

Implementation status and resolutions of the Remuneration Committee

December 31, 2022

Date	Term	Agenda Item	Resolutions
2023/1/13	5th term, 10th meeting	Approval for the performance evaluation results of the Remuneration Committee in 2022.	Acknowledged by all committee members (independent directors) present at the meeting.
		Performance bonus allocation for the Company and subsidiaries.	Approved by all committee members (independent directors) present at the meeting.
		Performance bonuses for the Chairperson and managers in 2022 and employee remuneration distribution in 2021.	Approved by all committee members (independent directors) present at the meeting.
		Performance bonuses for managers in the subsidiaries in 2022.	Approved by all committee members (independent directors) present at the meeting.
2023/3/13	5th term, 11th meeting	Employee profit distribution of the Company and subsidiaries in 2022.	Approved by all committee members (independent directors) present at the meeting.
		Amendment of the Company's Remuneration Committee Charter.	Approved by all committee members (independent directors) present at the meeting.
		Remuneration for the Company and subsidiary's Chairperson.	Approved by all committee members (independent directors) present at the meeting.
		Remuneration for the Company and subsidiary's Vice Chairperson.	Approved by all committee members (independent directors) present at the meeting.
		Proposal of separation payment.	Approved by all committee members (independent directors) present at the meeting.
2023/4/24	5th term, 12th meeting	Report on Director Remuneration Policy.	Acknowledged by all committee members (independent directors) present at the meeting.
		Appointment and remuneration of managers of the Company.	Approved by all committee members (independent directors) present at the meeting.
		Amendment and of the Company's personnel related regulation.	Approved by all committee members (independent directors) present at the meeting.
2023/5/22	5th term, 13th meeting	Amendment and discard of the Company's personnel related regulation.	Approved by all committee members (independent directors) present at the meeting.
2023/6/30	5th term, 14th	Appointment and remuneration of managers of the Company.	Approved by all committee members (independent directors) present at the meeting.

Date	Term	Agenda Item	Resolutions
	meeting		
2023/7/13	5th term, 15th meeting	Remuneration for the subsidiary's Chairperson and President.	Approved by all committee members (independent directors) present at the meeting.
2023/9/25	5th term, 16th meeting	Proposal for the manager's separation payment.	Approved by all committee members (independent directors) present at the meeting.
2023/11/20	5th term, 17th meeting	2023 Outcome of the external evaluation of the Company's Board performance.	Acknowledged by all committee members (independent directors) present at the meeting.
		Amendment to the "Principles for the Performance Evaluation of the Board of Directors of the Company".	Approved by all committee members (independent directors) present at the meeting.
		Amendment to KGISITE's regulations regarding performance bonus insurance and deferral and personnel related regulations.	Approved by all committee members (independent directors) present at the meeting.