

**Kwong Fong Industries Corporation**  
Remuneration Committee

1. There are three members of the Remuneration Committee of the Company.
2. Tenure of the 5th Remuneration Committee: 2021.07.01 ~ 2024.06.30
3. The Remuneration Committee held 3 meetings in 2023.

Members' qualifications and attendance are as follows:

| Title            | Name           | Number of attendance in person (B) | Number of attendance by proxy | % of attendance in person (B/A) |
|------------------|----------------|------------------------------------|-------------------------------|---------------------------------|
| Convener         | Hou Ching-Chih | 3                                  | 0                             | 100                             |
| Committee member | Kuan Chi-Jui   | 3                                  | 0                             | 100                             |
| Committee member | Liu Wei-Ting   | 3                                  | 0                             | 100                             |

4. The Remuneration Committee's discussions and resolutions in 2023, and the Company's response to the committee members' opinion:

| Date/Session                                      | Content of proposals  | Resolution situation   | The company's handling of committee members' opinions |
|---|---|--|---|
| 2023.01.13.<br>The 7th meeting of the 5th session | 1. Review the distribution of year-end bonuses for managers in 2022.                                | 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       |
| 2023.03.24.<br>The 8th meeting of the 5th session | 1. Review the proposal of 2022 directors' remuneration and employees' remuneration.                 |  |   |
| 2023.08.11.<br>The 9th meeting of the 5th session | 1. Review 2022 manager's remuneration proposal. Reviewing the Manager's Salary Adjustment 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 2023

| Evaluation cycles | Evaluation periods        | Evaluation scope              | Method of evaluation  | Evaluation content   |
|-------------------|---------------------------|-------------------------------|---|--|
| Once/ year        | 2022.1.1.-<br>2022.12.31. | Remunerati<br>on<br>Committee | The internal<br>evaluation<br>of the<br>Remunerati<br>on<br>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".