

Operation of Remuneration Committee in 2024

Meeting Date	Session	Proposal	Independent Directors' opinions	Company' s response to the remuneration committee' s opinion
March 29 2024	The 6th Meeting during the 3rd Board	The proposal of remuneration distributed to the employees and directors in 2023	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 2023		
		Report on the performance evaluation of the directors and the Board reviewed by the Remuneration Committee		
December 24 2024	The 1st Meeting during the 4th Board	The proposal of 2024 year-end bonus distribution	None	N/A
		The proposal of the adjusted remuneration paid to managers based on a monthly basis in 2025	None	N/A