

Compensation Committee Regulation

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Enacted on December 11, 2012

Chapter I General Provisions

Article 1 (Purpose)

The purpose of this Regulation is to stipulate the necessary matters for the efficient operation of the Compensation Committee (hereinafter referred to as the "Committee").

Article 2 (Scope of Application)

Except as otherwise provided by the Acts, the Articles of Incorporation, or the Regulation of the Board of Directors, matters concerning the Committee shall be governed by the provisions of this Regulation.

Article 3 (Duties and Powers)

The Committee shall have the to perform the following duties as delegated by the Board of Directors:

1. Determination of compensation policy for executives;
2. Verification of the appropriateness of the operation of the executive compensation system and inspection of whether executives are being efficiently compensated through internally fair and externally competitive compensation means;
3. Determination of the evaluation of the executive performance indicator for long-term incentive payments; and
4. Other matters delegated by the Board of Directors regarding executive compensation.

Chapter II Composition

Article 4 (Composition)

1. Committee members (hereinafter referred to as "Members") shall be appointed and dismissed by the Board of Directors.
2. The Committee shall consist of two or more directors.

Article 5 (Chairperson)

1. The Committee shall appoint a Chairperson through a resolution, as stipulated in Article 8.
2. The Chairperson shall represent the Committee and preside over its meetings.
3. In the absence of the Chairperson, a Member designated by the Committee shall perform the duties.

Chapter III Meetings

Article 6 (Persons Authorized to Convene)

1. The Committee shall be convened by the Chairperson. However, in the event of the Chairperson's absence, the duties shall be carried out in the order specified in Article 5, Paragraph 3.
2. Each Member may request the Chairperson to convene a Committee meeting by providing a proposal and the reasons for their request. If the Chairperson fails to convene the Committee without justifiable reasons, a requesting Member can convene the Committee, and in this case, the procedures for convening shall be in accordance with Article 7, Paragraph 2.

Article 7 (Procedures for Convening)

1. In convening a Committee meeting, notice must be given to each Member in writing or verbally by the day prior to the meeting date.
2. The Committee may convene a meeting at any time without following the procedure of Paragraph 1, provided that there is unanimous consent from all Members.

Article 8 (Methods of Resolutions)

1. Resolutions of the Committee require the presence of a majority of the total number of Members and the approval of a majority of the Members in attendance.
2. The Committee may conduct resolutions through communication methods where all Members participate simultaneously in audio transmission and reception, even if some or all Members are not physically present at the meeting. In such cases, the Members participating through these communication methods are considered present at the Committee meeting.
3. Members with special interests related to a decision under consideration by the Committee shall not exercise their voting rights.
4. Members who cannot exercise their voting rights as per the preceding paragraph shall not be counted in the total number of attending Members.

Article 9 (Agenda Items)

The agenda items discussed by the Committee shall be as follows:

1. Matters related to the establishment or amendment of the executive compensation system;
2. Matters related to the evaluation of the executive performance indicator for long-term incentive payments;

3. Other matters related to executive compensation deemed necessary by the Board of Directors or the Committee.

Article 10 (Hearing Opinions of Related Persons)

When deemed necessary, the Committee may invite relevant employees or external individuals to attend meetings to hear opinions.

Article 11 (Duty to Notify)

The Committee shall promptly notify each director of the resolutions made.

Article 12 (Minutes)

1. Minutes shall be prepared regarding the deliberations of the Committee.
2. The minutes shall include the agenda, proceedings, results, opponents, and reasons for their opposition, if any, along with the signatures or seals of the attending Members.

Chapter IV Supplementary Provisions

Article 13 (Secretary)

1. The Committee may appoint a secretary who will be under the supervision of the Chairperson to handle the overall affairs of the Committee.
2. The secretary shall be an executive or department head responsible for the relevant tasks as specified in the internal regulations.

Article 14 (Amendment and Abolition of Regulation)

Amendments and abolitions to this Regulation shall be made through a resolution of the Board of Directors.

Addendum

This Regulation shall be effective on December 11, 2012.