

## 2024 Implementation Status and Resolutions of the Remuneration Committee

December 31, 2024

Date	Term	Agenda Item	Resolutions
2024/1/26	5 <sup>th</sup> term, 18 <sup>th</sup> meeting	Amendment to the HR Regulations of Subsidiaries.	Approved by all committee members (independent directors) present at the meeting.
		2023 Performance Bonus Allocation Proposal for the Company and its Subsidiaries.	Approved by all committee members (independent directors) present at the meeting.
2024/1/29	5 <sup>th</sup> term, 19 <sup>th</sup> meeting	2023 Performance Bonus Allocation Plan for its Subsidiaries.	Approved by all committee members (independent directors) present at the meeting.
2024/1/31	5 <sup>th</sup> term, 20 <sup>th</sup> meeting	2023 Performance Evaluation Results for the Company's Remuneration Committee.	Acknowledged by all committee members (independent directors) present at the meeting.
		2023 Performance Bonus Allocation plan and 2024 Salary Adjustment.	Approved by all committee members (independent directors) present at the meeting.
2024/3/25	5 <sup>th</sup> term, 21 <sup>st</sup> meeting	Subsidiaries' Employee Remuneration Distribution for Fiscal Year 2023.	Approved by all committee members (independent directors) present at the meeting.
		The Company's Employee and Director Remuneration Distribution for Fiscal Year 2023.	Approved by all committee members (independent directors) present at the meeting.
2024/4/26	5 <sup>th</sup> term, 22 <sup>nd</sup> meeting	Resignation and Retirement cases of the Company's Chairman and President.	Approved by all committee members (independent directors) present at the meeting.
		The Remuneration of The Company's President.	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.
2024/5/20	5 <sup>th</sup> term, 23 <sup>rd</sup> meeting	Explanation of Performance Achievement and Vesting Condition of RSU Issued in Fiscal Year 2021.	Acknowledged by all committee members (independent directors) present at the meeting.
		The Benefit-related matters of Directors and Managers of The 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.
		The Proposed Variable Compensation for the Chairman and President.	Approved by all committee members (independent directors) present at the meeting.

Date	Term	Agenda Item	Resolutions
2024/5/20	5 <sup>th</sup> term, 24 <sup>th</sup> meeting	The Remuneration of The Company's Vice Chairman.	Approved by all committee members (independent directors) present at the meeting.
2024/6/24	5 <sup>th</sup> term, 25 <sup>th</sup> meeting	Proposal for the Distribution of Directors' Remuneration for Fiscal Year 2023.	Approved by all committee members (independent directors) present at the meeting.
		Reimbursement of the Insurance Premiums of Employees Holding Concurrent Positions Between the Company and Its Subsidiaries.	Approved by all committee members (independent directors) present at the meeting.
		The Remuneration of The Company's Managers.	Approved by all committee members (independent directors) present at the meeting.
		Allocation of 2024 Employee Stock Option Grant Plan.	Approved by all committee members (independent directors) present at the meeting.
2024/7/19	5 <sup>th</sup> term, 26 <sup>th</sup> meeting	Procedure for Handling RSUs in Mutual Separation Agreements.	Approved by all committee members (independent directors) present at the meeting.
		Proposal for Adjustment of the Company's Salary Structure.	Approved by all committee members (independent directors) present at the meeting.
2024/8/19	5 <sup>th</sup> term, 27 <sup>th</sup> meeting	On the Results of The Company's 2024 Board Performance Self-Assessment Index Review.	Approved by all committee members (independent directors) present at the meeting.
		The Remuneration of The Subsidiaries' Managers.	Approved by all committee members (independent directors) present at the meeting.

