

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 9 th Meeting on January 6, 2023	19 th Term of Tenure 22 th Meeting on January 10, 2023	Proposed performance evaluations of managerial officers and performance bonuses for them in 2022 for review and approval Proposed performance bonuses for the Chairman and Vice Chairman of the Board in 2022 for review and approval 2023 business objectives set up by the management 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.
4 th Term of Tenure 10 th Meeting on February 20, 2023	19 th Term of Tenure 23 th Meeting on February 24, 2023	Proposed compensation for the board and managerial officers in 2022 for review and approval	