

## Important resolutions of Ennostar' s Remuneration Committee and implementation status

Data date : 2025.12.31

Date	Important resolutions	Implementation status
2025.01.17	1. Proposal for the distribution of variable year-end performance-based awards to managers for FY 2024	All actions follow the meeting resolutions.
2025.02.21	1. Proposal to define the scope of the Company' s rank-and-file employees 2. Proposal for a Long-Term Incentive (LTI) compensation plan for senior executives 3. Proposal regarding directors' and managers' compensation for FY 2024	All actions follow the meeting resolutions.
2025.05.02	1. Proposal for managers' salary adjustments for FY 2025	All actions follow the meeting resolutions.
2025.05.09	1. Proposal regarding the salaries of senior executives	All actions follow the meeting resolutions.
2025.08.08	1. Proposal regarding the salaries of senior executives 2. Proposal on the senior executive compensation policy	All actions follow the meeting resolutions.
2025.11.07	1. Proposal to recommend allocation ratios for directors' remuneration and employees' remuneration for FY 2026 2. Proposal regarding the salaries of senior executives	All actions follow the meeting resolutions.