

Kwong Fong Industries Corporation

Workplace Diversity, Gender Equality Policies, and Implementation

Gender Equality and Diversity

The Company is committed to providing employees with a dignified and safe working environment, promoting diversity in employment, and ensuring fairness in compensation and promotion opportunities. The Company ensures that no employee is subject to discrimination, harassment, or unequal treatment on the basis of race, gender, religion, age, political affiliation, or any other status protected under applicable laws and regulations. We value workforce diversity and have not experienced any incidents involving violations of employees' labor rights or human rights.

The Company has established a Remuneration Committee to provide competitive compensation and to implement transparent and equitable compensation policies, through which operational performance is appropriately shared with employees. For entry-level staff within the same job classification, compensation is standardized. For candidates possessing relevant professional expertise and work experience, compensation is determined based on academic background, experience, professional skills, and certifications, without differentiation based on gender or ethnicity.

The table below presents the Company's diversity indicators for 2025:

Gender diversity indicators	Number of females	Total headcount	Percentage
Female employees	56	131	42.75%
Female supervisor	11	131	8.40%

Nationality diversity indicators	Number of nationals	Total headcount	Percentage
Taiwanese nationals	127	131	96.95%
Foreign nationals	4	131	3.05%

Other diversity indicators	Number of people per project	Total headcount	Percentage
Employees with Disabilities	1	131	0.76%
Under 30 years old	30	131	22.90%
31-50 years old	69	131	52.67%
Over 50 years old	31	131	23.67%

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 2025: None.