

Discussions and Resolutions of the Remuneration Committee in 2020

Session of the Remuneration Committee	Date	Proposal Content	Opinions of the Remuneration Committee and the Company's Response to the Opinions
10th Session of the 3rd Remuneration Committee	2020.01.14	Drafted proposal of the Company for allocating 2019 year-end bonus to the directors and managers.	The proposal was approved by all members, and submitted to the Board of Directors for resolution.
11th session of the 3rd Remuneration Committee	2020.03.30	<ol style="list-style-type: none"> 1. The Company's distribution of employee compensation in 2019. 2. The Company's distribution of directors' compensation in 2019. 	The proposal was approved by all members, and submitted to the Board of Directors for resolution.
1st session of the 4th Remuneration Committee	2020.08.13	<ol style="list-style-type: none"> 1. Revised the Company's management measures for directors' and managers' compensation. 2. The Company's salary adjustment for managers in 2020. 	The proposal was approved by all members, and submitted to the Board of Directors for resolution.
2nd session of the 4th Remuneration Committee	2020.10.05	2020 Mid-Autumn bonus allocation to managers of the Company.	The proposal was approved by all members, and submitted to the Board of Directors for resolution.