

Kwong Fong Industries Corporation

Workplace Diversity and Gender Equality Policies and Their Implementation

Gender equality and diversity

The company is committed to providing employees with a dignified and safe working environment and implementing employment diversity, compensation and promotion opportunities.

The fairness of the meeting ensures that employees will not be disadvantaged based on race, gender, religious beliefs, age, political affiliation and other suffer discrimination, harassment or unequal treatment in any other status protected by statute. We value employee diversity Sex, and there has never been any violation of their right to work and human rights.

The company has a "Salary and Remuneration Committee" to provide employees with competitive salaries and adopt a transparent and equal salary policy. Policy to feed back corporate operational performance to employees. For junior specialists of the same position, all employees will receive the same treatment. In addition, for personnel with relevant majors and work experience, the salary will be determined based on the academic experience, expertise, certificates, etc. of the admitted candidates. There will be no differences based on gender or ethnicity.

The following table shows the company's diversification indicators for 2024:

Female diversity indicator	Number of women	Total people	Percentage
Female employees	55	121	45.45%
Female executive	10	25	40.00%

Employee nationality indicator	Number of nationalities	Total people	Percentage
Taiwanese	118	121	97.52%
Foreign nationality	3	121	2.48%

Other diversification indicators	Number of people per project	Total people	Percentage
Disabled people	1	121	0.83%
Under 30 years old	30	121	24.79%
31-50 years old	67	121	55.37%
Over 50 years old	23	121	19.00%

Industrial relations

1. Current important labor-management agreements and their implementation:
 - (1) Employee welfare measures: hold self-improvement activities/dinners every year, bonus: year-end bonus of surplus dividends.
 - (2) Continuing education and training system: irregular education and training system, and in compliance with the requirements of the competent authority for further education.
 - (3) Retirement system: In accordance with the relevant provisions of the Labor Standards Act, employees choose to apply for the pension of the Labor Pension Ordinance.
For those who are in the system, 6% of their monthly salary will be transferred to the personal pension account of the Labor Insurance Bureau.
 - (4) Other important labor agreements: None.
2. Losses suffered due to labor disputes in the most recent year, estimated amounts currently and likely to occur in the future, and countermeasures: None.
3. Violations of the Labor Standards Law in 2024: None.