

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	Resolution
4 th Term of Tenure 2 nd Meeting on January 13, 2021	19 th Term of Tenure 5 th Meeting on January 22, 2021	Proposed performance evaluations of managerial officers and performance bonuses for them in 2020 for review and approval	Compensation Committee : All proposals were passed by a unanimous vote and submitted to the board of directors.
		Proposed performance bonuses for the Chairman and Vice Chairman of the Board in 2020 for review and approval	
		2021 business objectives set up by the management for review and approval	
4 th Term of Tenure 3 rd Meeting on February 19, 2021	19 th Term of Tenure 6 th Meeting on February 26, 2021	Proposed compensation for the board and managerial officers in 2020 for review and approval	Board of Directors : The proposal was passed by a unanimous vote.
4 th Term of Tenure 4 th Meeting on April 26, 2021	19 th Term of Tenure 8 th Meeting on May 7, 2021	Proposed special bonus payment to managerial officers for review and approval	
4 th Term of Tenure 5 th Meeting on July 28, 2021	19 th Term of Tenure 10 th Meeting on August 6, 2021	Proposed amendment to the criteria for assessment of managerial officers' performance and management of the compensation for managerial officers for review and approval	