

Compensation Committee Meeting Agenda and Resolution as Well as Approval and Passage by Company:

Compensation Committee Term of Tenure Date of Meeting	Board of Directors Term of Tenure Date of Meeting	Agenda and Resolution
<p>3rd Term of Tenure 13th Meeting on Jan. 8, 2020</p>	<p>18th term of Tenure 18th Meeting on Jan. 10, 2020</p>	<p>Agenda: 2019 management performance assessment as well as compensation and bonus recommendation. Resolution: Submission to the Board of Directors for review and approval after the committee chairman consulted committee member attendees with the performance assessment criteria discussed, amended, and passed</p>
		<p>Agenda: Recommendation on the 2019 performance bonus for the Chairman and Vice Chairman of the Board Resolution: Submission to the Board of Directors for review and approval after the committee chairman consulted committee member attendees with a unanimous passage after plenary discussion</p>
		<p>Agenda: 2020 management performance goals setting Resolution: Submission to the Board of Directors for review and approval after the committee chairman consulted committee member attendees with a unanimous passage after plenary discussion</p>
		<p>The Compensation Committee's opinions and recommendations were approved and passed by the Board of Directors present.</p>
<p>3rd Term of Tenure 14th Meeting on Feb. 17, 2020</p>	<p>18th term of Tenure 19th Meeting on Feb. 27, 2020</p>	<p>Agenda: Recommendation on the 2019 compensation for the Board of Directors and senior management Resolution: Submission to the Board of Directors for review and approval after the committee chairman consulted committee member attendees with a unanimous passage based on plenary discussion confirming the compensation for the Board of Directors factoring in their individual professionalism, levels of participation in management, and self-assessment results, and the compensation for senior management factoring in their performance and contribution to the company</p>
		<p>Agenda: Amendment to the Compensation Committee Charter Resolution: Submission to the Board of Directors for review and approval after the committee chairman consulted committee member attendees with a unanimous passage</p>
		<p>The Compensation Committee's opinions and recommendations were approved and passed by the Board of Directors present.</p>

<p>3rd Term of Tenure 15th Meeting on Feb. 27, 2020</p>	<p>18th term of Tenure 19th Meeting on Feb. 27, 2020</p>	<p>Agenda: Further discussion of the 2019 compensation for the Board of Directors and senior management Resolution: Submission to the Board of Directors for review and approval after the committee chairman consulted committee member attendees with a unanimous passage based on plenary discussion confirming the compensation for the Board of Directors factoring in their individual professionalism, levels of participation in management, and self-assessment results, and the compensation for senior management factoring in their performance and contribution to the company</p>
<p>4th Term of Tenure 1st Meeting on October 27, 2020</p>	<p>19th Term of Tenure 3rd Meeting on November 13, 2020</p>	<p>Agenda: A proposed amendment to the Regulation Governing Board Performance Evaluation and related tables as attached to be submitted for review and approval Resolution: Submission to the Board of Directors for review and approval after the committee chairman consulted committee member attendees with a unanimous passage of an amendment limited to some contents in table 2, 3, and 4</p> <p>The Compensation Committee's opinions and recommendations were approved and passed by the Board of Directors present.</p>