

**The Company ensures that its operating performance and business outcomes are appropriately and fairly reflected in employee remuneration practices.**

According to the Article 25-1 of Articles of Incorporation of Ablerex, if the Company have surplus earnings after close of fiscal year, shall be according to the performance of the year to set 6 to 10 percent of its reserves as employees' compensation, and not more than 2 percent of it as directors' and supervisors' remuneration. At least 30% of the total employee compensation shall be allocated to frontline employees. However, the company's accumulated losses shall have been covered. The directors' remuneration must be paid in cash. The Company may, by a resolution adopted by a majority vote at a meeting of board of directors attended by two-thirds of the total number of directors, have the profit distributable as employees' compensation in the preceding two paragraphs distributed in the form of shares or in cash; and in addition thereto a report of such distribution shall be submitted to the shareholders' meeting. Qualification requirements of employees, including the employees of subsidiaries of the company meeting certain specific requirements.

In 2025, the Company's Board of Directors resolved to appropriate 6.03% of the 2024 net profits as employee compensation. Of this amount, 51.67% was allocated to frontline employees, in compliance with the Company's Articles of Incorporation, which require that no less than 30% be distributed to frontline staff. Through this mechanism, the Company shares its operating performance with employees who have worked diligently alongside the Company and recognizes the dedication and continuous efforts of its frontline workforce.