
Number of employees actually reinstated after parental leave without pay (B)	Male	0	0
	Female	2	0
Reinstatement rate (B/A)	Male	0	0
	Female	100.00%	0
Number of employees who have worked for 12 months after reinstatement upon expiration of the parental leave without pay in the previous year (C)	Male	2	0
	Female	2	0
Retention rate (C/B of previous year)	Male	100.00%	0
	Female	100.00%	0

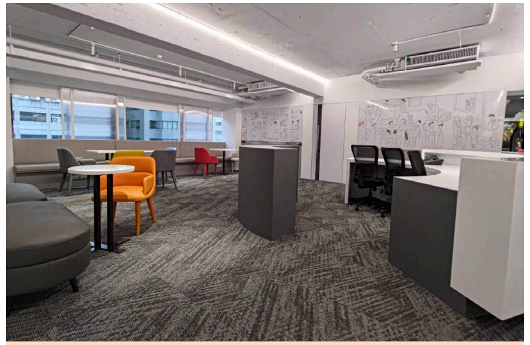
Note 1: In 2025, a total of 13 employees at the Taipei headquarters qualified for applying unpaid parental leave, of which 5 actually applied for parental leave, and among which 2 were reinstated. At Zhongli Rich Honour Fabricating, 2 employees qualified for unpaid parental leave, and none of them applied for parental leave.

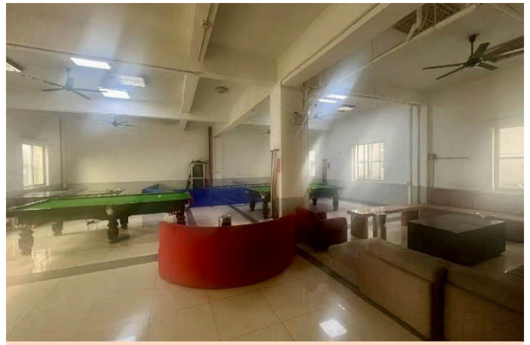
Note 2: "B of the previous year" refers to the number of employees who actually returned to work after the expiration of their parental leave without pay in the previous year. At the Taipei Headquarters, there were two male and two female employees who returned to work. At Zhongli Rich Honour Fabricating, no male or female employees returned to work.

Other benefits and systems are as follows:

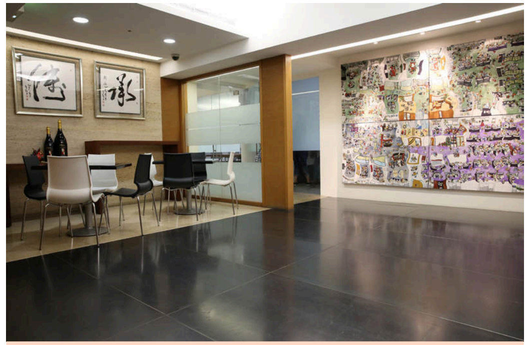
Employee Benefit Item	Full-time Employees				
	Description	Taipei Headquarters	Zhongli Rich Honour Fabricating	RH International Designs	RHQ Furniture
Year-end Bonus	Year-end bonus is distributed according to the annual operation performance of the Company and the performance of employees	V	V	V	V
Three-holiday Bonus	Bonus for Dragon Boat Festival, Mid-Autumn Festival and Chinese New Year	V	V	V	V
Seniority Bonus	Encourage long-term employment and retention of employees	V	V	V	V
Marriage / Funeral / Maternity Subsidy (Note)	Provide marriage, maternity and funeral subsidies to employees	V	V	V	V
Periodic Health Examination	Provide health examinations of higher quality than the Regulations of Labor Health Protection Health	V	V	V	V
Group Insurance	Provide employee group life insurance and hospitalization medical care, cancer insurance, accident insurance, etc. (insurance items may be different depending upon the region)	V	V	V	V
Birthday Gift Money	Employees may receive birthday gift money on the month of their birthday	V		V	V
Breastfeeding Room	Breastfeeding room is installed and available for employees	V	V		
Employee Children Scholarship	Scholarship is provided to employee children from elementary school to college and university	V			
Childcare Allowance	Childcare allowance is provided to employees with children under the age of six years old	V			
Employee Stock Ownership	Employee Stock Ownership Committee is established, and employees interested in participating in the employee stock ownership program may enter the Committee	V			
Employee Welfare Committee activities	Group activities, employee travel and employee discounted products are organized irregularly	V		V	V
Chinese New Year Holiday Flexible Leave	The number of days of leave provided for the Chinese New Year Holiday is superior to the number of leave days announced by the competent authority in each region	V	V	V	V

Note: To demonstrate care and support for employees and their families, the Company provided marriage and childbirth subsidies of NT$64,000 and RMB 14,400, along with funeral subsidies of NT$49,100 and RMB 700 in 2025. The Company will continue to support employees in balancing work and family needs through a diverse range of benefits, in order to establish a friendly and supportive working environment.


Comfortable Office Environment


Stress Relief Entertainment Room

Friendly Workplace - Breastfeeding Room


Office Environment

Annual Events


Employee Travel


Winter Heartwarming Party


Employee Children's Scholarship Award Ceremony


Anniversary Celebration


Summer Festival Garden Party


Long Service Award Presentation


Year-End Banquet


Lucky Draw


Year-end Lucky Draw

Retirement Benefit Plan:

Defined appropriation plan (new pension system): RH Design Headquarters and Rich Honour Fabricating appropriates an amount not less than 6% of monthly wages as the pension for depositing into the labor pension account according to the Labor Pension Act since July 1, 2005. In addition to the fixed contribution of 6% of pension, 17.18% of employees of RH Design further participate in the labor pension additional voluntary contribution. At Zhongli Rich Honour Fabricating, 8.11% of employees participate in the labor pension voluntary contribution.

RH International Designs (Shanghai) and RHQ Furniture apply for endowment insurance according to the Social Insurance Law of the People's Republic of China, such that employees may enjoy secured benefits after retirement.

Employee stock ownership trust: To protect the financial planning for employee retirement, RH Design Headquarters has activated the employee stock ownership trust program since 2022, in order to assist employees to accumulate a retirement pension to serve as another support for their retirement. In addition, it enhances team cohesion through the sharing of operational outcomes. In 2025, the employee stock ownership trust participation rate was 68.56%.

5.2.2 Talent Cultivation

RH Design values employee occupational development, and plans education and training according to possible challenges faced by each job rank and the skills required for each department. In addition, to allow employees to utilize their occupational skills properly during their career development stage, the Company provides job transfer opportunities to internal personnel and supervisors. We also encourage employees to continue to improve and have established regulations for an interior decoration professional technical license allowance and subsidy. RH Design has established the education and training management system, and the core is to implement proper talent recruitment and appropriate employment for right positions, in order to achieve maximum functions and benefits.

Construct an education and training system based on the core of corporate vision development:

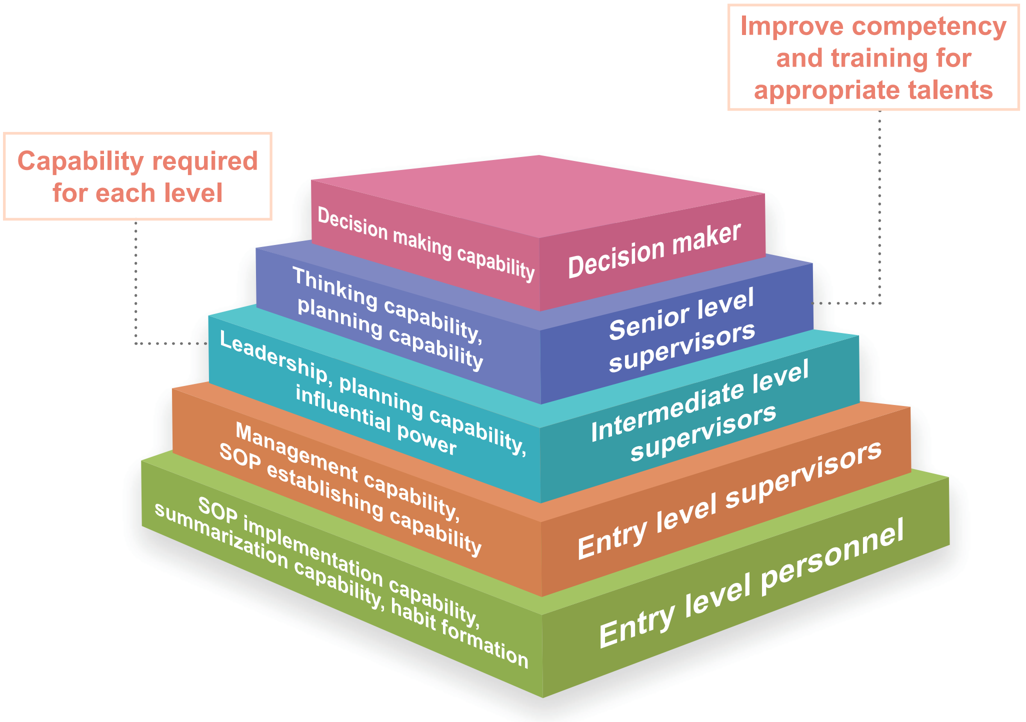
Integrate the corporate vision and annual goal to establish the annual plan and implement education and training according to the plan.

New employee orientation:

Through new employee orientation, quick learning and reduction of recruitment costs can be achieved, in order to facilitate new employees to stabilize at work early.

- On the day of reporting to work, complete new employee orientation is provided in order to understand the Company's system.
- After being employed for three months, a probation period maturity performance review is used to understand the job adaptation status of a new employee, and necessary assistance is provided.

Talent development management:



Professional skills, general skills and supervisor management skills are developed according to job ranks and demands. For each functional department a training plan is proposed according to its professional competency. In addition to trainings by internal instructors or external experts and instructors, on-the-job training (OJT) and internal training courses (such as general core courses and professional courses) are arranged and planned, in order to implement professional competency training. Furthermore, employees are also arranged to receive external training organized by relevant training institutions, in order to gain external professional knowledge.

Diverse learning:

Employees may improve personal learning development at any time through diverse learning channels. Presently, employees are able to improve personal professional competence through internal training (in-person and online courses), external training, and exchange with superior officers/colleagues. Employees may also improve the depth and breadth of their experience and knowledge through job transfer, technology exchange with overseas subsidiaries and the opportunities of assignment of important overseas jobs, and so on.

