

Resolutions of the Compensation Committee in 2020

Date	Major resolutions	Resolutions of the Compensation Committee	Company's response to the Compensation Committee's opinion
Jan. 17, 2020	1.Resolved to approve the performance bonus for executives.	Approved by all attending members without objection.	No comments
Feb. 27, 2020	1.Resolved to approve the distribution of 2019 employees and directors compensation.	Approved by all attending members without objection.	No comments
May 07, 2020	1.Resolved to approve the company's 2020 remuneration for executives.	Approved by all attending members without objection.	No comments
Aug. 05, 2020	1.Resolved to approve the distribution of 2019 directors' compensation. 2.Resolved to approve the distribution of 2019 employee's compensation for executives. 3.Approved to amend the company's "Remuneration Committee Charter." 4.Approved to amend the company's Remuneration Management Policy for Directors and Managers.	Approved by all attending members without objection.	No comments
Nov. 06, 2020	1.Resolved to approve the company's 2020 remuneration policy to directors and employees. 2.Resolved to approve the company's 2020 compensation policy for executives. 3.Approved to amend the company's "Method of issuing new shares in connection with a cash capital increase for employee stock subscription." 4.Resolved to approve the subscription list and number of shares for executives of cash capital increase in 2020.	Approved by all attending members without objection.	No comments