

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 <sup>th</sup> Term of Tenure 6 <sup>th</sup> Meeting on January 7, 2022	19 <sup>th</sup> Term of Tenure 13 <sup>th</sup> Meeting on January 11, 2022	Proposed performance evaluations of managerial officers and performance bonuses for them in 2021 for review and approval	Compensation Committee : All proposals were passed by a unanimous vote and submitted to the board of directors.  Board of Directors : The proposal was passed by a unanimous vote.
		Proposed performance bonuses for the Chairman and Vice Chairman of the Board in 2021 for review and approval	
		2022 business objectives set up by the management for review and approval	
4 <sup>th</sup> Term of Tenure 7 <sup>th</sup> Meeting on February 18, 2022	19 <sup>th</sup> Term of Tenure 14 <sup>th</sup> Meeting on February 22, 2022	Proposed compensation for the board and managerial officers in 2021 for review and approval	
4 <sup>th</sup> Term of Tenure 8 <sup>th</sup> Meeting on May 31, 2022	19 <sup>th</sup> Term of Tenure 19 <sup>th</sup> Meeting on May 31, 2022	Method for employees' subscription to a follow-on offering in 2021 and recommendation for managerial officers' subscription to the offering	