Education and Training Photos

Region	Statistics/Year		2023	2024	2025	Remarks
Taipei Headquarters	Average training hours per employee		6.98	6.73	8.62	In 2025, we further organized new personal data protection courses and professional development courses, such as software applications and information security. Eight management training courses were organized and provided in 2025.
	Average training hours of employees according to gender	Female	6.86	4.84	5.49	
		Male	7.07	9.32	13.39	
	Average training hours of employees according to employee type	Direct	5.98	3.58	5.10	
		Indirect	7.43	8.10	10.09	
Region	Statistics/Year		2023	2024	2025	
Zhongli Rich Honour Fabricating	Average training hours per employee		18.49	24.00	17.35	
	Average training hours of employees according to gender	Female	18.50	24.00	18.30	
		Male	19.20	24.00	17.80	
	Average training hours of employees according to employee type	Direct	20.00	14.40	15.80	
		Indirect	18.67	9.60	17.30	
Region	Statistics/Year		2023	2024	2025	Most of the eight major employee certifications remain valid; therefore, no re-trainings were required this year. Accordingly, training hours in 2025 decreased compared to 2024.
RH International Designs	Average training hours per employee		2.20	10.11	3.48	
	Average training hours of employees according to gender	Female	2.20	6.56	3.09	
		Male	2.10	14.16	3.95	
	Average training hours of employees according to employee type	Direct	1.80	21.06	5.22	
		Indirect	2.20	8.42	3.24	
Region	Statistics/Year		2023	2024	2025	
RHQ Furniture	Average training hours per employee		24.50	24.60	39.36	
	Average training hours of employees according to gender	Female	23.50	19.17	22.54	
		Male	31.00	27.27	47.49	
	Average training hours of employees according to employee type	Direct	33.00	30.98	55.29	
		Indirect	23.00	15.75	17.43	

Note 1: Total number of employees for the year: Based on the total number of employees at the end of the year (12/31). Average training hours per employee: Total training hours of all employees in that year / Total employees in that year.

Note 2: Average training hours per female employee: Total training hours of female employees in that Year / Total female employees in that year.

Note 3: Average training hours for employees of each category: Total training hours of employees of the specific category in that year / Total employees of the specific category in that year.

Performance Evaluation

To allow the work performance of employees to be properly reflected in their salary, all employees are required to undergo a performance evaluation annually. The evaluation result is included in consideration for the job promotion development of employees, such that employees equipped with specific skills and expertise may become a professional in that field through their own efforts at work. In addition, employees with management capability and leadership potential can be promoted to management, such that the Company provides broad career development outlook to all employees.

Taipei Headquarters Employees Evaluated in 2025		Number of Employees Evaluated	Number of Employees in the Specific Category	Percentage
Gender	Male	99	104	95.19%
	Female	147	158	93.04%
Employee type	Direct	75	77	97.40%
	Indirect	171	185	92.43%

RH International Designs Employees Evaluated in 2025		Number of Employees Evaluated	Number of Employees in the Specific Category	Percentage
Gender	Male	52	52	100.00%
	Female	64	64	100.00%
Employee type	Direct	16	16	100.00%
	Indirect	100	100	100.00%

Zhongli Rich Honour Fabricating Employees Evaluated in 2025		Number of Employees Evaluated	Number of Employees in the Specific Category	Percentage
Gender	Male	27	27	100.00%
	Female	10	10	100.00%
Employee type	Direct	23	23	100.00%
	Indirect	14	14	100.00%

Note: Contract/part-time employees and employees under probation are not included in the performance evaluation

RHQ Furniture Employees Evaluated in 2025		Number of Employees Evaluated	Number of Employees in the Specific Category	Percentage
Gender	Male	118	118	100.00%
	Female	57	57	100.00%
Employee type	Direct	101	101	100.00%
	Indirect	74	74	100.00%

5.2.3 Labor-management Communication

RH Design values harmonic employee relationships and has established diverse communication channels, including various types of meeting organizations, a public email box for complaint filing, telephone hotline, etc., in order to implement interaction and exchange on various types of labor-management issues.

If the Company is under the condition of closing a factory or establishing a new factory, resulting in severance of employees or change of job location, the Company reports to the local government's Labor Affairs Bureau and complies with the advance notice periods to provide notices of 60 days according to the Act for Worker Protection of Mass Redundancy.

Proper and Smooth Labor-management Communication	
Diverse Communication Channels	• Adopt a policy of openness and respect, establish diverse labor-management communication channels, and promote a harmonious labor-management relationship • Channels include meetings, announcements, investigations, and feedback, in order to ensure smooth information conveyance and communication • Three major labor-management communication modes: Meetings, announcements/surveys, labor-management meetings
Labor-Management Meeting Organization	• Respect the employees' freedom of association and assembly, establish labor-management meetings and employee welfare committees according to the law and perform operations periodically • Convene labor-management meetings quarterly, and convene Employee Welfare Committee meetings regularly, in order to promote labor-management co-prosperity and co-existence
Complaint Handling and Resolution	• Smooth labor-management communication channel, and harmonious employee relationship • No major complaint cases were reported in 2025.
Handling of Workplace Violence and Sexual Harassment Incidents	• Formulate preventive measures and complaint filing regulations, in order to protect the rights and interests of employees • Since the implementation of the regulations, the Company has not received any complaints about sexual harassment or bullying.
Actions Against Corruption and Bribery	• The Company has established the Code of Ethical Conduct, and no corruption or bribery incidents have occurred. • If any corruption or bribery occurs, the Company will investigate and handle such incident according to the management regulations. If the incident is verified to be true, it will be handled according to the Company's regulations or government laws and regulations.

5.3 Occupational Health and Safety

Material Topic	Occupational Health and Safety
Importance to the Company	To establish healthy workplace culture, safety and health management is important. Through the management system operation and promotion, potential hazardous risks can be reduced effectively, thereby preventing accidents, protecting the physical and mental health of workers and protecting the Company's assets and operations.
Policy	Continue to enhance safety and health management and periodically assess the safety and health performance, in order to establish a safe, healthy and friendly working environment.
Goal	• Zero occupational accidents • Enhance employees' safety and health awareness • Zero violation of laws and regulations • Healthy workplace
Resource Invested and Actual Outcome in the Current Year	• Continued to implement SA 8000 and ISO 45001 occupational health and safety management system operation • Completed law and regulation identification and compliance determination • All new employees have completed occupational safety and health training • Taipei Headquarters implemented the four main labor health protection plans
Responsible Department and Complaint Filing Mechanism	• Contact unit: Administrative Service Department • Tel: 02-2545-6011 • Email: hr@richhonour.com
Assessment Mechanism	• RHQ Furniture's Occupational Safety and Health Management Committee inspects and reviews environmental safety and health related laws and implementation performance every three months • The internal audits and management review meetings of RHQ Furniture and Zhongli Rich Honour Fabricating review the occupational safety and health performance

5.3.1 Occupational Safety and Health Policy and Commitment

For RH Design, presently, RHQ Furniture has fully introduced the ISO 45001 Occupational Health and Safety Management System, and the headquarters plans to introduce the ISO 45001 Occupational Safety and Health Management System in 2026. The existing ISO 45001 Occupational Safety and Health Management System covers 29.1% of the total number of workers across all operating sites. Data on non-employee workers have not yet been compiled. For each project, the occupational safety and health management plan is established in order to implement construction safety management properly and to ensure zero occupational accidents for the construction and services. We are committed to providing high quality and safe services complying with relevant laws, regulations and standards to customers. We also prevent occupational accidents properly, and through health promotion, we aim to establish a friendly workplace and to fulfill corporate social responsibility.

RH Design is committed to the active promotion of occupational safety and health as well as health promotion in order to reduce the occurrence of occupational accidents. The Company continues to improve the safe and healthy working environment for employees according to the Occupational Safety and Health Act and social responsibility international regulatory requirements, to prevent occupational injury and disease, and to reduce hazardous factors in the working environment. Through compliance with regulations of the Occupational Safety and Health Act, the Company aims to establish a quality, safe and healthy corporate workplace.

We are dedicated to employee care, employee health and safety, fulfillment of corporate social responsibility and pursuit of sustainable corporate operations. We also deeply believe that employee safety and health is the most valuable asset of the Company!

Occupational Health and Safety Policy and Commitment	
Legal Compliance	Comply with domestic relevant occupational safety and health laws and regulations as well as customer requirements.
Risk Management	Implement occupational safety and health opportunity management and achieve the objective of preventing accident occurrence and reducing hazardous risk.
Participation of All Employees	Enhance the joint participation of all stakeholders, and through educational training, consultation, communication methods, improve the environmental safety and health awareness of employees, suppliers and contractors, and ensure the working environment safety facility installation
Continuous Improvement	Establish a quality and healthy workplace through continuous risk management and worker personal health self-management.

Healthy Workplace Event Highlights

Safety Training

Fire Drill

Safe Production and Resumption of Operations

5.3.2 Worker Participation, Consultation and Communication

The Company's occupational safety organization includes occupational safety personnel, occupational doctors, and nursing staff. Occupational safety meetings or assistance meetings are also held irregularly. The Company has set up a complaint mailbox and a dedicated line for internal use. Employees can communicate with the occupational safety or human resources personnel directly and securely. The complaint process is designed to protect the privacy of the parties involved. In 2025, there were no relevant complaints.

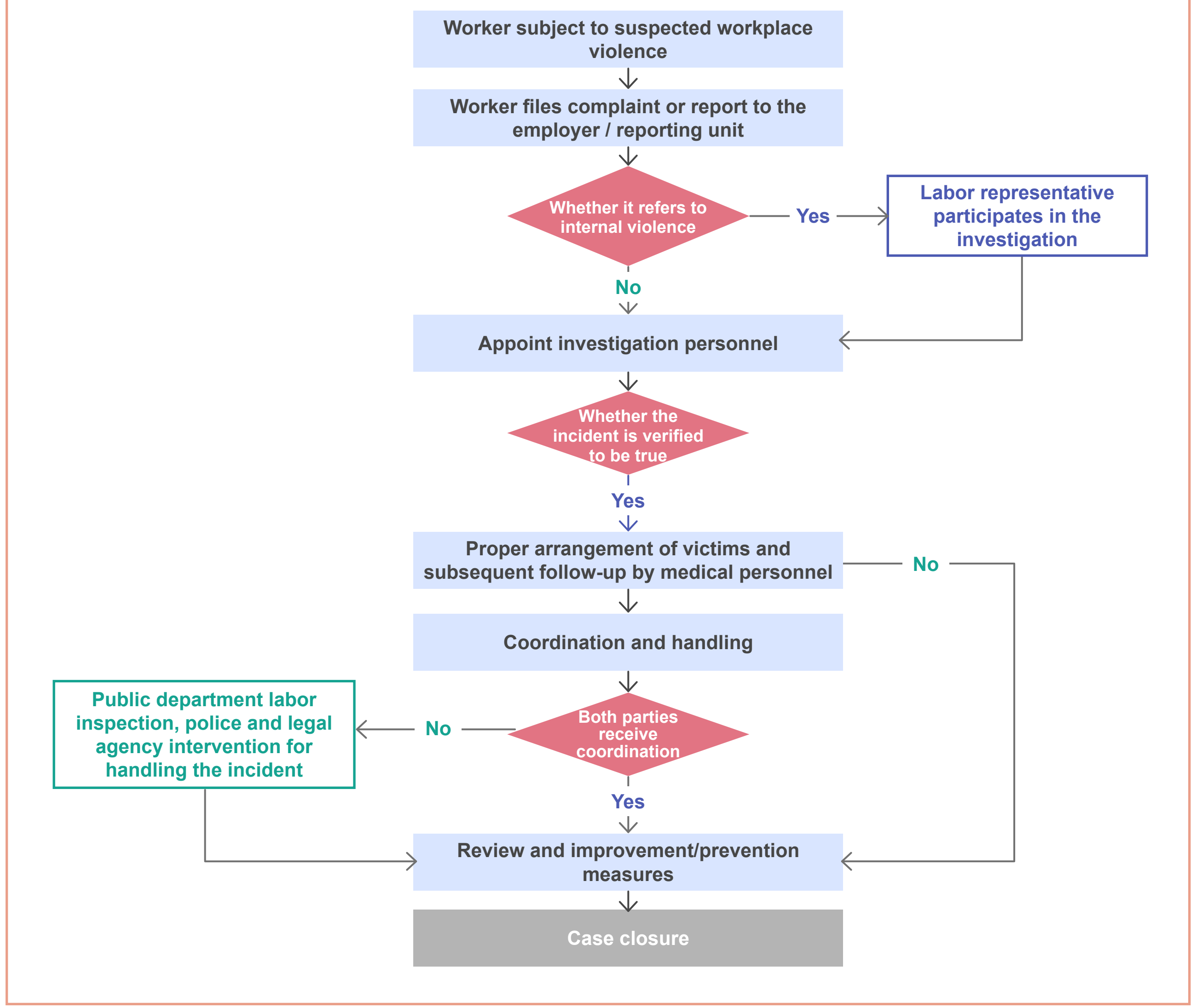
5.3.3 Hazard Identification, Risk Assessment, and Incident Investigation

