

Operation of Remuneration Committee in 2021

Meeting Date	Session	Proposal	Independent Directors' opinions	Company' s response to the remuneration committee' s opinion
March 16 2021	The 6 th Meeting during the 2 th Board	The proposal of remuneration distributed to the employees and directors in 2020	None	N/A
		Review on the performance evaluation of directors, independent directors and managers; and the proposal of the remuneration policies, systems, standards and structures		
		Check form of remuneration for managers in 2020		
		Report on the performance evaluation of the directors and the Board reviewed by the Remuneration Committee		
December 28 2021	The 1 th Meeting during the 3 th Board	The proposal of 2021 year-end bonus distribution	None	N/A
		Salary and remuneration of newly appointed managers of the company		