



# 2024 永續報告書 Sustainability Report



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## Message from the Management

To all friends caring about the sustainable operation of RH:

Benefiting from the urban renewal and the development of the rail economy in Taiwan, and the vigorous growth of the technology industry, domestic economy demand and consumption growth have stimulated the potential of the interior decoration market. The Company has achieved excellent operating results in the past two years consecutively. The consolidated operating revenue in 2024 is NT\$5.108 billion. The management team's risk-based thinking, commitment to the business philosophy of integrity and respect, and the active development of diverse businesses through new project development, lean project management and expense control, are expected to continue to create value and to meet the needs of stakeholders.

For RH, corporate sustainable development includes the aspects of sound corporate governance, consideration of balanced interests of stakeholders, supply chain responsible management, promotion of environmental sustainability, and fulfillment of social responsibilities. We uphold the vision of improving social responsibility and focus not only on the core business but also systematically establish an ESG long-term development strategy together with stakeholders. In addition, we exert efforts in all aspects of corporate sustainable development, monitor ESG development trends and assessment standards, and periodically review implementation results. In 2024, the Company received the Bronze Medal for the EcoVadis Supply Chain Sustainability Evaluation, and commissioned an independent third party to complete a DDC due diligence survey. The survey results indicated a green light for normal business operations, and no potential risk signal was found.

In terms of talent care, human resources are the foundation of the Company's sustainable operations. We pay attention to the physical and mental health of our employees and are committed to improving the workplace environment and complying with safety and health regulations. In addition to regular health examination and health promotion activities for employees, we implement diverse recruitment methods, industry-academia collaboration, education and training, and talent cultivation mechanisms, in order to ensure the sustainability of talent by providing competitive salaries and establishing talent development plans. Furthermore, the Company has established diverse communication channels, in order to ensure that the communication between the Company and employees is smooth. We also organize labor-management meetings periodically, in order to understand the expectation of employees and to use it as reference for the improvement of the Company. Accordingly, employees are able to work securely and to utilize their talents at work without any concerns.

With regards to environmental sustainability, in response to the impact of climate change, we continue to implement climate risk governance. In addition to monitoring greenhouse gasses (GHG) through self-GHG inventory, during the process of providing products and services, we also cooperate with the clients' green design and green construction, including the use of energy saving, waste reduction, consumption reduction and highly efficient techniques for construction. We also promote green certification, along with an increase in the use of eco-friendly materials and the incorporation of green cycles in product design, in order to reduce environmental impact and to achieve the goal of sustainable development.

The environmental performance in 2024 is summarized as follows:

- Hitachi inverter gas-free chiller system has been replaced to achieve the benefit of energy saving of 29,264.8kWh or 105.35GJ, and to reduce CO2 emissions by 14.46 metric tons.
- The general industrial waste recycling rate is 84.51%, and the hazardous waste recycling rate is 20.08%.

- The green purchase ratio for paper for general affairs use is 100%.

With regards to social care, RH Design upholds the philosophy of "Take from Society, Give Back to Society", and uses limited resources to achieve greatest strength, actively responds to providing donations and assistance to disadvantaged groups, participates in community feedback, industry-academia collaboration, environmental protection and sports promotion. In addition, the Company donates to the disadvantaged, community return, and encourages all cooperating partners and Company employees as well as their friends and relatives to participate in public welfare together, thereby contributing efforts to social welfare through actual actions.

The outcomes of 2024 are summarized in the following:

- Engaged in industry-academia collaboration with the Department of Interior Design, Chung Yuan Christian University
- Sponsored talent cultivation - Private School Promotion Foundation - Taipei Medical University
- Supported Carnegie's Yushan project, and sponsored the arrangement of one session of the woodcarving experience camp
- Provided donation to Eden Social Welfare Foundation
- Provided donation to Genesis Social Welfare Foundation
- Contributed research budget for orthopedic disorder prevention research conducted by the College of Medicine, National Taiwan University Hospital

- Provided donation to Taiwan Public Welfare League
- Provided donation to Ling Jiou Mountain Monastery
- Provided donation to Hualien Mennonite Good Shepherd Taiwan
- Provided sports sponsorship to Taichung Suns Sports Foundation
- Organized one blood donation event
- Organized two sessions of mountain climbing and hiking events for employees

Sustainability is a journey without a final destination. RH Design will uphold the philosophy of "being an activist rather than a bystander" to transform commitment into measurable actions, in order to achieve an inclusive, low-carbon and resilient future with all partners jointly. Through the publication of this report, we hope to demonstrate our effort and commitment in sustainable development to all stakeholders and to gain greater recognition and support from various industries and related parties. We sincerely look forward to valuable feedback and recommendations from all sectors, and we thank you for your trust and support to RH.

Chairman





## Editorial Policy

The period of this Sustainability Report is from January 1 to December 31, 2024, and it is the third report released by Rich Honour Design Group (hereinafter referred to as “RH” 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'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, Task Force on Climate-Related Financial Disclosures (TCFD) and “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 economy, environment and social issues 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 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 2024, 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                                                  |
|-------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| Topics collection             | 1. Determine Stakeholders<br>2. Collect topics of concern                                                                                                                          | Sustainable Development Committee                                 |
| Material topics determination | 1. Stakeholder external economic, environmental and people impact assessment<br>2. Internal operation impact assessment<br>3. Sustainable Development Committee meeting resolution | Sustainable Development Committee                                 |
| Information summarization     | Management directives and performance collection                                                                                                                                   | 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       | Release after discussion, resolution and approval of the Board of Directors                                                                                                        | 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 2024.  
Present release time: August 2025.  
Scheduled next release time: August 2026.

### 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's website <https://www.richhonour.com/tw/sustainability.html>

If you have any suggestions or questions about this report, please contact us.  
Address | 12F, No. 75, Sec. 4, Nanjing E. Rd., Songshan Dist., Taipei City  
Contact Person | Executive Secretary, Sustainable Development Committee  
Tel | 02-25456011  
Email | [IR@richhonour.com](mailto:IR@richhonour.com)  
Company Website | <https://www.richhonour.com/tw/sustainability.html>





# 01

## Stakeholders and Major Topics Identification

- 1.1 Sustainable Development Committee
- 1.2 Determine Stakeholders
- 1.3 Stakeholder Communication Channel and Topics of Concern
- 1.4 Material Topics Identification
- 1.5 Sustainable Development Goals



## 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.

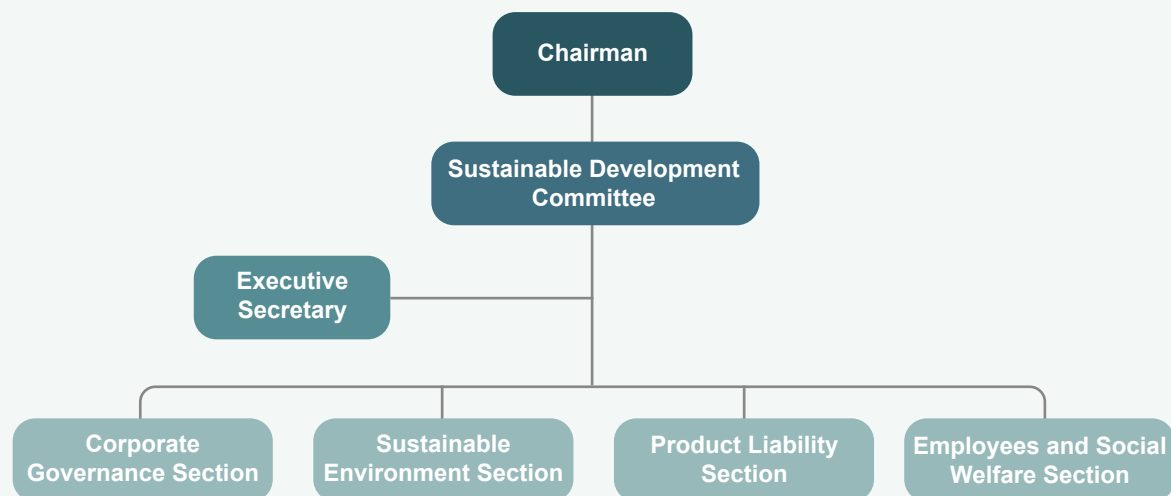


Sustainable development policy



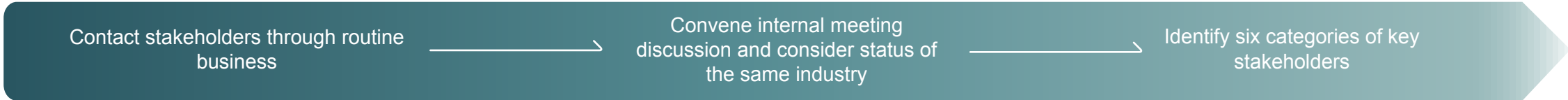
Task forces have been set up under the Sustainable Development Committee, and responsible departments perform collection of topics of environmental protection, occupational safety, supply chain management labor and human rights, business performance and corporate governance of concern to stakeholders. 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 results, 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<br>Audit Office<br>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 Department<br>Engineering Business Unit<br>Design Business Unit<br>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



### 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, employees, suppliers/contractors, 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/sustainability.html>

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 RGI 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, 22 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                                                                                                                                                                                                                                                                                                                                                                             | 2024 Actual Communication Outcome                                                                                                                                                                                                                                    |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Shareholders/<br>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. | <ul style="list-style-type: none"> <li>Economic Performance</li> <li>Legal Compliance</li> </ul>                                                                                                                    | <ul style="list-style-type: none"> <li>Risk Management</li> <li>Anti-corruption</li> </ul>                                                                    | <ul style="list-style-type: none"> <li>Annual shareholders' meeting / once annually</li> <li>Investor conference / once annually</li> <li>When material information is announced on the Market Observation Post System (MOPS) website and the Company website</li> <li>Company website e-mail box, telephone / any time</li> <li>Contact unit/person: Spokesperson, Deputy Spokesperson / any time</li> </ul> | <ul style="list-style-type: none"> <li>Released material information and announced 30 messages</li> <li>Organized shareholders' meeting on 2024/5/30</li> <li>Invited to participate in the investor conference organized by KGI Securities on 2024/11/18</li> </ul> |
| <br>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.                                                                                                   | <ul style="list-style-type: none"> <li>Customer Relationship</li> <li>Innovative Design</li> <li>Trade Secret Protection and Transaction Security</li> <li>Information Security</li> <li>Risk Management</li> </ul> | <ul style="list-style-type: none"> <li>Green Product</li> <li>Economic Performance</li> <li>Customers' Health and Safety</li> <li>Legal Compliance</li> </ul> | <ul style="list-style-type: none"> <li>Customer service satisfaction survey / responsible supervisor selects completed project to implement the survey every two weeks</li> <li>Each business location / any time</li> <li>Company website, corresponding department telephone/ any time</li> <li>Contact unit/person: Customer Service / any time</li> </ul>                                                 | <ul style="list-style-type: none"> <li>Online Customer Satisfaction Questionnaire Survey</li> </ul>                                                                                                                                                                  |

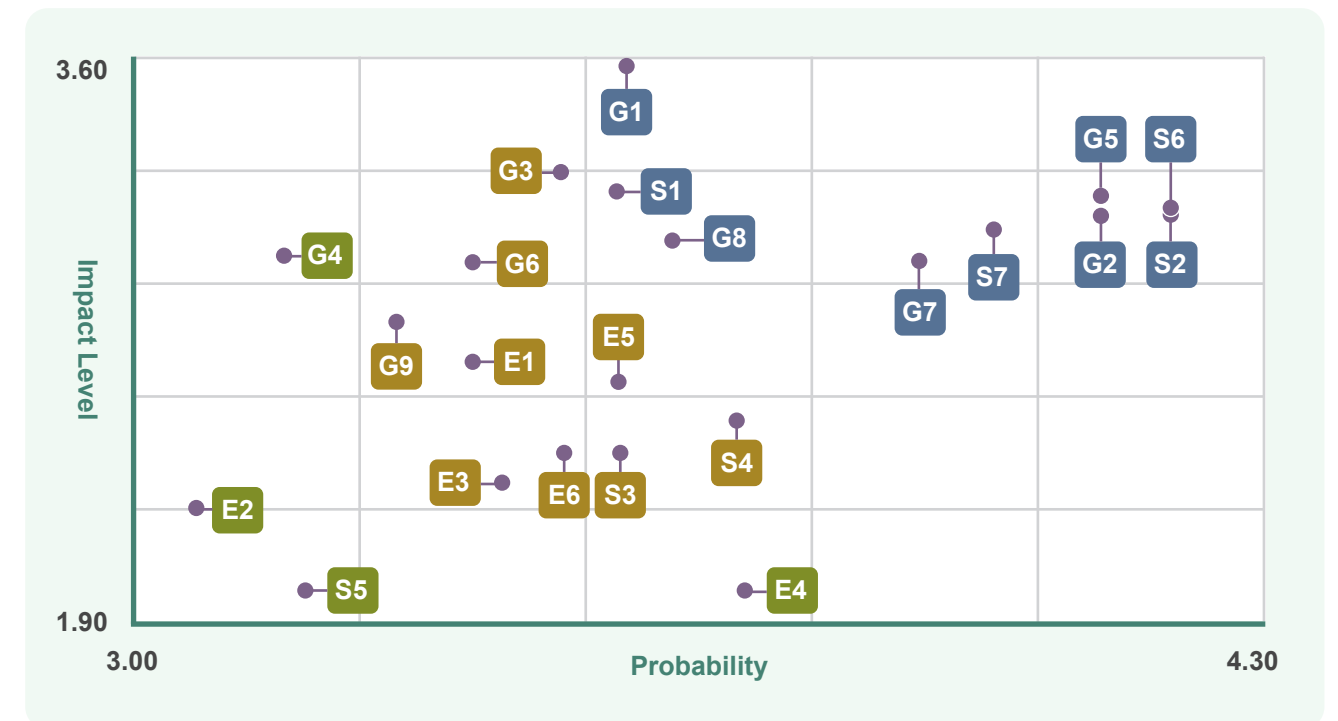


| Key Stakeholders                                                                                                    | Importance to the Company                                                                                                                                                                                                                                                                                                                                 | Topic of Concern                                                                                                                                                                                                                               |                                                                                                                                                                                                                                               | Communication Channel / Frequency                                                                                                                                                                                                                                                                                                                   | 2024 Actual Communication Outcome                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <b>Suppliers/<br/>Contractors</b> | 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.                                                               | <ul style="list-style-type: none"> <li>Risk Management</li> <li>Procurement Practices</li> </ul>                                                                                                                                               | <ul style="list-style-type: none"> <li>Anti-Corruption</li> <li>Raw Materials Use</li> </ul>                                                                                                                                                  | <ul style="list-style-type: none"> <li>Supplier evaluation / perform evaluation after completion of main jobs of construction project every two weeks and during selection of new suppliers</li> <li>Non-disclosure Agreement / Suppliers or contractors with cooperation intention</li> <li>Contact unit/person: Procurement / any time</li> </ul> | <ul style="list-style-type: none"> <li>Supplier online inquiry system</li> <li>In response to the revisions of the Supplier Code of Conduct and the Supplier Letter of Commitment Letter, 96 suppliers have signed such documents.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|  <b>Employees</b>                  | 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.       | <ul style="list-style-type: none"> <li>Occupational Health and Safety</li> <li>Employment</li> </ul>                                                                                                                                           | <ul style="list-style-type: none"> <li>Training and Education</li> <li>Diversity and Equal Opportunity</li> </ul>                                                                                                                             | <ul style="list-style-type: none"> <li>Labor-management meeting / once quarterly</li> <li>Department head communication / any time</li> <li>Employee feedback mailbox, telephone / any time</li> <li>Contact unit/person: Human Resource Head / any time</li> </ul>                                                                                 | <ul style="list-style-type: none"> <li>In 2024, there were 513 persons-time participated in the employee education and training</li> <li>In 2024, 57 sessions of field health service with a professional nurse were organized</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|  <b>Competent<br/>Authorities</b> | 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. | <ul style="list-style-type: none"> <li>Legal Compliance</li> <li>Anti-Corruption</li> <li>Economic Performance</li> <li>Information Security</li> <li>Waste Management</li> <li>Energy Management</li> <li>Greenhouse Gas Emissions</li> </ul> | <ul style="list-style-type: none"> <li>Local Community Participation and Public Welfare Activities</li> <li>Climate Change Response</li> <li>Occupational Health and Safety</li> <li>Water Resource Management</li> <li>Employment</li> </ul> | <ul style="list-style-type: none"> <li>Company website / irregularly</li> <li>Financial statements / quarterly</li> <li>Annual report / annually</li> <li>Sustainability Report / annually</li> </ul>                                                                                                                                               | <ul style="list-style-type: none"> <li>In 2024, the Company participated in six seminars organized by the Taiwan Stock Exchange Corporation (TWSE).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|  <b>Community</b>                | 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.                                                                                                                                                                         | <ul style="list-style-type: none"> <li>Local Community Participation and Public Welfare Activities</li> <li>Legal Compliance</li> </ul>                                                                                                        | <ul style="list-style-type: none"> <li>Climate Change Response</li> <li>Waste Management</li> </ul>                                                                                                                                           | <ul style="list-style-type: none"> <li>Community Meetings / Non-fixed term</li> <li>Donation and public welfare activities/ irregularly</li> </ul>                                                                                                                                                                                                  | <ul style="list-style-type: none"> <li>Engaged in industry-academia collaboration with the Department of Interior Design, Chung Yuan Christian University</li> <li>Sponsored talent cultivation - Private School Promotion Foundation - Taipei Medical University</li> <li>Supported Carnegie's Yushan project, and sponsored the arrangement of one session of the woodcarving experience camp</li> <li>Provided donation to Eden Social Welfare Foundation</li> <li>Provided donation to Genesis Social Welfare Foundation</li> <li>Contributed research budget for orthopedic disorder prevention research conducted by the College of Medicine, National Taiwan University Hospital</li> <li>Provided donation to Taiwan Public Welfare League</li> <li>Provided donation to Ling Jiou Mountain Monastery</li> <li>Provided donation to Hualien Mennonite Good Shepherd Taiwan</li> <li>Provided sports sponsorship to Taichung Suns Sports Foundation</li> <li>Organized one blood donation event</li> <li>Organized two sessions of mountain climbing and hiking events for employees'</li> </ul> |

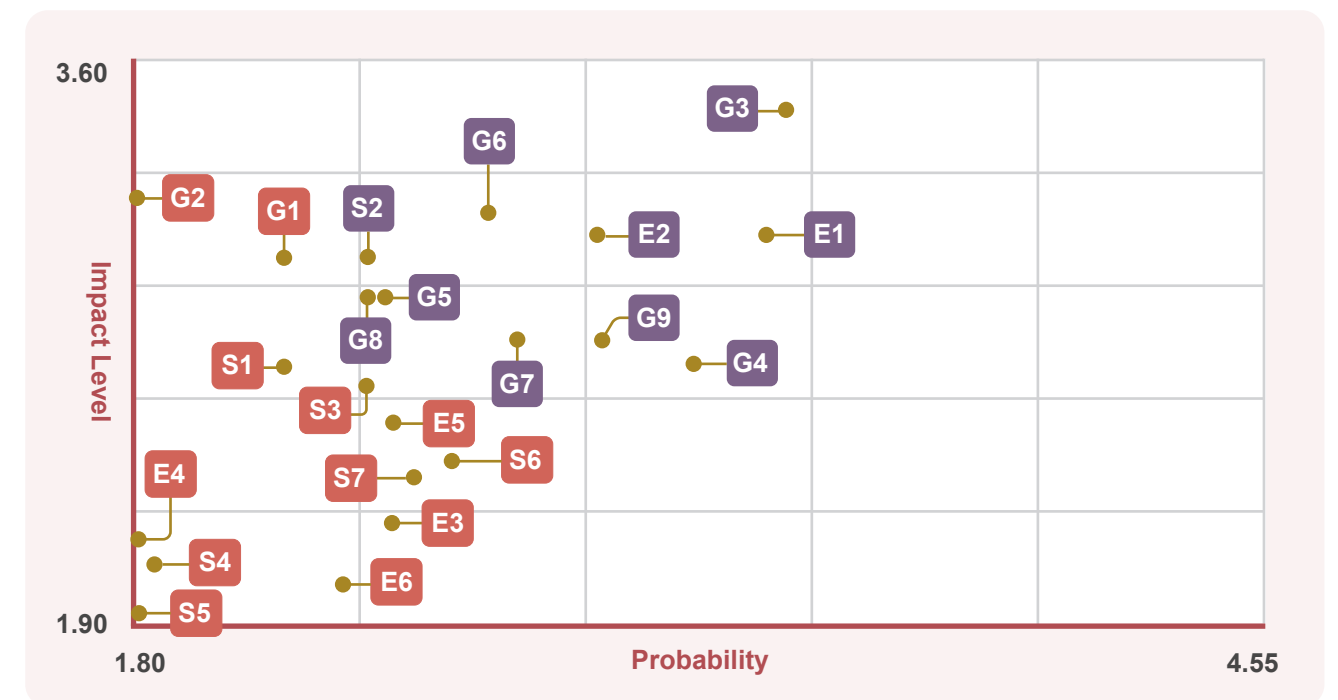


| No. | Sustainability Topic                                        | Positive Impact | Negative Impact | Actual/Potential |
|-----|-------------------------------------------------------------|-----------------|-----------------|------------------|
| S2  | Occupational Health and Safety                              | ✓               |                 | Actual           |
| G7  | Legal Compliance                                            | ✓               |                 | Actual           |
| G8  | Information Security                                        | ✓               |                 | Actual           |
| S7  | Trade Secret Protection and Transaction Security            | ✓               |                 | Actual           |
| G5  | Customer Relationship                                       | ✓               |                 | Actual           |
| S1  | Employment                                                  | ✓               |                 | Actual           |
| E3  | Energy Management                                           |                 | ✓               | Potential        |
| S3  | Training and Education                                      | ✓               |                 | Actual           |
| G6  | Risk Management                                             | ✓               |                 | Actual           |
| S6  | Customers' Health and Safety                                | ✓               |                 | Actual           |
| S4  | Diversity and Equal Opportunity                             | ✓               |                 | Actual           |
| G3  | Procurement Practices                                       | ✓               |                 | Actual           |
| G4  | Innovative Design                                           | ✓               |                 | Actual           |
| G2  | Anti-Corruption                                             | ✓               |                 | Actual           |
| E1  | Raw Materials Use                                           | ✓               |                 | Actual           |
| G1  | Economic Performance                                        | ✓               |                 | Actual           |
| E5  | Waste Management                                            | ✓               |                 | Actual           |
| E6  | Green Product                                               | ✓               |                 | Actual           |
| G9  | Climate Change Response                                     |                 | ✓               | Potential        |
| E2  | Greenhouse Gas Emissions                                    |                 | ✓               | Potential        |
| E4  | Water Resource Management                                   | ✓               |                 | Actual           |
| S5  | Local Community Participation and Public Welfare activities | ✓               |                 | Actual           |

Note: After sustainability meeting discussion, the suggestions of external consultants were considered and verified.