Hazard identification and risk assessment are performed periodically according to the operation standards specified in the Occupational Safety and Health Act, and different operation procedures are established according to the risk level. Furthermore, annual safety and health related education and training are planned, such as fire extinguishing drills and emergency evacuation drills, in order to teach employees to understand the Company's safety and health facilities and methods of use. In this way, employees are able to determine the impact of possible occurrence before an accident and to use a fire extinguisher and guide employees to evacuate appropriately, thereby preventing injuries resulting from major accidents. In 2025, there were no fires, suspected fire incidents or personnel injuries at any of the operating locations of the Company.

The Company has established the Labor Safety and Health Work Rules, and 83 construction industry labor safety affairs supervisor qualified personnel are arranged in order to perform safety and health risk assessment control for each project site according to the work rules and the regulations of each job site. Construction project related hazards include falling, tripping and incision; common hazards for the office area include ergonomic hazards; common hazards for the factory include cutting, incision and crushing injuries. All possible hazards are monitored and managed according to the occupational safety and health management plan.

For workers subject to abuse, threat or attack, etc. at work-related environment (including commuting to/from work), the Company has established the "Prevention Plan for Illegal Infringements in the Performance of Job Duties" in order to explicitly or implicitly perform risk control and prevention of incidents causing challenges to worker safety, benefit or health.

Workplace Violence and Harassment Reporting Flowchart



With regards to the occupational accident investigation process, after the unit in which an accident has occurred reports to the labor safety responsible unit, a relevant accident investigation is conducted. The occurrence background is investigated, and direct, indirect and basic causes are analyzed. After proper handling is conducted and recurrence prevention strategy is established, the accident occurring unit and relevant unit supervisors then sign the investigation report once the investigation is complete.

5.3.4 Occupational Health Service

RH Design has always valued employees as the most important assets of the Company, and employee safety and health protection is an important subject to RH Design for more than four decades. For the annual employee health examination, different from general industries viewing employee health examination as a routine work of required labor inspection only, the Company's employee health examination is superior to the regulatory requirements and seniority ratios in Taiwan, demonstrating the Company's efforts towards the care of employee health. In addition, health services further include the following:

- An occupational health nurse provides on-site health services six times per month.
- An occupational physician provides on-site services six times per year.
- Provide health education information irregularly.

✓ In 2025, the health examination results indicated no occupational diseases or suspected occupational disease cases.

2025 Health Examination Statistical Data

Region	Number of People who Participated in the Health Examination	Participation Rate	Description
Taipei Headquarters	197	75.19%	-
Zhongli Rich Honour Fabricating	37	100.00%	Since 2023, the Company has exceeded regulatory requirements by providing health examinations every two years. The 2025 employee health examinations have been completed.
RH International Designs	100	86.21%	-
RHQ Furniture	174	99.43%	In compliance with local regulations, direct employees with at least one year of service receive an annual occupational health examination.

5.3.5 Occupational Safety and Health Training

With regards to occupational safety and health training, RH Design follows the education and training plan to arrange periodic statutory safety and health re-training courses (technicians, relevant affairs supervisors, fire control administrators, first-aid personnel) and new employee orientation. Zhongli Rich Honour Fabricating also implements fire drills semi-annually during the first and second half of the year. The Company's internal trainings and promotions are provided free of charge. To ensure the training outcome, tests and examinations are implemented immediately after some of the trainings, such as the new employee orientation. 2025 training outcomes are summarized in the following:

Course Name	Description	Number of Training Hours	Number of Participants	Region
Fire Drill Training	Organized during the first and second half of the year	176	44	Zhongli Rich Honour Fabricating
Initial Training - Occupational Safety and Health Related Training	Training for new occupational safety and health affairs supervisors, fire control administrators and aerial lift operators	664	31	Taipei Headquarters
Re-Training - Occupational Safety and Health Related Training	To maintain the validity of licenses, people with the licenses of Labor Safety Class B Technicians, occupational safety and health affairs supervisor, fire control administrator, first-aid personnel are arranged to participate in re-training courses	243	36	
General Safety and Health Education and Training (Construction Industry)	Labor safety and health education and training	66	11	
New Employee Orientation	Allow new employees to understand the basic regulations of the Company, including the Company's introduction, personnel regulations, occupational safety promotion, sexual harassment prevention, welfare policy, information security promotion, and environment introduction, etc.	210	30	
License Training	The training includes safe production responsible person, safe production administrator and occupational health administrator	40	5	RHQ Furniture
General Safety and Health Education and Training	Safety awareness, emergency response drills, operation safety, management series of training, etc.	2,637.5	179	
New Employee Orientation	Allow new employees to understand the basic regulations of the Company, including the Company's introduction, personnel regulations, occupational safety promotion, sexual harassment prevention, welfare policy, information security promotion, and environment introduction, etc.	18	18	
License Training	For the initial training/re-training of safety officers, the Company sponsors the training fees, in order to encourage employees to obtain safety officer certificates and to maintain certificate effectiveness.	-	11	RH International Designs

Note: RH International Designs encourages employees to study and apply for certificates on their own. Since the number of hours of self-study cannot be calculated, the number of hours is not disclosed.

5.3.6 Promotion of Employees' Health and Prevention and Mitigation of Business-related Occupational Health and Safety Impacts

RH Design values employees as the most important asset, and we are committed to establishing a friendly workplace. The occupational safety and health goal for 2025 is to maintain zero occupational accidents at the workplace, continue to conduct training for labor safety affairs supervisors for on-site work safety, and to strengthen personnel safety awareness through on-site operation safety training. In addition, we implement a series of measures of long-term care of employee health and promotion of balance between work and living.

In 2025, four major plans and health education and health consultation services were conducted, with nurses providing on-site health services 6 times a month and doctors providing services 6 times a year. For employees sitting in the office for a long period of time or performing repetitive tasks, the musculoskeletal survey and Framingham risk score table are used to perform surveys, such that professional nurses can evaluate and prevent overload and ergonomic issues through interviews while providing appropriate health education to make adjustments to working posture. For employees with overloading of work, care interviews are arranged, and for employees with mental issues, nurses or doctors refer the employees to the hospital and a doctor to provide them with psychological counseling. With regards to paternity protection, a comfortable and safe working environment is provided to employees during their pregnancy and breastfeeding periods through the maternity health protection workplace and operation evaluation.

The human resource unit also inquires after employees with abnormal attendance and provides care and companionship. In addition, the Company applies employee group insurance, such that employees with health issues may receive necessary hospitalization and surgery, etc., without any worries. Other health promotion plans and services are as follows:

- Promote healthy diet and exercise through occupational safety electronic newsletters.
- Periodically survey employee needs, and purchase books, and provide books for borrowing and reading; in addition to professional design type of books, other books related to health and medical care, mental and emotional state related books are also provided, in order to improve the physical and mental health of employees.

Sports Event - Mountain Climbing and Hiking Event

3 GOOD HEALTH AND WELL-BEING

In response to the government's promotion of sports for all citizens, RH Design has set October as the "RH Sports Event" month and encourages employees to participate in the weekend mountain climbing and hiking event organized by the Mountaineering and Hiking Association. The Company not only provides the event for employees but also provides additional gift certificates, in order to encourage employees to participate in the event with their family members, thereby promoting family bonding.

This event specifically encouraged employees to bring their families, and a total of 100 employees and family members participated enthusiastically. The two events of Zhongyi Mountain Cleanup and Xindian Hemei Mountain Hiking, not only allowed colleagues to connect with nature and exercise but also promoted cross-departmental communication and family bonding, fully reflecting the Company's commitment to employee physical and mental health and work-life balance. Following the event, participating employees provided highly positive feedback, affirming the Company's commitment to promoting outdoor sports and fostering the culture of inclusive participation.

We look forward to gathering in the mountains once again to take concrete action to promote both personal health and environmental sustainability.

▶ 2025 RH Design Sports Event

Stress Relief Book Reading

Occupational Injury and Disease Statistics

Taipei Headquarters - Occupational Injury and Disease Statistics Performance

Statistics / Year		2023	2024	2025
Total Number of Working Hours Lapsed		543,392	547,416	512,512
Death incident due to occupational injury	Number of people	0	0	0
	Ratio	0	0	0
Severe occupational injury	Number of people	0	0	0
	Ratio	0	0	0
Recordable occupational injury	Number of people	1	0	0
	Ratio	0.37	0	0
Work-related ill health	Number of people	0	0	0
	Ratio	0	0	0
Recordable occupational disease	Number of people	0	0	0
	Ratio	0	0	0

RH International Design - Occupational Injury and Disease Statistics Performance

Statistics / Year		2023	2024	2025
Total Number of Working Hours Lapsed		268,328	253,232	235,432
Death incident due to occupational injury	Number of people	0	0	0
	Ratio	0	0	0
Severe occupational injury	Number of people	0	0	0
	Ratio	0	0	0
Recordable occupational injury	Number of people	1	0	1
	Ratio	0.75	0	0.85
Work-related ill health	Number of people	0	0	0
	Ratio	0	0	0
Recordable occupational disease	Number of people	0	0	0
	Ratio	0	0	0

Zhongli Rich Honour Fabricating - Occupational Injury and Disease Statistics Performance

Statistics / Year		2023	2024	2025
Total Number of Working Hours Lapsed		88,752	97,176	93,864
Death incident due to occupational injury	Number of people	0	0	0
	Ratio	0	0	0
Severe occupational injury	Number of people	0	0	0
	Ratio	0	0	0
Recordable occupational injury	Number of people	2	1	1
	Ratio	4.51	2.06	2.13
Work-related ill health	Number of people	0	0	0
	Ratio	0	0	0
Recordable occupational disease	Number of people	0	0	0
	Ratio	0	0	0

RHQ Furniture - Occupational Injury and Disease Statistics Performance

Statistics / Year		2023	2024	2025
Total Number of Working Hours Lapsed		452,473	533,816	455,986
Death incident due to occupational injury	Number of people	0	0	0
	Ratio	0	0	0
Severe occupational injury	Number of people	0	0	0
	Ratio	0	0	0
Recordable occupational injury	Number of people	2	3	0
	Ratio	0.88	1.12	0
Work-related ill health	Number of people	0	0	0
	Ratio	0	0	0
Recordable occupational disease	Number of people	0	0	0
	Ratio	0	0	0

Note 1: Ratio is calculated based on the unit of per two hundred thousand working hours

Note 2: Severe occupational injury: refers to the death of any worker, or injury causing a worker to be unable to or having difficulty to recover back to the health condition prior to the injury within six months; however, the statistical data excludes the number of deaths.

