

## Resolutions of the Compensation Committee

Resolutions of the 5th Term Compensation Committee (Meetings 1-3 of FY 2024) are as follows:

5th Term, 1st Meeting of FY 2024 - February 2, 2024			
Proposal	Subject	Resolution	Implementation Status / Company's Handling of the Compensation Committee's Opinions
一	Proposal for the Distribution of Year-End Bonuses for Managers in FY 2023	Approved without objection after discussion by all attending committee members.	Executed in accordance with the resolution and submitted to the Audit Committee and the Board of Directors, where it was unanimously approved by all attending directors.
二	Review of Managers' Salaries, Compensation, and Related Regulations for FY 2023	Approved without objection after discussion by all attending committee members.	Executed in accordance with the resolution and submitted to the Audit Committee and the Board of Directors, where it was unanimously approved by all attending directors.
三	Proposal for Directors' Compensation and Employees' Remuneration for FY 2023	Approved without objection after discussion by all attending committee members.	Executed in accordance with the resolution and submitted to the Audit Committee and the Board of Directors, where it was unanimously approved by all attending directors.
5th Term, 2nd Meeting of FY 2024 - August 7, 2024			

Proposal	Subject	Resolution	Implementation Status / Company's Handling of the Compensation Committee's Opinions
一	Distribution of Employee Remuneration to Managers for FY 2024	Approved without objection after discussion by all attending committee members.	Executed in accordance with the resolution and submitted to the Audit Committee and the Board of Directors, where it was unanimously approved by all attending directors.
二	Proposal for the Distribution of Directors' Compensation for FY 2024	Approved without objection after discussion by all attending committee members.	Executed in accordance with the resolution and submitted to the Audit Committee and the Board of Directors, where it was unanimously approved by all attending directors.
三	Proposal for the Salaries, Compensation, and Related Regulations for the Newly Appointed Accounting Officer and Managers	Approved without objection after discussion by all attending committee members.	Executed in accordance with the resolution and submitted to the Audit Committee and the Board of Directors, where it was unanimously approved by all attending directors.
<b>5th Term, 3rd Meeting of FY 2024 - November 6, 2024</b>			

Proposal	Subject	Resolution	Implementation Status / Company's Handling of the Compensation Committee's Opinions
—	Drafting of the 2025 Annual Work Plan	Approved without objection after discussion by all attending committee members.	Executed in accordance with the resolution and submitted to the Audit Committee and the Board of Directors, where it was unanimously approved by all attending directors.