Assessment on positive impact of sustainability topic



Assessment of negative impact of sustainability topic

## 1.4 Material Topics Identification

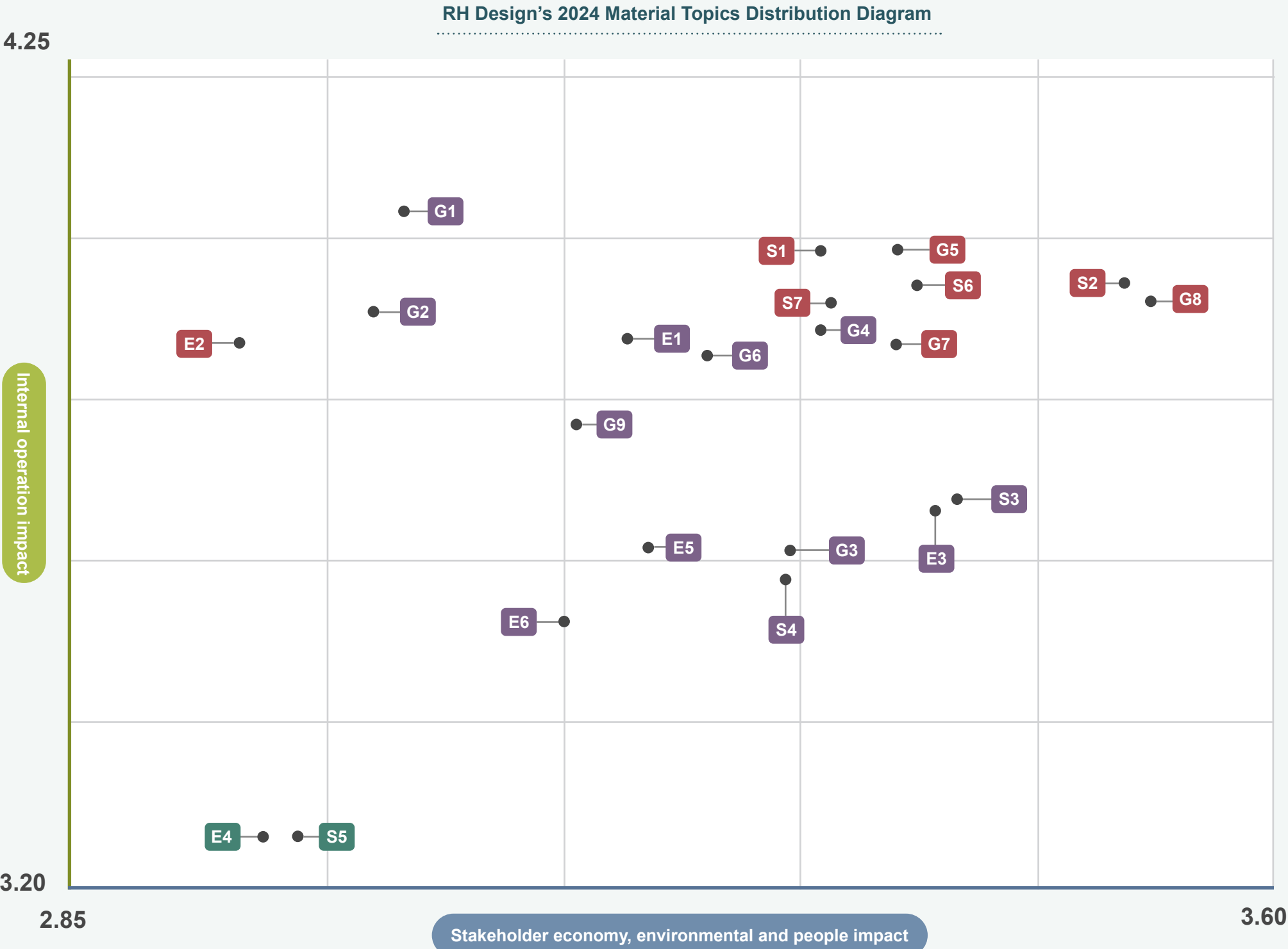


### Material Topic Identification Process

RH Design's Sustainable Development Committee has formulated 22 sustainability topics, with reference to the 2023 stakeholder external economic, environmental, and people impact online questionnaire survey result. This year, 18 copies of the questionnaires distributed to the Company's supervisors have been recovered, and an evaluation on the impact level of each sustainability topic on RH Design's operations has been completed. Based on the review of the top 10 sustainability topics and the actual business development of the Company, seven 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 Sustainability Committee meeting as the material topic (GHG emissions), and at the end, eight material topics have been determined to be used as the basis for the disclosure of the 2024 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.

| Aspect                      | Material Topic                                                                                                                                                     |
|-----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental Aspect        | Greenhouse gas emissions                                                                                                                                           |
| 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, Legal Compliance                                                                                                                             |





| No. | Topic                                                       | Arrangement |
|-----|-------------------------------------------------------------|-------------|
| S2  | Occupational Health and Safety                              | 1           |
| G5  | Customer Relationship                                       | 2           |
| G8  | Information Security                                        | 3           |
| S6  | Customers' Health and Safety                                | 4           |
| S1  | Employment                                                  | 5           |
| S7  | Trade Secret Protection and Transaction Security            | 6           |
| G7  | Legal Compliance                                            | 7           |
| G1  | Economic Performance                                        | 8           |
| G4  | Innovative Design                                           | 9           |
| E1  | Raw Materials Use                                           | 10          |
| G6  | Risk Management                                             | 11          |
| G2  | Business Ethics                                             | 12          |
| E2  | Greenhouse Gas Emissions                                    | 13          |
| G9  | Climate Change Response                                     | 14          |
| G3  | Procurement Practice (Local Procurement)                    | 15          |
| E5  | Waste Management                                            | 16          |
| S3  | Training and Education                                      | 17          |
| S4  | Diversity and Equal Opportunity                             | 18          |
| E3  | Energy Management                                           | 19          |
| E6  | Green Product                                               | 20          |
| S5  | Local Community Participation and Public Welfare Activities | 21          |
| E4  | Water Resource Management                                   | 22          |

### Change to Material Topic

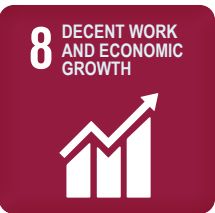
| Material Topic                                   |                                                  |                    |
|--------------------------------------------------|--------------------------------------------------|--------------------|
| 2023                                             | 2024                                             | Change to Sequence |
| Occupational Health and safety                   | Occupational health and safety                   | --                 |
| Legal Compliance                                 | Customer Relationship                            | ↑3                 |
| Information Security                             | Information Security                             | --                 |
| Trade secret protection and transaction security | Customers' Health and Safety                     | New addition       |
| Customer Relationship                            | Employment                                       | ↑1                 |
| Employment                                       | Trade secret protection and transaction security | ↓2                 |
| Energy Management                                | Legal Compliance                                 | ↓5                 |
|                                                  | Greenhouse gas emissions                         | New addition       |

| 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                           | The business of RH Design continues to grow. To prevent an increase in greenhouse gas total emissions ratio and an associated increase in future carbon fees, along with the consideration of the actual carbon fee collection to be implemented by the Taiwan government in 2026, this is listed as a negative potential impact.                                                                                                                                                                                                                                                                                                                         | ●                 | ●                      | ●         | ●         | ●                     | <ul style="list-style-type: none"> <li>302 Energy: 2016 (302-1, 302-3)</li> <li>305 Emissions 2016 (305-1, 305-2)</li> </ul>                                   | 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 2024, there were no major occupational accidents and violations of laws and regulations, such that it is considered as a positive actual impact.                                                                                                                                                                                                                                                                                                                                                                                   | ●                 |                        | ●         | ●         | ●                     | <ul style="list-style-type: none"> <li>403 Occupational Health and Safety: 2018 (403-9)</li> </ul>                                                             | 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 2024, there were no employment related complaints, and human resources were stable, such that it is considered as a positive actual impact.                                                                                                                                                                                                                                                                                                                                         | ●                 |                        |           | ●         | ●                     | <ul style="list-style-type: none"> <li>401 Employment (401-1, 401-2, 401-3)</li> </ul>                                                                         | 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 2024, the Company continued to receive customer recognition, such that it is considered as a positive actual impact.                                                                                                                                                                                                                                                                                                          | ●                 |                        |           | ●         |                       | <ul style="list-style-type: none"> <li>Customer relationship is a material topic specified by RH</li> <li>416 Customers' health and safety (416- 2)</li> </ul> | 3.5.2 Customer Relationship         |
| Corporate Governance | Legal Compliance                                   | Legal compliance is the cornerstone of the sustainable operation of RH Design, and it is also the core for mutual trust between RH Design and investors, customers, employees and competent authorities. In 2024, there were no major violations of laws and regulations, such that it is considered as a positive actual impact.                                                                                                                                                                                                                                                                                                                         | ●                 | ●                      | ●         | ●         | ●                     | <ul style="list-style-type: none"> <li>GR-2-27</li> </ul>                                                                                                      | 3.3 Legal Compliance                |
| 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 2024, which is considered as an actual positive impact.                                                                                                                                                                                                                                                                                                                               | ●                 | ●                      | ●         | ●         | ●                     | <ul style="list-style-type: none"> <li>RH Design's Self-defined Material Topic</li> </ul>                                                                      | 3.6 Information Security Protection |
| Society              | Trade Secret Protection and Transaction Security   | RH Design values engineer services, 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 2024, 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. | ●                 | ●                      | ●         | ●         | ●                     | <ul style="list-style-type: none"> <li>RH Design's Self-defined Material Topic</li> </ul>                                                                      | 3.6 Information Security Protection |



## 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <b>1.4</b> Ensure all men and women, particularly those among poverty and disadvantaged groups, have fair rights and equal rights to access economic resources                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>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 2024, the entry level male employee salary was 1.47 times higher than the local minimum wage, and the entry level female employee salary was 1.39 times higher than the local minimum wage.</li> <li>Adjust employee salaries according to the profit status of the Company, and increase employee feelings of cohesion toward the Company</li> </ul>                       |
|   | <b>4.5</b> 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<br><b>4.7</b> Promote sustainable development education, sustainable living model, human rights, gender equality, peace and non-violence.               | <ul style="list-style-type: none"> <li>Arrange occupational trainings for employees of different business attributes in order to ensure that all employees have the opportunity to receive occupational training.</li> <li>Plan courses in sustainable development, workplace gender equality, labor human rights, and encourage employees to participate in these courses. In 2024, the average training hours for male employees at the headquarters was 9.32 hours, and the average training hours for female employees was 4.84 hours.</li> </ul>                                                                                                    |
|  | <b>5.1</b> Eliminate any form of discrimination against women<br><b>5.4</b> Recognize and value women's family care through social protection policies                                                                                                                                                                                                                                                      | <ul style="list-style-type: none"> <li>Prohibit the use of gender as the criteria for employment, performance review and job promotion of employees. The male-to-female employee ratio in 2024 was 1.07:1.</li> <li>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 2024 was 22 people; a total of nine people applied for parental leave.</li> </ul>                                                                                                                                                 |
|  | <b>8.5</b> 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<br><b>8.7</b> Prohibit child labor, and eliminate forced labor<br><b>8.8</b> Protect worker rights and interests and promote working environment safety, especially for women and workers performing hazardous | <ul style="list-style-type: none"> <li>Prohibit the use of gender as the criteria for employment, performance review and job promotion of employees</li> <li>Adjust employee salaries according to the profit status of the Company, and increase employee feelings of cohesion toward the Company</li> <li>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 2024.</li> <li>Implement occupational health and safety management system to effectively improve employee workplace safety.</li> </ul> |
|  | <b>10.2</b> Promote social, economic and political fusion, regardless of the age, gender, disability, religion, economy or other identity or status<br><b>10.3</b> Ensure equal opportunity and reduce inequalities, including practical methods for eliminating                                                                                                                                            | <ul style="list-style-type: none"> <li>Employee physiological or mental differences shall not be used as determination standards for the Company's recruitment, performance review or job promotion mechanism</li> <li>Employee whistleblowing channel has been established, and a comprehensive whistleblowing process is available to protect the whistleblower</li> </ul>                                                                                                                                                                                                                                                                             |

| SDGs                                                                               | Sub-Goals                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|   | <b>12.5</b> Significant reduce waste generation through prevention, reduction, recycling and                                                                                            | <ul style="list-style-type: none"><li>• Implement green products and design process optimization, and reduce waste</li><li>• The general industrial waste recycling rate is 84.51%, and the hazardous waste recycling rate is 20.08%.</li></ul>                                                                                                                                                                                                      |
|   | <b>13.2</b> Incorporate climate change measures into policies, strategies, and planning                                                                                                 | <ul style="list-style-type: none"><li>• In 2024, the Company continued to comply with the TCFD's requirements for climate-related financial disclosure, in order to implement climate change risk governance, and disclosed the same in the sustainability report.</li><li>• Completed autonomous GHG inventory</li><li>• Saved electricity of 29,264.8 kWh, saved energy of 105.35GJ, and reduced carbon dioxide emissions by 14.46 tons.</li></ul> |
|  | <b>16.6</b> Develop effective, responsible and transparent systems at all<br><b>16.7</b> Ensure decisions at each level respond to public opinion, and are inclusive, participatory and | <ul style="list-style-type: none"><li>• Strengthen corporate governance, ensure practitioners comply with the Company's regulations through internal controls, and establish whistleblowing processes and channels</li><li>• Understand stakeholder requests and expectations of the Company through stakeholder</li></ul>                                                                                                                           |



# 02

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## About Rich Honour Design Group

- 2.1 Company Profile
- 2.2 History of RH
- 2.3 Recent Awards and Recognitions, and Management Systems
- 2.4 Participation in External Organization



## 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 more efficient and cost-effective 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 regularization of corporate governance and transparency of operation. RH Design has always upheld the initial vision and continues to adopt the business philosophy and attitude 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                                                                          | 7.62% held by domestic corporate shareholders and trust investment fund, 76.13% held by domestic individual shareholders, and 16.25% held by foreign institutions and individuals (up to 2025/3/30) |
| Authorized Capital (Unit: NT\$ thousand)                                                            | 660,000                                                                                                                                                                                             |
| 2024 Consolidated Revenue (Unit: NT\$ thousand)                                                     | 5,107,938                                                                                                                                                                                           |
| Business Location of Each Region                                                                    | Rich Honour Fabricating Co., Ltd.<br>No. 1, Andong Rd., Zhongli Dist., Taoyuan City                                                                                                                 |
|                                                                                                     | RH International Designs Co. Ltd.<br>7F, No. 480, Wulumuqi N. Rd., Jing'an District, Shanghai                                                                                                       |
|                                                                                                     | RHQ Furniture Co., Ltd.<br>No.89, Taoyuan Rd., Yaozhuang Town, Jiashan County, Zhejiang Province                                                                                                    |
| Production value of interior design and engineering services provided in 2024 (Unit: NT\$ thousand) | Business spaces: 3,370,805 / 65.99%<br>Commercial spaces: 882,269 / 17.27%<br>Hospitality: 395,069 / 7.74%<br>Others: 459,795 / 9.00%                                                               |
| Regional revenue ratio                                                                              | Taiwan: NT\$3,362,042 thousand / 65.82%<br>Mainland China: NT\$1,745,896 thousand / 34.18%                                                                                                          |

Note: The information statistics is up to the end of 2024.



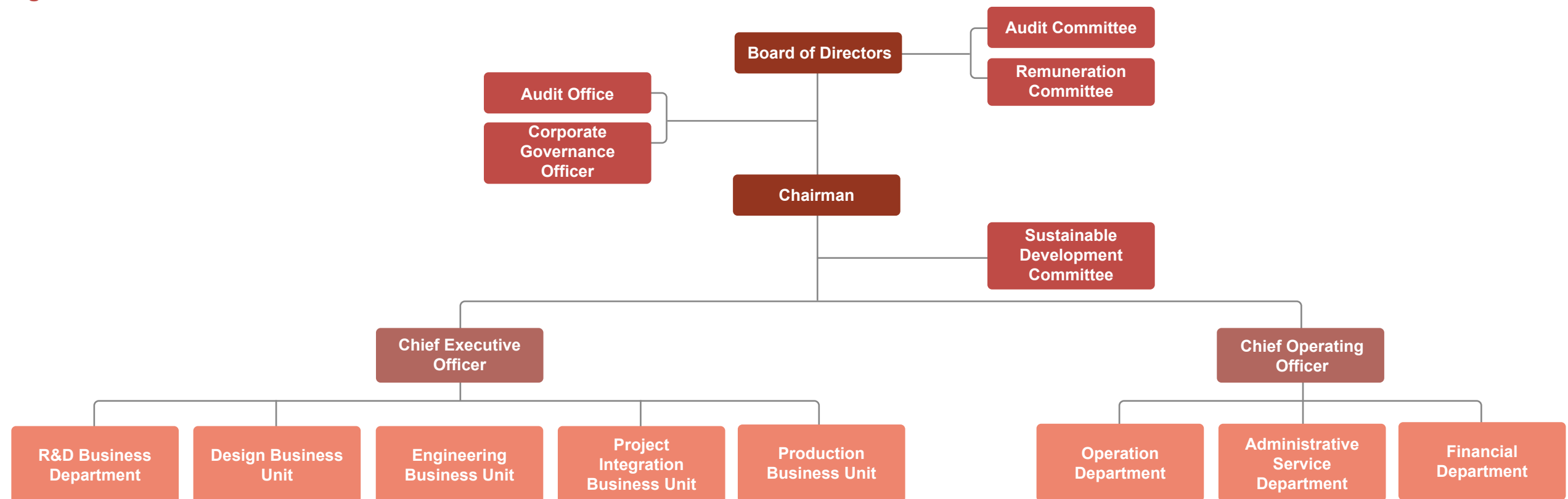
## Industry Chain

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 clients 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.

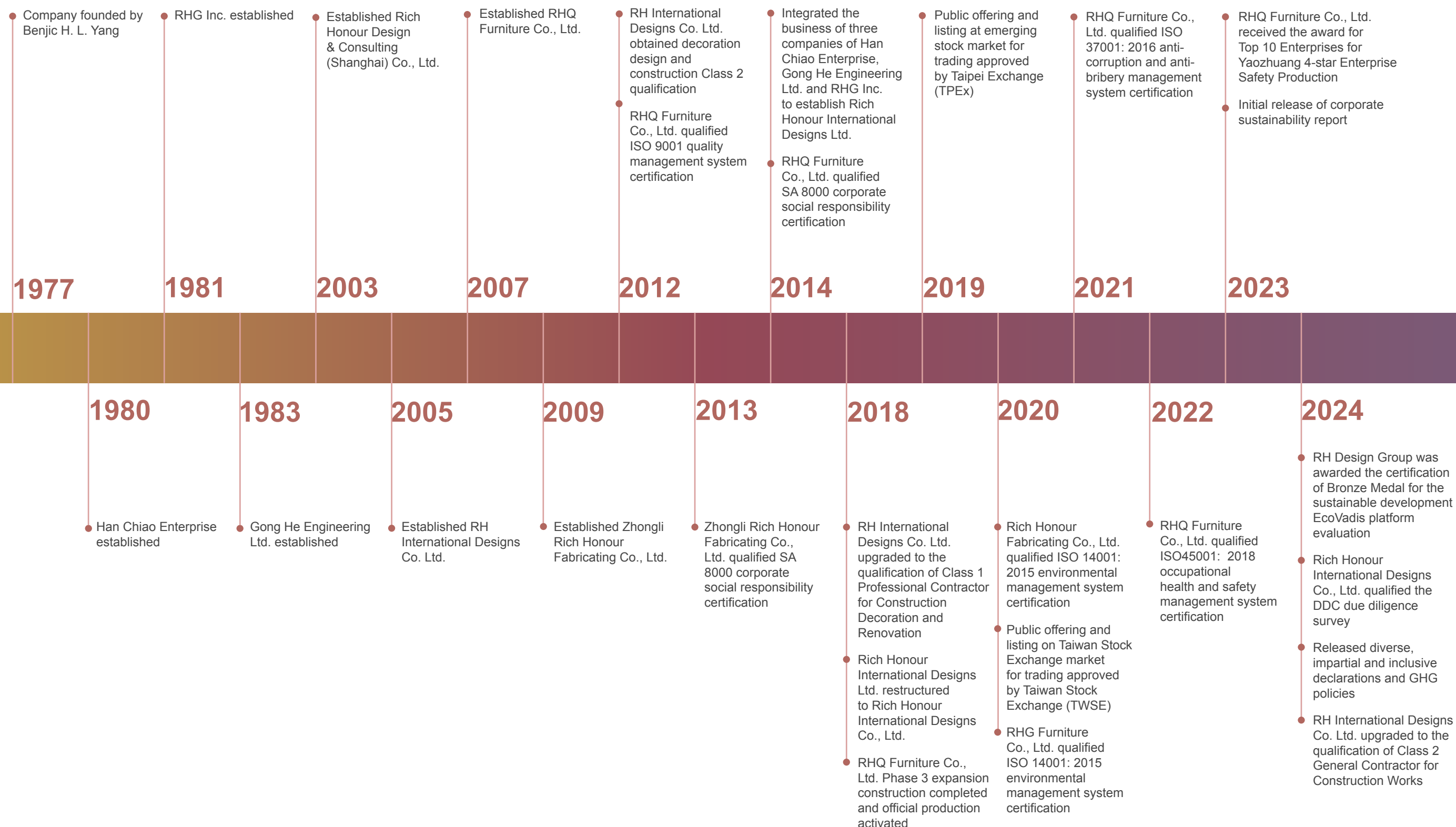
We have developed our business in the interior decoration industry for over 48 years. A sound supply chain has been built to allow us to offer comprehensive services based on client needs, including interior design services and furniture manufacturing in the upstream industry as well as project management and decoration services in the midstream industry.



## Organizational Structure



## 2.2 History of RH Design





## 2.3 Recent Awards and Honors Received and Management System

RH Design continues to improve and innovate on the Company's products, engineering and services, in order to satisfy customer demands. Over the past four decades, in addition to focusing on the business performance of the Company, the Company has also paid 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 can 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.



| Management System           | ISO 14001:2015                        | ISO 14001:2015    | ISO 45001:2018    |
|-----------------------------|---------------------------------------|-------------------|-------------------|
| Certification Institution   | TUV NORD<br>TUV NORD Taiwan Co., Ltd. | AXE REGISTER      | AXE REGISTER      |
| Certificate Expiration Date | July 26, 2026                         | December 08, 2026 | December 11, 2025 |
| 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<br>TUV NORD Taiwan Co., Ltd.            | AXE REGISTER      |
| Certificate Expiration Date | April 14, 2027 | October 14, 2025<br>December 19, 2026            | December 14, 2027 |
| Business Location           | RHQ Furniture  | Zhongli Rich Honour Fabricating<br>RHQ Furniture | RHQ Furniture     |

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 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

62 /100

Percentage

78 Place



#### Bronze Medal Award for EcoVadis Evaluation



## 2.4 Participation in External Organization

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. RH Design 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          |

### Response to TCFD

As countries around the world emphasize climate related topics significantly, enterprises are taking actions to mitigate the climate change. Since 2023, the Company has responded to the “Task Force on Climate-related Financial Disclosures (TCFD)” and followed its recommendations to disclose the strategies and measures taken by the Company in response to climate change, and has also taken on the corporate social responsibility based on the vision of low-carbon economic transformation. RH Design will continue to uphold the concept of a circular economy to achieve common good for the environment. In addition, we are committed to energy saving, carbon reduction and valuing water resources while promoting green industrial chain with upstream and downstream partners jointly, thereby achieving the goal of corporate sustainable operation.



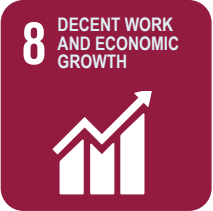
# 03

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## Responsible Governance

- 3.1 Governance Practice
- 3.2 Risk Management
- 3.3 Legal Compliance
- 3.4 Operational Performance
- 3.5 Product and Service
- 3.6 Information Security Protection

Responsible Governance

| SDG Goals                                                                           |                                                                                   | Annual Sustainability Performance                                                                                                                                                                                                                                                                                                  |
|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                                                                   | Number of hours of continuing education of directors reached 100 hours, and all trainings were related to sustainability                                                                                                                                                                                                           |
|    |  | <ul style="list-style-type: none"><li>• Uploaded the Chinese and English versions of the annual report 18 days before the general shareholders' meeting</li><li>• Completed DDC due diligence survey with the survey results indicating a green light for normal business operations; no potential risk signal was found</li></ul> |
|   |                                                                                   | 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                       |
|  |                                                                                   | Earnings per share of NT\$6.40                                                                                                                                                                                                                                                                                                     |
|  |                                                                                   | Customer annual satisfaction survey score of 87.8 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     | <ul style="list-style-type: none"><li>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</li><li>Audit Committee and Remuneration Committee are established to improve the operation of the Board of Directors</li><li>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</li><li>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</li></ul> |

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.

2024 Corporate Governance Execution Outcome

- The continuing education and training of Board members reached 100 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%; the number of hours of sustainability related courses reached 100 hours
- 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 2024 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 provide the latest or relevant competency courses to directors
- 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.

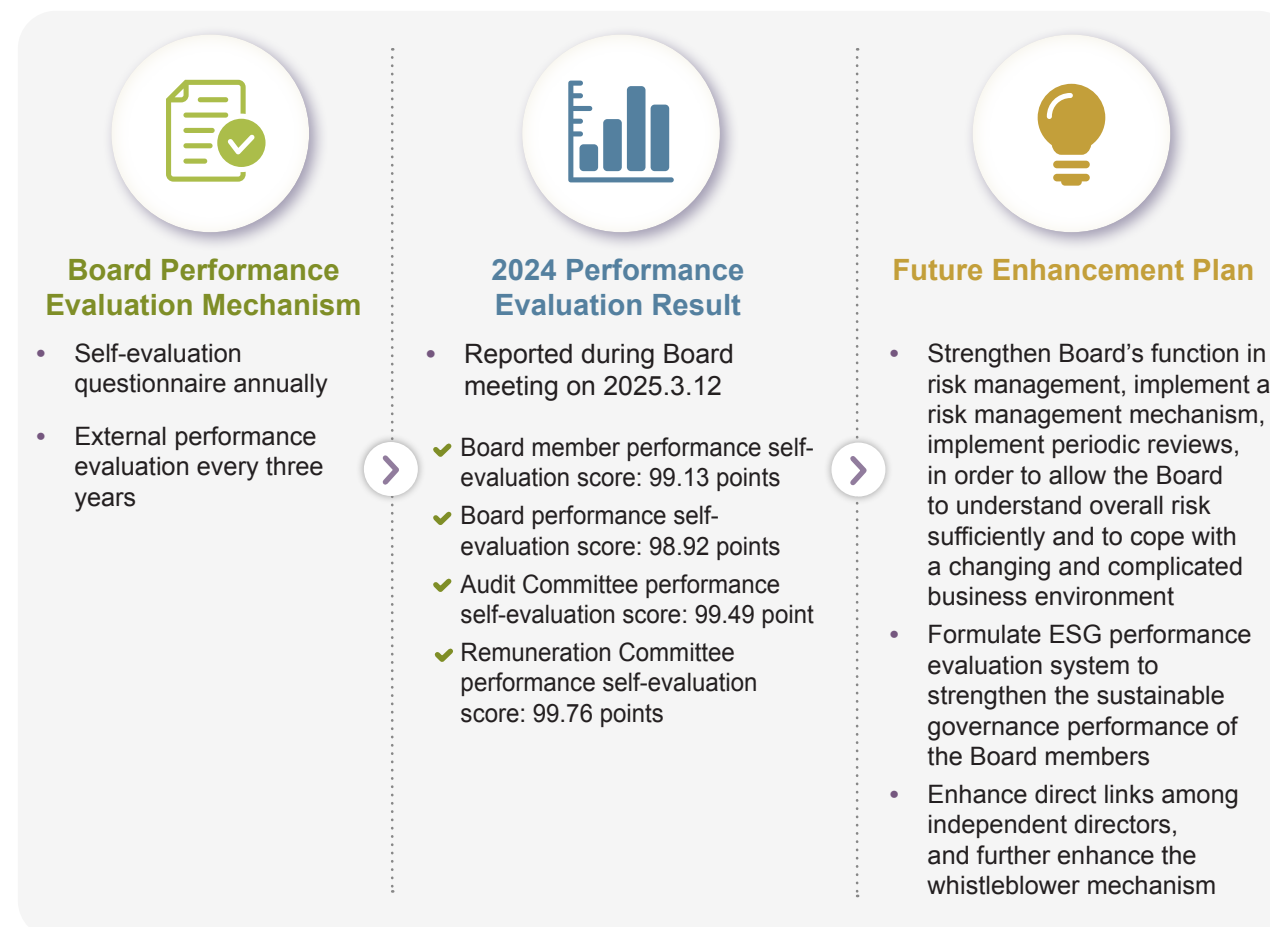
### 3.1.1 Board of Directors

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 Design 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 2024, a total of five 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              | Actual attendance rate (%) | Equipped with industry, ESG related background/ experience | Holding shares of competitors, suppliers or customers |
| Chairman             | Jessica H.C. Wang | 100                        | Industry/S&G                                               | ×                                                     |
| Director             | Benjic H. L. Yang | 80                         | Industry/S&G                                               | ×                                                     |
| Director             | Ting-Yu Yang      | 100                        | Industry/S&G                                               | ×                                                     |
| Director             | Yi-Chen Wang      | 100                        | Ph.D. in Environmental Engineering / E&S&G                 | ×                                                     |
| Independent Director | Chih-Wei Chen     | 100                        | COO/S&G                                                    | ×                                                     |
| Independent Director | Wen-Hung Li       | 100                        | Consultant/S&G                                             | ×                                                     |
| Independent Director | Hui-Ying Wu       | 100                        | Financial background/S&G                                   | ×                                                     |
| Independent Director | Hsiao-Lei Wang    | 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 improve performance evaluation independence and reliability, in 2022, the Company retained the Taiwan Corporate Governance Association to complete the annual Board external performance evaluation. The next external evaluation will be implemented in 2025. Board Performance Evaluation Result

It 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.