Note 3: Recordable occupational injury or disease: refers to occupational injury or disease caused by any one of the following conditions, such as death, leaving job position, work restriction or job transfer, medical care exceeding first-aid procedures, or loss of conscious, or major injury or disease diagnosed by physician or other medical professional equipped with licenses; the statistical data shall include the number of deaths; however, excluding minor injuries that can be self-treated on-site. Traffic accidents that occurred during commuting are not included in the injury statistics

Note 4: Recordable occupational injury ratio refers to: (Number of people of recordable occupational injury x 200,000) / Total number of working hours lapsed.

Note 5: For non-employee workers, there were no incidents of death, severe occupational injuries or recordable occupational injury or disease in 2025.

Note 6: Zhongli Rich Honour Fabricating had one cutting incident, after which relevant safety operation education was enhanced; RH International Designs experienced one falling incident, in response to which occupational safety education and training has been planned.

5.4 Public Welfare Participation

As a member of the whole society, RH Design mutually exists with investors, employees, local community groups and other stakeholders. The Company aims to utilize its own influential power through encouragement and inspiration to fulfill corporate social responsibility. We cooperate with local groups in each business location to ensure that resources are provided to those in need, thereby making efforts towards improving society.

Public Welfare Activity

RH Design Blood Donation Event - Sharing the Gift of Life and Sustaining Love

3 Good Health and Well-being

RH Design held its second blood donation event, calling on colleagues and community partners to respond with enthusiasm. A total of 97 participants donated 131 bags of blood. The event not only fulfilled corporate social responsibility but also promoted the philosophy of “donate one bag of blood to save one life” throughout the community. With the assistance of the Taipei Blood Center and its nursing team, the event concluded successfully, turning 131 donations into a source of hope and continuing to provide warm, positive influence on society.

▶ 2025 RH Design Blood Donation Event

2025 RH Design Woodworking Prop Experience Camp

10 Reduced Inequalities

In the summer of 2025, RH Design organized a woodworking camp, accompanying 31 children to the world of design and woodworking. The event included an introduction to the Company's philosophy, interior design career sharing, material explanations, and a factory tour. A 3D puzzle DIY course on waste wood recycling was also organized, allowing children to experience the joy of creation through hands-on practice while stimulating their curiosity and imagination about the design industry.

▶ 2025 RH Design Woodworking Experience Camp

2025 RH Design Award - Commercial Spaces Design

4 Quality Education

RH Design collaborated with the Department of Interior Design, Chung Yuan Christian University, to organize a "Business Spaces Design" competition, inviting almost 70 third-year students to participate and showcase their creativity and observation skills through spatial application, circulation functionality and situational storytelling. RH Design also provided scholarships and grants totaling NT$98,000 to encourage young design talents to pursue their dreams, supporting the next generation of designers as they continue to explore the possibilities of future spaces.

Collection of Public Welfare Initiatives

財團法人臺中市太陽運動基金會

感謝狀

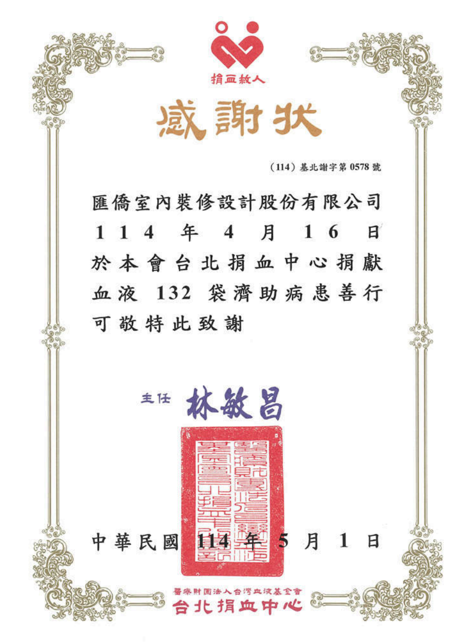
茲感謝

匯僑室內裝修設計股份有限公司

積極參與社會公益，熱心奉獻深獲肯定

特頒此狀　敬表謝忱

中華民國 114 年 09 月 23 日



捐血救人

感謝狀

（114）基北謝字第 0578 號

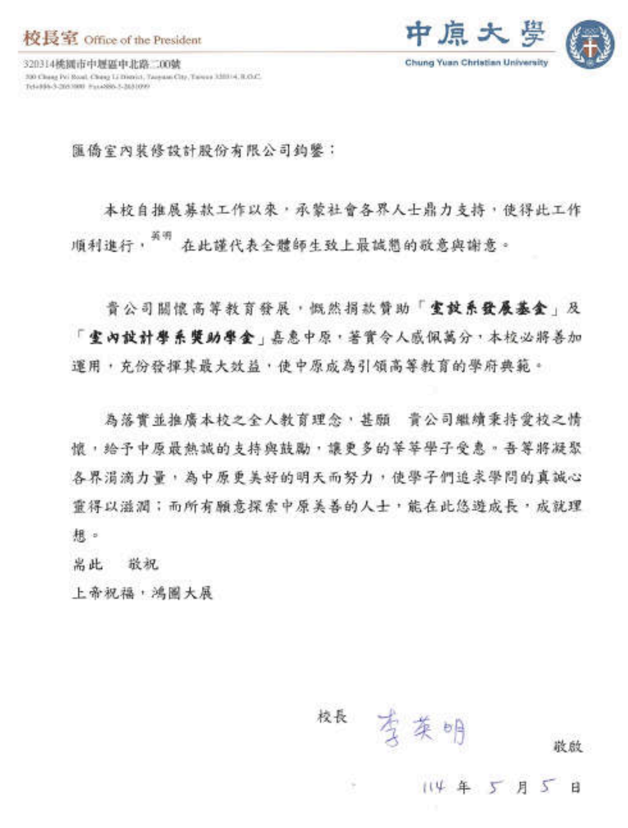
匯僑室內裝修設計股份有限公司
114 年 4 月 16 日
於本會台北捐血中心捐獻
血液 132 袋濟助病患善行
可敬特此致謝

主任 林敏昌

中華民國 114 年 5 月 1 日

醫療財團法人台灣血液基金會
台北捐血中心

Collection of Public Welfare Initiatives



校長室 Office of the President
中原大學
Chung Yuan Christian University
320314桃園市中壢區中北路二00號

匯僑室內裝修設計股份有限公司鈞鑒：

本校自推展募款工作以來，承蒙社會各界人士鼎力支持，使得此工作順利進行，英明 在此謹代表全體師生致上最誠懇的敬意與謝意。

貴公司關懷高等教育發展，慨然捐款贊助「**室設系發展基金**」及「**室內設計學系獎助學金**」嘉惠中原，著實令人感佩萬分，本校必將善加運用，充份發揮其最大效益，使中原成為引領高等教育的學府典範。

為落實並推廣本校之全人教育理念，甚願　貴公司繼續秉持愛校之情懷，給予中原最熱誠的支持與鼓勵，讓更多的莘莘學子受惠。吾等將凝聚各界涓滴力量，為中原更美好的明天而努力，使學子們追求學問的真誠心靈得以滋潤；而所有願意探索中原美善的人士，能在此悠遊成長，成就理想。

耑此　敬祝

上帝祝福，鴻圖大展

校長 李英明 敬啟

114 年 5 月 5 日

善牧
Mennonite Good Shepherd Taiwan

感 謝 狀

（114）門善謝字第032號

特別感謝

匯僑室內裝修設計股份有限公司

積極參與社會公益，秉持愛心，全力濟助青少兒、弱勢婦女及少女事工。謹致此狀，以表謝忱。

財團法人台灣基督教門諾會
附設花蓮縣私立善牧中心
董事長 宋 淑 蓉

中 華 民 國 114 年 11 月 13 日

TAIPEI MEDICAL UNIVERSITY 1960

感謝狀

感謝
匯僑室內裝修設計股份有限公司
捐贈精準慢性腎臟病及肺癌研究基金
新臺幣伍佰萬元
謹代表全體師生致誠摯謝忱
特頒此狀，以資表彰

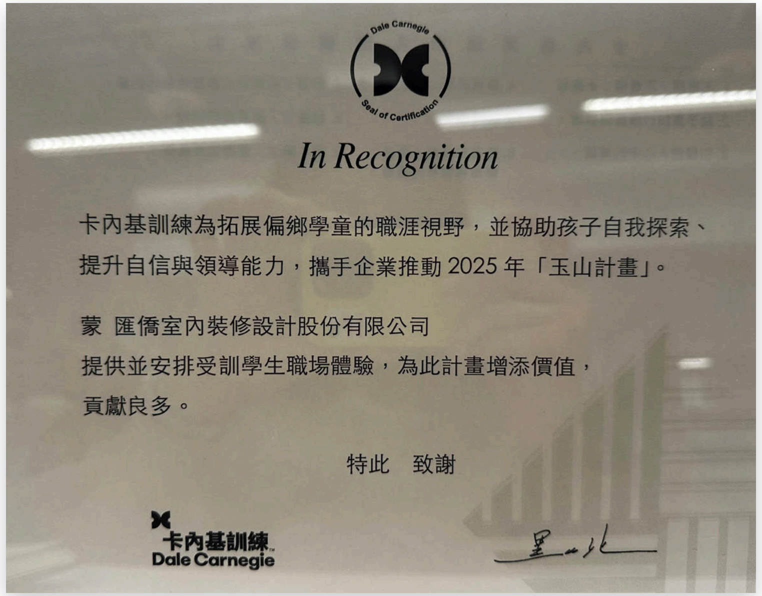
吳麥斯
臺北醫學大學　校長
中華民國 一一四 年 十 月 一 日

Certificate
of Appreciation

presented to
RICH HONOUR INTERNATIONAL DESIGNS CO., LTD.

In recognition of their generous donation of NT$5,000,000 to Sustainable Research Funding for Precision Research of Chronic Kidney Disease and Lung Cancer. On behalf of all faculty and students, heartfelt gratitude is hereby expressed for this meaningful support.

