

Major Resolutions of the Board of Directors in 2025

Number of the Meeting / Date	Major Resolutions
2025 1 st board meeting February 26, 2025	• Approved the proposal to adjust salaries of executive officers in 2025 • Approved the proposal to adjust salaries of the Chairman & CSO and the President & CEO in 2025 • Approved the proposal regarding distribution of employees' and directors' profit-sharing bonuses in 2024 • Approved WNC's 2024 business report and financial statements • Approved the proposal for distribution of 2024 profits • Approved the proposal for amendment of the Articles of Incorporation • Approved the proposal for the time, location, and matters to be discussed at the 2025 Annual Shareholders' Meeting • Approved the proposal for amendment and renaming of the procedures for professional accounting assessment, accounting policies, and changes in accounting estimates • Approved the proposal for amendment of the Regulations Governing Supervision and Management of Subsidiaries • Approved the proposal for amendment of a policy for pre-approval of non-assurance services • Reviewed and approved the revisions to control measures and audit items relating to internal control mechanisms and the enforcement rules of internal audits • Approved the business plan for 2025 • Approved the proposal for hiring of qualified CPAs from KPMG to serve as auditors for WNC's 2025 Annual Report as well as to audit WNC's audit fees in 2025 • Approved the 2024 Statement on Internal Control • Approved the proposal to provide letters of support • Approved the proposal regarding applications for bank loans • Approved the proposal to increase investment in the Vietnam subsidiary • Approved the proposal for investment in a new Indian subsidiary • Approved the proposal to cancel restricted employee shares for 2023 and the proposed record date for capital reduction
2025 2 nd board meeting May 7, 2025	• Approved the Q1 2025 consolidated financial statement • Approved material topics relating to sustainability • Approved sustainability management goals • Approved WNC's 2024 Sustainability Report • Approved the methods and results regarding identification of TCFD and TNFD material risks and opportunities • Approved the proposal to provide letters of support • Approved the proposal regarding applications for bank loans • Approved the proposal to increase investment in the Vietnam subsidiary

2025 3rd board meeting August 6, 2025	• Approved the proposal regarding distribution of directors' profit-sharing bonuses in 2024 • Approved the proposal regarding distribution of executive officers' profit-sharing bonuses in 2024 • Approved the Q2 2025 consolidated financial statement • Approved the proposal for revision of the internal control mechanism for the stock affairs unit • Approved the proposal to provide letters of support • Approved the proposal regarding applications for bank loans • Approved the plan regarding continuing education and training for directors and independent directors in 2025 • Approved the proposal to cancel restricted employee shares for 2023 and the proposed record date for capital reduction
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