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 2024, the total education and training hours of all directors was 100 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: Please refer to the MOPS website for further information on the continuing education of directors: [https://mopsov.twse.com.tw/mops/web/t93sc03\\_1](https://mopsov.twse.com.tw/mops/web/t93sc03_1), and search for 6754

### 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 2024; 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 2024, 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 2024, a total of three committee meetings were convened, and the attendance rate of all members reached 100%.<br><br>For the Company's remuneration policy for the Board members and President, please refer to the 2024 Annual Report of the Shareholders' Meeting - Chapter 2 Corporate Governance Report - (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 | <ul style="list-style-type: none"> <li>An independent audit office is established under the Board of Directors, and full-time auditors and job deputies are arranged</li> <li>The appointment and dismissal of the audit officer must be approved by the Audit Committee and submitted to the Board of Directors for resolution</li> </ul> |
| Legal Compliance         | Designed and implemented in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies", with periodic review and improvement                                                                                                                                                                |

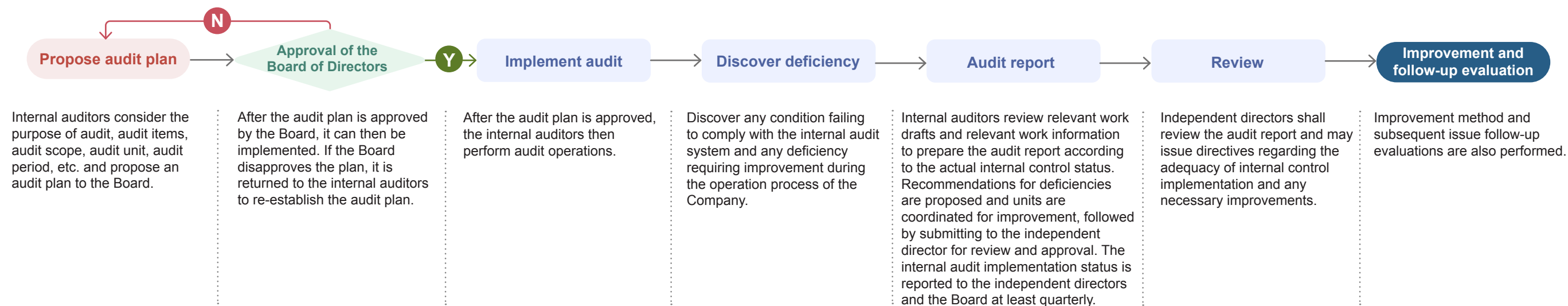
#### Internal Audit Operation Status

| Item                     | Content                                                                                                                                                                                                                                                                                |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Audit plan               | <ul style="list-style-type: none"> <li>The annual audit plan is approved by the Board of Directors, and project audit or review is further performed depending upon the needs</li> <li>Internal control deficiencies are tracked periodically until improvement is complete</li> </ul> |
| 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              | <ul style="list-style-type: none"> <li>Audit report is submitted to the independent directors for review before the end of the following month</li> <li>Major deficiencies are reported to independent directors and the Board of Directors immediately</li> </ul>                                                                     |
| Periodic communication      | <ul style="list-style-type: none"> <li>Audit officer reports the business status to the Audit Committee on a quarterly basis</li> <li>Attend Board meetings as non-voting member to explain the audit implementation status and internal control operation</li> </ul>                                                                  |
| 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 2024 internal audit                                                                                                                                                                                                                                                                        |

## Audit Flow Chart



### 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 "integrity", and strengthen the sustainable operation environment<br>✓ 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<br>E-Mail: RHIDD6754@gmail.com               |
| Spokesperson            | Reports and complaints from stakeholders of shareholders and investors<br>E-Mail: 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 2024 was reported to the Board of Directors on March 12, 2025. 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 2024.

| 2024 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)                                                   | 41 copies             |
| Employees                                                                 | Signing of integrity declaration and employee confidentiality and non-competition agreement | 76 people             |
| Suppliers                                                                 | Signing of non-disclosure agreement                                                         | 157 companies         |
| Directors, managers, employees                                            | Education and training, meeting promotion                                                   | 253 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

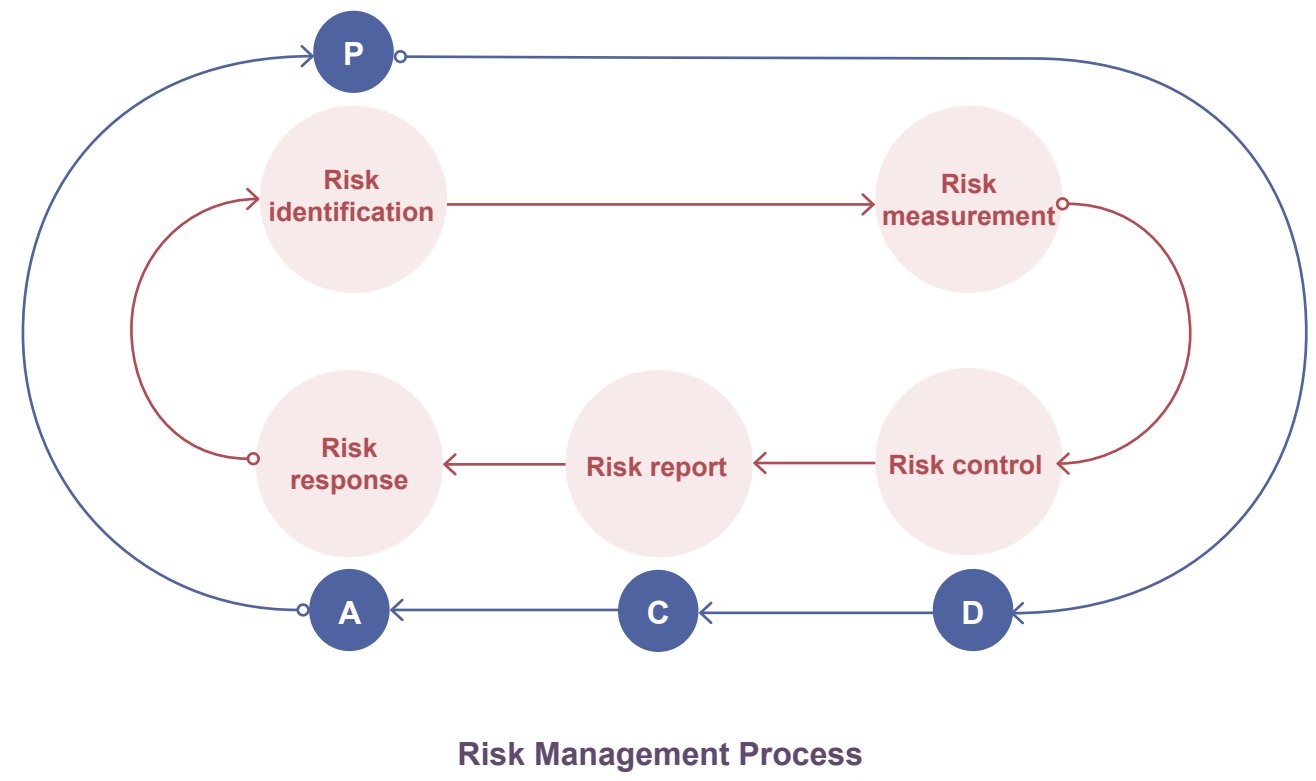
The "Risk Management Best Practice Principles" of the Company were approved by the Board of Directors on August 9, 2023, as the highest guiding principles for risk management, in order to strengthen the corporate governance and to improve the risk management operations, thereby stabilizing business operations 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             | <ul style="list-style-type: none"> <li>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</li> <li>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</li> </ul> |
| 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                                                                                                                                    | <ul style="list-style-type: none"> <li>Establish the Company's future operation strategy</li> </ul>                                                                                                                                                                                            |
| Operation and market risks   | Operation Department                                                                                                                                    | <ul style="list-style-type: none"> <li>Perform R&amp;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.</li> </ul> |
| Financial and liquidity risk | Financial Department                                                                                                                                    | <ul style="list-style-type: none"> <li>Interest rate, exchange rate risk, bank limit management and relationship maintenance, etc.</li> </ul>                                                                                                                                                  |
| Customer credit risk         | Financial Department                                                                                                                                    | <ul style="list-style-type: none"> <li>Customer credit limit establishment and review, and management and collection of accounts.</li> </ul>                                                                                                                                                   |
| Legal risk                   | R&D Business Department<br>Design Business Unit<br>Engineering Business Unit<br>Project Integration Business Unit<br>Financial Department Contract Team | <ul style="list-style-type: none"> <li>Review contracts, company authorization and reduction of corporate legal risk, protect company's tangible and intangible assets.</li> </ul>                                                                                                             |
| Worker safety risk           | Engineering Business Unit<br>Administrative Service Department                                                                                          | <ul style="list-style-type: none"> <li>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.</li> </ul>                        |
| Information security risk    | Information Technology Department                                                                                                                       | <ul style="list-style-type: none"> <li>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.</li> </ul>     |
| Environmental risk           | Engineering Business Unit<br>Production Business Unit                                                                                                   | <ul style="list-style-type: none"> <li>Greenhouse gas emissions management, carbon rights management, energy management, risk of complying with international and local environmental protection regulations or environmental assessment requirements.</li> </ul>                              |
| Human resources risk         | Administrative Service Department                                                                                                                       | <ul style="list-style-type: none"> <li>Human rights topics of employees of suppliers, including but not limited to labor-management relations, child labor, forced labor, talent development management, talent recruitment and retention, and talent development</li> </ul>                   |

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.



2024 Risks and Response Measures Identified by the Company are as follows:

| Risk type          | Risk description                                  | Risk management strategy (response measures)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------------|---------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental risk | Greenhouse gas emissions continue to increase     | <p><b>Group</b></p> <ul style="list-style-type: none"> <li>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</li> <li>Enhance the promotion of office electricity saving (indoor temperature adjusted and controlled at 26 degree Celsius) to reduce carbon emissions</li> <li>Enhance promotion of daily reduction of plastics: protect environment, and prevent harm to animals, reduce carbon emissions to mitigate severe climate change</li> </ul> <p><b>Factory</b></p> <ul style="list-style-type: none"> <li>Continue to strengthen electricity saving projects, and incorporate ISO 14001 performance indicator in the management</li> <li>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</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Environmental risk | Cannot effectively save energy and resources      | <p><b>Group</b></p> <ul style="list-style-type: none"> <li>Properly manage electricity consumption</li> <li>Increase equipment utilization rate and periodic maintenance, inspect electrical quality to reduce unnecessary waste</li> <li>Factory and office with staged replacement of high-efficiency LED energy-saving lighting fixtures, and promote paperless operation</li> <li>Continue to promote resource recycling in order to recycle waste paper and plastics as well as other recyclable materials</li> <li>Enhance the promotion of employees' habit of turning off lights during break and non-working hours at all times</li> <li>Faucets use sensor faucets in order to reduce water outlet volume and to reduce water consumption</li> </ul> <p><b>Factory</b></p> <ul style="list-style-type: none"> <li>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.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Environmental risk | Wastewater discharge volume continues to increase | <ul style="list-style-type: none"> <li>All technical processes of factories do not generate industrial wastewater. As for domestic sewage, the Company continues to promote water saving to all employees.</li> <li>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.</li> <li>Domestic sewage discharge inspection is performed once annually. Presently, the discharge standard of domestic sewage is far lower than the national standard</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Environmental risk | Increase of waste disposal volume                 | <p><b>Group</b></p> <ul style="list-style-type: none"> <li>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.</li> <li>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</li> <li>Ensure that waste is disposed of legally, and legal contractors are commissioned to perform disposal of waste according to the law</li> </ul> <p><b>Factory</b></p> <ul style="list-style-type: none"> <li>Establish waste disposal total volume plan annually, and under the control of the total waste volume, implement recycling and reusing as much as possible.</li> <li>Continue to convey the concept of waste reuse during relevant meetings, such as reuse of scraps, etc.</li> <li>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.</li> </ul> |



| Risk type          | Risk description                                                                                               | Risk management strategy (response measures)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------|----------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental risk | Water shortage and power rationing                                                                             | <p><b>Group</b></p> <ul style="list-style-type: none"> <li>Water saving and electricity saving</li> <li>Prepare response measures for power rationing and cooperate with the facilities equipped with emergency power generators to maintain basic power supply capabilities.</li> </ul> <p><b>Factory</b></p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Environmental risk | Typhoon, flood                                                                                                 | <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Environmental risk | Violation of environmental protection laws                                                                     | <p><b>Group</b></p> <ul style="list-style-type: none"> <li>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.</li> </ul> <p><b>Factory</b></p> <ul style="list-style-type: none"> <li>The list of relevant laws and regulations is reviewed quarterly, and compliance assessment is also performed (according to the requirements of ISO14001: 2015)</li> <li>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.</li> <li>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</li> </ul>                                                                                                                      |
| Environmental risk | Climate Change-Changes in demand for environmental protection and recycling materials due to customer behavior | <p><b>Establish green interior decoration material database</b></p> <ul style="list-style-type: none"> <li>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.</li> </ul> <p><b>Improve understanding about circularity.</b></p> <ul style="list-style-type: none"> <li>Recommend that customers use more green and reusable recycled materials in the interior.</li> <li>Improve subcontractor implementation and understanding of global green trading trends.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Social risks       | Occurrence of occupational accidents                                                                           | <p><b>Group</b></p> <ul style="list-style-type: none"> <li>Conduct occupational safety and health training for new and on-the-job employees</li> </ul> <p><b>Factory</b></p> <ul style="list-style-type: none"> <li>Implement occupational safety management system and safety hazard risk management</li> <li>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</li> <li>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</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                      |
| Social risks       | Overwork due to long working hours                                                                             | <p><b>Factory</b></p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> </ul> |

| Risk type                  | Risk description                             | Risk management strategy (response measures)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Social risks               | Risk of labor shortage                       | <p><b>Group</b></p> <ul style="list-style-type: none"> <li>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</li> <li>Improve employee benefits (e.g. structural salary adjustment, employee shareholding trust, etc.) and strengthen the talent incentive system, in order to reduce turnover rate</li> <li>We aim to cultivate cross-sector professional talent in the long term through internal on-the-job training and external professional education and training.</li> <li>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, Academic Feedback Funds of China University of Technology)</li> <li>Implement surveys on employee satisfaction, organization participation level, organization morale and other internal surveys, and establish improvement plans.</li> <li>Implement corporate's comprehensive human resource quality and quantity inspection, and establish short/medium/long term human resource plans accordingly.</li> <li>Assess and plan bonus and incentive regulations of equity nature or for medium and long term plans for the management team.</li> <li>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.</li> </ul> <p><b>Factory</b></p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul> |
| Corporate governance risks | Decline of market competitiveness            | <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Corporate governance risks | Decline of consumer market demand            | <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Corporate governance risks | Information security                         | <ul style="list-style-type: none"> <li>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; four information security promotion sessions; two social engineering drills)</li> <li>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)</li> <li>Establish system backup mechanism and implement remote backup; hold one disaster recovery drill annually</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Corporate governance risks | Changes of interest rates and exchange rates | <p><b>Change of interest rates</b></p> <ul style="list-style-type: none"> <li>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</li> </ul> <p><b>Change of exchange rates</b></p> <ul style="list-style-type: none"> <li>Sales revenues and expenses are denominated in the same currency and for payment of procurement expenses, in order to achieve the hedging effect automatically</li> <li>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</li> <li>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.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |



DDC due diligence survey

To identify the risks of the target company, including financial risks, legal risks, and operational risks, in order to reduce potential negative impacts, the Company has commissioned a third-party independent institution, Experian Business Information & Consulting, to conduct a due diligence survey on the Taipei headquarters in 2024. The survey results indicate a green light for normal business operations; no potential risk signal has been found.

| Review Result                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Whether there is potential risk signal | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Special reminder                       | The target company is a company listed on the Taiwan Stock Exchange (TWSE), with Securities Name: Rich Honour, and Stock Code: 6754.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Review Result                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Description of Review                  | When Experian prepares the review result of the target company, it mainly considers the target company's basic information, shareholder background, affiliated enterprises, records of litigation, business reputation, financial status, and business background of the target company; judgments made according to relevant domestic laws and regulations are also considered at the same time.                                                                                                                                                                                                                                                           |
| Review Recommendations                 | The target company, established in December 2014, has been operating for nearly 10 years. The target company's main business involves the design and construction of commercial spaces, as well as the import and export sales of interior furniture, displays, and lighting equipment. During the review process, Experian did not find any improper records of the target company and related personnel being sued as a defendant, records of bribery acceptance/offering, or other illegal records. Based on the internal review standards and evaluation models of Experian, the target company's compliance review results are given as a green light. |
| Potential Risk Signal                  | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |



3.3 Legal Compliance

|                                                          |                                                                                                                                                                                                                                     |
|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Material Topic                                           | Legal Compliance                                                                                                                                                                                                                    |
| Impact on the Company                                    | Legal compliance is the foundation of corporate responsibility. Thorough implementation of legal compliance is essential for the enterprise to achieve stable growth and sustainable operation                                      |
| Policy                                                   | Establish risk culture·Comprehensive implementation·Effective prevention                                                                                                                                                            |
| Goal                                                     | <ul style="list-style-type: none"><li>Implement legal compliance training and establish a culture of legal compliance</li><li>Zero violation of laws and regulations</li></ul>                                                      |
| Resource invested and actual outcome in the current year | <ul style="list-style-type: none"><li>Completed law and regulation identification and handling</li><li>Completed legal compliance related training</li><li>In 2024, there were no major violation of laws and regulations</li></ul> |
| Responsible department and complaint filing mechanism    | <ul style="list-style-type: none"><li>Contact Person: Chief Financial Officer</li><li>Tel: 02-25456011</li><li>Email: IR@richhonour.com</li></ul>                                                                                   |
| Assessment mechanism                                     | Sustainable Development Committee reviews legal compliance implementation performance annually.                                                                                                                                     |

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

| Proper implementation of legal compliance  |                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                 |
|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| Aspect                                     | Specific measures and mechanisms                                                                                                                                                                                                                                                                                                      | Implementation outcome                                                                                                                          |
| Corporate governance                       | <ul style="list-style-type: none"><li>Establishment of functional committees and corporate governance officer</li><li>Compliance with the "Corporate Governance Best Practice Principles" to strengthen the decision-making functions of the Board of Directors</li><li>Periodic internal control self-evaluation and audit</li></ul> | Board of Directors effectively supervises operations; there is no record of major violations in corporate governance or securities transactions |
| Personnel management                       | <ul style="list-style-type: none"><li>New employees are required to sign the Integrity Declaration</li><li>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</li></ul>                        | No record of anti-competitive behavior, disclosure, or labor disputes in the last three years                                                   |
| Training and promotion                     | <ul style="list-style-type: none"><li>Training for different levels (new employee training, physical courses, external training)</li><li>Enhance legal awareness through internal website and posters</li><li>The responsible department regularly updates regulatory information and status</li></ul>                                | Enhance all employees' legal compliance awareness, in order to ensure business compliance                                                       |
| Environmental safety and health management | <ul style="list-style-type: none"><li>Monitor product life cycle compliance (environmental protection, occupational safety regulations)</li><li>Management cycle for preventing potential risks</li></ul>                                                                                                                             | No record of major violations in environmental protection or occupational safety                                                                |
| Risk monitoring                            | <ul style="list-style-type: none"><li>Whistleblowing channel and protection mechanism</li><li>Internal audit deficiency follow-up and improvement</li></ul>                                                                                                                                                                           | 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 labels or product safety and liability, etc. in the last three years.

### 3.4 Operational Performance

In 2024, the Company's annual consolidated operating revenue was NT\$5.108 billion, the consolidated profits after tax and earnings per share were NT\$422,546 thousand and NT\$6.40, respectively, setting new record highs.

| Future Operational Directives                                                                                                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ✔ Continuously strengthening the risk management functions and cultivate a risk-aware culture in the organization.                                                                                                                             |
| ✔ Smart technology and digital applications, including 3D modeling, Virtual Reality (VR), augmented reality (AR), and other technologies, along with the integration of AI assisted technologies                                               |
| ✔ Collaboration with international teams in large-scale projects to build capabilities to compete on the world stage.                                                                                                                          |
| ✔ Continuing to promote EPC (Engineering-Procurement-Construction, commonly known as turnkey projects) to provide clients with one-stop services to effectively control quality/budget/time, and to enhance prefabricated (modular) production |
| ✔ Building a “cross-generational collaborative” environment and culture and preparing students to enter the workforce immediately through industry–academia collaboration to diversify and revitalize organizational efforts for innovation    |

| Operational Performance In Recent Years |           |           |           |
|-----------------------------------------|-----------|-----------|-----------|
| Unit: NT\$ thousand                     |           |           |           |
| Item                                    | 2022      | 2023      | 2024      |
| Total operating revenue                 | 5,096,245 | 4,653,172 | 5,107,938 |
| Total operating cost                    | 4,061,213 | 3,613,324 | 3,902,900 |
| Gross profit (loss)                     | 1,035,032 | 1,039,848 | 1,205,038 |
| Total operating expense                 | 596,722   | 651,533   | 687,051   |
| Operating profit (loss)                 | 438,310   | 388,315   | 517,987   |
| Total non-operating revenue and expense | 46,144    | 30,112    | 47,028    |
| Net income (loss) of the current period | 345,268   | 280,454   | 422,546   |
| Basic earnings per share (NT\$)         | 5.23      | 4.25      | 6.40      |
| Employee benefit expense                | 656,307   | 695,470   | 745,425   |
| Cash dividends                          | 244,200   | 231,000   | 264,000   |
| Income tax expense                      | 139,186   | 137,973   | 142,469   |

Note 1: The information in this table is based on the 2022~2024 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 2022                   | Applied new techniques, new technologies and new materials to develop green energy and smart space decoration design to achieve sustainable green building                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 2023                   | <ul style="list-style-type: none"> <li>Midjourney - AI smart application of virtual reality, 3D/AR/AV technology enhancement, achieving realistic presentation design effects</li> <li>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.</li> </ul>                                                                                                                                                                                                                                                                                                      |
| 2024                   | <ul style="list-style-type: none"> <li>BIM technology improvement and integration with sustainable development goals                             <ul style="list-style-type: none"> <li>Achieve cost control accuracy, effectively review the structure and equipment layout to reduce engineering conflicts, and optimize space management</li> <li>Organize BIM technology-related training courses regularly to enhance the professional competency of employees</li> </ul> </li> <li>AI smart application with optimized design efficiency</li> <li>Optimization of the display equipment metal substrate bonding technique</li> <li>Optimization of display equipment arched door planks and drawer surface structure</li> </ul> |

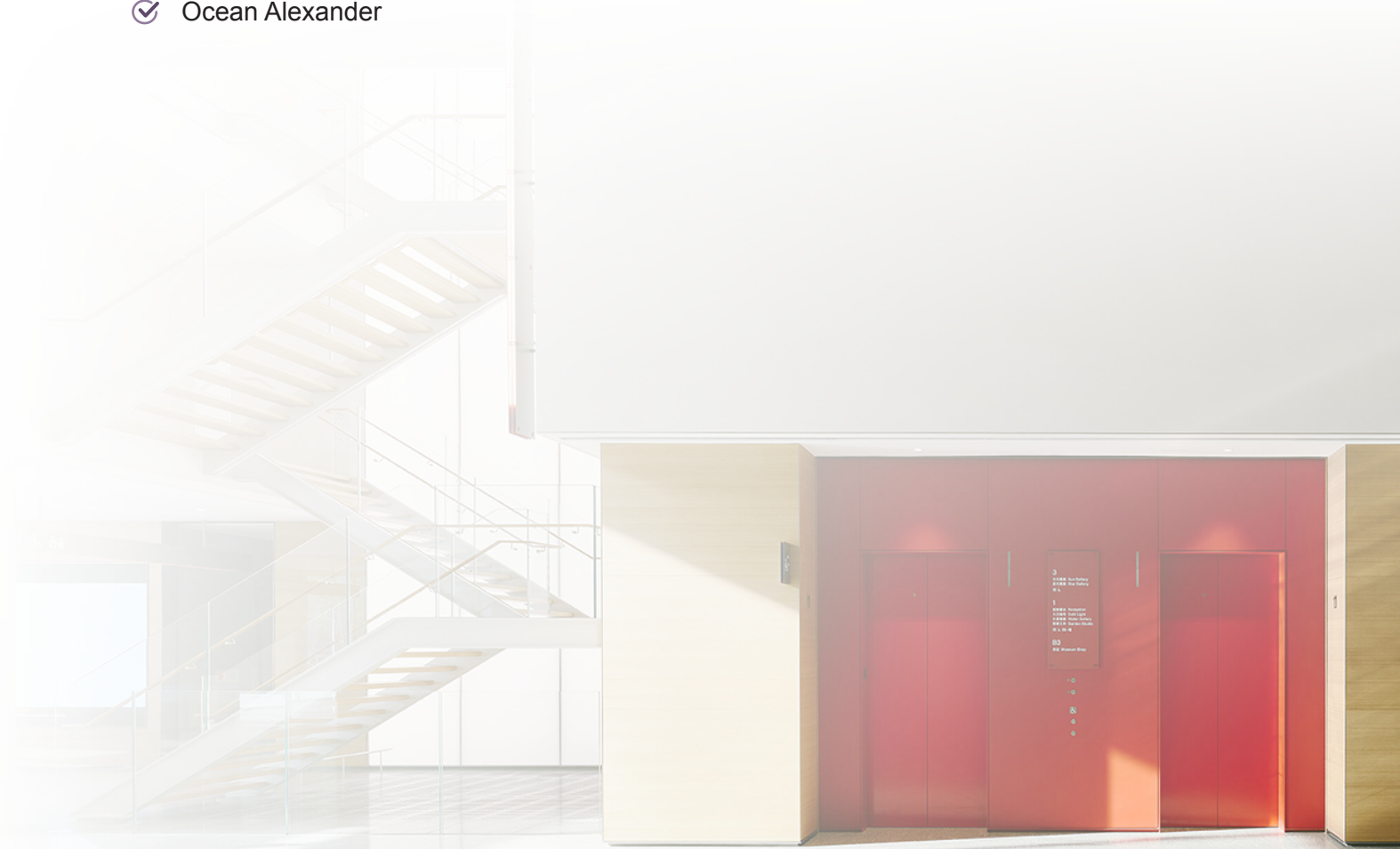
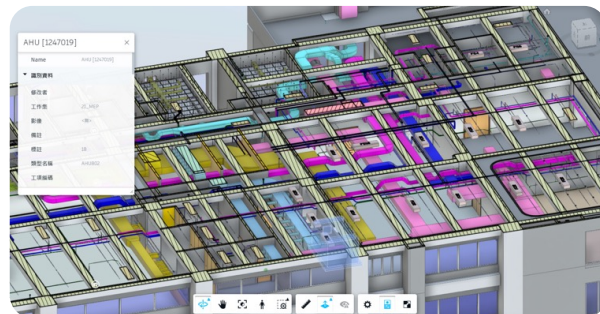
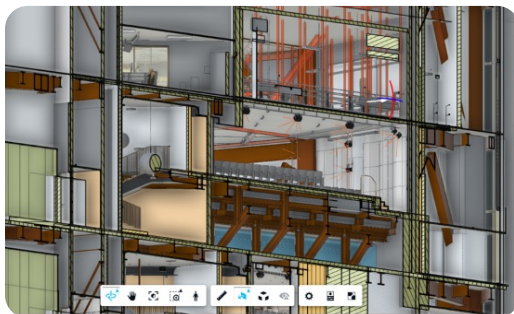
#### BIM Achievements

