

Kwong Fong Industries Corporation

Workplace diversity and gender equality policies and their implementation

In order to safeguard and protect basic human rights, Kwong Fong Industries Corporation and its subsidiaries (hereinafter referred to as the company) recognize and support the "Universal Declaration of Human Rights" and the "United Nations Global Compact" and the International Labor Conventions and other international human rights conventions. The basic principles of the Declaration on Fundamental Principles and Rights at Work formulate human rights policies and measures to prevent and control sexual harassment in the workplace, complaints and disciplinary measures, and strive to create an equal and fair working environment free from discrimination and harassment, regardless of race, nationality, Differential treatment will be given to talent recruitment based on factors such as age, gender, marital status, political stance, religious belief, etc., and it is expected that all employees will be able to perform according to their talents and abilities.

The company's total number of employees in 2023 (covering Kwong Fong, Baishang, and Galaxy/MDBS, the same below) is Number of people: 109. In the human resources structure: men account for 55.96% and women 44.04%.

The following table shows the company's diversification indicators for 2023:

Female Diversity Indicator	Number of women	total people	Percentage
Female employees	48	109	44.04%
Female executive	12	25	48.00%

Employee nationality indicator	Number of nationalities	total people	Percentage
Taiwanese	105	109	96.33%
Foreign nationality	4	109	3.67%

Other diversification indicators	Number of people per project	total people	Percentage
Disabled people	1	109	1%
Under 30 years old	31	109	28.44%
31-50 years old	59	109	54.13%
Over 50 years old	19	109	17.43%