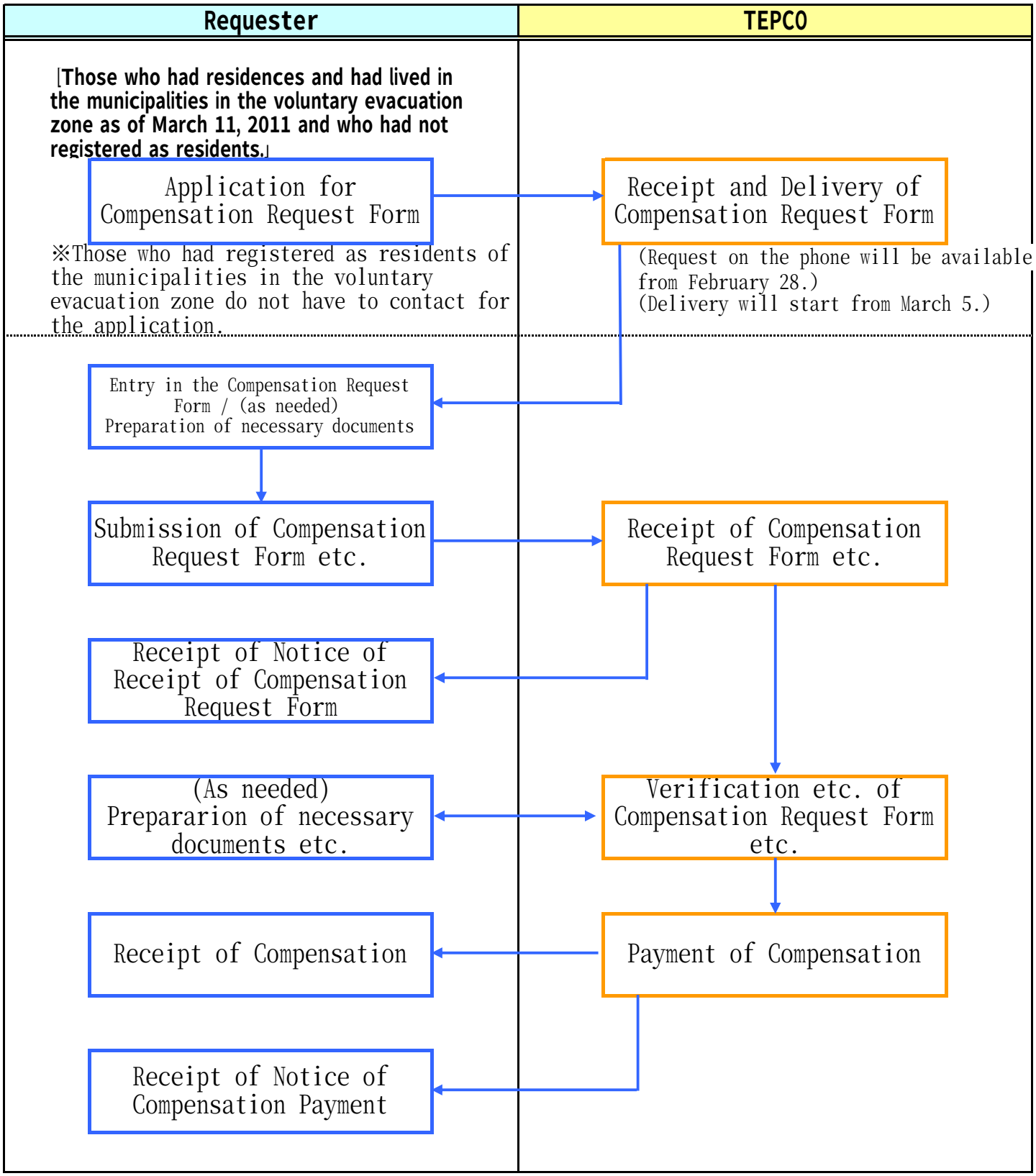
【Appendix 2】

＜Flowchart of Compensation＞