- ✓ HONHUI Plaza, New Taipei City
- ✓ Starbucks Reserved® Shanghai Roastery
- ✓ LITE-ON Technology Zhonghe Digital Building
- ✓ The Sky Taipei A7
- ✓ Fubon Art Museum (A25)
- ✓ Breeze Nan Shan UKAI Michelin-starred Teppanyaki (The UKAI Taipei)
- ✓ APPLE (APPLE A13 Taipei · APPLE Nanjing East, ShangHai)
- ✓ Luxury Residence MOR Taipei
- ✓ Ocean Alexander

#### BIM 360 for Comprehensive Project Integration

Based on cross-border and cloud collaboration project needs, RH Design introduces construction interior decoration, calculation, calculation introduction, and construction projects in the AEC (Architectural, Engineering, & Construction) industry

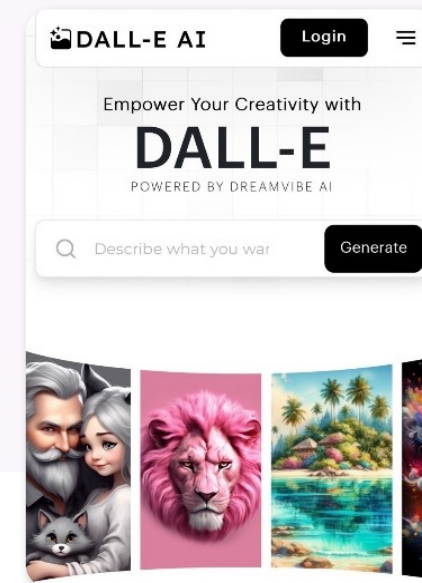
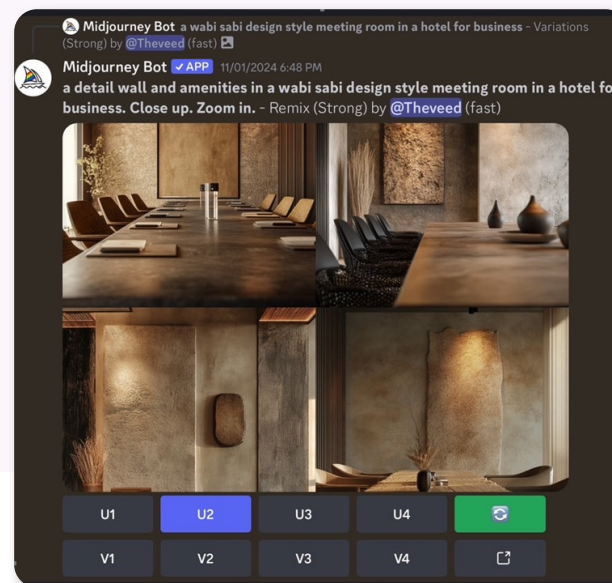
- The international platform adopted refers to the BIM 360 platform from Autodesk
- In terms of software applications, the main software used for the core design and modeling is Autodesk Revit, along with the visual presentation proposal Twinmotion, model inspection/collision test and 4D schedule simulation project/quality control with the use of Navisworks. For CSD early stage review and application, CAD and other operating programs and operation software are used in conjunction to achieve project integration.





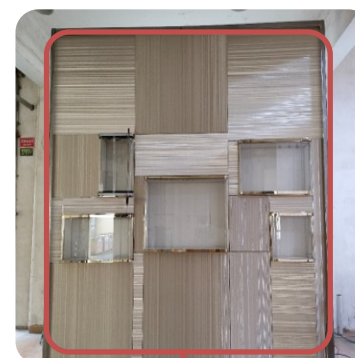
## AI smart design application innovation

We integrate Midjourney, DALL-E, and other technology optimization processes to generate high-quality concept drawings with AI, in order to accelerate creativity exploration and to reduce the time of hand drawing and 3D modeling. The system is able to automatically generate various styles and material solutions, and also provides reference to enhance the accuracy of decision-making. At the same time, it is able to reduce resource consumption and promote sustainable design development. In the future, we will continue to strengthen AI integration, in order to create high-efficiency, innovative, and eco-friendly smart design solutions.

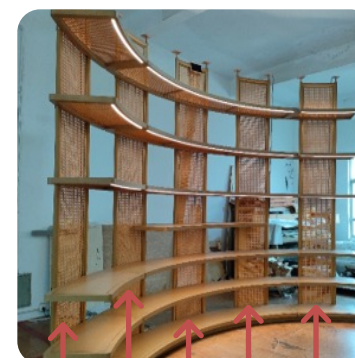


## Metal substrate composite technique innovation

To prevent issues of peeling and collapsing due to the temperature impact on display equipment that uses multiple materials (PE wall paper/leathers/wood sheets) and metal substrates (iron plates/aluminum plates/aluminum plastic sheets, etc.), we have developed a new multi-functional gel spray technique. The fast curing of this technique is able to significantly improve the bonding strength and durability of the adhesive while optimizing the production efficiency and yield rate of finished products at the same time. The implementation of the project will set the industry benchmark standard for process technology, thereby driving the upgrade of enterprise technologies and strengthening market competitiveness, in order to establish a foundation for the development of high-end composite material applications.



Aluminum plastic sheets attached to PE wall papers



Round iron pipe coated with wood sheets



Aluminum panel wrapped with thick fabric



aluminum composite panel attached with leather

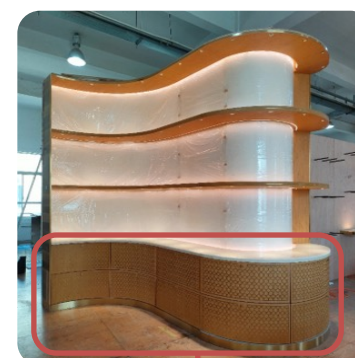
## Arched structure with upgraded anti-deformation technique

For the issue of deformation due to the shrinkage of wooden material of arched door planks/drawers due to temperature and humidity changes, we have developed the technique of "aluminum honeycomb slot + MDF composite structure". Aluminum honeycomb panels are used as the core material to strengthen the support while the outer layer is covered with wooden boards to maintain the visual quality and feel, thereby simultaneously overcoming the issue of insufficient structural strength and the risk of environmental deformation at the same time.

The new technique has the advantages of low cost and simple procedures, such that it can be widely applied to various types of arched surface tools, in order to improve production efficiency and product yield. Once the project is complete, it will set a benchmark in anti-deformation techniques, thereby driving the upgrade of industrial technologies and creating opportunities for the innovation and application of composite materials.



Arched door plank



Arched drawer surface



Arched drawer surface



Arched drawer surface

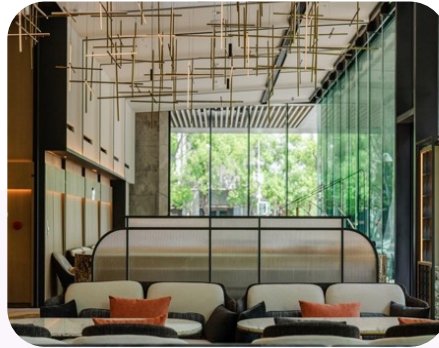


## Annual Achievement/Project Collection

### Hospitality



VOCO Chiayi



Hotel Nikko Kaohsiung



The Howard Taipei, Autograph Collection  
(In Progress)



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



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



Taipei Xinyi Five-Starred Brand  
Hotel (In Progress)

### Restaurant



VOCO Chiayi Chinese Restaurant



Nikko Kaohsiung Japanese  
Cuisine



Hot Spring Hotel All-Day  
Restaurant (In Progress)



Taichung Yuen Ji - Taiwanese  
Cuisine Restaurant



Frigga Garden Banquet Hall



Curista Coffee (A13)

### Work Space



LIHPAO Group's Xinzhuang  
Headquarters Building



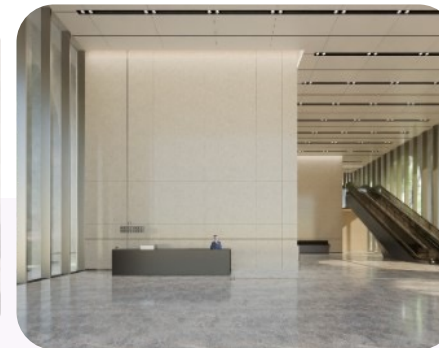
Hsinchu Technology Headquarters  
Building (In Progress)



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



Taipei NeiHu Premium A+ Commercial  
Headquarters Building (In Progress)



Taipei Renai Premium A+  
Commercial Headquarters  
Building



U.S. Tiffany & Co. International Taipei  
office



## Public Space



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



Taipei West District Flagship Project (In Progress)



Taipei Cathay Life Insurance Huanyu Building



TAIPEI DOME



CMP MIDTOWN (Taichung)



Taichung Public Library, Taichung Art Museum (In Progress)

## Retail



Taipei Dome Business Circle



Taipei Nangang Star (In Progress)



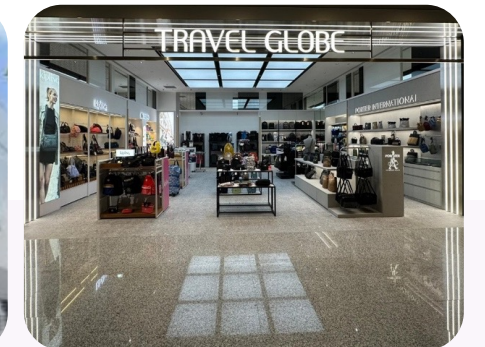
Dream Plaza (In Progress)



E SKY LAND (Kaohsiung)

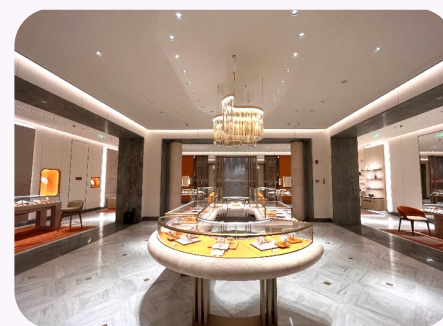


Taichung Supercar Showroom



Taoyuan International Airport Terminal 2

## 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                                                     | <ol style="list-style-type: none"> <li>1. Goal of customer satisfaction to achieve above 85 points</li> <li>2. No disclosure of confidential information</li> </ol>                                                                                                                                                                                                                      |
| Resource Invested and Actual Outcome in the Current Year | <ol style="list-style-type: none"> <li>1. Completed satisfaction questionnaire survey</li> <li>2. New employees sign confidentiality agreements</li> </ol>                                                                                                                                                                                                                               |
| Responsible Department/<br>Complaint Filing Mechanism    | Contact unit: Administrative Service Department<br>Tel: 02-25456011<br>Email: info@richhonour.com                                                                                                                                                                                                                                                                                        |
| Assessment Mechanism/<br>Result                          | <ol style="list-style-type: none"> <li>1. Annual management review meeting reviews customer service performance</li> <li>2. The annual satisfaction survey scored 87.8, meeting the target of 85.</li> <li>3. No disclosure of confidential information or suspected disclosure event for the year</li> <li>4. No occurrence of customer safety incidents throughout the year</li> </ol> |

#### 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 2024, the satisfaction survey result was 87.8 points, satisfying the annual goal of 85 points.

Up to the end of 2024, 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 2024, 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        | <ul style="list-style-type: none"> <li>✓ Select low-methane, non-toxic, and eco-friendly certified (such as the green building material mark) decoration materials</li> <li>✓ Prohibition of the use of building materials containing harmful substances such as gypsum and heavy metals</li> </ul> | <ul style="list-style-type: none"> <li>✓ Signing of environmental protection material procurement agreement with suppliers</li> <li>✓ Providing material safety data sheet (SDS) to customers for inspection before construction</li> </ul> | Ensuring that indoor air quality meets health standards, and reducing the risk of exposure to allergens and hazardous substances |
| Construction safety                                  | <ul style="list-style-type: none"> <li>✓ Formulate an on-site safety management handbook to specify the operation guidelines for fire prevention, anti-falling, and power safety, etc.</li> <li>✓ Regularly organize occupational safety education and training</li> </ul>                          | <ul style="list-style-type: none"> <li>✓ Install on-site safety warning signs and protective equipment (such as anti-dust masks and fire extinguishers)</li> <li>✓ Perform daily pre-work safety inspections and recordings</li> </ul>      | Prevent construction accidents and protect the safety of customers and construction personnel                                    |
| Indoor air quality management                        | <ul style="list-style-type: none"> <li>✓ Commission a third party to test air indicators of, for example, methane, TVOC, and PM2.5, etc., after construction completion</li> <li>✓ Provide ventilation improvement suggestions and air purification solutions</li> </ul>                            | <ul style="list-style-type: none"> <li>✓ Incorporate completion acceptance inspection report in the test report</li> <li>✓ Recommend customers to use air purification equipment or green purification space</li> </ul>                     | Ensure that the finished environment meets the international indoor air quality standards (such as WHO, LEED)                    |
| Accessibility and ergonomic design                   | <ul style="list-style-type: none"> <li>✓ Plan accessible routes (such as wheelchair accessibility, non-slip flooring) according to customer needs</li> <li>✓ Furniture and spatial layout complying with ergonomic principles</li> </ul>                                                            | <ul style="list-style-type: none"> <li>✓ Introduce 3D simulation during design stage to verify use safety</li> <li>✓ Provide customized adjustment solutions</li> </ul>                                                                     | Improve spatial safety and comfort, and reduce the risk of falling or improper use                                               |
| Emergency response and disaster protection           | <ul style="list-style-type: none"> <li>✓ Reserve escape routes for fire safety during design stage, and install smoke detectors and emergency lighting equipment</li> <li>✓ Structural safety complying with the seismic standards of the Building Act</li> </ul>                                   | <ul style="list-style-type: none"> <li>✓ Collaborate with a professional fire team to verify the escape plan</li> <li>✓ Periodically inspect the effectiveness of fire equipment</li> </ul>                                                 | Strengthen disaster response capabilities to protect the life and property safety of customers                                   |
| After-sales services                                 | <ul style="list-style-type: none"> <li>✓ Establish a customer feedback platform to respond to safety concerns quickly</li> </ul>                                                                                                                                                                    | <ul style="list-style-type: none"> <li>✓ Online real-time consultation and on-site repair service</li> </ul>                                                                                                                                | Uninterrupted service to establish trust and reputation                                                                          |

There were no violations of customer health and safety regulations in 2024.

### 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 and customized products. We have built long-term good relationships with suppliers and subcontractors, and the cooperative relationship between the two parties has been excellent. Thus, we can ensure the stability of the suppliers. In addition, through the Materials Department's periodic supplier evaluation, the suppliers' services and quality stability can be ensured, and the suppliers' capabilities can 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             | 2022 | 2023 | 2024 |
|-----------------------------------------------------|------|------|------|
| Number of local suppliers/percentage                | 86%  | 87%  | 87%  |
| Amount of local procurement/percentage              | 91%  | 91%  | 89%  |
| Zhongli Rich Honour Fabricating – Local Procurement | 2022 | 2023 | 2024 |
| Number of local suppliers/percentage                | 69%  | 82%  | 98%  |
| Amount of local procurement/percentage              | 65%  | 39%  | 74%  |
| RH International Design – Local Procurement         | 2022 | 2023 | 2024 |
| Number of local suppliers/percentage                | 61%  | 71%  | 67%  |
| Amount of local procurement/percentage              | 87%  | 88%  | 89%  |
| RHQ Furniture – Local Procurement                   | 2022 | 2023 | 2024 |
| Number of local suppliers/percentage                | 79%  | 81%  | 80%  |
| Amount of local procurement/percentage              | 92%  | 92%  | 93%  |

As some of the projects of Zhongli Rich Honour Fabricating from 2022 continued to be executed in 2023, the ratio of local procurement decreased due to the large amount of offshore contracts.

#### 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.

In 2024, in response to the revision of the Supplier Code of Conduct and the Supplier Letter of Commitment, 96 suppliers of the business locations of RH, Zhongli Rich Honour Fabricating, RH International Designs (Shanghai) and RHQ Furniture (Zhejiang) signed such documents, and an environmental and social aspect assessment had not yet been conducted. For new and existing suppliers, quality audits were mainly performed. Starting in 2025, the Company has introduced an environmental and social aspect assessment on new and existing suppliers. In 2024, 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.



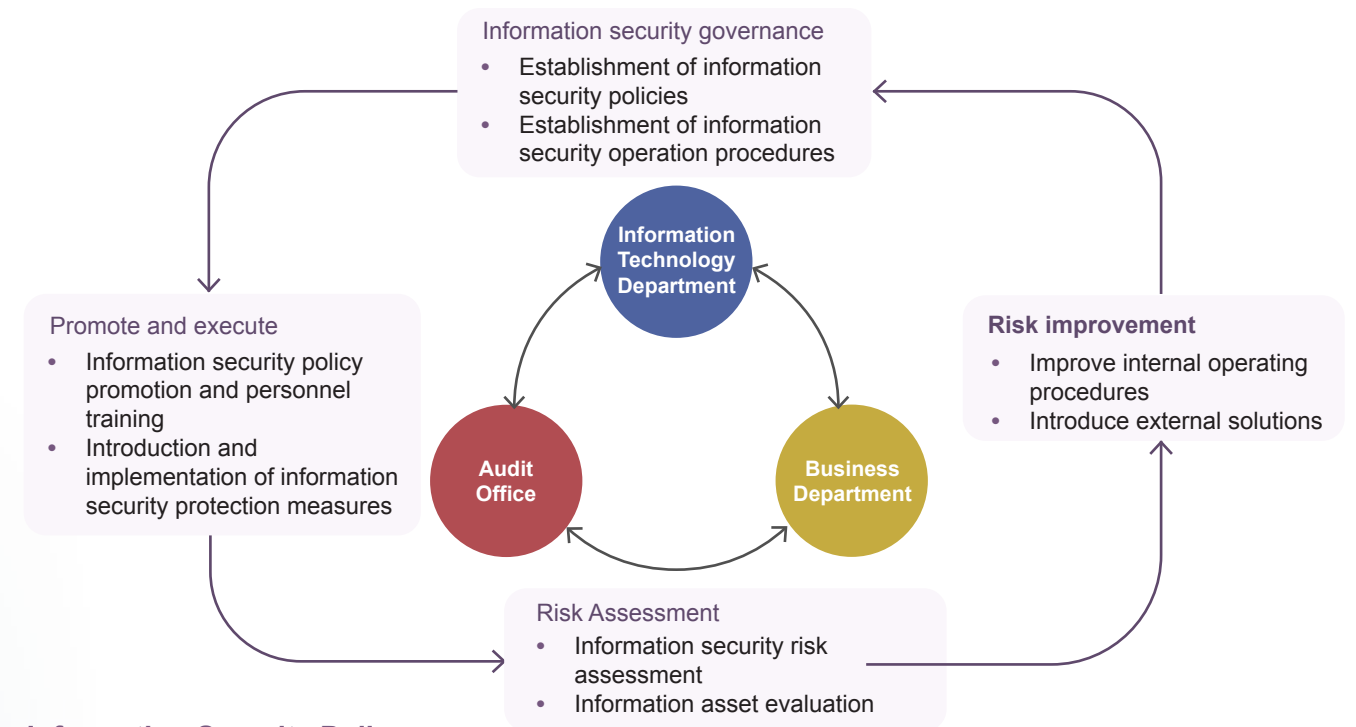
### 3.6 Information Security Protection

|                                                          |                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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                                                     | <ul style="list-style-type: none"> <li>0 cases of major information security incidents per year</li> <li>2 social engineering drills completed annually</li> </ul>                                                                                                                                                                                |
| Resource Invested and Actual Outcome in the Current Year | <ul style="list-style-type: none"> <li>Implement information security education and training, promotion and inspection</li> <li>Execute email social engineering drill</li> <li>Implement information security control</li> <li>Implement data access control</li> <li>Perform periodic backups and implement disaster recovery drills</li> </ul> |
| Responsible Department and Complaint Filing Mechanism    | <ul style="list-style-type: none"> <li>Contact Person: Information Technology Department</li> <li>Email: IR@richhonour.com</li> </ul>                                                                                                                                                                                                             |
| Assessment Mechanism                                     | <ul style="list-style-type: none"> <li>In 2024, there were no major information security incidents</li> <li>Completed 2 social engineering drills and 47 external network vulnerability scans</li> <li>0 cases of major information security incidents</li> </ul>                                                                                 |

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 two weeks, 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 Policy

Information security management covers the following aspects:

1. System 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' safety and health awareness | <ul style="list-style-type: none"> <li>Information security education and training for new employees</li> <li>Implement information security promotion to all employees of the Company irregularly</li> <li>Implement social engineering drills for all employees irregularly on an annual basis</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Internet network information security control  | <ul style="list-style-type: none"> <li>Introduce next-generation firewalls, including online behavior management, URL filtering, and intrusion defense system, in order to prevent users from browsing malicious websites and network attacks</li> <li>Perform vulnerability scanning on external stations weekly and assess their vulnerability with patching</li> <li>Virus scan on computer system and data storage media periodically</li> <li>Review system log of network service items periodically, and track abnormal</li> <li>Recover the highest management authority of personal computers, and assign appropriate authority control</li> <li>Inspect computer network security control measures periodically</li> </ul> |
| Data access control                            | <ul style="list-style-type: none"> <li>Computer equipment is under custody of dedicated personnel, and account and password are set up</li> <li>Users are required to change password periodically</li> <li>Computer server room access control measures</li> <li>Carrying files out of the Company must obtain appropriate approval</li> <li>Remote login management information system requires appropriate approval</li> <li>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</li> </ul>                                                   |
| Emergency recovery mechanism                   | <ul style="list-style-type: none"> <li>Establish system backup mechanism and implement remote backup</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

## 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. Network security protection: Introduce next-generation firewalls, including online behavior management, URL filtering, and intrusion defense systems, regularly review protection reports and adjustment of security strategies in a timely manner, in order to prevent users from browsing malicious websites and reduce external enterprise network attacks.
5. 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.





# 04

## Green Sustainability

- 4.1 Environmental Management Policy
- 4.2 Energy and Resource Management
- 4.3 Pollution Control
- 4.4 Climate Change Management





## Green Sustainability

### SDG Goals



- Hitachi inverter gas-free chiller system has been replaced to achieve the benefit of energy saving of 29,264.8kWh or 105.35GJ, and to reduce CO2 emissions by 14.46 metric tons.
- Climate risk governance and disclosure are implemented in accordance with the Task Force on Climate-related Financial Disclosures (TCFD)



The general industrial waste recycling rate is 84.51%, and the hazardous waste recycling rate is 20.08%.



In 2024, the ratio of general affairs green procurement papers was 100%, the carbon powder box green procurement ratio was 21.17%, the LED lamp ratio was 50.88%, and the computer green procurement ratio was 89.56%

### 4.1 Environmental Management Policy

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
- Zero pollution
- Establishment of green supply chain
- Focus on the balance between industry development and environmental protection
- Implement resource recycling and effective reuse
- Promote energy saving, carbon and waste reduction to achieve the goal of a sustainable environment



#### Our Method:

- 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 an with 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.



## Green Service Implementation - Circular Economy and Environmental Sustainability

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.

### Silver-Rating Green Building - Interior Decoration Practices



#### Guanxi Asian Health City

“Asia Health Smart Park” is constructed based on the ESG+ concept that combines greenery, mountain and forest, hot spring and medical care. It is the first premium senior-friendly park in Taiwan. (Provided by Taiwan Realty)

## Golden Green Building & LEED - Interior Decoration Practices

### Fubon Art Museum (A25)



During the construction of Fubon Art Museum, we carefully planned and implemented the application of spatial acoustic performance and environmental protection materials. The museum utilizes eco-friendly sound insulation peg boards in order to effectively optimize the acoustic effect. Furthermore, high-performance materials and precision construction are integrated, in order to achieve the best acoustic quality and building sustainability.



