

Discussions and Resolutions of the Remuneration Committee in 2021

Date	Proposal Content	Opinions of the Remuneration Committee and the Company's Response to the Opinions
2021.02.04	<ol style="list-style-type: none"> 1. Drafted proposal of the Company for allocating 2020 year-end bonus to the Directors and managers. 2. Drafted the proposal for the salary of the new manager of the Company. 	The proposal was approved by all members, and submitted to the Board of Directors for resolution.
2021.03.30	<ol style="list-style-type: none"> 1. The Company's distribution of remuneration of employees for 2020. 2. The Company's distribution of remuneration of Directors for 2020. 	The proposal was approved by all members, and submitted to the Board of Directors for resolution.
2021.05.13	Amendment of the "Remuneration Committee Charter".	The proposal was approved by all members, and submitted to the Board of Directors for resolution.
2021.08.12	<ol style="list-style-type: none"> 1. Amendment of the Company's management measures for directors' and managers' compensation. 2. 2021 salary adjustment for managers of the Company. 	The proposal was approved by all members, and submitted to the Board of Directors for resolution.