

# Kwong Fong Industries Corporation

## Remuneration Committee Members and Operations

1. There are three members of the Remuneration Committee of the Company.

Title	Name	Professional qualifications and experience
Convener	Kuan Chi-Jui	Independent Director Kuan was the Chairperson of Qunfu Construction Co., Ltd., Zhongxing Engineering Co., Ltd., Engineer Consultant of Te Chang Construction Co., Ltd., and Kanghe Construction Co., Ltd. He is specialized in the construction industry.
Committee member	Ho Chin-Chih	Independent Director Hou has abundant experience in the futures and securities industry, as a Consultant of KGI Futures Co., Ltd. the Director and Supervisor of the Chinese National Futures Association, Chairperson of SYF Information Co., LTD., Senior Vice President of Yuanta Futures Co., Ltd., President of Fubon Futures Co., Ltd., and Financial Vice President of California branch of The Tokai Bank Limited, Japan.
Committee member	Cheng Yu-Wei	Independent Director Cheng possesses the knowledge, skills, and qualifications necessary for performing his duties, along with extensive experience in industry management. He is well-equipped with practical expertise in business, legal planning, and management.

2. Tenure of the 6th Remuneration Committee: 2024.05.30. ~ 2027.05.29.

3. The Remuneration Committee held 2 meetings (A) in the 5<sup>th</sup> session and 5 meetings (A) in the 6<sup>th</sup> session in 2024. The attendance is as follows:

Title	Name	Number of attendance in person (B)	Number of attendance by proxy	% of attendance in person (B/A)	Remarks
Convener	Kuan Chi-Jui	5	0	100	The 6 <sup>th</sup> session
Committee member	Ho Chin-Chih	5	0	100	
Committee member	Cheng Yu-Wei	5	0	100	
Convener	Ho Chin-Chih	2	0	100	The 5 <sup>th</sup> session
Committee member	Kuan Chi-Jui	2	0	100	
Committee member	Liu Wei-Ting	2	0	100	

4. 2024 Remuneration Committee discussions, resolutions, and company response to committee members' feedback:

Date/Session	Content of proposals	Resolution situation	The company's handling of committee members' opinions
2024.01.24. The 10 <sup>th</sup> meeting of the 5 <sup>th</sup> session	1. Establish Performance Bonus Guidelines 2. Review performance bonuses 3. Review the 2023 year-end bonuses for managers	After being consulted by the chairman, all the attending committee members had no objection and passed the proposal.	Report the resolution to the board of directors
2024.03.15. The 11 <sup>th</sup> meeting of the 5 <sup>th</sup> session	1. Review the 2023 directors' and employees' remuneration proposal		
2024.05.30. The 1 <sup>st</sup> meeting of the 6 <sup>th</sup> session	1. Elect the Convener of the 6 <sup>th</sup> Remuneration Committee		
2024.06.26. The 2 <sup>nd</sup> meeting of the 6 <sup>th</sup> session	1. Review the Compensation Proposal for the New Directors		
2024.08.13. The 3 <sup>rd</sup> meeting of the 6 <sup>th</sup> session	1. Review the 2023 manager's remuneration proposal 2. Review the manager's salary adjustment proposal.		
2024.11.08. The 4 <sup>th</sup> meeting of the 6 <sup>th</sup> session	1. Review performance bonuses		
2024.12.10. The 5 <sup>th</sup> meeting of the 6 <sup>th</sup> session	1. Review the salary of the new President		

5. Information on the evaluation cycle, period, scope, method, and content of the evaluation for the Remuneration Committee's self-assessment:

Options and results of evaluation indicators in 2024

Evaluation cycles	Evaluation periods	Evaluation scope	Evaluation content	Evaluation content
Once/ year	2023.01.01.~ 2023.12.31.	Remuneration Committee	The internal evaluation of the Committee	Five aspects <ul style="list-style-type: none"> <li>• Degree of involvement in company operations</li> <li>• Understanding of the responsibilities of functional committees</li> <li>• Enhancement of the quality of committee decisions</li> <li>• Composition of functional committees and selection of members</li> <li>• Internal control</li> </ul>

The evaluation results ranged between 5 points, "strongly agree" and 4 points, "agree".