The exhibition hall features glass screens to create visual penetration and a sense of lightness. The exhibition hall also uses fire-retardant, weather-resistant, and eco-friendly sound absorbing coating material to improve noise reduction and sound absorption effects, thereby effectively reducing environmental interference.



During the construction process, the Company focuses on the application of sustainable materials and energy-saving technologies. High-performance transparent yarn is used to enhance the introduction of natural light into the skyroof, along with the UV filtering and light shading curtains, in order achieve the goal of energy saving and carbon reduction while satisfying the display requirements and complying with sustainable building standards

Provided by Fubon Art Museum. Photography: Lucas K. Doolan



### Green Procurement for Engineering Projects



Latex paint



Boards and panels



Coating material



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

### Green Procurement Annual Performance

| 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 (%) |
| 37,470.08                                          | 19,444.03                                                 | 51.89          |

Note: Statistics are disclosed for two major brand projects in 2024

| Annual purchase quantity of materials complying with LEED certification |                                            |                         |
|-------------------------------------------------------------------------|--------------------------------------------|-------------------------|
| Business Location                                                       | Latex paint and coating materials (liters) | Boards and panels (PCS) |
| Taipei Headquarters                                                     | 4,085                                      | 71,117                  |
| RH International Designs                                                | 4,032                                      | 6,585                   |

### Green procurement for general affairs supplies

| General affairs supplies | Annual total purchase amount of such category of goods (NT\$) | Total green purchase amount in 2024 (NT\$) | Percentage (%) |
|--------------------------|---------------------------------------------------------------|--------------------------------------------|----------------|
| A4-size Copy Paper       | 198,360                                                       | 198,360                                    | 100.00         |
| Toner Cartridge          | 53,850                                                        | 11,400                                     | 21.17          |
| LED Light                | 46,775                                                        | 23,800                                     | 50.88          |
| Computer                 | 1,218,600                                                     | 1,091,400                                  | 89.56          |

Note: For the present year, the information for the headquarters is disclosed only; other operating location projects are to be disclosed in 2025

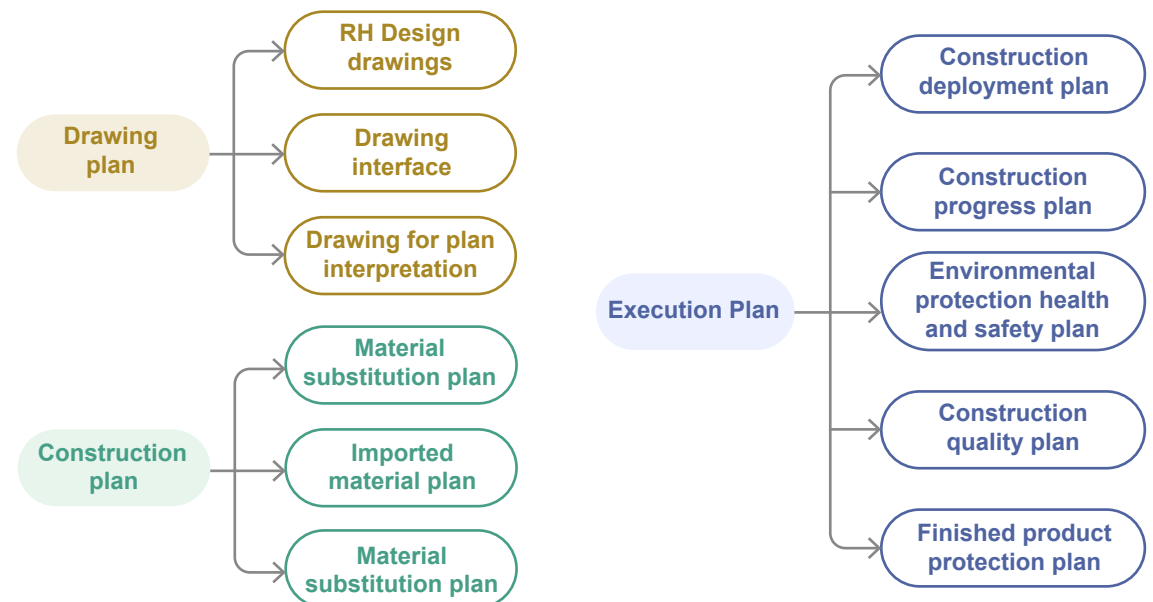
Building structure provides rigid space for safe protection. The mission of interior decoration is not only to create or modify the space, but also to create an ideal environment that is both aesthetically pleasing and practical, while bearing the responsibility of supervising the indoor environment, 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 and resource 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                                                     | <ul style="list-style-type: none"> <li>Continue to review energy management</li> <li>Replace old lighting fixtures with highly efficient LED lighting fixtures.</li> <li>Achieve energy savings and carbon reduction of 1%</li> </ul>                                    |
| Resource Invested and Actual Outcome in the Current Year | <ul style="list-style-type: none"> <li>Promote electricity saving</li> <li>Encourage staff to reduce the use of elevators and use the staircase more often</li> <li>Turn of lights during lunch break for 1 hour</li> </ul>                                              |
| Responsible Department and Complaint Filing Mechanism    | <ul style="list-style-type: none"> <li>Contact unit: Administrative Service Department</li> <li>Tel: 02-25456011</li> <li>Email: info@richhonour.com</li> </ul>                                                                                                          |
| 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 COP28 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                          | 2022         | 2023         | 2024         |
| Taipei Headquarters             | Electricity consumption (kWh) | 560,692.00   | 616,393.00   | 620,120.00   |
|                                 | Electricity consumption (GJ)  | 2,018.49     | 2,219.01     | 2,232.43     |
|                                 | Gasoline (L)                  | 50,510.41    | 47,620.11    | 42,460.19    |
|                                 | Gasoline (GJ)                 | 1,649.21     | 1,554.83     | 1,386.36     |
| Zhongli Rich Honour Fabricating | Electricity consumption (kWh) | 259,360.00   | 217,520.00   | 189,672.00   |
|                                 | Electricity consumption (GJ)  | 933.70       | 783.07       | 682.82       |
|                                 | Gasoline (L)                  | 6,476.00     | 5,234.00     | 7,838.00     |
|                                 | Gasoline (GJ)                 | 211.45       | 170.89       | 255.92       |
|                                 | Diesel (L)                    | 536.55       | 473.41       | 572.31       |
| RH International Designs        | Diesel (GJ)                   | 18.87        | 16.65        | 20.12        |
|                                 | Electricity consumption (kWh) | 25,536.00    | 27,650.00    | 36,603.00    |
|                                 | Electricity consumption (GJ)  | 91.93        | 99.54        | 131.77       |
|                                 | Gasoline (L)                  | 3,119.00     | 6,000.00     | 5,568.00     |
| RHQ Furniture                   | Gasoline (GJ)                 | 101.84       | 195.90       | 181.80       |
|                                 | Electricity consumption (kWh) | 1,288,620.00 | 1,265,560.00 | 1,343,540.00 |
|                                 | Electricity consumption (GJ)  | 4,639.03     | 4,556.02     | 4,836.74     |
|                                 | Gasoline (L)                  | 2,281.00     | 5,562.49     | 7,647.06     |
|                                 | Gasoline (GJ)                 | 74.48        | 181.62       | 249.68       |
|                                 | Diesel (L)                    | 1,273.00     | 861.30       | 8,476.27     |
|                                 | Diesel (GJ)                   | 44.76        | 30.29        | 298.05       |
|                                 | Liquefied petroleum gas (kg)  | 1,425.00     | -            | -            |
|                                 | Liquefied petroleum gas (GJ)  | 39.58        | -            | -            |
| Total energy consumption (GJ)   |                               | 9,823.34     | 9,807.82     | 10,275.69    |

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 Greenhouse Gas Emissions Factor Management Table Version 6.0.4 announced by the Environmental Protection Administration, R.O.C. The heating value of diesel is 8,400kcal per liter, the heating value of liquefied petroleum gas is 6,635kcal 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<sup>9</sup>J. Diesel is mainly used for power generation operations, and the number of liters is an estimation value. There was no gasoline used in 2023; gasoline has been replaced with electricity.

| Energy intensity                                    |       |       |       |
|-----------------------------------------------------|-------|-------|-------|
| Item                                                | 2022  | 2023  | 2024  |
| Operating revenue (NT\$ million)                    | 5,096 | 4,653 | 5,108 |
| Electricity consumption intensity (GJ/NT\$ million) | 1.508 | 1.646 | 1.543 |
| Diesel intensity (GJ/NT\$ million)                  | 0.012 | 0.010 | 0.062 |
| Gasoline intensity (GJ/NT\$ million)                | 0.400 | 0.452 | 0.404 |
| Liquefied petroleum gas intensity (GJ/NT\$ million) | 0.008 | -     | -     |
| Total energy intensity (GJ/NT\$ million)            | 1.928 | 2.108 | 2.010 |

| Energy saving and emission reduction measures |                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----------------------------------------------|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2024                                          | Zhongli Rich Honour Fabricating | One air-conditioning chiller unit is replaced with a Hitachi inverter air-conditioning chiller unit. Based on the calculation starting on the date of replacement of 5/22, number of operating days of 157 days, and daily operating period of 8 hours, the old chiller unit consumes 56,268.8kWh, and the new chiller unit consumes 27,004kWh; therefore, the energy savings benefit is 29,264.8kWh, or 105.35GJ, and carbon dioxide emissions are reduced by 14.46 metric tons |
| 2024                                          | RHQ Furniture                   | All office lighting fixtures are replaced with LED energy saving light tubes<br>Paperless administrative approval process is implemented                                                                                                                                                                                                                                                                                                                                         |
| 2024                                          | RH International Designs        | Paper reduction activity is promoted, and the consumption of A3 paper has been reduced by seven packs compared to 2023; the consumption of A4 paper has been reduced by four packs compared to 2023. Based on the calculation that the emissions per pack of A3 paper is 7kgCO <sub>2</sub> e and the emissions per pack of A4 paper is 3.4kgCO <sub>2</sub> e, a total emissions of 0.06 metric tons of Co2e <sub>2</sub> e is reduced                                          |

Note: The emissions factor of electricity in 2022 was 0.495kgCO<sub>2</sub>e/kWh, and the emissions factor of electricity in 2023 was 0.494 kgCO<sub>2</sub>e/kWh. Since the emissions factor for 2024 has not yet been announced, the emissions factor for 2023 is used.

## 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.

| Water resource consumption      |                       |        |        |        |
|---------------------------------|-----------------------|--------|--------|--------|
| Region                          | Item                  | 2022   | 2023   | 2024   |
| Taipei Headquarters             | Water withdrawal (ML) | 2.982  | 3.905  | 4.017  |
| Zhongli Rich Honour Fabricating | Water withdrawal (ML) | 0.758  | 0.823  | 0.897  |
| RH International Designs        | Water withdrawal (ML) | 2.133  | 2.003  | 1.096  |
| RHQ Furniture                   | Water withdrawal (ML) | 15.595 | 14.595 | 16.183 |

## 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.

| RHQ Furniture - Waste type and output volume              |                                           | 2022   | 2023   | 2024   | Treatment                                        |
|-----------------------------------------------------------|-------------------------------------------|--------|--------|--------|--------------------------------------------------|
| General industrial waste                                  | Styrofoam (tons)                          | 0.10   | -      | 1.10   | Incineration                                     |
|                                                           | Board leftover materials (tons)           | 30.34  | 111.03 | 107.56 | Recycled and reused as biomass fuels             |
|                                                           | Wooden powder (tons)                      | -      | 26.03  | 20.96  |                                                  |
|                                                           | Waste marble/gypsum board/ acrylic (tons) | -      | 23.24  | 22.45  | Incineration                                     |
| Total                                                     |                                           | 30.44  | 160.30 | 152.07 | -                                                |
| Ratio of general industrial waste recycled and reused     |                                           | 99.67% | 85.50% | 84.51% | -                                                |
| Hazardous industrial waste                                | Paint residue                             | 6.75   | 5.88   | 1.40   | Incineration                                     |
|                                                           | Waste packaging tanks                     | 2.83   | 2.82   | 3.14   | Steelmaking plant recycling and re-manufacturing |
|                                                           | Waste filter cotton                       | 0.25   | 0.03   | 1.25   |                                                  |
|                                                           | Waste paint and expired paint             | -      | 1.23   | 8.00   | Incineration                                     |
|                                                           | Waste activated carbon                    | -      | 0.39   | 1.85   |                                                  |
| Total                                                     |                                           | 9.83   | 10.35  | 15.64  | -                                                |
| Ratio of recycle and reuse of hazardous industrial wastes |                                           | 28.79% | 27.25% | 20.08% | -                                                |

| Zhongli Rich Honour Fabricating - Waste type and output volume |                    | 2022 | 2023  | 2024   | Treatment         |
|----------------------------------------------------------------|--------------------|------|-------|--------|-------------------|
| General industrial waste                                       | Waste woods (tons) | 296  | 89.98 | 110.82 | 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.

Note 2: The data of Zhongli Rich Honour Fabricating in 2022 was based on the vehicle, without weight data, and the data was an estimation only. In 2023, the government began to control the total volume, and implemented volume management for waste operators; therefore, the actual weight was statistically calculated.



## 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. RH Design identifies the operational risks associated with climate change and also incorporates the four disclosure core items of “Governance”, “Strategy”, “Risk Management”, “Indicator and Goals” into the operational management according to the Task Force on Climate-Related Financial Disclosures (TCFD) announced by the Financial Stability Board (FSB), and the Company discloses its governance performance in the Sustainability Report in order to allow stakeholders to understand the impact of climate change-related risks and opportunities and relevant response measures of RH.

| <br>Governance                                                                                                                                                            | <br>Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                           | <br>Risk Management                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <br>Metrics and Targets                                                                                                                                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| RH's governance status on climate-related risks and opportunities                                                                                                                                                                                          | Business, strategy and financial planning, and actual and potential climate-related impact                                                                                                                                                                                                                                                                                                                                                                                                                                               | Climate-related risk management process                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Assess and manage indicators and goals of climate-related topics                                                                                                                                                                                    |
| <ul style="list-style-type: none"> <li>Climate risk and opportunity governance status is reported to the Board of Directors along with the annual sustainable development status, and the Board of Directors supervises implementation outcomes</li> </ul> | Refer to 2024 Short-/Medium-/Long-term Climate Risk and Opportunity Table                                                                                                                                                                                                                                                                                                                                                                                                                                                                | The risk identification, assessment and management process is as follows: <div> <div>Step 1</div> <ul style="list-style-type: none"> <li>ESG Committee members complete the climate environmental background information collection</li> <li>Climate risk and operating scope assessment</li> </ul> </div> <div> <div>Step 2</div> <ul style="list-style-type: none"> <li>Establish climate risk and opportunity item list</li> <li>Establish internal operational impact survey questionnaires</li> </ul> </div>                                         | <ul style="list-style-type: none"> <li>In 2026, the 2025 GHG inventory inspection will be completed, and additional website and public information disclosure is to be made</li> <li>Reduction of emissions by 1% from the previous year</li> </ul> |
| The Chairman acts as the chairperson for climate risk and opportunity governance, and all first level department heads perform risk identification, assessment and handling                                                                                | Refer to climate-related impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <div> <div>Step 3</div> <ul style="list-style-type: none"> <li>ESG Committee members implement climate risk, opportunity and operational impact analysis</li> <li>Determine material risk items</li> </ul> </div> <div> <div>Step 4</div> <ul style="list-style-type: none"> <li>Establish implementation strategies and set up goals</li> </ul> </div> <div> <div>Step 5</div> <ul style="list-style-type: none"> <li>Review implementation strategies and outcome of goals through ESG Committee meeting's continuous review annually</li> </ul> </div> | In 2024, the Headquarters' Scope 1 emissions was 96.09 tons CO <sub>2</sub> , and Scope 2 emissions was 306.34 tons CO <sub>2</sub> e. For other business locations, please refer to the GHG emissions section                                      |
|                                                                                                                                                                                                                                                            | The Company conducts discussion during the Risk Committee meeting based on the 2°C scenario (2DS), and uses the tool provided by the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) as the assessment reference for climate change physical risk scenarios. The 2DS/RCP8.5 scenario is used as the Company's climate change physical risk scenario. In such scenario, climate change risks and opportunities are described with respect to the physical risk and legal transformation risk, etc. | The Company's Risk Management Best Practice Principles have incorporated climate risks and opportunities into the operation of each unit                                                                                                                                                                                                                                                                                                                                                                                                                  | Net zero emissions by 2050                                                                                                                                                                                                                          |

## 2024 Short-/Medium-/Long-term Climate Risk and Opportunity Table

| No. | Climate Change Risk Topic                                                     | Risk level | Time scope                         |
|-----|-------------------------------------------------------------------------------|------------|------------------------------------|
| R1  | Increase greenhouse gas emission pricing                                      | High       | Short-term, Medium-term            |
| R2  | Strengthen emissions reporting obligation                                     | Medium     | Short-term                         |
| R3  | Requirements of existing products and services and supervision                | Medium     | Short-term                         |
| R4  | Use low carbon products to replace currently existing products and services   | Medium     | Medium-term, Long-term             |
| R5  | Low carbon technology transformation cost                                     | Medium     | Short-term, Medium-term            |
| R6  | Customer behavior change                                                      | Medium     | Short-term, Medium-term            |
| R7  | Extreme change in rainfall (precipitation) pattern change and climate pattern | High       | Medium-term, Long-term             |
| R8  | Increase of severity of extreme weather events of typhoon and flood           | Medium     | Medium-term                        |
| R9  | Raw material cost increase                                                    | High       | Short-term, Medium-term, Long-term |
| R10 | Increase of average temperature                                               | Medium     | Medium-term, Long-term             |
| R11 | Sea level rise                                                                | Medium     | Medium-term, Long-term             |

| No. | Climate Change Opportunity Topic                             | Opportunity level | Time scope                         |
|-----|--------------------------------------------------------------|-------------------|------------------------------------|
| O1  | Reduce water usage and consumption                           | Low               | Short-term, Medium-term, Long-term |
| O2  | Use production and distribution process of higher efficiency | Medium            | Medium-term, Long-term             |
| O3  | Recycle and reuse                                            | Medium            | Medium-term, Long-term             |
| O4  | Change to use building of higher efficiency                  | Medium            | Medium-term, Long-term             |
| O5  | Adopt transportation method of higher efficiency             | Medium            | Short-term, Medium-term, Long-term |
| O6  | Use low carbon energy                                        | Medium            | Medium-term, Long-term             |
| O7  | Implement incentive policy                                   | Medium            | Medium-term, Long-term             |
| O8  | Use new technologies                                         | Medium            | Medium-term, Long-term             |
| O9  | Participate in carbon trading market                         | Medium            | Medium-term, Long-term             |
| O10 | Change to non-centralized energy                             | Low               | Medium-term, Long-term             |

Note 1: Short-term refers to 1-5 years; Medium-term refers to 5-10 years; Long-term refers to more than 10 years

| Climate-related Impact and Strategy                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Risk and Opportunity Item                                                     | Financial Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Response Mechanism                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Increase greenhouse gas emission pricing                                      | 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 GHG emissions of Scope 1 + Scope 2 of the headquarters in 2024 are calculated as 400 metric tons, and based on the calculation of NT\$300 per metric ton, the operating cost would be increased by NT\$600,000 in a short period of 5 years | 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.                                                                                                                                |
| Extreme change in rainfall (precipitation) pattern change and climate pattern | 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 on one operating site in the last three years, the operating cost is increased by approximately NT\$2 million                                                                                                                                       | 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 |
| Raw material cost increase                                                    | 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%                                                                                                                                                                                                                                                                                                                                  | 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                                                                                                                                                                                         |

| Emissions reduction goal                                                                                                                                                                 | Strategic action                                                                                                                                                                                                                                                                                                        | Plan schedule                                                                                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| <b>Comparison to base year of 2023</b><br>Scope 1 + Scope 2 GHG emissions reduced by 15% in 2030<br>Scope 1 + Scope 2 GHG emissions reduced by 30% in 2040<br>Net zero emissions by 2050 | <ol style="list-style-type: none"> <li>Through green procurement, purchase infrastructure equipment equipped with eco-friendly labels</li> <li>Fully replaced the air-conditioning system with an air conditioners of energy efficiency level 1</li> <li>Purchase of solar power and green power certificate</li> </ol> | <ol style="list-style-type: none"> <li>2025-2030</li> <li>2025-2030</li> <li>2031-2050</li> </ol> |



## Greenhouse gas emissions

Greenhouse gas 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 greenhouse gas emissions through greenhouse gas inventory results, and to implement review and continuous improvement annually. With regards to the greenhouse gas inventory inspection, Scope 1 of direct emissions mainly refers to gasoline used in company vehicles, diesel used in power generators, and gas. For Scope 2, it mainly refers to indirect emissions (electricity). The inventory of Scope 3 emissions is to be implemented in 2025.

| Region                          | Category                                                                                           | 2022   | 2023   | 2024   |
|---------------------------------|----------------------------------------------------------------------------------------------------|--------|--------|--------|
| Taipei Headquarters             | Scope 1 (tons CO <sub>2</sub> e)                                                                   | 114.31 | 107.77 | 96.09  |
|                                 | Scope 2 (tons CO <sub>2</sub> e)                                                                   | 285.39 | 304.50 | 306.34 |
|                                 | Scope 1+Scope 2 (tons CO <sub>2</sub> e)                                                           | 399.70 | 412.27 | 402.43 |
|                                 | Scope 1 + Scope 2 emission intensity ratio (metric tons CO <sub>2</sub> e/NT\$ million of revenue) | 0.078  | 0.089  | 0.079  |
| Zhongli Rich Honour Fabricating | Scope 1 (tons CO <sub>2</sub> e)                                                                   | 16.05  | 13.08  | 19.23  |
|                                 | Scope 2 (tons CO <sub>2</sub> e)                                                                   | 132.01 | 107.45 | 93.70  |
|                                 | Scope 1+Scope 2 (tons CO <sub>2</sub> e)                                                           | 148.06 | 120.53 | 112.93 |
|                                 | Scope 1 + Scope 2 emission intensity ratio (metric tons CO <sub>2</sub> e/NT\$ million of revenue) | 0.029  | 0.026  | 0.022  |
| RH International Designs        | Scope 1 (tons CO <sub>2</sub> e)                                                                   | 7.06   | 13.58  | 12.6   |
|                                 | Scope 2 (tons CO <sub>2</sub> e)                                                                   | 13.00  | 13.66  | 18.08  |
|                                 | Scope 1+Scope 2 (tons CO <sub>2</sub> e)                                                           | 20.06  | 27.24  | 30.68  |
|                                 | Scope 1 + Scope 2 emission intensity ratio (metric tons CO <sub>2</sub> e/NT\$ million of revenue) | 0.004  | 0.006  | 0.006  |
| RHQ Furniture                   | Scope 1 (tons CO <sub>2</sub> e)                                                                   | 10.98  | 14.83  | 38.71  |
|                                 | Scope 2 (tons CO <sub>2</sub> e)                                                                   | 655.91 | 625.19 | 663.71 |
|                                 | Scope 1+Scope 2 (tons CO <sub>2</sub> e)                                                           | 666.89 | 640.02 | 702.42 |
|                                 | Scope 1 + Scope 2 emission intensity ratio (metric tons CO <sub>2</sub> e/NT\$ million of revenue) | 0.131  | 0.138  | 0.138  |

Note: According to the GHG Emissions Factor Management Table Version 6.0.4 announced by Environmental Protection Administration in Taiwan, the diesel emissions factor is 2.6060KgCO<sub>2</sub>/L; the gasoline emissions factor is 2.2631KgCO<sub>2</sub>/L, the 2022 electricity emissions factor is 0.495KgCO<sub>2</sub>/KWH, and the 2023 electricity emissions factor is 0.494KgCO<sub>2</sub>/KWH. The 2024 electricity carbon emissions factor uses the 2023 emission factor.



# 05

## Social Care

- 5.1 Friendly Workplace
- 5.2 Talent Selection and Appropriate Employment
- 5.3 Occupational Safety and Health
- 5.4 Public Welfare Participation





Social Care

| SDG Goals                                                                             | Annual Sustainability Performance                                                                                                                                                                                                        |
|---------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div><div>5</div><div>GENDER EQUALITY</div><div></div></div>                          | <ul style="list-style-type: none"><li>There are 318 and 298 male and female employees, respectively, and the male-female ratio is 1.07:1</li><li>Female directors accounts for 25% of the total number of Board members</li></ul>        |
| <div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>          | <p>The entry level male employee salary is 1.47 times higher than the local minimum wage, and the entry level female employee salary is 1.39 times higher than the local minimum wage</p>                                                |
| <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div>  | <p>100% of senior executives of the Company are employed locally</p>                                                                                                                                                                     |
| <div><div>16</div><div>PEACE, JUSTICE, AND STRONG INSTITUTIONS</div><div></div></div> | <p>Employee performance evaluation completion rate of all employees is 94.05%</p>                                                                                                                                                        |
| <div><div>4</div><div>QUALITY EDUCATION</div><div></div></div>                        | <ol style="list-style-type: none"><li>There are no complaints related to violations of human rights or suspected human rights infringements</li><li>The annual total number of participants in human rights training is 54.22%</li></ol> |
| <div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div>               | <p>Zero major occupational injury incidents</p>                                                                                                                                                                                          |

| 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                                                   | <ul style="list-style-type: none"><li><b>Provide competitive remuneration and comprehensive on-the-job training</b></li><li>Proper and smooth labor-management communication</li></ul>                                                        |
| Goal                                                     | <ul style="list-style-type: none"><li>The salary of entry level employees is 1.35 times higher than the local base salary</li><li>No annual labor-management disputes</li></ul>                                                               |
| Resource Invested and Actual Outcome in the Current Year | <ul style="list-style-type: none"><li>Organize new employee orientation</li><li>Convene labor-management meetings quarterly</li><li>Organize year-end lottery activity, new employee seminar and travel allowance, etc.</li></ul>             |
| Responsible Department and Complaint Filing Mechanism    | <ul style="list-style-type: none"><li>Contact unit: Administrative Service Department</li><li>Tel: 02-25456011</li><li>Email: hr@richhonour.com</li></ul>                                                                                     |
| Assessment Mechanism                                     | <p>The Labor-Management Committee convenes every three months to discuss topics including workforce updates, operational information, employee events, and welfare programs.</p> <p>In 2024, there were no labor-management dispute cases</p> |

## 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 "integrity", 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.



| 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             | 61                  | 45                     | 74%                                 | 277               | 113                    | 41%                             |
| Zhongli Rich Honour Fabricating | 6                   | 6                      | 100%                                | 50                | 40                     | 80%                             |
| RH Shanghai                     | 5                   | 3                      | 60%                                 | 125               | 27                     | 22%                             |
| RHQ Furniture                   | 33                  | 29                     | 88%                                 | 179               | 154                    | 86%                             |

To strengthen the implementation of human rights policies, the Company plans to conduct a due diligence survey in 2025. In addition, RH Design also provides a reporting channel for employees for use, and dedicated personnel are assigned to accept reported cases, followed by diligent investigation. In addition, the personal information of the reporter is kept confidential. In cases where a reported case is verified to be true, the Company also guarantees not to impose any treatment unfavorable to the reporter. In 2024, RH Design had no record of violation of human rights.

