

Compensation Committee Resolution Content

The Resolutions of the Compensation Committee for the Fourth and Fifth Terms, Fiscal Year 2023

The First Meeting of the Fourth Term for the Fiscal Year 2023 - January 16, 2023			
Agenda	Case	Resolution	Execution Status/Company's Handling of the Compensation Committee's Opinions
1	2022 Annual Year-End Bonus Allocation Plan for Executives"	Unanimously Approved after Discussion by All Attending Committee Members.	According to the resolution, the execution is carried out, and the proposal has been submitted to the Audit Committee and the Board of Directors, obtaining unanimous approval from all attending committee members and directors
2	Review of the 2022 Executive Compensation and Related Regulations Proposal	Unanimously Approved after Discussion by All Attending Committee Members.	According to the resolution, the execution is carried out, and the proposal has been submitted to the Audit Committee and the Board of Directors, obtaining unanimous approval from all attending committee members and directors
3	Amendment to Executive Compensation Regulations and Review of Executive Compensation Adjustment Proposal	Unanimously Approved after Discussion by All Attending Committee Members.	According to the resolution, the execution is carried out, and the proposal has been submitted to the Audit Committee and the Board of Directors, obtaining unanimous approval from all

			attending committee members and directors
4	The Compensation Proposal for Directors and Supervisors, as well as Employees, for the Fiscal Year 2022 in Our Company	Unanimously Approved after Discussion by All Attending Committee Members.	According to the resolution, the execution is carried out, and the proposal has been submitted to the Audit Committee and the Board of Directors, obtaining unanimous approval from all attending committee members and directors
The Second Meeting of the Fourth Term for the Fiscal Year 2023 - May 9, 2023			
Agenda	Case	Resolution	Execution Status/Company's Handling of the Compensation Committee's Opinions
1	The 2022 Annual Employee Compensation Distribution Proposal for Executives	Unanimously Approved after Discussion by All Attending Committee Members.	According to the resolution, the execution is carried out, and the proposal has been submitted to the Audit Committee and the Board of Directors, obtaining unanimous approval from all attending committee members and directors
2	The 2023 Annual Director Remuneration Allocation Proposa	Unanimously Approved after Discussion by All Attending Committee Members.	According to the resolution, the execution is carried out, and the proposal has been submitted to the Audit Committee and the Board of Directors, obtaining unanimous approval from all

			attending committee members and directors
3	Official Vehicle Fleet Update Proposal	Unanimously Approved after Discussion by All Attending Committee Members.	According to the resolution, the execution is carried out, and the proposal has been submitted to the Audit Committee and the Board of Directors, obtaining unanimous approval from all attending committee members and directors
The First Meeting of the Fifth Term for the Fiscal Year 2023 - August 4, 2023			
Agenda	Case	Resolution	Execution Status/Company's Handling of the Compensation Committee's Opinions
4	Our Company Implements Employee Stock Trust and Managerial Participation in Employee Stock Trust Incentive Program	Unanimously Approved after Discussion by All Attending Committee Members.	According to the resolution, the execution is carried out, and the proposal has been submitted to the Audit Committee and the Board of Directors, obtaining unanimous approval from all attending committee members and directors