

Contents of the resolutions of the Remuneration Committee

Contents of the resolutions of the 1-3th meetings of the 3rd Remuneration Committee in 2020

1 st Meeting of 2020-2020.01.17			
Number	Case	Resolution	Implementation/Company's handling of the Remuneration Committee
1	Year-End Bonus Distribution for Managers in 2019	The committee members present unanimously passed after discussions	According to the implementation of the resolution, the proposed board of directors shall be approved by all the directors present.
2	Review managers' remuneration and relevant regulations in 2019	The committee members present unanimously passed after discussions	According to the implementation of the resolution, the proposed board of directors shall be approved by all the directors present.
2 nd Meeting of 2020-2020.03.11			
Number	Case	Resolution	Implementation/Company's handling of the Remuneration Committee
1	Remuneration distribution for directors, supervisors, and employees in 2019	The committee members present unanimously passed after discussions	According to the implementation of the resolution, the proposed board of directors shall be approved by all the directors present.

3 rd Meeting of 2020-2020.04.28			
Number	Case	Resolution	Implementation/Company's handling of the Remuneration Committee
1	Remuneration distribution for managers in 2019	The committee members present unanimously passed after discussions	According to the implementation of the resolution, the proposed board of directors shall be approved by all the directors present.
2	Remuneration distribution for directors and supervisors in 2019	The committee members present unanimously passed after discussions	According to the implementation of the resolution, the proposed board of directors shall be approved by all the directors present.
3	Amend some provisions of the company's "Remuneration Committee Organization Rules".	The committee members present unanimously passed after discussions	According to the implementation of the resolution, the proposed board of directors shall be approved by all the directors present.