

Discussions and Resolutions of the Remuneration Committee in 2022

Date	Proposal Content	Opinions of the Remuneration Committee and the Company's Response to the Opinions
2022.01.20	Drafted proposal of the Company for allocating 2021 year-end bonus to the Directors and managers.	The proposal was approved by all members, and submitted to the Board of Directors for resolution.
2022.03.30	1.The Company's distribution of remuneration of employees for 2021. 2. The Company's distribution of remuneration of Directors for 2021.	The proposal was approved by all members, and submitted to the Board of Directors for resolution.
2022.07.05	2022 salary adjustment for managers of the Company.	The proposal was approved by all members, and submitted to the Board of Directors for resolution.
2022.12.14	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.