### 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                    |                                 | 2022           |            | 2023           |            | 2024           |            |
| Total Number of Employees (Note 1) |                                 | 618            |            | 623            |            | 616            |            |
| Employment Contract (Note 2)       |                                 | Non-fixed term | Fixed-term | Non-fixed term | Fixed-term | Non-fixed term | Fixed-term |
| Gender                             | Male                            | 313            | 8          | 314            | 6          | 312            | 6          |
|                                    | Female                          | 294            | 3          | 296            | 7          | 293            | 5          |
| Region                             | Taipei Headquarters             | 266            | 9          | 272            | 13         | 266            | 11         |
|                                    | Zhongli Rich Honour Fabricating | 36             | 0          | 37             | 0          | 35             | 0          |
|                                    | RH International Designs        | 137            | 0          | 135            | 0          | 125            | 0          |
|                                    | RHQ Furniture                   | 168            | 2          | 166            | 0          | 179            | 0          |
| Employment Type (Note 3)           |                                 | Full-time      | Part-time  | Full-time      | Part-time  | Full-time      | Part-time  |
| Gender                             | Male                            | 319            | 2          | 319            | 1          | 317            | 1          |
|                                    | Female                          | 297            | 0          | 301            | 2          | 297            | 1          |
| Region                             | Taipei Headquarters             | 275            | 0          | 282            | 3          | 275            | 2          |
|                                    | Zhongli Rich Honour Fabricating | 36             | 0          | 37             | 0          | 35             | 0          |
|                                    | RH International Designs        | 137            | 0          | 135            | 0          | 125            | 0          |
|                                    | RHQ Furniture                   | 168            | 2          | 166            | 0          | 179            | 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                        |                                 | 2022                   |                       | 2023                   |                       | 2024                   |                       |
| Total Number of Other Workers (Note 1) |                                 | 21                     |                       | 17                     |                       | 17                     |                       |
| Contract Type                          |                                 | Dispatch               | Other Types           | Dispatch               | Other Types           | Dispatch               | Other Types           |
| Gender                                 | Male                            | 2                      | 18                    | 0                      | 15                    | 0                      | 15                    |
|                                        | Female                          | 0                      | 1                     | 0                      | 2                     | 0                      | 2                     |
| Region                                 | Taipei Headquarters             | 0                      | 1                     | 0                      | 2                     | 0                      | 2                     |
|                                        | Zhongli Rich Honour Fabricating | 0                      | 18                    | 0                      | 15                    | 0                      | 15                    |
|                                        | RH International Designs        | 0                      | 0                     | 0                      | 0                     | 0                      | 0                     |
|                                        | RHQ Furniture                   | 2                      | 0                     | 0                      | 0                     | 0                      | 0                     |
|                                        |                                 |                        |                       |                        |                       |                        |                       |
| Job Type                               |                                 | Technicians/ Operators | Technical Consultants | Technicians/ Operators | Technical Consultants | Technicians/ Operators | Technical Consultants |
| Gender                                 | Male                            | 20                     | 0                     | 15                     | 0                     | 15                     | 0                     |
|                                        | Female                          | 1                      | 0                     | 2                      | 0                     | 2                      | 0                     |
| Region                                 | Taipei Headquarters             | 1                      | 0                     | 2                      | 0                     | 2                      | 0                     |
|                                        | Zhongli Rich Honour Fabricating | 18                     | 0                     | 15                     | 0                     | 15                     | 0                     |
|                                        | RH International Designs        | 0                      | 0                     | 0                      | 0                     | 0                      | 0                     |
|                                        | RHQ Furniture                   | 2                      | 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/<br>Year |                           |                                      | 2022                |            | 2023                |            | 2024                |            |
|-----------------------------------------------|---------------------------|--------------------------------------|---------------------|------------|---------------------|------------|---------------------|------------|
|                                               |                           |                                      | Number<br>of People | Percentage | Number of<br>People | Percentage | Number of<br>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<br>years old                | 3                   | 37.50%     | 3                   | 37.50%     | 3                   | 37.50%     |
|                                               |                           | 50~65<br>years old                   | 2                   | 25.00%     | 2                   | 25.00%     | 2                   | 25.00%     |
|                                               |                           | Above 65<br>years old<br>(inclusive) | 3                   | 37.50%     | 3                   | 37.50%     | 3                   | 37.50%     |
|                                               |                           |                                      |                     |            |                     |            |                     |            |
|                                               | Educational<br>Background | Doctoral<br>degree                   | 2                   | 25.00%     | 2                   | 25.00%     | 2                   | 25.00%     |
|                                               |                           | Graduate<br>School                   | 5                   | 62.50%     | 5                   | 62.50%     | 5                   | 62.50%     |
|                                               |                           | College<br>and<br>University         | 1                   | 12.50%     | 1                   | 12.50%     | 1                   | 12.50%     |
|                                               |                           | Others                               | 0                   | 0.00%      | 0                   | 0.00%      | 0                   | 0.00%      |
|                                               |                           |                                      |                     |            |                     |            |                     |            |

| Employee Diversity Statistics/Year |          |                           |                                                                 | 2022                   |            | 2023                   |            | 2024                   |            |
|------------------------------------|----------|---------------------------|-----------------------------------------------------------------|------------------------|------------|------------------------|------------|------------------------|------------|
|                                    |          |                           |                                                                 | Number<br>of<br>People | Percentage | Number<br>of<br>People | Percentage | Number<br>of<br>People | Percentage |
| Employees                          | Direct   | Gender                    | Male                                                            | 114                    | 18.51%     | 128                    | 20.98%     | 128                    | 20.78%     |
|                                    |          |                           | Female                                                          | 60                     | 9.74%      | 96                     | 15.74%     | 95                     | 15.42%     |
|                                    |          | Age                       | Under 30 years old                                              | 28                     | 4.55%      | 49                     | 8.03%      | 49                     | 7.96%      |
|                                    |          |                           | Above 30 years old<br>(inclusive) but less<br>than 50 years old | 127                    | 20.62%     | 140                    | 22.95%     | 134                    | 21.75%     |
|                                    |          |                           | Above 50 years old<br>(inclusive)                               | 19                     | 3.08%      | 35                     | 5.74%      | 40                     | 6.49%      |
|                                    |          |                           |                                                                 |                        |            |                        |            |                        |            |
|                                    |          | Educational<br>Background | Graduate School                                                 | 13                     | 2.11%      | 13                     | 2.13%      | 14                     | 2.27%      |
|                                    |          |                           | College and<br>University                                       | 53                     | 8.60%      | 104                    | 17.05%     | 99                     | 16.07%     |
|                                    |          |                           | Others                                                          | 108                    | 17.53%     | 107                    | 17.54%     | 110                    | 17.86%     |
|                                    | Indirect | Gender                    | Male                                                            | 205                    | 33.28%     | 186                    | 30.49%     | 190                    | 30.84%     |
|                                    |          |                           | Female                                                          | 237                    | 38.47%     | 200                    | 32.79%     | 203                    | 32.96%     |
|                                    |          | Age                       | Under 30 years old                                              | 119                    | 19.32%     | 84                     | 13.77%     | 79                     | 12.82%     |
|                                    |          |                           | Above 30 years old<br>(inclusive) but less<br>than 50 years old | 265                    | 43.02%     | 246                    | 40.33%     | 247                    | 40.10%     |
|                                    |          |                           | Above 50 years old<br>(inclusive)                               | 58                     | 9.42%      | 56                     | 9.18%      | 67                     | 10.88%     |
|                                    |          | Educational<br>Background | Graduate School                                                 | 27                     | 4.38%      | 27                     | 4.43%      | 25                     | 4.06%      |
|                                    |          |                           | College and<br>University                                       | 344                    | 55.84%     | 288                    | 47.21%     | 291                    | 47.24%     |
|                                    |          |                           | Others                                                          | 71                     | 11.53%     | 71                     | 11.64%     | 77                     | 12.50%     |

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 2024, the headquarters employed three employees with disabilities.



| Item / Year                           |                                                           | 2022             |                   | 2023             |                   | 2024             |                   |
|---------------------------------------|-----------------------------------------------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|
| Total number of employees in the Year |                                                           | 618              |                   | 623              |                   | 616              |                   |
| 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                                        | 87               | 14.08%            | 81               | 13.00%            | 63               | 10.23%            |
|                                       | Above 30 years old (inclusive) but less than 50 years old | 59               | 9.55%             | 48               | 7.70%             | 31               | 5.03%             |
|                                       | Above 50 years old (inclusive)                            | 4                | 0.65%             | 9                | 1.44%             | 8                | 1.30%             |
| Gender                                | Male                                                      | 91               | 14.72%            | 80               | 12.84%            | 59               | 9.58%             |
|                                       | Female                                                    | 59               | 9.55%             | 58               | 9.31%             | 43               | 6.98%             |
| Educational Background                | Graduate School                                           | 9                | 1.46%             | 12               | 1.93%             | 6                | 0.97%             |
|                                       | College and University                                    | 100              | 16.18%            | 77               | 12.36%            | 63               | 10.23%            |
|                                       | Others                                                    | 41               | 6.63%             | 49               | 7.87%             | 33               | 5.36%             |
| Region                                | Taipei                                                    | 67               | 10.84%            | 70               | 11.24%            | 61               | 9.90%             |
|                                       | Taoyuan                                                   | 10               | 1.62%             | 7                | 1.12%             | 3                | 0.49%             |
|                                       | Shanghai                                                  | 31               | 5.02%             | 9                | 1.44%             | 5                | 0.81%             |
|                                       | RHQ                                                       | 42               | 6.80%             | 52               | 8.35%             | 33               | 5.36%             |
| Resigned Employees                    |                                                           |                  |                   |                  |                   |                  |                   |
| Age                                   | Under 30 years old                                        | 32               | 5.18%             | 60               | 9.63%             | 46               | 7.47%             |
|                                       | Above 30 years old (inclusive) but less than 50 years old | 75               | 12.14%            | 66               | 10.59%            | 53               | 8.60%             |
|                                       | Above 50 years old (inclusive)                            | 26               | 4.21%             | 8                | 1.28%             | 6                | 0.97%             |
| Gender                                | Male                                                      | 77               | 12.46%            | 80               | 12.84%            | 60               | 9.74%             |
|                                       | Female                                                    | 56               | 9.06%             | 54               | 8.67%             | 45               | 7.31%             |
| Educational Background                | Graduate School                                           | 17               | 2.75%             | 10               | 1.61%             | 9                | 1.46%             |
|                                       | College and University                                    | 74               | 11.97%            | 79               | 12.68%            | 65               | 10.55%            |
|                                       | Others                                                    | 42               | 6.80%             | 45               | 7.22%             | 31               | 5.03%             |
| Region                                | Taipei                                                    | 64               | 10.36%            | 63               | 10.11%            | 64               | 10.39%            |
|                                       | Taoyuan                                                   | 10               | 1.62%             | 6                | 0.96%             | 5                | 0.81%             |
|                                       | Shanghai                                                  | 25               | 4.05%             | 11               | 1.77%             | 15               | 2.44%             |
|                                       | RHQ                                                       | 34               | 5.50%             | 54               | 8.67%             | 21               | 3.41%             |

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

| Company                            | Taipei Headquarters | Zhongli Rich Honour Fabricating | RH International Designs | RHQ Furniture |
|------------------------------------|---------------------|---------------------------------|--------------------------|---------------|
| Total Number of Employees          | 266                 | 35                              | 125                      | 179           |
| Total Number of Resigned Employees | 46                  | 6                               | 15                       | 21            |
| Number of Voluntary Resignations   | 45                  | 5                               | 15                       | 16            |
| Number of Involuntary Terminations | 1                   | 1                               | 0                        | 5             |
| Voluntary Turnover Rate            | 16.91%              | 14.29%                          | 12.00%                   | 8.94%         |
| Involuntary Turnover Rate          | 0.38%               | 2.86%                           | 0.00%                    | 2.79%         |

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 2024, the entry level male employee salary was 1.47 times higher than the local minimum wage, and the entry level female employee salary was 1.39 times higher than 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.

| Key Business Locations | Total number of senior officers in 2024 (above the rank of Assistant Vice President) | Number of Taiwanese residents employed as senior officers in 2024 | Employment Ratio |
|------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------|------------------|
| Taipei Headquarters    | 15                                                                                   | 15                                                                | 100%             |

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.

| 2024 Employee Parental Leave Statistics                                                                                                          | Gender | Taipei Headquarters | Zhongli Rich Honour Fabricating |
|--------------------------------------------------------------------------------------------------------------------------------------------------|--------|---------------------|---------------------------------|
| Number of employees qualified for application of parental leave without pay                                                                      | Male   | 11                  | 4                               |
|                                                                                                                                                  | Female | 6                   | 1                               |
| Number of employees applying for parental leave without pay                                                                                      | Male   | 5                   | 0                               |
|                                                                                                                                                  | Female | 4                   | 0                               |
| Number of employees requiring reinstatement upon expiration of parental leave without pay (A)                                                    | Male   | 5                   | 0                               |
|                                                                                                                                                  | Female | 2                   | 0                               |
| Number of employees actually reinstated after parental leave without pay (B)                                                                     | Male   | 2                   | 0                               |
|                                                                                                                                                  | Female | 2                   | 0                               |
| Reinstatement rate (B/A)                                                                                                                         | Male   | 40.00%              | -                               |
|                                                                                                                                                  | Female | 100.00%             | -                               |
| 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   | 0                   | 4                               |
|                                                                                                                                                  | Female | 0                   | 0                               |
| Retention rate (C/B of previous year)                                                                                                            | Male   | 0%                  | 66.67%                          |
|                                                                                                                                                  | Female | -                   | -                               |

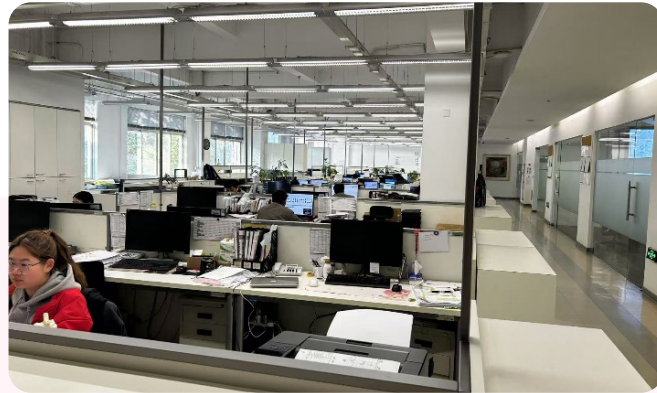
Note 1: In 2024, a total of 17 employees at the headquarters were qualified for applying for unpaid parental leave, of which nine actually applied for parental leave, and among those four were reinstated. At Zhongli Rich Honour Fabricating, five employees were qualified for unpaid parental leave, and none of them have applied for parental leave.

Note 2: "B of previous year" described above refers to the number of employees who actually reinstated after parental leave without pay in the previous year. At Taipei Headquarters, there was one male employee reinstated; at Zhongli Rich Honour Fabricating, there were six male employees reinstated; the number of female employees was zero for both Taipei Headquarters and Zhongli Rich Honour Fabricating.

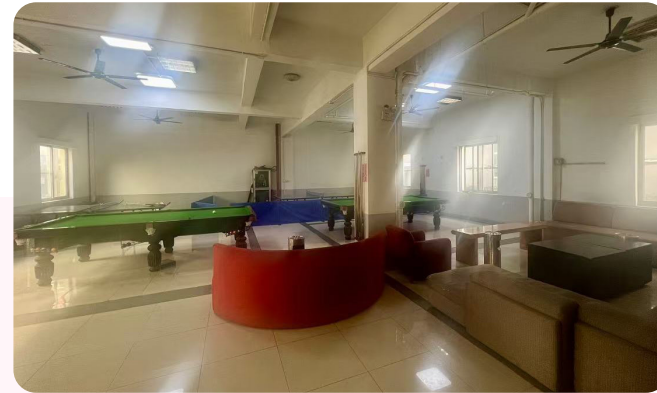
Other benefits and systems are as follows:

| 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                                                     | ✓                   | ✓                               | ✓                        | ✓             |
| Three-holiday bonus                     | Bonus for Dragon Boat Festival, Mid-Autumn Festival and Chinese New Year                                                                                                        | ✓                   | ✓                               | ✓                        | ✓             |
| Seniority bonus                         | Encourage long-term employment and retention of employees                                                                                                                       | ✓                   | ✓                               | ✓                        | ✓             |
| Marriage/funeral/maternity subsidy      | Provide marriage, maternity and funeral subsidies to employees                                                                                                                  | ✓                   | ✓                               | ✓                        | ✓             |
| Periodic health examination             | Provide health examinations of higher quality than the Regulations of Labor Health Protection Health                                                                            | ✓                   | ✓                               | ✓                        | ✓             |
| 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) | ✓                   | ✓                               | ✓                        | ✓             |
| Birthday gift money                     | Employees may receive birthday gift money on the month of their birthday                                                                                                        | ✓                   |                                 | ✓                        | ✓             |
| Breastfeeding room                      | Breastfeeding room is installed and available for employees                                                                                                                     | ✓                   | ✓                               |                          |               |
| Employee children scholarship           | Scholarship is provided to employee children from elementary school to college and university                                                                                   | ✓                   |                                 |                          |               |
| Childcare allowance                     | Childcare allowance is provided to employees with children under the age of six years old                                                                                       | ✓                   |                                 |                          |               |
| Employee stock ownership                | Employee Stock Ownership Committee is established, and employees interested in participating in the employee stock ownership program may enter the Committee                    | ✓                   |                                 |                          |               |
| Employee Welfare Committee activities   | Group activities, employee travel and employee discounted products are organized irregularly                                                                                    | ✓                   |                                 | ✓                        | ✓             |
| 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               | ✓                   | ✓                               | ✓                        | ✓             |





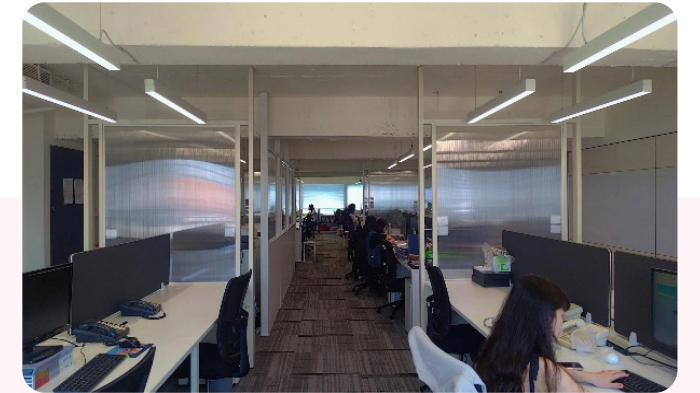
Comfortable Office Environment



Stress Relief Entertainment Room



Friendly Workplace - Breastfeeding Room



Office Environment

## Annual Events



Anniversary Celebration



Long-term Service Award Presentation



Annual Lottery



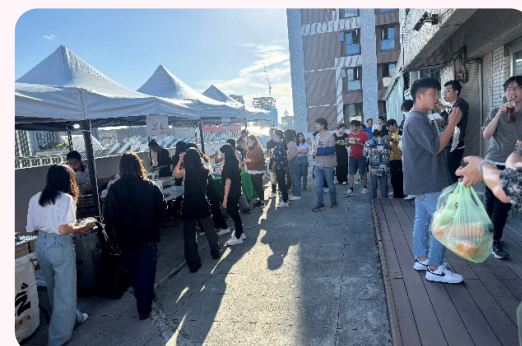
Employee Travel



Scholarships for Children



Winter Solstice Event



Fortune Carnival



Welfare Goods for Employees



Employee Team Building



Employee Team Building



### Retirement Benefit Plan:

Defined appropriation plan (new pension system): RHG 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, 16% of employees of RH Design further participate in the labor pension additional voluntary contribution. At Zhongli Rich Honour Fabricating, 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 clientship 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 2024, the employee stock ownership trust participation rate was 66.84%.

### 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.

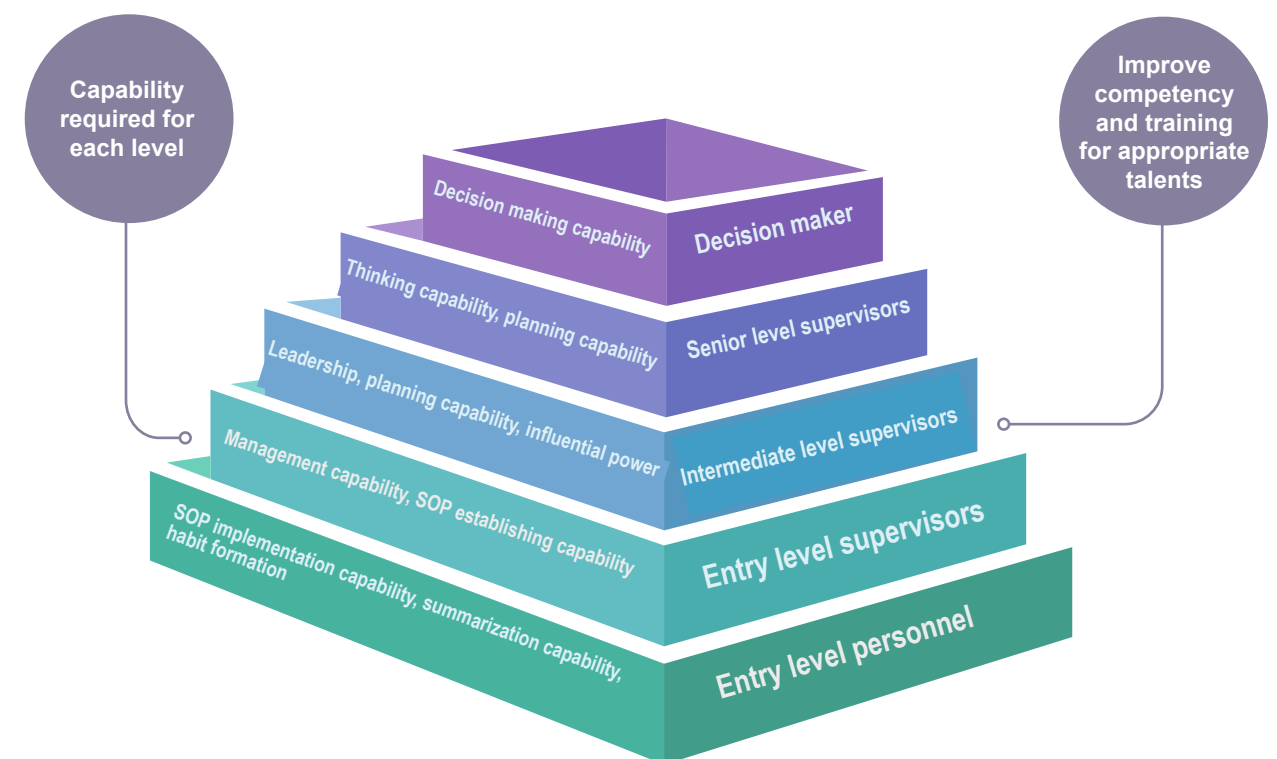
- On the day of reporting to work, complete new employee orientation is provided in order to understand the Company's system.
- After being employed for three months, a probation period maturity performance review is used to understand the job adaptation status of a new employee, and necessary assistance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

#### ✓ Diverse learning:

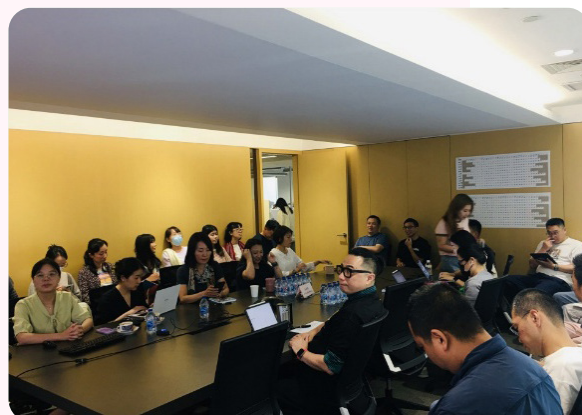
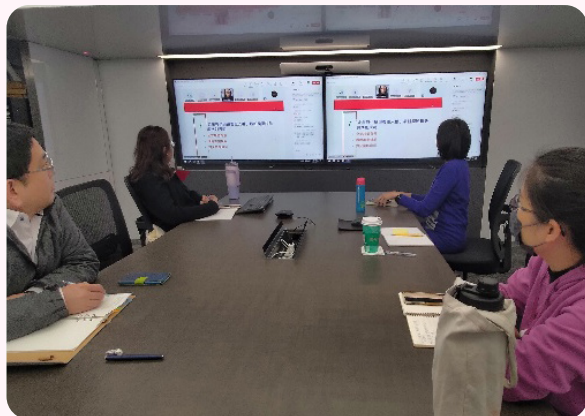
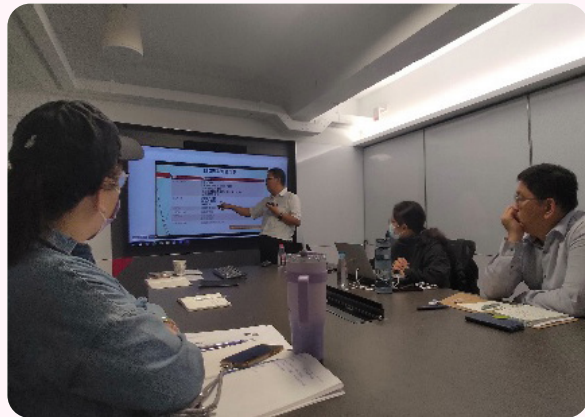
Employees may improve personal learning development at any time through diverse learning channels. Presently, employees are able to improve personal professional competence through internal training (in-person and online courses), external training, and exchange with superior officers/colleagues. Employees 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.

