



Rich Honour International Designs Co., Ltd.

Performance evaluation results of the board of directors, individual directors and functional committees in FY2023

To implement corporate governance, improve the functions of the board of directors and various functional committees of the Company, and establish performance targets to enhance the operational efficiency of the Board of Directors and committees, annual performance evaluations shall be conducted on a regular basis in accordance with the “Measures for the Performance Evaluation of Directors and Managers”.

I. Frequency: Once per year.

II. Evaluation period: January 1, 2023 to December 31, 2023.

III. Scores Description:

Average Scores	Results
Below 69	Improvement required
70-79	Pass
80-89	Good
90-99	Very good
100	Excellent

IV. Evaluation implementation and results:

Evaluation scope	Evaluation method	Evaluation content	Results of average scores	Results
Evaluation of the performance of the board of directors	Internal self-evaluation by the board of directors	1. Involvement in the company's operations. 2. Improvement of the decision-making quality of the board of directors. 3. Composition and structure of the board of directors. 4. Election and appointment of directors and the continuing education. 5. Internal control.	98.32	Very good
Evaluation of the performance of each individual director	Self-evaluation by each director	1. Knowledge of the company and awareness of responsibilities. 2. Involvement in the company's operations. 3. Profession of the director and continuing education. 4. Internal control.	98.86	Very good
Evaluation of the performance of Remuneration Committee	Internal self-evaluation by the functional committee	1. Involvement in the company's operations. 2. Awareness of responsibilities of the functional committee. 3. Improvement of the quality of decision-making of the functional committee. 4. Composition of the functional committee and selection of its members. 5. Internal control.	98.61	Very good

Evaluation scope	Evaluation method	Evaluation content	Results of average scores	Results
Evaluation of the performance of Audit Committee	Internal self-evaluation by the functional committee	1. Involvement in the company's operations. 2. Awareness of responsibilities of the functional committee. 3. Improvement of the quality of decision-making of the functional committee. 4. Composition of the functional committee and selection of its members. 5. Internal control.	98.62	Very good

- V. Overall comments: The performance evaluation results of the board of directors, individual directors, and functional committees in 2023 were **“Very good”**, which met corporate governance requirements.
- VI. The results of this evaluation were submitted to the Remuneration Committee for discussion in the first quarter of 2024, and forwarded to various functional committees and the board of directors as a reference to continuously strengthen the functions of the board of directors, and published on the Company’s official site for investors’ reference.
- VII. Application of evaluation results: The performance evaluation results of the company's board of directors shall serve as a reference basis for selecting or nominating directors; the performance evaluation results of individual directors shall serve as a reference basis for determining their respective remuneration.