

Resolutions of the Compensation Committee

Resolutions of the 1st and 2nd Meetings of the 5th-Term Remuneration Committee in 2025 are as follows:

The 1st Meeting of the 5th-Term Remuneration Committee (January 24, 2025)			
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 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	Review of Managers' Salaries, Compensation, and Related Regulations 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 Directors' Compensation and Employees' Remuneration 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.

The 2nd Meeting of the 5th-Term Remuneration Committee (August 06, 20)

Proposal	Subject	Resolution	Implementation Status / Company's Handling of the Compensation Committee's Opinions
—	Distribution of FY 2024 employee compensation to managerial personnel	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. °
—	Proposal for the distribution of FY 2024 directors' remuneration	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.