

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 2025.

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	2	0	100	-
Committee member	Ho Chin-Chih	2	0	100	
Committee member	Cheng Yu-Wei	2	0	100	

4. 2025 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
2025.01.14. The 6 th meeting of the 6 th session	1. Review the 2024 year-end bonuses for managers 2. Review the 2024 directors' and employees' remuneration proposal 3. Review performance bonuses of the Investment department	Approved as proposed with no objections from the attending members upon inquiry by the Chair	Report the resolution to the Board of Directors
2025.03.15. The 7 th meeting of the 6 th session	1. Review the 2024 manager's remuneration proposal		

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 2025

Evaluation cycles	Evaluation periods	Evaluation scope	Evaluation content	Evaluation content
Once/ year	2024.01.01.~ 2024.12.31.	Remuneration Committee	The internal evaluation of the Committee	Five aspects <ul style="list-style-type: none"> • Degree of involvement in company operations • Understanding of the responsibilities of functional committees • Enhancement of the quality of committee decisions • Composition of functional committees and selection of members • Internal control

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