

Discussions and Resolutions of the Remuneration Committee in 2023

Date	Proposal Content	Opinions of the Remuneration Committee and the Company's Response to the Opinions
2023.01.12	Drew up the proposal for distribution of 2022 year-end bonus to the Directors and managerial officers.	The proposal was approved by all members and submitted to the Board of Directors for resolution.
2023.03.15	<ol style="list-style-type: none"> 1. The distribution of remuneration to the Company' s employees for 2022. 2. The distribution of remuneration to the Company' s Directors for 2022. 3. Approved the adjustment to remuneration for the Company' s Independent Directors. 	The proposal was approved by all members and submitted to the Board of Directors for resolution.
2023.05.11	Amendments made to certain provisions of the "Remuneration Committee Charter."	The proposal was approved by all members and submitted to the Board of Directors for resolution.
2023.08.11	<ol style="list-style-type: none"> 1. Amendments made to certain provisions of "Regulations Governing the Remuneration of Directors and Managerial Officers." 2. The Company's 2023 salary adjustment for managerial officers. 	The proposal was approved by all members and submitted to the Board of Directors for resolution.