#### ✓ 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.



## Education and Training Photos



| Regional Training Statistics    |                                                                |          |       |       |                                                                                                                                                                                                                                                                                                        |
|---------------------------------|----------------------------------------------------------------|----------|-------|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Region                          | Statistics/Year                                                | 2022     | 2023  | 2024  | Remarks                                                                                                                                                                                                                                                                                                |
| Taipei Headquarters             | Average training hours per employee                            | 10.75    | 6.98  | 6.73  |                                                                                                                                                                                                                                                                                                        |
|                                 | Average training hours of employees according to gender        | Female   | 11.29 | 6.86  | 4.84                                                                                                                                                                                                                                                                                                   |
|                                 |                                                                | Male     | 11.05 | 7.07  | 9.32                                                                                                                                                                                                                                                                                                   |
|                                 | Average training hours of employees according to employee type | Direct   | 7.11  | 5.98  | 3.58                                                                                                                                                                                                                                                                                                   |
|                                 |                                                                | Indirect | 11.61 | 7.43  | 8.10                                                                                                                                                                                                                                                                                                   |
| Zhongli Rich Honour Fabricating | Statistics/Year                                                | 2022     | 2023  | 2024  |                                                                                                                                                                                                                                                                                                        |
|                                 | Average training hours per employee                            | 4.1      | 18.49 | 24.00 |                                                                                                                                                                                                                                                                                                        |
|                                 | Average training hours of employees according to gender        | Female   | 4.3   | 18.50 | 24.00                                                                                                                                                                                                                                                                                                  |
|                                 |                                                                | Male     | 4     | 19.20 | 24.00                                                                                                                                                                                                                                                                                                  |
|                                 | Average training hours of employees according to employee type | Direct   | 4     | 20.00 | 14.40                                                                                                                                                                                                                                                                                                  |
|                                 |                                                                | Indirect | 4.3   | 18.67 | 9.60                                                                                                                                                                                                                                                                                                   |
| RH International Designs        | Statistics/Year                                                | 2022     | 2023  | 2024  | Due to the pandemic in 2022, we were unable to organize group training. After the pandemic control policy was lifted in 2023, trainings were resumed. In 2024, we implemented job certificate training; therefore, the training hours increased in comparison to the training hours of previous years. |
|                                 | Average training hours per employee                            | 0.88     | 2.20  | 10.11 |                                                                                                                                                                                                                                                                                                        |
|                                 | Average training hours of employees according to gender        | Female   | 0.91  | 2.20  | 6.56                                                                                                                                                                                                                                                                                                   |
|                                 |                                                                | Male     | 0.83  | 2.10  | 14.16                                                                                                                                                                                                                                                                                                  |
|                                 | Average training hours of employees according to employee type | Direct   | --    | 1.80  | 21.06                                                                                                                                                                                                                                                                                                  |
|                                 |                                                                | Indirect | 1.29  | 2.20  | 8.42                                                                                                                                                                                                                                                                                                   |
| RHQ Furniture                   | Statistics/Year                                                | 2022     | 2023  | 2024  |                                                                                                                                                                                                                                                                                                        |
|                                 | Average training hours per employee                            | 13.79    | 24.50 | 24.60 |                                                                                                                                                                                                                                                                                                        |
|                                 | Average training hours of employees according to gender        | Female   | 8.52  | 23.50 | 19.17                                                                                                                                                                                                                                                                                                  |
|                                 |                                                                | Male     | 16.57 | 31.00 | 27.27                                                                                                                                                                                                                                                                                                  |
|                                 | Average training hours of employees according to employee type | Direct   | 19.99 | 33.00 | 30.98                                                                                                                                                                                                                                                                                                  |
|                                 |                                                                | Indirect | 6.29  | 23.00 | 15.75                                                                                                                                                                                                                                                                                                  |

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<br>Employees evaluated in 2024 |          | Number of employees<br>evaluated | Number of employees in<br>the specific category | Percentage |
|----------------------------------------------------|----------|----------------------------------|-------------------------------------------------|------------|
| Gender                                             | Male     | 101                              | 111                                             | 90.99%     |
|                                                    | Female   | 144                              | 155                                             | 92.90%     |
| Employee<br>type                                   | Direct   | 78                               | 83                                              | 93.98%     |
|                                                    | Indirect | 167                              | 183                                             | 91.26%     |

| Zhongli Rich Honour Fabricating<br>Employees evaluated in 2024 |          | Number of employees<br>evaluated | Number of employees in<br>the specific category | Percentage |
|----------------------------------------------------------------|----------|----------------------------------|-------------------------------------------------|------------|
| Gender                                                         | Male     | 25                               | 25                                              | 100.00%    |
|                                                                | Female   | 10                               | 10                                              | 100.00%    |
| Employee<br>type                                               | Direct   | 21                               | 21                                              | 100.00%    |
|                                                                | Indirect | 14                               | 14                                              | 100.00%    |

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

### 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.



| RH International Designs<br>Employees evaluated in 2024 |          | Number of employees<br>evaluated | Number of employees in<br>the specific category | Percentage |
|---------------------------------------------------------|----------|----------------------------------|-------------------------------------------------|------------|
| Gender                                                  | Male     | 56                               | 56                                              | 100.00%    |
|                                                         | Female   | 64                               | 69                                              | 92.75%     |
| Employee<br>type                                        | Direct   | 16                               | 16                                              | 100.00%    |
|                                                         | Indirect | 104                              | 109                                             | 95.41%     |

| RHQ Furniture<br>Employees evaluated in 2024 |          | Number of employees<br>evaluated | Number of employees in<br>the specific category | Percentage |
|----------------------------------------------|----------|----------------------------------|-------------------------------------------------|------------|
| Gender                                       | Male     | 114                              | 120                                             | 95.00%     |
|                                              | Female   | 55                               | 59                                              | 93.22%     |
| Employee<br>type                             | Direct   | 98                               | 104                                             | 94.23%     |
|                                              | Indirect | 71                               | 75                                              | 94.67%     |

| Proper and smooth labor-management communication               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Diverse communication channels                                 | <ul style="list-style-type: none"> <li>✓ Adopt a policy of openness and respect, establish diverse labor-management communication channels, and promote a harmonious labor-management relationship</li> <li>✓ Channels include meetings, announcements, investigations, and feedback, in order to ensure smooth information conveyance and communication</li> <li>✓ Three major labor-management communication modes: Meetings, announcements/surveys, labor-management meetings</li> </ul> |
| Labor-management meeting organization                          | <ul style="list-style-type: none"> <li>✓ Respect the employees' freedom of association and assembly, establish labor-management meetings and employee welfare committees according to the law and perform operations periodically</li> <li>✓ Convene labor-management meetings quarterly, and convene Employee Welfare Committee meetings regularly, in order to promote labor-management co-prosperity and co-existence</li> </ul>                                                         |
| Complaint handling and resolution                              | <ul style="list-style-type: none"> <li>✓ Smooth labor-management communication channel, and harmonious employee relationship</li> <li>✓ No major complaint cases were reported in 2024.</li> </ul>                                                                                                                                                                                                                                                                                          |
| Handling of workplace violence and sexual harassment incidents | <ul style="list-style-type: none"> <li>✓ Formulate preventive measures and complaint filing regulations, in order to protect the rights and interests of employees</li> <li>✓ Since the implementation of the regulations, the Company has not received any complaints about sexual harassment or bullying.</li> </ul>                                                                                                                                                                      |
| Actions against corruption and bribery                         | <ul style="list-style-type: none"> <li>✓ The Company has established the Code of Ethical Conduct, and no corruption or bribery incidents have occurred.</li> <li>✓ 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.</li> </ul>                                     |



### 5.3 Occupational Safety and Health

|                                                          |                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Material Topic                                           | Occupational safety and health                                                                                                                                                                                                                                                                                                                                                                                |
| 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                                                     | <ul style="list-style-type: none"><li>Zero occupational accidents</li><li>Enhance employees' safety and health awareness</li><li>Zero violation of laws and regulations</li><li>Healthy workplace</li></ul>                                                                                                                                                                                                   |
| Resource Invested and Actual Outcome in the Current Year | <ul style="list-style-type: none"><li>Continued to implement SA 8000 and ISO 45001 occupational health and safety management system operation</li><li>Completed law and regulation identification and compliance determination</li><li>All new employees have completed occupational safety and health training</li><li>Taipei Headquarters implemented the four main labor health protection plans</li></ul> |
| Responsible Department and Complaint Filing Mechanism    | <ul style="list-style-type: none"><li>Contact unit: Administrative Service Department</li><li>Tel: 02-2545-6011</li><li>Email: hr@richhonour.com</li></ul>                                                                                                                                                                                                                                                    |
| Assessment Mechanism                                     | <ol style="list-style-type: none"><li>RHQ Furniture's Occupational Safety and Health Management Committee inspects and reviews environmental safety and health related laws and implementation performance every three months</li><li>The internal audits and management review meetings of RHQ Furniture and Zhongli Rich Honour Fabricating review the occupational safety and health performance</li></ol> |

#### 5.3.1 Occupational Safety and Health Policy and Commitment

For RH Design, presently, RHQ Furniture has fully introduced the ISO 45001 occupational safety and health management system, but the headquarters and other business locations have not yet implemented the occupational safety and health management system. The ISO 45001 occupational safety and health management system covers 29.1% of the total number of workers of the overall business locations, and the statistics for non-employee workers have not yet been calculated. 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



### 5.3.2 Worker Participation, Consultation and Communication

Although the Company has not established an Occupational Safety Committee, the 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 2024, there were no relevant complaints.



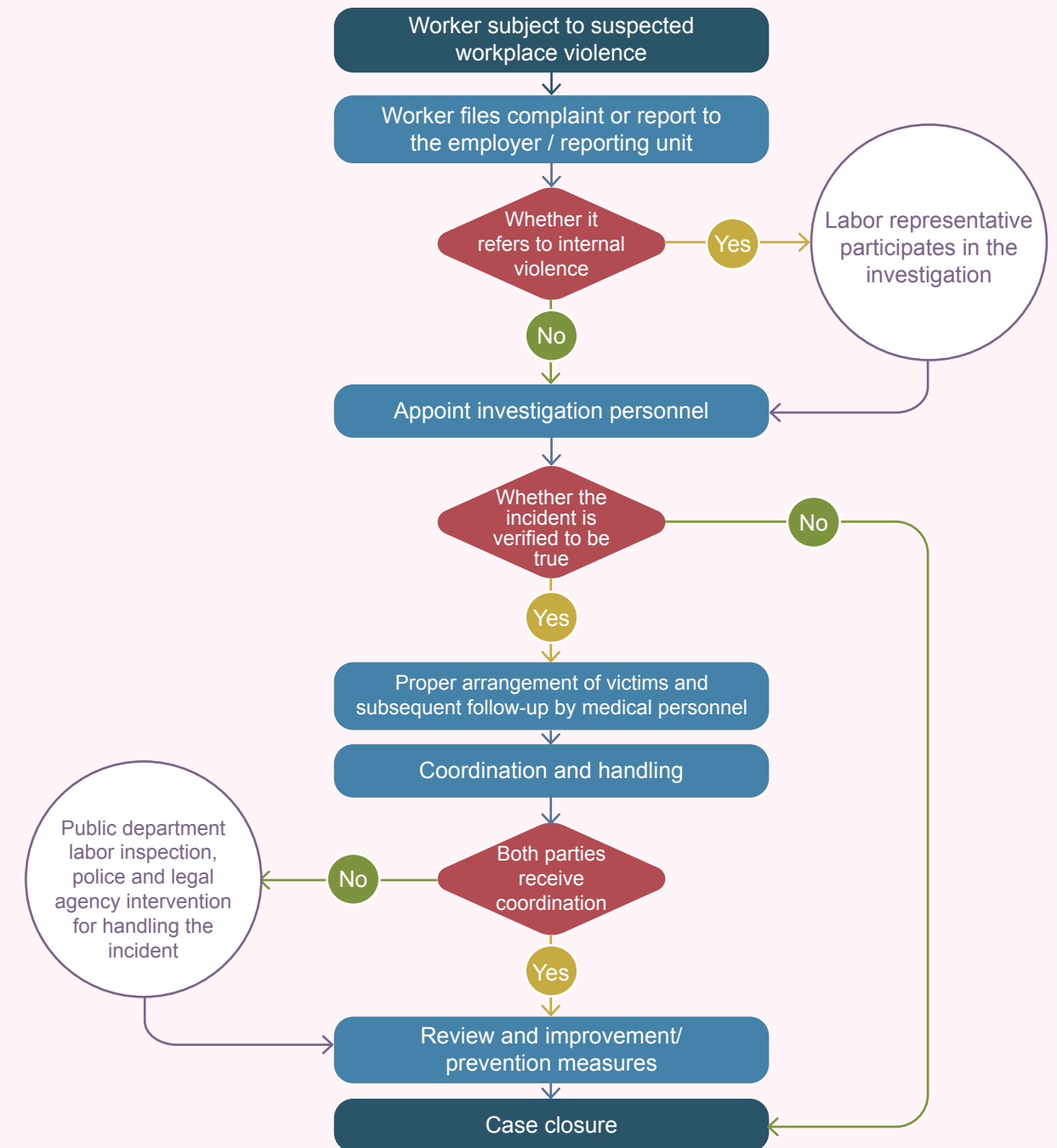
### 5.3.3 Hazard Identification, Risk Assessment, and Incident Investigation

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.

The Company has established the Labor Safety and Health Work Rules, and 84 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.

#### Illegal infringement Reporting Flow Chart



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 2024, the health examination results indicated no occupational diseases or suspected occupational disease cases.

#### 2024 Health Examination Statistical Data

| Region                          |                    | Number of people who participated in the health examination | Participation rate | Description                                                                                                                                                                              |
|---------------------------------|--------------------|-------------------------------------------------------------|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Taipei Headquarters             |                    | 193 employees                                               | 73%                |                                                                                                                                                                                          |
| Zhongli Rich Honour Fabricating |                    | -                                                           | -                  | Starting in 2023, superior than the regulatory requirements, the Company has organized one physical examination every two years; the next health examination will be implemented in 2025 |
| RH International Designs        |                    | 106 employees                                               | 85%                |                                                                                                                                                                                          |
| RHQ Furniture                   | Indirect personnel | 73 employees                                                | 95%                |                                                                                                                                                                                          |
|                                 | Direct personnel   | 100 employees                                               | 99%                | In compliance with local regulations, for employees reaching one year of service, one occupational disease physical examination is provided                                              |

### 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. 2024 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                                                                                                                                                           | 558                      | 18                     | 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                            | 220                      | 35                     |                                 |
| General safety and health education and training (construction industry) | Labor safety and health education and training                                                                                                                                                                                                                                       | 210                      | 35                     |                                 |
| 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. | 315                      | 45                     |                                 |
| 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                    | RHQ Furniture                   |
| 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. | 29                       | 29                     |                                 |
| 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: Yu Chiao Design 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 2024 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 2024, four major plans and health education and health consultation were conducted. The number of on-site health services provided by occupational nurses was also increased from four times a month to six times a month. 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



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 was held on October 19 and 27, and attracted a total of 83 employees and their families to participate. Many of the participants brought their families and even their grand families with them. They were able to relax in nature, which also improved their interaction with their families and colleagues, and they all enjoyed the fun of healthy sports.

<https://www.youtube.com/watch?v=7c2uvq-SvBM>



#### Stress relief book reading





## Occupational Injury and Disease Statistics

| Taipei Headquarters - Occupational Injury and Disease Statistics Performance |                  |         |         |         |
|------------------------------------------------------------------------------|------------------|---------|---------|---------|
| Statistics/Year                                                              |                  | 2022    | 2023    | 2024    |
| Total number of working hours lapsed                                         |                  | 525,536 | 543,392 | 547,416 |
| 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 | 40      | 1       | 0       |
|                                                                              | Ratio            | 15.60   | 0.37    | 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       |

| Zhongli Rich Honour Fabricating - Occupational Injury and Disease Statistics Performance |                  |        |        |        |
|------------------------------------------------------------------------------------------|------------------|--------|--------|--------|
| Statistics/Year                                                                          |                  | 2022   | 2023   | 2024   |
| Total number of working hours lapsed                                                     |                  | 98,024 | 88,752 | 97,176 |
| 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      | 2      | 1      |
|                                                                                          | Ratio            | 2.04   | 4.51   | 2.06   |
| 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

| RH International Design - Occupational Injury and Disease Statistics Performance |                  |         |         |         |
|----------------------------------------------------------------------------------|------------------|---------|---------|---------|
| Statistics/Year                                                                  |                  | 2022    | 2023    | 2024    |
| Total number of working hours lapsed                                             |                  | 266,512 | 268,328 | 253,232 |
| 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 | 0       | 1       | 0       |
|                                                                                  | Ratio            | 0       | 0.75    | 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       |

| RHQ Furniture - Occupational Injury and Disease Statistics Performance |                  |         |         |         |
|------------------------------------------------------------------------|------------------|---------|---------|---------|
| Statistics/Year                                                        |                  | 2022    | 2023    | 2024    |
| Total number of working hours lapsed                                   |                  | 346,701 | 452,473 | 533,816 |
| 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       | 2       | 3       |
|                                                                        | Ratio            | 1.15    | 0.88    | 1.12    |
| 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 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 2024.

Note 6: In 2022, Taipei Headquarters had 40 recordable occupational accidents mainly related to the COVID-19 pandemic; 40 employees were suspected of being affected by COVID-19 in the office area.

## 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. The total cost of community investment and participation in community activities in 2024 was NT\$3,600 thousand.

### Public Welfare Activity



#### Care for Rural Areas - Rh Design's Woodcarving Experience Camp

RH Design supported the Yu Shan Project organized by Carnegie, and sponsored the woodcarving experience camp, in which 28 senior high school students from remote areas participated and enjoyed a great experience. The event integrated the professional field of the Company, and students were led to visit the Chungli Factory in Taoyuan. They were introduced to the concept and application of interior design, and experienced the woodcraft fabrication process. The students were inspired by the interior design industry, and the seeds for their future career and development were planted.

<https://www.youtube.com/watch?v=MRp7XkDI7Yk>



#### Industry-Academia Collaboration - 2024 RH Design Award - Combination Store Design

In order to cultivate talent for the industry, RH Design continues to cooperate with the Department of Interior Design of Chung Yuan Christian University to organize design competitions. The 2024 design contest for combination stores was successfully concluded. Nearly 70 third-year university students participated in the contest. After the six judges from RH Design selected the winners, RH Design provided NT\$90,000 scholarships and awarded the six winning works with gold, silver, bronze and merit awards. The works of all award winners demonstrated innovative and practical design concepts.

<https://www.youtube.com/watch?v=qOievPn6p5M>



#### Community Participation - Blood Donation Event

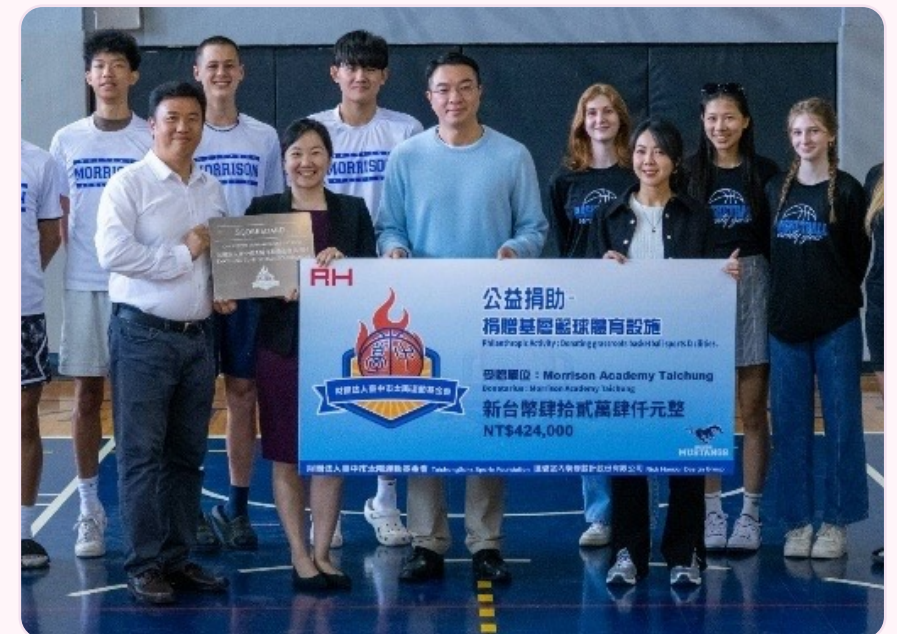
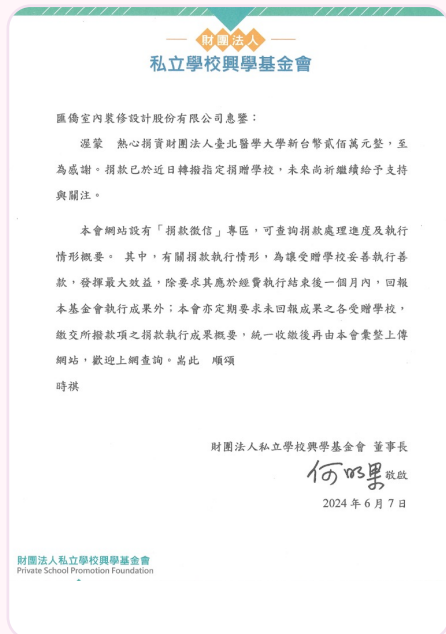
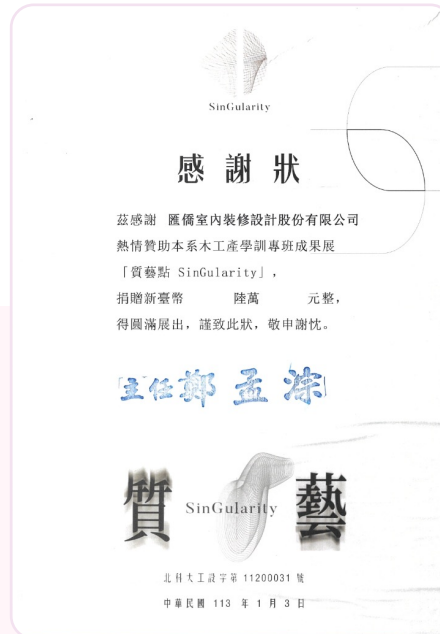
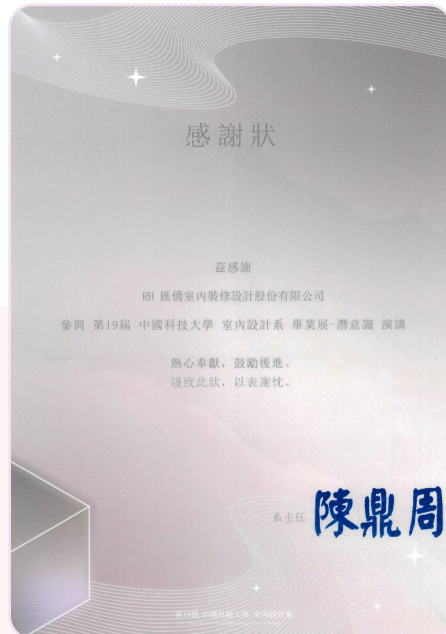
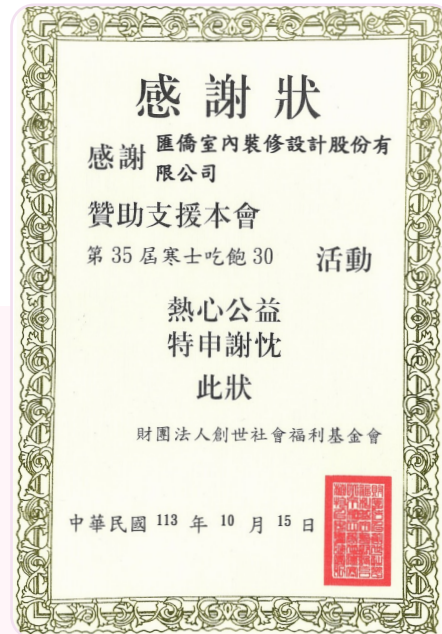
On April 26, 2024, RH Design organized a blood donation event to demonstrate its corporate social responsibility. Before the event, we promoted the benefits of blood donation and conveyed the importance of blood donation to the community. Despite the heavy rain on that day, our colleagues and the general public still participated in the event with enthusiasm. We sincerely thank the Taipei Blood Center and the nursing staff for their great efforts. At the end, 122 bags of blood were collected and 92 enthusiastic participants contributed their effort and care to the society. This event not only contributes to society, but also touched our hearts. We will continue to hold such charitable events in the future.

