

91APP, Inc.
Workplace Diversity and Gender Equality Policies

The Company has established measures to prevent and address unlawful infringements, with a public complaint hotline and email provided. We offer new employees education and training, and we communicate the handling procedures in various management meetings.

We actively promote a friendly work environment by creating a maternity-friendly workplace. For female colleagues during pregnancy, we provide maternity leave, paternity leave for prenatal check-ups, and family care leave as required by law. Additionally, we have designated nursing rooms equipped with facilities such as tables, chairs, and refrigerators, ensuring that female colleagues can return to work at each stage while maintaining a balance between their personal and professional lives. Recognizing the higher number of female colleagues on certain floors of the building, we have negotiated with building management to increase the number of female restrooms, providing a more comfortable workplace environment for female colleagues.

To maintain an equal, safe, and happy workplace environment, the Company has implemented measures to prevent unlawful infringements, strictly prohibiting any form of harassment or intimidation. In case of any unlawful infringements, individuals can file a complaint through the dedicated hotline (+886-2-6604-8650) or email (safety@91app.com). We conduct thorough and impartial investigations and assessments of related cases, ensuring the protection of the privacy of victims and providing assistance to investigators free from coercion. If violations are confirmed through the investigation, adjustments are made in accordance with established guidelines to ensure workplace equality. We also provide education and training for new employees and communicate the handling procedures in various management meetings.

Our goal is to establish a foundation of gender equality, enabling male and female employees to make decisions jointly, share resources, and enjoy the outcomes together, truly embodying the principles of gender equality. A diverse team of employees contributes to a comprehensive understanding of various aspects of society and the market, enhancing the competitiveness of the Company.

The Company is committed to ensuring gender fairness in recruitment and employment. Currently, female colleagues comprise 59.3% of the total company workforce, with female executives representing 39.5%. We steadfastly adhere to the principle that gender should not be a factor affecting employee treatment, actively implementing policies for gender wage equality. In the fiscal year 2023, there were no significant differences in the salary ratios between male and female employees within the same job categories.

Indicators	Percentage (%)
Female Employees as a Percentage of Total Workforce	59.3%
Female Employees as a Percentage of All Managers	35.9%

Salary Equality Indicators	Gap (%)
Discrepancy in Average Salary between Male and Female Managers	8.0%
Discrepancy in Median Salary between Male and Female Managers	6.3%

Note: Discrepancies in male and female salary ratios may be influenced by factors such as the number of employees and individual performance.