Charter for the Human Resources and Compensation Committee

Article 1. Purpose

The purpose of this charter is to stipulate matters necessary for the efficient operation of the Human Resources and Compensation Committee (hereinafter referred to as the “**Committee**”) established within the board of directors. <Amended May 7, 2021>

Article 2. Scope of Application

Matters relating to the committee shall be in accordance with the provisions of these regulations, except for those specified in the laws, the articles of incorporation, or the bylaws of the board of directors.

Article 3. Composition

(1) Committee members are appointed and removed by the board of directors.

(2) The committee shall be composed of two (2) or more directors, and at least one-half of the members shall be composed of independent directors. <Amended July 23, 2026>

(3) The term of office of the members shall be that of their directorship.

(4) The chairperson is appointed by the board of directors or the committee.

(5) The committee may keep a secretary.

(6) When the number of members falls short of the number of members specified under Paragraph 2 due to reasons such as resignation, etc., the board of directors convened for the first time after the cause of resignation shall ensure that the composition of the committee is satisfied.

Article 4. Function

The Committee shall deliberate and resolve on the following matters. <Amended Oct. 25, 2023>

(1) Limits on remuneration for directors to be referred to the company’s regular general meeting of shareholders.

(2) Granting stock options to management, including registered and unregistered executives.

(3) <Deleted May 7, 2021>

(4) Specific remuneration for in-house directors. [Adopted May 7, 2021]

(5) Evaluation and compensation of the Representative Director. [Adopted May 7, 2021]

(6) Examination of candidates for in-house director. [Adopted May 7, 2021]

(7) Matters not stipulated in each of the above subparagraphs, which the Representative Director deems important and recommends to the committee. [Adopted May 7, 2021]

Article 5. Evaluation of the Representative Director

(1) The committee deliberates and finalizes the Key Performance Indicators (KPIs) of the company and the Representative Director every year, evaluates them once a year, and determines the level of compensation.

(2) The committee may propose to the board of directors whether or not to reappoint the Representative Director based on the evaluation results during his/her tenure from the end of the year immediately preceding the expiration of his/her term of office until 45 days before the expiration of the term of office. In this case, the board of directors shall deliberate at the first meeting of the board of directors from the date of receipt of the proposal. [Adopted May 7, 2021]

Article 6. Director Candidate Screening

If the company intends to appoint a candidate for a director other than an independent director, it must submit the relevant date for the candidate to the committee in advance, and the committee must convene a meeting without delay, review it, and immediately notify the company of the result. [Adopted May 7, 2021]. <Amended July 23, 2026>

Article 7. Meeting

(1) The committee consists of a regular committee and an ad hoc committee.

(2) The regular committee shall be held before the date of the regular general meeting of shareholders convened after the end of each settlement period.

(3) The ad hoc committee may be convened by the chairperson at any time as needed, and the chairperson must convene at the request of the member.

(4) The committee opens with the attendance of a majority of the members on the list, and the chairperson reports the results of the deliberation at the first convened board of directors meeting.

Article 8. Meeting Minutes

(1) Meeting minutes of the committee’s opinions are made.

(2) Meeting minutes contain the meeting’s agenda, transitional guidelines and results, etc., and must be sealed or signed by the members present.

Article 9. Attendance, etc. of Related Persons

(1) The committee may request the management, personnel-related executives, etc. to attend the meeting if necessary for the performance of its duties.

(2) The committee may request the submission of data from the related company departments if necessary for the performance of its duties.

(3) The committee may request advice from experts, etc., at the expense of the company, if necessary for the performance of its duties.

Article 10. Committee Support

The secretariat of the board of directors supports the overall committee work to handle the requirements such as the smooth operation of the committee and the collection of members' data.

Addendum (Enforced on March 20, 2020)

This regulation is effective from March 20, 2020.

Addendum (Enforced on May 7, 2021)

This regulation is effective from May 7, 2021.

Addendum (Enforced on October 25, 2023)

This regulation is effective from October 25, 2023, and matters deliberated and resolved pursuant to Article 4 prior to the enforcement of this Regulation shall be deemed to have been resolved in accordance with this amendment.

Addendum (Enforced on July 23, 2026)

This regulation shall become effective on July 23, 2026.