Mai-Szu Wu
President, Taipei Medical University
October 1, 2025



Dale Carnegie Seal of Certification

In Recognition

卡內基訓練為拓展偏鄉學童的職涯視野，並協助孩子自我探索、提升自信與領導能力，攜手企業推動 2025 年「玉山計畫」。

蒙 匯僑室內裝修設計股份有限公司
提供並安排受訓學生職場體驗，為此計畫增添價值，貢獻良多。

特此　致謝

卡內基訓練 Dale Carnegie

06

Appendix

Appendix

6.1 GRI Global Reporting Initiative Standards Comparison Table

Statement of Use	Rich Honour International Designs Co., Ltd. has disclosed the content for the period from January 1 to December 31, 2025 according to the GRI Standards
GRI 1 Adopted	GRI 1: Foundation 2021
Applicable GRI Sector Standards	There are no applicable GRI Sector Standards; the industry for publicly listed companies in Taiwan is under the Publicly Listed Company in Home Living Industry

Note: Topics indicated with * at the front refers to Material Topics

Topic	Disclosure Item	Item Description	Chapter	Page No.	Omission / Remarks
GRI 2：General Disclosures 2021					
The Organization and Its Reporting Practices	2-1	Organizational details	2.1 Company Profile	16	
	2-2	Entities included in the organization’s sustainability reporting	Editorial Policy	4	
	2-3	Reporting period, frequency and contact point	Editorial Policy	4	
	2-4	Restatement of information	Editorial Policy	4	
	2-5	External assurance	Editorial Policy	4	
Activities and Workers	2-6	Activities, value chain and other business relationships	2.1 Company Profile	16	
	2-7	Employees	5.1 Friendly Workplace	68	
	2-8	Workers who are not employees	5.1 Friendly Workplace	68	
Governance	2-9	Governance structure and composition	3.1 Governance Practice	22	
	2-10	Nomination and selection of the highest governance body	3.1 Governance Practice	22	
	2-11	Chair of the highest governance body	3.1 Governance Practice	22	
	2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Sustainable Development Committee	7	
	2-13	Delegation of responsibility for managing impacts	1.1 Sustainable Development Committee	7	
	2-14	Role of the highest governance body in sustainability reporting	1.1 Sustainable Development Committee	7	

Topic	Disclosure Item	Item Description	Chapter	Page No.	Omission / Remarks
GRI 2: General Disclosures 2021					
Governance	2-15	Conflicts of interest	3.1 Governance Practice	22	
	2-16	Communication on Critical and Material Events	3.1 Governance Practice	22	
	2-17	Collective knowledge of the highest governance body	3.1 Governance Practice	22	
	2-18	Evaluation of the performance of the highest governance body	3.1 Governance Practice	22	
	2-19	Remuneration policies	3.1 Governance Practice	22	
	2-20	Process to determine remuneration	3.1 Governance Practice	22	
	2-21	Annual total compensation ratio	Disclosure omitted	--	Not disclosed due to confidentiality concerns
Strategy, Policy and Practices	2-22	Statement on sustainable development strategies	Message from the Management	3	
	2-23	Policy commitments	3.1 Governance Practice 5.1.1 Human Rights Protection	22 69	
	2-24	Embedding policy commitments	3.1 Governance Practice 5.1.1 Human Rights Protection	22 69	
	2-25	Processes to remediate negative impacts	3.2 Risk Management 3.3 Business ethics 3.5.2 Customer Relationship 3.6 Information Security Protection 4.2 Energy Resource Management 5.2.2 Talent Cultivation 5.3 Occupational Safety and Health	27 33 39 42 51 77 80	
	2-26	Mechanisms for seeking advice and raising concerns	3.1 Governance Practice	22	
	2-27	Legal Compliance	3.3 Business Ethics	33	
	2-28	Membership associations	2.4 Participation in External Organization	20	
Stakeholder Engagement	2-29	Approach to stakeholder engagement	1.3 Stakeholder Communication Channel and Topics of Concern	8	
	2-30	Collective bargaining agreements	5.2 Talent Selection and Appropriate Employment	--	The Company has not signed any collective bargaining agreements
GRI 3: Material Topics 2021					
Material Topic	3-1	Process to determine material topics	1.4 Material Topics Identification	10	
	3-2	List of material topics	1.4 Material Topics Identification	10	

Topic	Disclosure Item	Item Description	Chapter	Page No.	Omission / Remarks
***Trade Secret Protection and Transaction Security**					
GRI 3: Material Topics 2021	3-3	Management of material topics	3.5.2 Customer Relationship	39	
***Business Ethics**					
GRI 3: Material Topics 2021	3-3	Management of material topics	3.3 Business Ethics	33	
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	3.3 Business Ethics	33	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.3 Business Ethics	33	
***Information Security**					
GRI 3: Material Topics 2021	3-3	Management of material topics	3.6 Information Security Protection	42	
***Green Product**					
GRI 3: Material Topics 2021	3-3	Management of material topics	4.1 Environmental Management Policy	47	
*** Customer Relationship / * Customers' Health and Safety**					
GRI 3: Material Topics 2021	3-3	Management of material topics	3.5.2 Customer Relationship	39	
GRI 416: Customers' Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.5.2 Customer Relationship	39	
Economic Aspect					
Economic Performance					
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	3.4 Operational Performance	34	
	201-3	Defined benefit plan obligations and other retirement plans	5.2 Talent Selection and Appropriate Employment	74	
Market Presence					
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.2 Talent Selection and Appropriate Employment	74	
	202-2	Proportion of senior management hired from the local community	5.2 Talent Selection and Appropriate Employment	74	
Procurement Practices					
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.5.3 Sustainable Supply Chain	41	
Environmental Aspect					
Energy Management					
GRI 302: Energy 2016	302-1	Energy consumption within the organization	4.2 Energy Resource Management	51	
	302-3	Energy intensity	4.2 Energy Resource Management	51	
	302-4	Reduction of energy consumption	4.2 Energy Resource Management	51	

Topic	Disclosure Item	Item Description	Chapter	Page No.	Omission/Remarks
Environmental Aspect					
Water Resource Management					
GRI 303: Water and Effluents 2018 Management Approach	303-1	Interactions with water as a shared resource	4.2 Energy Resource Management	51	
	303-3	Water withdrawal	4.2 Energy Resource Management	51	
***Greenhouse Gas Emissions (GHG Emissions)**					
GRI 3: Material Topics 2021	3-3	Management of material topics	4.4 Climate Change Management	55	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4.4 Climate Change Management	55	
	305-2	Energy indirect (Scope 2) GHG emissions	4.4 Climate Change Management	55	
	305-3	Other indirect (Scope 3) GHG emissions	4.4 Climate Change Management	55	
	305-4	GHG emission intensity	4.4 Climate Change Management	55	
	305-5	Reduction of GHG emissions	4.4 Climate Change Management	55	
Waste Management					
GRI 306: Waste 2020 Management Approach	306-1	Waste generation and significant waste-related impacts	4.3 Pollution Control	54	
GRI 306: Waste 2020	306-3	Waste generated	4.3 Pollution Control	54	
Social Aspect					
***Employment**					
GRI 3: Material Topics 2021	3-3	Management of material topics	V. Social Care	66	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	5.1 Friendly Workplace	68	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2 Talent Selection and Appropriate Employment	74	
	401-3	Parental leave	5.2 Talent Selection and Appropriate Employment	74	
Labor / Management Relations					
GRI 402: Labor / Management Relations 2016	402-1	Minimum notice periods regarding operational changes	5.2 Talent Selection and Appropriate Employment	74	
*** Occupational Health and Safety**					
GRI 3: Material Topics 2021	3-3	Management of material topics	5.3 Occupational Safety and Health	80	
GRI 403: Occupational Health and Safety 2018 Management Approach	403-1	Occupational health and safety management system	5.3 Occupational Safety and Health	80	
	403-2	Hazard identification, risk assessment, and incident investigation	5.3 Occupational Safety and Health	80	

Topic	Disclosure Item	Item Description	Chapter	Page No.	Omission / Remarks
Social Aspect					
*** Occupational Health and Safety**					
GRI 403: Occupational Health and Safety 2018 Management Approach	403-3	Occupational health services	5.3 Occupational Safety and Health	80	
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.3 Occupational Safety and Health	80	
	403-5	Worker training on occupational health and safety	5.3 Occupational Safety and Health	80	
	403-6	Promotion of worker health	5.3 Occupational Safety and Health	80	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.3 Occupational Safety and Health	80	
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	5.3 Occupational Safety and Health	80	
	403-9	Work-related injuries	5.3 Occupational Safety and Health	80	
	403-10	Work-related ill health	5.3 Occupational Safety and Health	80	
Training and Education					
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	5.2.2 Talent Cultivation	77	
	404-3	Percentage of employees receiving regular performance and career development reviews	5.2.2 Talent Cultivation	77	
Diversity and Equal Opportunity					
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	5.1 Friendly Workplace	68	
	405-2	Ratio of basic salary and remuneration of women to men	5.2 Talent Selection and Appropriate Employment	74	

6.2 SASB Standards Comparison Table - Professional and Commercial Services

Disclosure Topic	Code	Metric	Nature	Corresponding Chapter of Report Content	Remarks
Data Security	SV-PS-230a.1	Description of practices for identifying and responding to information security risks	Discussion and Analysis	3.6 Information Security Protection	
	SV-PS-230a.2	Description of policies and practices relating to the collection, use and preservation of customer information	Discussion and Analysis	The Company establishes the Personal Data Protection Management Regulations to regulate customer data management.	
	SV-PS-230a.3	1. Number of Data Records Breached 2. Percentage of breaches involving (a) customers' confidential business information and (b) personal data 3. Number of affected (a) customers and (b) individuals	Quantification	In 2025, there were no incidents of information disclosure, stealing or loss of customer data verified.	
Labor Diversity and Engagement	SV-PS-330a.1	Gender of (a) senior management (b) non-senior management (c) all other employees 1. Gender 2. Percentage of Diverse Group Representation	Quantification	5.1 Friendly Workplace	
	SV-PS-330a.2	Turnover rate for employees 1. Voluntary 2. Involuntary	Quantification	5.1 Friendly Workplace	
	SV-PS-330a.3	Employee Engagement Rate	Quantification	In 2025, the employee stock ownership trust participation rate was 68.56%. 5.3.4 Occupational Health Service	
Professional Integrity	SV-PS-510a.1	Description of practices to ensure professional integrity	Discussion and Analysis	3.1.4 Ethics and Integrity	
	SV-PS-510a.2	Total monetary losses as a result of legal proceedings associated with professional integrity	Quantification	In 2025, there were no monetary losses resulting from legal proceedings related to professional integrity.	
Activity Metrics	SV-PS-000.A	Number of Employees 1. Full-time and Part-time 2. Temporary 3. Fixed-term	Quantification	5.1 Friendly Workplace	

