

Summary of Remuneration Committee Meetings in 2025

| Board Meeting Date & Session Session (Term-Sitting) | Agenda Item | Remuneration Committee Date & Session Session (Term-Sitting) | Remuneration Committee Resolutions | The Corporation's Responses to Remuneration Committee Opinions | Board Resolutions |
|--|--|--|---|---|--|
| 2025/1/15 (10-22) | Report on self-evaluations of Board performance for 2024 | 2025/1/14 (10-15) | The proposal was acknowledged and reported to the Board. | Approved by the Board. | The proposal was acknowledged. |
| 2025/1/15 (10-22) | Suggestions on bonus distributions for 2024 | 2025/1/14 (10-15) | The proposal was acknowledged and reported to the Board. | Approved by the Board. | The proposal was acknowledged. |
| 2025/1/15 (10-22) | Distribution suggestions for 2024 employee compensation | 2025/1/14 (10-15) | The proposal was approved after the chair confirmed there were no objections from all attending committee members, following which the proposal was submitted to the Board for deliberation. | Approved by the Board. | The proposal was approved following discussion by attending directors. |
| 2025/1/15 (10-22) | Distribution suggestions for 2024 director remuneration | 2025/1/14 (10-15) | The proposal was approved after the chair confirmed there were no objections from all attending committee members, following which the proposal was submitted to the Board for deliberation. | Approved by the Board. | The proposal was approved after the chair confirmed there were no objections from all attending directors. |
| 2025/1/15(10-22) | Implementation status of Remuneration Committee in 2024 | 2025/1/14 (10-15) | The proposal was approved after the chair confirmed there were no objections from all attending committee members, following which the proposal was submitted to the Board for deliberation. | Approved by the Board. | The proposal was approved following discussion by attending directors. |
| 2025/3/12(10-24) | Suggestions on results of manager performance appraisals for 2024 | 2025/3/10 (10-17) | The proposal was approved after the chair confirmed there were no objections from all attending committee members, following which the proposal was submitted to the Board for deliberation. | Approved by the Board. | Following discussion by attending directors, the proposal was approved, and the proposing unit was requested to handle the proposal in accordance with the suggestions provided by attending directors. |
| 2025/3/12(10-24) | Submission of suggestions regarding annual compensation competitiveness (including manager compensation) review and salary adjustment suggestions for 2025 | 2025/3/10 (10-17) | Following discussion by attending committee members, the proposal was approved and submitted to the Board for deliberation; the proposing unit was requested to handle the proposal in accordance with the suggestions provided by attending committee members. | Approved by the Board. | Following discussion by attending directors, it was decided that the managerial departments should further discuss the "Adjustment suggestions for salary ranges." The remainder of the proposal was approved, and the proposing unit was requested to handle the proposal in accordance with the suggestions provided by attending directors. |
| 2025/3/12 (10-24) | Submission of amendments to the Corporation's "Articles of Incorporation" for discussion at the shareholders general meeting on May 22, 2025" and for approval of the "Definition of Entry-Level Employees as Proposed by the Pronosing Unit." | 2025/3/10 (10-17) | The proposal was approved after the chair confirmed there were no objections from all attending committee members, following which the proposal was submitted to the Board for deliberation. | Approved by the Board. | The proposal was approved following discussion by attending directors. |
| 2025/5/7 (10-26) | Distribution of manager performance bonuses for 2024 | 2025/5/5 (10-19) | Following discussion by attending committee members, the proposal was approved and submitted to the Board for deliberation; the proposing unit was requested to handle the proposal in accordance with the suggestions provided by attending committee members | Approved by the Board. | Following discussion by attending directors, the proposal was approved, and the proposing unit was requested to handle the proposal in accordance with the suggestions provided by attending directors. |
| 2025/10/15 (10-32) | Remuneration Committee work plans for 2026 | 2025/10/14 (10-22) | The proposal was approved after the chair confirmed there were no objections from all attending committee members, following which the proposal was submitted to the Board for deliberation. | Approved by the Board. | The proposal was approved following discussion by attending directors. |
| 2025/12/10 (10-34) | Suggestions regarding performance goals for managers in 2026 | 2025/12/9 (10-23) | The proposal was approved after the chair confirmed there were no objections from all attending committee members, following which the proposal was submitted to the Board for deliberation. | Approved by the Board. | The proposal was approved following discussion by attending directors. |