

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

| Compensation Committee<br>Term of Tenure<br>Date of Meeting                        | Board of Directors<br>Term of Tenure<br>Date of Meeting                             | Agenda   | Resolution   |
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| 5 <sup>th</sup> Term of Tenure<br>9 <sup>th</sup> Meeting on<br>January 16, 2026   | 20 <sup>th</sup> Term of Tenure<br>21 <sup>st</sup> Meeting on<br>January 23, 2026  | Proposal for the 2025 Performance Evaluation and Bonus Compensation of Managerial Officers, for Review and Approval. | Compensation Committee :<br>All proposals were passed by a unanimous vote and submitted to the board of directors.<br><br>Board of Directors :<br>The proposal was passed by a unanimous vote. |
|  |   | Proposal for the 2025 Performance Bonuses of the Chairman and Vice Chairman of the Board, for Review and Approval.   |  |
|  |   | Proposal for the 2026 Business Objectives Set by Management, for Review and Approval.                                |  |
| 5 <sup>th</sup> Term of Tenure<br>10 <sup>th</sup> Meeting on<br>February 24, 2026 | 20 <sup>th</sup> Term of Tenure<br>22 <sup>nd</sup> Meeting on<br>February 26, 2026 | Proposal for the 2025 Compensation Distribution to Directors and Managerial Officers, for Review and Approval.       |  |