

2025 Implementation Status and Resolutions of the Remuneration Committee

December 31, 2025

Date	Term	Agenda Item	Resolutions
2025/1/17	5th term, 28th meeting	2024 Performance Bonus Allocation Proposal for its Subsidiaries.	Approved by all committee members (independent directors) present at the meeting.
		2024 Performance Bonus Allocation Proposal for the Company.	Approved by all committee members (independent directors) present at the meeting.
		2024 Performance Bonus Allocation Plan for its Subsidiaries.	Approved by all committee members (independent directors) present at the meeting.
2025/1/20	5th term, 29th meeting	2024 Performance Evaluation Results for the Company's Remuneration Committee.	Acknowledged by all committee members (independent directors) present at the meeting.
		2024 Performance Bonus Allocation Plan for the Company.	Approved by all committee members (independent directors) present at the meeting.
2025/3/24	5th term, 30th meeting	The Benefit-related matters of Directors of The Company.	Approved by all committee members (independent directors) present at the meeting.
		Subsidiaries' Employee Remuneration Distribution for Fiscal Year 2024.	Approved by all committee members (independent directors) present at the meeting.
		The Company's Employee and Director Remuneration Distribution for Fiscal Year 2024.	Approved by all committee members (independent directors) present at the meeting.
		The Remuneration of The Company's consultant.	Approved by all committee members (independent directors) present at the meeting.
2025/5/19	5th term, 31st meeting	Amendment to the HR Regulations of Subsidiaries.	Approved by all committee members (independent directors) present at the meeting.

Date	Term	Agenda Item	Resolutions
2025/6/23	6th term, 1st meeting	The Company's Director Remuneration Distribution for Fiscal Year 2024.	Approved by all committee members (independent directors) present at the meeting.
		Amendment to the HR Regulations of Company.	Approved by all committee members (independent directors) present at the meeting.
		Amendment to the Regulations of the Remuneration for the members of the Board and its Committee.	Approved by all committee members (independent directors) present at the meeting.
		The Remuneration of the Company's Chairman.	Approved by all committee members (independent directors) present at the meeting.
		The Remuneration of the Company's Vice Chairman.	Approved by all committee members (independent directors) present at the meeting.
		The Mutual Separation Agreement for Managers of The Company.	Approved by all committee members (independent directors) present at the meeting.
2025/7/1	6th term, 2nd meeting	The Remuneration of the Subsidiaries' Chairman.	Approved by all committee members (independent directors) present at the meeting.
2025/11/17	6th term, 3rd meeting	Amendment to the Performance Evaluation Regulations for the Board.	Approved by all committee members (independent directors) present at the meeting.
		Amendment to the HR Regulations of Subsidiaries.	Approved by all committee members (independent directors) present at the meeting.
2025/12/17	6th term, 4th meeting	Amendment to the HR Regulations of Company.	Approved by all committee members (independent directors) present at the meeting.
		The Mutual Separation Agreement for Managers of The Company and its Subsidiaries.	Approved by all committee members (independent directors) present at the meeting.