<https://www.youtube.com/watch?v=hIBDIdiM-tw>





## Collection of Public Welfare Initiatives





# 06

## Appendix

- 6.1 GRI Global Reporting Initiative Standards Comparison Table
- 6.2 Sustainability Accounting Standards Board (SASB) Comparison Table
- 6.3 Climate-Related Information of Publicly Listed Companies
- 6.4 Task Force on Climate-Related Financial Disclosures (TCFD)
- 6.5 Management System Certificates
- 6.6 AA1000 Assurance Statement



## 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, 2024 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                   | 15       |                                               |
|                                              | 2-2             | Entities included in the organization's sustainability reporting            | Editorial Policy                      | 3        |                                               |
|                                              | 2-3             | Reporting period, frequency and contact point                               | Editorial Policy                      | 3        |                                               |
|                                              | 2-4             | Restatement of information                                                  | Editorial Policy                      | 3        |                                               |
|                                              | 2-5             | External assurance                                                          | Editorial Policy                      | 3        |                                               |
| Activities and workers                       | 2-6             | Activities, value chain and other business relationships                    | 2.1 Company Profile                   | 15       |                                               |
|                                              | 2-7             | Employees                                                                   | 5.1 Friendly Workplace                | 51       |                                               |
|                                              | 2-8             | Workers who are not employees                                               | 5.1 Friendly Workplace                | 51       |                                               |
| 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 | 5        |                                               |
|                                              | 2-13            | Delegation of responsibility for managing impacts                           | 1.1 Sustainable Development Committee | 5        |                                               |
|                                              | 2-14            | Role of the highest governance body in sustainability reporting             | 1.1 Sustainable Development Committee | 5        |                                               |
|                                              | 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 |

| Topic                                                    | Disclosure Item | Item description                                                                              | Chapter                                                                                                                                                                                                               | Page No.                               | Omission/Remarks                                                |
|----------------------------------------------------------|-----------------|-----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------------------------------|
| GRI 2 : General Disclosures 2021                         |                 |                                                                                               |                                                                                                                                                                                                                       |                                        |                                                                 |
| Strategy, policy and practices                           | 2-22            | Statement on sustainable development strategies                                               | Message from the Management                                                                                                                                                                                           | 2                                      |                                                                 |
|                                                          | 2-23            | Policy commitments                                                                            | 3.1 Governance Practice<br>5.1.1 Human Rights Protection                                                                                                                                                              | 22<br>52                               |                                                                 |
|                                                          | 2-24            | Embedding policy commitments                                                                  | 3.1 Governance Practice<br>5.1.1 Human Rights Protection                                                                                                                                                              | 22<br>52                               |                                                                 |
|                                                          | 2-25            | Processes to remediate negative impacts                                                       | 3.2 Risk Management<br>3.5.2 Customer Relationship<br>4.2 Energy Resource Management<br>5.3 Occupational Safety and Health<br>3.3 Legal Compliance<br>3.6 Information Security Protection<br>5.2.2 Talent Cultivation | 26<br>36<br>44<br>61<br>30<br>38<br>58 |                                                                 |
|                                                          | 2-26            | Mechanisms for seeking advice and raising concerns                                            | 3.1 Governance Practice                                                                                                                                                                                               | 22                                     |                                                                 |
|                                                          | 2-27            | Legal Compliance                                                                              | 3.3 Legal Compliance                                                                                                                                                                                                  | 30                                     |                                                                 |
|                                                          | 2-28            | Membership associations                                                                       | 2.4 Participation in External Organization                                                                                                                                                                            | 19                                     |                                                                 |
| Stakeholder engagement                                   | 2-29            | Approach to stakeholder engagement                                                            | 1.3 Stakeholder Communication Channel and Topics of Concern                                                                                                                                                           | 6                                      |                                                                 |
|                                                          | 2-30            | Collective bargaining agreements                                                              | 5.2 Talent Selection and Appropriate Employment                                                                                                                                                                       | 56                                     | The Company has not signed any collective bargaining agreements |
| GRI 3: Material Topics 2021                              |                 |                                                                                               |                                                                                                                                                                                                                       |                                        |                                                                 |
| Material Topics                                          | 3-1             | Process to determine material topics                                                          | 1.4 Material Topics Identification                                                                                                                                                                                    | 9                                      |                                                                 |
|                                                          | 3-2             | List of material topics                                                                       | 1.4 Material Topics Identification                                                                                                                                                                                    | 9                                      |                                                                 |
| *Trade Secret Protection and Transaction Security        |                 |                                                                                               |                                                                                                                                                                                                                       |                                        |                                                                 |
| GRI 3: Material Topics 2021                              | 3-3             | Management of material topics                                                                 | 3.5.2 Customer Relationship                                                                                                                                                                                           | 36                                     |                                                                 |
| * Legal Compliance                                       |                 |                                                                                               |                                                                                                                                                                                                                       |                                        |                                                                 |
| GRI 3: Material Topics 2021                              | 3-3             | Management of material topics                                                                 | 3.3 Legal Compliance                                                                                                                                                                                                  | 30                                     |                                                                 |
| *Information Security                                    |                 |                                                                                               |                                                                                                                                                                                                                       |                                        |                                                                 |
| GRI 3: Material Topics 2021                              | 3-3             | Management of material topics                                                                 | 3.6 Information Security Protection                                                                                                                                                                                   | 38                                     |                                                                 |
| * Customer Relationship / * Customers' Health and Safety |                 |                                                                                               |                                                                                                                                                                                                                       |                                        |                                                                 |
| GRI 3: Material Topics 2021                              | 3-3             | Management of material topics                                                                 | 3.5.2 Customer Relationship                                                                                                                                                                                           | 36                                     |                                                                 |
| 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                                                                                                                                                                                           | 36                                     |                                                                 |
| Economic Aspect                                          |                 |                                                                                               |                                                                                                                                                                                                                       |                                        |                                                                 |
| Economic Performance                                     |                 |                                                                                               |                                                                                                                                                                                                                       |                                        |                                                                 |
| GRI 201: Economic Performance 2016                       | 201-1           | Direct economic value generated and distributed                                               | 3.4 Operational Performance                                                                                                                                                                                           | 31                                     |                                                                 |
|                                                          | 201-3           | Defined benefit plan obligations and other retirement plans                                   | 5.2 Talent Selection and Appropriate Employment                                                                                                                                                                       | 56                                     |                                                                 |



| Topic                                                 | Disclosure Item | Item description                                                             | Chapter                                         | Page No. | Omission/Remarks                                                                                                                                                                                           |
|-------------------------------------------------------|-----------------|------------------------------------------------------------------------------|-------------------------------------------------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Economic Aspect                                       |                 |                                                                              |                                                 |          |                                                                                                                                                                                                            |
| 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 | 56       |                                                                                                                                                                                                            |
|                                                       | 202-2           | Proportion of senior management hired from the local community               | 5.2 Talent Selection and Appropriate Employment | 56       |                                                                                                                                                                                                            |
| Procurement Practices                                 |                 |                                                                              |                                                 |          |                                                                                                                                                                                                            |
| GRI 204: Procurement Practices 2016                   | 204-1           | Proportion of spending on local suppliers                                    | 3.5.3 Sustainable Supply Chain                  | 37       |                                                                                                                                                                                                            |
| Environmental Aspect                                  |                 |                                                                              |                                                 |          |                                                                                                                                                                                                            |
| * Energy Management                                   |                 |                                                                              |                                                 |          |                                                                                                                                                                                                            |
| GRI 3: Material Topics 2021                           | 3-3             | Management of material topics                                                | 4.2 Energy Resource Management                  | 44       |                                                                                                                                                                                                            |
| GRI 302: Energy 2016                                  | 302-1           | Energy consumption within the organization                                   | 4.2 Energy Resource Management                  | 44       |                                                                                                                                                                                                            |
|                                                       | 302-2           | Energy consumption outside of the organization                               | Omitted                                         | --       | Information unavailable External energy consumption of the organization includes value chain upstream/ downstream. The external upstream and downstream oil and electricity consumption are not available. |
|                                                       | 302-3           | Energy intensity                                                             | 4.2 Energy Resource Management                  | 44       |                                                                                                                                                                                                            |
|                                                       | 302-4           | Reduction of energy consumption                                              | 4.2 Energy Resource Management                  | 44       |                                                                                                                                                                                                            |
|                                                       | 302-5           | Reductions in energy requirements of products and services                   | Omitted                                         | --       | Incomplete disclosure. For green service, green building and green building materials, the energy saving outcome is controlled by the clients, such that the information is not available.                 |
| 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                  | 44       |                                                                                                                                                                                                            |
|                                                       | 303-3           | Water withdrawal                                                             | 4.2 Energy Resource Management                  | 44       |                                                                                                                                                                                                            |
| Greenhouse Gas Emissions                              |                 |                                                                              |                                                 |          |                                                                                                                                                                                                            |
| GRI 305: Emissions 2016                               | 305-1           | Direct (Scope 1) GHG emissions                                               | 4.4 Climate Change Management                   | 46       |                                                                                                                                                                                                            |
|                                                       | 305-2           | Energy indirect (Scope 2) GHG emissions                                      | 4.4 Climate Change Management                   | 46       |                                                                                                                                                                                                            |
|                                                       | 305-4           | GHG emissions intensity                                                      | 4.4 Climate Change Management                   | 46       |                                                                                                                                                                                                            |
|                                                       | 305-5           | Reduction of GHG emissions                                                   | 4.2 Energy Resource Management                  | 44       |                                                                                                                                                                                                            |
| Waste Management                                      |                 |                                                                              |                                                 |          |                                                                                                                                                                                                            |
| GRI 306: Waste 2020 Management Approach               | 306-1           | Waste generation and significant waste-related impacts                       | 4.3 Pollution Control                           | 45       |                                                                                                                                                                                                            |
| GRI 306: Waste 2020                                   | 306-3           | Waste generated                                                              | 4.3 Pollution Control                           | 45       |                                                                                                                                                                                                            |

| Topic                                                            | Disclosure Item | Item description                                                                                              | Chapter                                         | Page No. | Omission/Remarks |
|------------------------------------------------------------------|-----------------|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------|----------|------------------|
| Social Aspect                                                    |                 |                                                                                                               |                                                 |          |                  |
| *Employment                                                      |                 |                                                                                                               |                                                 |          |                  |
| GRI 3: Material Topics 2021                                      | 3-3             | Management of material topics                                                                                 | V. Social Care                                  | 50       |                  |
| GRI 401: Employment 2016                                         | 401-1           | New employee hires and employee turnover                                                                      | 5.1 Friendly Workplace                          | 51       |                  |
|                                                                  | 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 | 56       |                  |
|                                                                  | 401-3           | Parental leave                                                                                                | 5.2 Talent Selection and Appropriate Employment | 56       |                  |
| Labor/Management Relations                                       |                 |                                                                                                               |                                                 |          |                  |
| GRI 402: Labor/ Management Relations 2016                        | 402-1           | Minimum notice periods regarding operational changes                                                          | 5.2 Talent Selection and Appropriate Employment | 56       |                  |
| * Occupational Health and Safety                                 |                 |                                                                                                               |                                                 |          |                  |
| GRI 3: Material Topics 2021                                      | 3-3             | Management of material topics                                                                                 | 5.3 Occupational Safety and Health              | 61       |                  |
| GRI 403: Occupational Health and Safety 2018 Management Approach | 403-1           | Occupational health and safety management system                                                              | 5.3 Occupational Safety and Health              | 61       |                  |
|                                                                  | 403-2           | Hazard identification, risk assessment, and incident investigation                                            | 5.3 Occupational Safety and Health              | 61       |                  |
|                                                                  | 403-3           | Occupational health services                                                                                  | 5.3 Occupational Safety and Health              | 61       |                  |
|                                                                  | 403-4           | Worker participation, consultation, and communication on occupational health and safety                       | 5.3 Occupational Safety and Health              | 61       |                  |
|                                                                  | 403-5           | Worker training on occupational health and safety                                                             | 5.3 Occupational Safety and Health              | 61       |                  |
|                                                                  | 403-6           | Promotion of worker health                                                                                    | 5.3 Occupational Safety and Health              | 61       |                  |
|                                                                  | 403-7           | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 5.3 Occupational Safety and Health              | 61       |                  |
| 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              | 61       |                  |
|                                                                  | 403-9           | Work-related injuries                                                                                         | 5.3 Occupational Safety and Health              | 61       |                  |
|                                                                  | 403-10          | Work-related ill health                                                                                       | 5.3 Occupational Safety and Health              | 61       |                  |
| Training and Education                                           |                 |                                                                                                               |                                                 |          |                  |
| GRI 404: Training and Education 2016                             | 404-1           | Average hours of training per year per employee                                                               | 5.2.2 Talent Cultivation                        | 58       |                  |
|                                                                  | 404-3           | Percentage of employees receiving regular performance and career development reviews                          | 5.2.2 Talent Cultivation                        | 58       |                  |
| Diversity and Equal Opportunity                                  |                 |                                                                                                               |                                                 |          |                  |
| GRI 405: Diversity and Equal Opportunity 2016                    | 405-1           | Diversity of governance bodies and employees                                                                  | 5.1 Friendly Workplace                          | 51       |                  |
|                                                                  | 405-2           | Ratio of basic salary and remuneration of women to men                                                        | 5.2 Talent Selection and Appropriate Employment | 56       |                  |



## 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 approach to identifying and addressing data security risks                                                                                                                                                                     | Discussion and Analysis | 3.6 Information Security Protection                                                                              |         |
|                                  | SV-PS-230a.2 | Description of policies and practices relating to collection, usage, and retention of customer information                                                                                                                                    | Discussion and Analysis | The Company establishes the Personal Data Protection Management Regulations to regulate customer data management |         |
|                                  | SV-PS-230a.3 | <ol style="list-style-type: none"> <li>Number of data breaches</li> <li>Percentage involving customers' confidential business information (CBI) or personally identifiable information (PII)</li> <li>Number of customers affected</li> </ol> | Qualification           | In 2024, there were no incidents of information disclosure, stealing or loss of customer data verified           |         |
| Workplace Diversity & Engagement | SV-PS-330a.1 | Percentage of Gender and Racial/Ethnic Representation <ol style="list-style-type: none"> <li>executive management</li> <li>all other employees</li> </ol>                                                                                     | Qualification           | 5.1 Friendly Workplace                                                                                           |         |
|                                  | SV-PS-330a.2 | Turnover rate for employees <ol style="list-style-type: none"> <li>Voluntary</li> <li>Involuntary</li> </ol>                                                                                                                                  | Qualification           | 5.1 Friendly Workplace                                                                                           |         |
|                                  | SV-PS-330a.3 | Employee engagement as a percentage                                                                                                                                                                                                           | Qualification           | 5.2 Talent Selection and Appropriate Employment<br>Performance evaluation completion rate: 94.05%                |         |
| Professional Integrity           | SV-PS-510a.1 | Description of approach to ensuring professional integrity                                                                                                                                                                                    | Discussion and Analysis | 3.1.4 Ethics and Integrity                                                                                       |         |
|                                  | SV-PS-510a.2 | Total amount of monetary losses as a result of legal proceedings associated with professional integrity                                                                                                                                       | Qualification           | In 2024, there were no monetary losses resulting from legal proceedings related to professional integrity.       |         |
| Activity Metrics                 | SV-PS-000.A  | Number of employees by: <ol style="list-style-type: none"> <li>Full-time and part-time</li> <li>Temporary</li> <li>Contract</li> </ol>                                                                                                        | Qualification           | 5.1 Friendly Workplace                                                                                           |         |

6.3 Climate-Related Information of Publicly Listed Companies

1. Climate-related Implementation Status

| Item                                                                                                                                                                                                                                                    | Implementation Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        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| 1. Describe the oversight and governance of the Board and the management on climate-related risks and opportunities                                                                                                                                     | 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 2024 has been reported to the Board of Directors in order to be used as a reference in decision-making.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           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| 2. Describe how the climate risks and opportunities identified affect the business, strategy and finance (short-term, medium-term, long-term) of the Company<br>3. Describe the impact of extreme climate events and transformation actions on finances | <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 greenhouse gas emission 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 GHG emissions of Scope 1 + Scope 2 of the headquarters in 2024 are calculated as 400 metric tons, and based on the calculation of NT\$300 per metric ton, the operating cost would be increased by NT\$600,000 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 on one operating site in the last three years, 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> | Climate-related Impact and Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |  | Risk and Opportunity Item | Financial Impact | Response Mechanism | Increase greenhouse gas emission pricing | 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 GHG emissions of Scope 1 + Scope 2 of the headquarters in 2024 are calculated as 400 metric tons, and based on the calculation of NT\$300 per metric ton, the operating cost would be increased by NT\$600,000 in a short period of 5 years | 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. | Extreme change in rainfall (precipitation) pattern change and climate pattern | 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 on one operating site in the last three years, the operating cost is increased by approximately NT\$2 million | 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 | Raw material cost increase | 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% | 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 |
| Climate-related Impact and Strategy                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              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                                                                                                                                                                                                                                                                                                        |
| Risk and Opportunity Item                                                                                                                                                                                                                               | Financial Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Response Mechanism                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |  |                           |                  |                    |                                          |                                                                                                                                                                                                                                                              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                                                                                                                                                                                                                                                                                                        |
| Increase greenhouse gas emission pricing                                                                                                                                                                                                                | 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 GHG emissions of Scope 1 + Scope 2 of the headquarters in 2024 are calculated as 400 metric tons, and based on the calculation of NT\$300 per metric ton, the operating cost would be increased by NT\$600,000 in a short period of 5 years                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 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.                                                                                                                                |  |  |                           |                  |                    |                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                            |                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                      |
| Extreme change in rainfall (precipitation) pattern change and climate pattern                                                                                                                                                                           | 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 on one operating site in the last three years, the operating cost is increased by approximately NT\$2 million                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 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 |  |  |                           |                  |                    |                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                            |                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                      |
| Raw material cost increase                                                                                                                                                                                                                              | 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%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 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                                                                                                                                                                                         |  |  |                           |                  |                    |                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                            |                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                      |
| 4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system                                                                                                             | <p>The Company has established Risk Management Best Practice Principles (including climate risk management processes), which are effectively implemented in operation. The 2024 risk implementation effectiveness along with the sustainable development status are reported to the Board of Directors.</p> <div><div><div>Step 1</div><div><ul style="list-style-type: none"><li>ESG Committee members complete the climate environmental background information collection</li><li>Climate risk and operating scope assessment</li></ul></div></div><div><div>Step 2</div><div><ul style="list-style-type: none"><li>Establish climate risk and opportunity item list</li><li>Establish internal operational impact survey questionnaires</li></ul></div></div><div><div>Step 3</div><div><ul style="list-style-type: none"><li>ESG Committee members implement climate risk, opportunity and operational impact analysis</li><li>Determine material risk items</li></ul></div></div><div><div>Step 4</div><div><ul style="list-style-type: none"><li>Establish implementation strategies and set up goals</li></ul></div></div><div><div>Step 5</div><div><ul style="list-style-type: none"><li>Review implementation strategies and outcome of goals through ESG Committee meeting’s continuous review annually</li></ul></div></div></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    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| Item                                                                                                                                                                                                                                                                                                                                                                                                                                            | Implementation Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>5.</b> 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.                                                                                                                                                                                                                    | <b>1.</b> 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.<br><b>2.</b> 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.<br><b>3.</b> In terms of regulatory scenarios, in response to the government's carbon fee collection in 2026, if the emission fee per metric ton is NT\$300, and with 2024 as the base year, the Company will face an increase in costs by approximately NT\$120 thousand per year, and the expenditure will be increased by NT\$600,000 in a short period of five years. |
| <b>6.</b> 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<br><b>1.</b> 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.<br>Relevant Indicators and Goals:<br><b>1.</b> Introduce ISO14064 in 2026 and quality the third-party verification<br><b>2.</b> Continue to optimize the manufacturing process, improve efficiency, reduce production energy consumption, increase product gross profit, and propose at least one project annually                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>7.</b> If the internal carbon pricing is used as a planning tool, it is necessary to explain the price establishment basis.                                                                                                                                                                                                                                                                                                                  | Under planning process                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>8.</b> If a climate-related goal has been set up, it is necessary to describe the information of activity covered, greenhouse gas 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). | <b>Emissions reduction goal</b><br>Comparison to the base year of 2023 for headquarters<br>Scope 1 + Scope 2 GHG emissions reduced by 15% in 2030<br>Scope 1 + Scope 2 GHG emissions reduced by 30% in 2040<br><b>Net zero emissions by 2050</b><br>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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>9.</b> GHG inventory and assurance status, reduction goals, strategies, and specific action plans (to be filled in 1-1) and (1-2)                                                                                                                                                                                                                                                                                                            | Please refer to the table below:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

## 1-1 The Company's GHG Inventory and Assurance Status in the Most Recent Two Years

### 1-1-1 GHG Inventory Information

(Describe the emissions of GHG in the last two years (metric tons of CO<sub>2</sub>e), intensity (metric tons of CO<sub>2</sub>e/NT\$ million), and the scope of data coverage.

| Year \ Item | Scope 1<br>(tons CO <sub>2</sub> e) | Scope 2<br>(tons CO <sub>2</sub> e) | Data coverage: Taipei Headquarters/Zhongli Rich Honour Fabricating/Yu Chiao Design/RHQ Furniture |
|-------------|-------------------------------------|-------------------------------------|--------------------------------------------------------------------------------------------------|
| 2023        | 149.26                              | 1,050.80                            |                                                                                                  |
| 2024        | 166.63                              | 1,081.83                            |                                                                                                  |

| Year \ Item | Company's revenue<br>(NT\$ million) | Total emissions<br>(tons CO <sub>2</sub> e) | Intensity<br>(tons CO <sub>2</sub> e/ in NT\$ million revenue) | Data coverage: Taipei Headquarters/Zhongli Rich Honour Fabricating/Yu Chiao Design/RHQ Furniture |
|-------------|-------------------------------------|---------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| 2023        | 4,653                               | 1,200.06                                    | 0.258                                                          |                                                                                                  |
| 2024        | 5,108                               | 1,248.46                                    | 0.244                                                          |                                                                                                  |

### 1-1-2 GHG 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 self-management and voluntary disclosure, 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 GHG Reduction Goals, Strategies, and Specific Action Plans

| Emissions reduction goal                                                                                                                                                          | Strategic action                                                                                                                                                                                                                                                                              | Plan schedule                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| Comparison to base year of 2023<br>Scope 1 + Scope 2 GHG emissions reduced by 15% in 2030<br>Scope 1 + Scope 2 GHG emissions reduced by 30% in 2040<br>Net zero emissions by 2050 | <div>1. Through green procurement, purchase infrastructure equipment equipped with eco-friendly labels</div> <div>2. Fully replaced the air-conditioning system with an air conditioners of energy efficiency level 1</div> <div>3. Purchase of solar power and green power certificate</div> | <div>1. 2025-2030</div> <div>2. 2025-2030</div> <div>3. 2031-2050</div> |



## 6.4 Task Force on Climate-Related Financial Disclosures (TCFD)

| Aspect              | TCFD Disclosure Item                                                                                                                                  | Corresponding Chapter         | Page No. |
|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|----------|
| Governance          | Describe the Board’s oversight of climate-related risks and opportunities                                                                             | 4.4 Climate Change Management | 46       |
|                     | Describe management’s role in assessing and managing climate-related risks and opportunities                                                          | 4.4 Climate Change Management | 46       |
| Strategy            | Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term                            | 4.4 Climate Change Management | 46       |
|                     | Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.                    | 4.4 Climate Change Management | 46       |
|                     | Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios                                 | 4.4 Climate Change Management | 46       |
| Risk Management     | Describe the organization’s processes for identifying and assessing climate-related risks                                                             | 4.4 Climate Change Management | 46       |
|                     | Describe the organization’s processes for managing climate-related risks                                                                              | 4.4 Climate Change Management | 46       |
|                     | Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management  | 4.4 Climate Change Management | 46       |
| Metrics and Targets | Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process | 4.4 Climate Change Management | 46       |
|                     | Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks                                           | 4.4 Climate Change Management | 46       |
|                     | Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets                       | 4.4 Climate Change Management | 46       |

## 6.5 Management System Certificates - RHF



**SA8000**



**ISO 14001**



## Management System Certificates - RHQ



**ISO 9001**



**ISO 14001**





# 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](mailto:info@axe-register.com) or verify directly on the website [www.axe-register.com](http://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 |



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



CS 007 26.02.18

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](http://www.cnca.gov.cn)).



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

**ISO 37001**



# 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

**ISO 45001:2018**

For the following scope of activities:

**Manufacture and Sales of Display Props**

IAF 23.29

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](mailto:info@axe-register.com) or verify directly on the website [www.axe-register.com](http://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 | 12/12/2022 |
| Date of this certificate   | 12/12/2022 |
| Date of expiry             | 11/12/2025 |



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



CS 007 26.02.18

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](http://www.cnca.gov.cn)).



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ACM (CHINA) LIMITED, Rm B201, No 352, Waihuan Road, Minhang District, Shanghai 201199, China

**ISO 45001**



# CERTIFICATE

Management system as per  
**SA 8000 : 2014**

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

**RHQ Furniture Co., Ltd.**  
No. 89, Taoyuan Rd., Yaozhuang Town,  
Jiashan County, Zhejiang Province,  
China



applies a management system in line with the above standard for the following scope

**Manufacture and Marketing of Customized Fixture**  
(with primary process of cutting, drilling, shaving, laminating, assembly, packing)

**audited site: No. 89, Taoyuan Rd., Yaozhuang Town, Jiashan County,**  
**Zhejiang Province, China**

Certificate Registration No. 44 114 141568  
Audit Report No. 3534 6809

Valid from 2023-12-20  
Valid until 2026-12-19  
Initial certification 2014

Certification Body  
at TÜV NORD CERT GmbH

Essen, 2023-12-13

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](http://www.tuev-nord-cert.com)



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](http://www.saasaccreditation.org/certification)

**SA 8000**



**Safety Production Standardization**

## 6.6 AA1000 Assurance Statement



### Independent Assurance Statement Based on 2024 Sustainability Report of Rich Honour International Designs Co., Ltd.

Statement No. : 2504004

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 2024 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, 2024 to December 31, 2024;
- 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 2024, 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,

Page 1 of 2



customers, employees, suppliers/contractors, competent authority, and community, etc., and will launch a series of stakeholder activities in 2024, involving economy, environment, people and 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, corporate governance topics, and identified 8 major topics including greenhouse gas emissions, occupational health and safety, protection of trade secrets and transaction security, labor relations, customer health and safety, customer relations, information security and regulatory compliance, 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' meetings, legal person briefing session, public information observatory/company website, spokesperson, customer service satisfaction survey, supplier evaluation, confidentiality agreement, labor-management meeting, employee feedback mailbox, financial/yearly reports, sustainability report, community meetings and donate to charity events, 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 APRIL 17, 2025**

**GREAT International Certification Co., Ltd.**

**Taiwan, Republic of China**

Signed by General Manager W. J. Chen



**AA1000**  
Licensed Report  
000-250/V3-UII73

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匯僑設計

Rich Honour International Designs Co., Ltd.