

Operation of Remuneration Committee in 2023

Meeting Date	Session	Proposal	Independent Directors' opinions	Company' s response to the remuneration committee' s opinion
March 30 2023	The 4th Meeting during the 3rd Board	The proposal of remuneration distributed to the employees and directors in 2022	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 2022		
		Report on the performance evaluation of the directors and the Board reviewed by the Remuneration Committee		
		The proposal of the adjusted remuneration paid to managers based on a monthly basis in 2023		
December 27 2023	The 5th Meeting during the 3rd Board	The proposal of 2023 year-end bonus distribution	None	N/A
		The proposal of the adjusted remuneration paid to managers based	None	N/A

Meeting Date	Session	Proposal	Independent Directors' opinions	Company' s response to the remuneration committee' s opinion
		on a monthly basis in 2024		
		The company' s general manager appointment and salary remuneration	None	N/A