6.3 Climate-Related Information of Publicly Listed Companies

1. Climate-related Implementation Status

<table>
<tr><th>Item</th><th>Implementation Status</th></tr>
<tr><td>1. Describe the oversight and governance of the Board and the management on climate-related risks and opportunities.</td><td>The Sustainable Development Committee discusses and evaluates climate change-related discussion and management for RH Design. Climate change-related resolutions along with the sustainable development status are approved by the Board of Directors through resolution. Task forces are established under the Committee, and the Sustainability Committee coordinates the work of all task forces. The climate risk governance status for 2025 has been reported to the Board of Directors in order to be used as a reference in decision-making.</td></tr>
<tr><td>2. Describe how the climate risks and opportunities identified affect the business, strategy and finance (short-term, medium-term, long-term) of the Company
3. Describe the impact of extreme climate events and transformation actions on finances.</td><td>
<table>
<tr><th colspan="3">Climate-related Impact and Strategy</th></tr>
<tr><th>Risk and Opportunity Item</th><th>Financial Impact</th><th>Response Mechanism</th></tr>
<tr><td>Increase GHG emissions pricing</td><td>With regards to the overall temperature rise caused by climate change, the European Union (EU) implements a carbon tariff and Taiwan will also collect carbon fees in 2026 to prevent the excessive emission of greenhouse gas, which will cause an increase in the operating costs of the Company. If the total greenhouse gas emission of Scope 1 + Scope 2 of the headquarters in 2025 are calculated as 500 metric tons, and based on the calculation of NT$300 per metric ton, the operating cost would be increased by NT$750,000 in a short period of 5 years</td><td>Presently, the Company does not belong to a high carbon emissions industry; therefore, the overall impact on operations is minimal. The Company currently implements a comprehensive greenhouse gas inventory inspection and will begin the assessment operation on the purchase of green electricity and bioenergy. We will establish carbon reduction goals in order to achieve net zero emissions by 2050.</td></tr>
<tr><td>Extreme change in rainfall (precipitation) pattern change and climate pattern</td><td>Operation interruption caused by climate disasters, such as raw material and product transportation, information servers, or production equipment being damaged, resulting in operation interruption and increase in operating costs. Based on the estimation of the impact of heavy rainfall or drought every three years at one operating site of the Company, the operating cost is increased by approximately NT$2 million</td><td>The response measure of the Company is to implement drainage system maintenance and establish typhoon and rainstorm emergency response plans in order to reduce immediate risks. The factory site has completed the waterproof construction, purchase of natural disaster insurance and the introduction of the third party certification ISO 14001: 2015 environmental management system. Pump drainage facility maintenance is performed monthly. Accordingly, this risk is considered to have no significant impact on overall operations</td></tr>
<tr><td>Raw material cost increase</td><td>The EU will implement the collection of carbon tax in 2027, which will cause an increase in the costs of a large quantity of products and raw materials, and it is estimated that the procurement cost will increase by 20%.</td><td>The response solution is green procurement, green design, green construction to reduce raw material use, and strengthening the local procurement ratio for the supply chain, in order to reduce the increase and expansion of cost of raw materials and transportation. Please refer to Section 3.5.3 of this Report for the local procurement ratio</td></tr>
</table>
</td></tr>
</table>

Item	Implementation Status
4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system	The Company has established Risk Management Best Practice Principles (including climate risk management processes), which are effectively implemented in operation. The 2025 risk implementation effectiveness along with the sustainable development status are reported to the Board of Directors. STEP 1 • Members of the Sustainability Committee collect background information on climate and environmental issues. • Climate risk and operating scope assessment STEP 2 • Establish climate risk and opportunity item list • Establish internal operational impact survey questionnaires STEP 3 • Members of the Sustainability Committee conduct an analysis of climate-related risks, opportunities, and operational impacts. • Determine material risk items STEP 4 • Establish implementation strategies and set up goals STEP 5 • The Sustainability Committee annually reviews and updates the implementation strategies and evaluates progress toward the objectives.
5. If the scenario analysis is used to assess the resilience against the climate change risk, it is necessary to describe the scenario, parameters, assumptions, analysis factors used and the key financial impacts.	1. Set the base scenario and 2°C scenario, identify and analyze the short, medium and long-term climate risks and opportunities throughout the entire life cycle of the Company's operational scope and assets. In terms of transition risks, the base scenario and the 2°C scenario refer to the RCP8.5 and RCP2.6 climate scenarios of the Intergovernmental Panel on Climate Change (IPCC). In addition, the risk assessment is conducted for immediate physical risks and long-term physical risks. 2. The average temperature continues to rise, causing an increase in both energy consumption and operating costs. When Taiwan's average temperature increases by 1 degree Celsius, electricity consumption increases by 6%. If the unit price of electricity remains the same, it is estimated that an increase of 1.5 degrees Celsius in temperature will increase electricity consumption and the associated electricity cost by at least 27% in a short period of three years. 3. Under the regulatory scenario, assuming the government's carbon fee is implemented in 2026 at NT$300 per metric ton of CO_2e and using 2025 as the base year, the Headquarters is expected to incur additional annual costs of approximately NT$150,000. Cumulative additional expenditures over the five-year short-term period are estimated at approximately NT$750,000.
6. If the transformation plan for managing climate-related risk is available, the plan content shall be explained, and the indicators and goals for identifying and managing physical risks and transformation risk shall be described.	Purchase of green power and biomass energy to increase the ratio of renewable energy usage 1. In addition to continuing to update the automation of equipment in each production plant, we also head towards energy-saving and highly efficient processes by developing low-carbon products, in order to meet the demand of enterprises for energy-saving products. Relevant Indicators and Goals: 1. Starting in 2026, the Company will conduct GHG inventory in accordance with ISO 14064-1:2018 and qualify third-party verification. 2. Continue to optimize the manufacturing process, improve efficiency, reduce production energy consumption, increase product gross profit, and propose at least one project annually.

Item	Implementation Status
7. If the internal carbon pricing is used as a planning tool, it is necessary to explain the price establishment basis.	Under planning process
8. If a climate-related goal has been set up, it is necessary to describe the information of activity covered, GHG emissions scope, plan schedule, annual achievement progress, etc. If carbon offset or renewable energy certificates (RECs) are used to achieve relevant goals, it is necessary to explain the carbon reduction source and quantity for the offset or the quantity of renewable energy certificates (RECs).	Emissions reduction goal Comparison to the base year of 2025 for headquarters Scope 1 + Scope 2 GHG emissions reduced by 15% in 2030 Scope 1 + Scope 2 GHG emissions reduced by 30% in 2040 Net zero emissions by 2050 The Company plans to purchase renewable energy certificates starting from 2030, and the purchase limit is the consumption of externally purchased electricity under Scope 2.
9. Greenhouse gas inventory and assurance status, emission reduction targets, strategies, and specific action plans (to be provided in Sections 1-1 and 1-2).	Please refer to the table below:

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

1-1-1 Greenhouse gas inventory information

(Describe the emissions of greenhouse gas in the last two years (metric tons of CO2e), intensity (metric tons of CO2e/NT$ million), and the scope of data coverage.)

Item / Year	Scope 1 (tons CO_2e)	Scope 2 (tons CO_2e)	Data Coverage: Taipei Headquarters / Zhongli Rich Honour Fabricating / RH International Designs / RHQ Furniture
2024	166.6300	1,081.8300	
2025	199.8907	1086.2705	

Item / Year	Company's Revenue (NT$ million)	Total Emissions (tons CO_2e)	Intensity (tons CO_2e / in NT$ million revenue)	Data Coverage: Taipei Headquarters / Zhongli Rich Honour Fabricating / RH International Designs / RHQ Furniture
2024	5,108	1,248.46	0.2444	
2025	3,531	1286.1612	0.3642	

1-1-2 Greenhouse gas inventory assurance information

(Describe the assurance status for the last two years, including the scope of assurance, assurance agency, assurance standard, and assurance opinion)

The Company's GHG emissions inventory is currently under autonomous inventory and voluntary disclosure according to ISO 14064-1:2018, which is conducted for the purpose of understanding the current trend and responding early. It has not yet been verified by an external third-party certification institution.

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

Emissions Rreduction Goal	Strategic Action	Plan Schedule
Comparison to base year of 2025 **Scope 1 + Scope 2 GHG emissions reduced by 15% in 2030** **Scope 1 + Scope 2 GHG emissions reduced by 30% in 2040** **Net zero emissions by 2050**	1. Through green procurement, purchase infrastructure equipment equipped with eco-friendly labels 2. Fully replaced the air-conditioning system with an air conditioners of energy efficiency level 1. 3. Purchase of solar power and green power certificate	1. 2025-2030 2. 2025-2030 3. 2031-2050

6.4 International Financial Reporting Standard (IFRS) S2 — Climate-related Disclosures

Aspect	Disclosure Item	Corresponding Chapter	Page No.
Governance	Role of the Governance Body in the Governance of Climate-Related Risks and Opportunities	4.4 Climate Change Management	55
	Role of Management in the Governance of Climate-Related Risks and Opportunities	4.4 Climate Change Management	55
Strategy	Climate-related risks and opportunities reasonably expected to affect the entity's prospects	4.4 Climate Change Management	55
	Information on the current and expected impacts of climate-related risks and opportunities on the business model and value chain of the entity	4.4 Climate Change Management	55
	Information on impact of climate-related risks and opportunities with respect to individual strategies and decision-making	4.4 Climate Change Management	55
	Climate-related scenario analysis and assessment of climate resilience	4.4 Climate Change Management	55
	Impact of climate-related risks and opportunities on the entity's current and expected financial position, financial performance and cash flow	4.4 Climate Change Management	55
Risk Management	Procedures for identifying, assessing, prioritizing, and monitoring climate-related risks and opportunities	4.4 Climate Change Management	55
Metrics and Targets	Information related to cross-industry indicator categories	4.4 Climate Change Management	55
	Information on Industry-based Metrics	4.4 Climate Change Management	55
	Disclose Information on Climate-Related Risk and Opportunity Goals	4.4 Climate Change Management	55

6.5 Management System Certificates

RHF SA 8000

TÜVNORD

Certificate

TÜVNORD
TÜV NORD CERT GmbH
SA8000
tuev-nord.de

Management system as per
SA 8000:2014

In accordance with TÜV NORD CERT procedures, it is hereby certified that

Rich Honour Fabricating Co., Ltd.
No. 1, Andong Rd., Zhongli Section,
Taoyuan City 320,
Taiwan

Scope
Manufacture and Marketing of Customized Fixture (with primary process of milling, drilling, cold pressing, edge sealing, polishing, assembly, packing)

Outsourced process: wooden board lamination

Audited site: No. 1, Andong Rd., Zhongli Section, Taoyuan City 320, Taiwan

Certificate Registration No. 44 114 131694
Audit Report No. 3539 7456

Valid from 2025-10-15
Valid until 2028-10-14
Initial certification 2013

Essen, 2025-09-08

Certification Body at TÜV NORD CERT GmbH

This certification was conducted in accordance with the TÜV NORD CERT auditing and certification procedures and is subject to regular surveillance audits.

TÜV NORD CERT GmbH
Am TÜV 1, 45307 Essen
www.tuev-nord-cert.com

TÜV®

SA 8000

Social Accountability International and other stakeholders in the SA8000 process only recognize SA8000 certificates issued by qualified CBs granted accreditation by SAAS and do not recognize the validity of SA8000 certificates issued by unaccredited organizations or organizations accredited by any entity other than SAAS
www.saasaccreditation.org/certification

RHF ISO 14001

AXEREGISTER

CERTIFICATE

N. CN20 – 32402B

This is to certify that the Environmental Management System of

RHQ Furniture CO.,LTD.

Unified social credit code: 91330421661716364M
Registered Address
No.89, Taoyuan Road, Yaozhuang Town, Jiashan County
Office & Production Address
No.89, Taoyuan Road, Yaozhuang Town, Jiashan County
Jiaxing, Zhejiang, China

Has been independently assessed and found in conformance with the standard

ISO 14001:2015

For the following scope of activities:
Manufacture and Sales of Display Props

IAF 23

For further and updated information regarding any changes in the status of this certification please contact via phone under +355696037861 / +39 0296368458 or via email to info@axe-register.com or verify directly on the website www.axe-register.com by using the organization name or the certificate number.

The validity of this certificate is subject to periodic yearly surveillance audit and triennial review of the entire management system of the certified organization.

Date of first registration	**09/12/2020**
Date of this certificate	**30/11/2023**
Date of expiry	**08/12/2026**

On behalf of the Certification Body
AXE REGISTER Ltd
Antonio Llavda
Technical Director

DA
CS 007 26.02.18

MEMBER OF MULTILATERAL RECOGNITION ARRANGEMENT
IAF

Signatory of EA/MLA, Mutual Recognition Agreements

During validity period of the certificate a surveillance audit should be carried out once within each 12 months. The label should be pasted on specified position of right side of the certificate then it is valid. The certificate can be checked out at CNCA website (www.cnca.gov.cn).

(1) Surveillance Audit Mark

(2) Surveillance Audit Mark

AXE REGISTER
Piazza Unità d'Italia, 5 - 21047 Saronno (VA) - Italia I +39 02 96368458 I info@axe-register.com
ACM (CHINA) LIMITED, Rm B201, No 352, Waihuan Road, Minhang District, Shanghai 201199, China

RHQ SA 8000

TÜVNORD

证 书

基于管理体系
SA 8000 : 2014

根据 TÜV NORD CERT 程序兹证明

嘉興鴻僑傢俱有限公司
中國浙江省嘉興市嘉善縣姚庄鎮桃源路 89 號

已在如下领域建立并应用了质量管理体系 范围

客製化展示道具的生產及行銷
主要工艺过程為: 切割、钻孔、刨花、层压、组装、包装

(审核现场: 中國浙江省嘉興市嘉善縣姚庄鎮桃源路 89 號)

证书注册编号 44 114 141568
审核报告编号 3534 6809

有效期启始于 2023-12-20
有效期终止于 2026-12-19
首次认证 2014

Fernandes
认证机构之*
TÜV NORD CERT GmbH

Essen, 2023-12-13

此认证符合 TÜV NORD CERT 审核和认证程序的规定，并基于定期的监督审核

TÜV NORD CERT GmbH　Am TÜV 1　45307 Essen　www.tuev-nord-cert.com

SA 8000

Social Accountability International and other stakeholders in the SA8000 process only recognize SA8000 certificates issued by qualified CBs granted accreditation by SAAS and do not recognize the validity of SA8000 certificates issued by unaccredited organizations or organizations accredited by any entity other than SAAS

www.saasaccreditation.org/certification

RHQ ISO 9001

AXEREGISTER

CERTIFICATE

N. CN21 – 06402A

This is to certify that the Quality Management System of

RHQ Furniture CO.,LTD.

Unified social credit code: 91330421661716364M
Registered Address
No.89, Taoyuan Road, Yaozhuang Town, Jiashan County
Office & Production Address
No.89, Taoyuan Road, Yaozhuang Town, Jiashan County
Jiaxing, Zhejiang, China

Has been independently assessed and found in conformance with the standard

ISO 9001:2015

For the following scope of activities:
Manufacture and Sales of Display Props

IAF 23

For further and updated information regarding any changes in the status of this certification please contact via phone under +355696037861 / +39 0296368458 or via email to info@axe-register.com or verify directly on the website www.axe-register.com by using the organization name or the certificate number.

The validity of this certificate is subject to periodic yearly surveillance audit and triennial review of the entire management system of the certified organization.

Date of first registration	**15/04/2021**
Date of this certificate	**11/04/2024**
Date of expiry	**14/04/2027**

CS 007 26.02.18

Signatory of EA/MLA, Mutual Recognition Agreements

On behalf of the Certification Body
AXE REGISTER Ltd
Antonio Llaxda
Technical Director

During validity period of the certificate a surveillance audit should be carried out once within each 12 months. The label should be pasted on specified position of right side of the certificate then it is valid. The certificate can be checked out at CNCA website (www.cnca.gov.cn).

(1) Surveillance Audit Mark

(2) Surveillance Audit Mark

AXE REGISTER
Piazza Unità d'Italia, 5 - 21047 Saronno (VA) - Italia I +39 02 96368458 I info@axe-register.com
ACM (CHINA) LIMITED, Rm B201, No 352, Waihuan Road, Minhang District, Shanghai 201199, China

RHQ ISO 14001

AXEREGISTER

CERTIFICATE

N. CN20 – 32402B

This is to certify that the Environmental Management System of

RHQ Furniture CO.,LTD.

Unified social credit code: 91330421661716364M

Registered Address
No.89, Taoyuan Road, Yaozhuang Town, Jiashan County
Office & Production Address
No.89, Taoyuan Road, Yaozhuang Town, Jiashan County
Jiaxing, Zhejiang, China

Has been independently assessed and found in conformance with the standard

ISO 14001:2015

For the following scope of activities:

Manufacture and Sales of Display Props

IAF 23

For further and updated information regarding any changes in the status of this certification please contact via phone under +355696037861 / +39 0296368458 or via email to info@axe-register.com or verify directly on the website www.axe-register.com by using the organization name or the certificate number.

The validity of this certificate is subject to periodic yearly surveillance audit and triennial review of the entire management system of the certified organization.

Date of first registration 09/12/2020
Date of this certificate 30/11/2023
Date of expiry 08/12/2026

CS 007 26.02.18

IAF

On behalf of the Certification Body
AXE REGISTER Ltd
Antonio Llavila
Technical Director

Signatory of EA/MLA, Mutual Recognition Agreements

During validity period of the certificate a surveillance audit should be carried out once within each 12 months. The label should be pasted on specified position of right side of the certificate then it is valid. The certificate can be checked out at CNCA website (www.cnca.gov.cn).

(1) Surveillance Audit Mark

(2) Surveillance Audit Mark

AXE REGISTER
Piazza Unità d'Italia, 5 - 21047 Saronno (VA) - Italia I +39 02 96368458 I info@axe-register.com
ACM (CHINA) LIMITED, Rm B201, No 352, Waihuan Road, Minhang District, Shanghai 201199, China

RHQ ISO 37001

AXEREGISTER

CERTIFICATE

N. CN21 – 29503K

This is to certify that the Anti-Bribery Management System of

RHQ Furniture CO.,LTD.

Unified social credit code: 91330421661716364M

Registered Address
No.89, Taoyuan Road, Yaozhuang Town, Jiashan County
Office & Production Address
No.89, Taoyuan Road, Yaozhuang Town, Jiashan County
Jiaxing, Zhejiang, China

Has been independently assessed and found in conformance with the standard

ISO 37001:2016

For the following scope of activities:

Manufacture and Sales of Display Props

For further and updated information regarding any changes in the status of this certification please contact via phone under +355696037861 / +39 0296368458 or via email to info@axe-register.com or verify directly on the website www.axe-register.com by using the organization name or the certificate number.

The validity of this certificate is subject to periodic yearly surveillance audit and triennial review of the entire management system of the certified organization.

Date of first registration 15/12/2021
Date of this certificate 02/12/2024
Date of expiry 14/12/2027

CS 007 26.02.18

On behalf of the Certification Body
AXE REGISTER Ltd
Antonio Llavila
Technical Director

Signatory of EA/MLA, Mutual Recognition Agreements

During validity period of the certificate a surveillance audit should be carried out once within each 12 months. The label should be pasted on specified position of right side of the certificate then it is valid. The certificate can be checked out at CNCA website (www.cnca.gov.cn).

(1) Surveillance Audit Mark

(2) Surveillance Audit Mark

AXE REGISTER
Piazza Unità d'Italia, 5 - 21047 Saronno (VA) - Italia I +39 02 96368458 I info@axe-register.com
ACM (CHINA) LIMITED, Rm B201, No 352, Waihuan Road, Minhang District, Shanghai 201199, China

RHQ ISO 45001

AXEREGISTER

CERTIFICATE

N. CN22 – 28174C

This is to certify that the Occupational Health and Safety Management System of

RHQ Furniture CO.,LTD.

Unified social credit code: 91330421661716364M

Registered Address
No.89, Taoyuan Road, Yaozhuang Town, Jiashan County

Office & Production Address
No.89, Taoyuan Road, Yaozhuang Town, Jiashan County
Jiaxing, Zhejiang, China

Has been independently assessed and found in conformance with the standard

GB/T 45001-2020 / ISO 45001:2018

For the following scope of activities:

Manufacture and Sales of Display Props

IAF 23
For further and updated information regarding any changes in the status of this certification please contact via phone under +355696037861 / +39 0296368458 or via email to info@axe-register.com or verify directly on the website www.axe-register.com by using the organization name or the certificate number.
This certificate is valid for use within the scope of various administrative and qualification licenses stipulated by the state and within its validity period.
The validity of this certificate is subject to periodic yearly surveillance audit and triennial review of the entire management system of the certified organization.

Date of first registration	**12/12/2022**
Date of this certificate	**05/12/2025**
Date of expiry	**11/12/2028**

CS 007 26.02.18

Signatory of EA/MLA, Mutual Recognition Agreements

On behalf of the Certification Body
AXE REGISTER Ltd
Antonio Llavla
Technical Director

During validity period of the certificate a surveillance audit should be carried out once within each 12 months. The label should be pasted on specified position of right side of the certificate then it is valid. The certificate can be checked out at CNCA website (www.cnca.gov.cn).

(1)
Surveillance
Audit Mark

(2)
Surveillance
Audit Mark

AXE REGISTER
Piazza Unità d'Italia, 5 - 21047 Saronno (VA) - Italia I +39 02 96368458 I info@axe-register.com
ACM (CHINA) LIMITED, Rm B201, No 352, Waihuan Road, Minhang District, Shanghai 201199, China

RHQ FSC

intertek SAI GLOBAL

CERTIFICATE OF REGISTRATION

Certificate Number:
0219221
Original Certification Date:
11-Jul-2025
Certification Effective Date:
11-Jul-2025
Issuing Date:
16-Jul-2025
Issue number: 1
Certification Expiry Date:
10-Jul-2030
FSC® code:
SAI-COC-013701

This is to certify that the management system of:

RHQ Furniture CO., LTD.
嘉兴鸿侨傢俱有限公司

NO.89, Taoyuan Rd., Yaozhuang Town, Jiashan County, Zhejiang, China
中国浙江省嘉兴市嘉善县姚庄镇桃源路 89 号

complies with the requirements of:

Forest Stewardship Council®
Chain of Custody Standard

for the following scope of certification

Tracking of wood-based material
Product types: Doors and door frame W11.1; Cabinet W12.1; Tables W12.3; Chairs and stools W12.6; Shelves W12.13; Wooden frames W16.1; Other wood products n.e.c. (Display Props) W19
Claim: FSC 100%, FSC Mix
System(s) used: Transfer
Certificate type: Single site
Standard(s) version: FSC-STD-40-004 V3-1 and FSC-STD-50-001 V2-1

FSC
www.fsc.org
The mark of responsible forestry
FSC® A000519

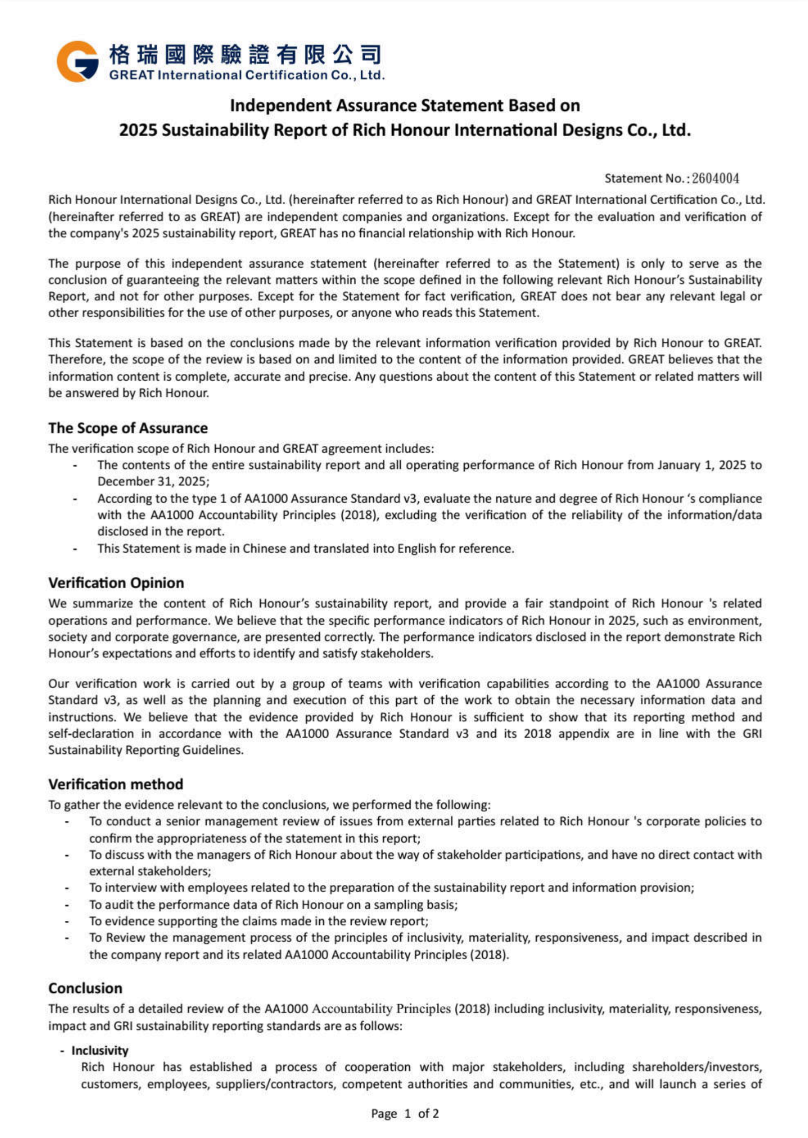
asi assurance services international

Rathin Grover
President, Business Assurance

SAI Global Certification Services Pty. Ltd.
Level 7 Suite 7.01
45 Clarence Street
Sydney NSW 2000
Australia

SAI Global Certification Services Pty Ltd, 650 Lorimer Street Port Melbourne VIC 3207 Australia with **QMI-SAI Canada Limited**, 20 Carlson Court, Suite 200, Toronto, Ontario M9W 7K6 Canada (INTERTEK SAI Global). This registration is subject to the INTERTEK SAI Global Terms and Conditions for Certification. In the issuance of this certificate, INTERTEK SAI Global assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon Certification Agreement. This certificate's validity is subject to the organization maintaining their system in accordance with Intertek SAI Global's requirements for systems certification. The certificate remains the property of INTERTEK SAI Global, to whom it must be returned or destroyed upon request. The validity of this certificate shall be verified on www.info.fsc.org.
The list of the products groups included in the scope of this certificate may be obtained from **SAI Global Certification Services Pty Ltd** upon request or found at www.info.fsc.org. This certificate itself does not constitute evidence that a particular product supplied by the certificate holder is FSC® certified or FSC® Controlled Wood. Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required FSC® Claim is clearly stated on invoices and shipping documents. CT-FSC-COC-SAIG-EN-LT-12.sep.22
The annual validity of the certificate can also be checked through the website http://www.cnca.gov.cn of CNCA in China.

6.6 AA1000 Assurance Statement



格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

Independent Assurance Statement Based on 2025 Sustainability Report of Rich Honour International Designs Co., Ltd.

Statement No.：2604004

Rich Honour International Designs Co., Ltd. (hereinafter referred to as Rich Honour) and GREAT International Certification Co., Ltd. (hereinafter referred to as GREAT) are independent companies and organizations. Except for the evaluation and verification of the company's 2025 sustainability report, GREAT has no financial relationship with Rich Honour.

The purpose of this independent assurance statement (hereinafter referred to as the Statement) is only to serve as the conclusion of guaranteeing the relevant matters within the scope defined in the following relevant Rich Honour's Sustainability Report, and not for other purposes. Except for the Statement for fact verification, GREAT does not bear any relevant legal or other responsibilities for the use of other purposes, or anyone who reads this Statement.

This Statement is based on the conclusions made by the relevant information verification provided by Rich Honour to GREAT. Therefore, the scope of the review is based on and limited to the content of the information provided. GREAT believes that the information content is complete, accurate and precise. Any questions about the content of this Statement or related matters will be answered by Rich Honour.

The Scope of Assurance

The verification scope of Rich Honour and GREAT agreement includes:

- The contents of the entire sustainability report and all operating performance of Rich Honour from January 1, 2025 to December 31, 2025;
- According to the type 1 of AA1000 Assurance Standard v3, evaluate the nature and degree of Rich Honour 's compliance with the AA1000 Accountability Principles (2018), excluding the verification of the reliability of the information/data disclosed in the report.
- This Statement is made in Chinese and translated into English for reference.

Verification Opinion

We summarize the content of Rich Honour's sustainability report, and provide a fair standpoint of Rich Honour 's related operations and performance. We believe that the specific performance indicators of Rich Honour in 2025, such as environment, society and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate Rich Honour's expectations and efforts to identify and satisfy stakeholders.

Our verification work is carried out by a group of teams with verification capabilities according to the AA1000 Assurance Standard v3, as well as the planning and execution of this part of the work to obtain the necessary information data and instructions. We believe that the evidence provided by Rich Honour is sufficient to show that its reporting method and self-declaration in accordance with the AA1000 Assurance Standard v3 and its 2018 appendix are in line with the GRI Sustainability Reporting Guidelines.

Verification method

To gather the evidence relevant to the conclusions, we performed the following:

- To conduct a senior management review of issues from external parties related to Rich Honour 's corporate policies to confirm the appropriateness of the statement in this report;
- To discuss with the managers of Rich Honour about the way of stakeholder participations, and have no direct contact with external stakeholders;
- To interview with employees related to the preparation of the sustainability report and information provision;
- To audit the performance data of Rich Honour on a sampling basis;
- To evidence supporting the claims made in the review report;
- To Review the management process of the principles of inclusivity, materiality, responsiveness, and impact described in the company report and its related AA1000 Accountability Principles (2018).

Conclusion

The results of a detailed review of the AA1000 Accountability Principles (2018) including inclusivity, materiality, responsiveness, impact and GRI sustainability reporting standards are as follows:

- **Inclusivity**
  Rich Honour has established a process of cooperation with major stakeholders, including shareholders/investors, customers, employees, suppliers/contractors, competent authorities and communities, etc., and will launch a series of

Page 1 of 2

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

stakeholder activities in 2025, involving environment, society and corporate governance, a series of major themes. In terms of our professional opinion, this report covers the inclusivity issues of Rich Honour.

- **Materiality**
  The report has stated that Rich Honour focuses on environment, society and corporate governance topics, and identified 9 major topics including customer relations, customer health and safety, trade secret protection and transaction security, information security, labor relations, occupational health and safety, business ethics, green products and greenhouse gas emissions, etc. In terms of our professional opinion, this report appropriately covers the materiality issues of Rich Honour.
- **Responsiveness**
  Rich Honour responds to requests and opinions from stakeholders. Implementation methods include shareholders' meeting, investor conferences, public information monitoring station, company website, customer service satisfaction survey, supplier evaluation/confidentiality agreement, labor-management meetings, employee feedback mailbox, financial statements, annual reports, sustainability reports, community meetings/charitable donations, phone calls and email, etc., those numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In terms of our professional opinion, this report covers the responsiveness issues of Rich Honour.

-Impact

Rich Honour has identified and fairly demonstrated its impact with balanced and effective measurement and disclosure. Rich Honour has established a process for monitoring, measuring, evaluating and managing impacts, which helps to achieve more effective decision-making and results management within the organization. In terms of our professional opinion, this report covers the impact issues of Rich Honour.

-GRI Guidelines

Rich Honour provides the self-declaration of compliance with the GRI Sustainability Reporting Standards and relevant information. Based on the results of the review, we confirm that the report refers to the social responsibility and sustainability of the GRI Sustainability Reporting Standards. Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In terms of our professional opinion, this self-declaration covers Rich Honour 's social responsibility and sustainability themes.

Assurance level

According to the AA1000 Assurance Standard v3 and its 2018 Appendix, we have verified that this Statement is a moderate level of assurance, as described in the scope and methods of this Statement.

Responsibility

The responsibility of the sustainability report, as stated in this Statement, is owned by the person in charge of Rich Honour. The responsibility of GREAT is solely to provide professional opinions based on the scope and methods described, and to provide a Statement for the stakeholders.

Ability and Independence

GREAT is composed of experts in various management system fields. The verification team is composed of members with professional background, who have received training in a series of sustainable development, environmental and social management standards such as AA1000 AS v3, ISO 9001, ISO 14001 and ISO 45001, and are qualified as lead auditors.

On behalf of the assurance team APR. 23, 2026
GREAT International Certification Co., Ltd.
Taiwan, Republic of China

Signed by General Manager W. J. Chen

AA1000
Licensed Report
000-250/V3-EB0QK

Page 2 of 2

RHG

Rich Honour Design Group