

Policy linking salary remuneration and ESG-related performance evaluation

In order to encourage the general manager, deputy general manager and all employees to pay attention to long-term comprehensive performance and achieve sustainable development of the enterprise, the company has included the sustainable development goals in the annual performance appraisal project of the general manager and deputy general manager, and based on the results of the performance appraisal as the basis for annual remuneration payment.

I. Performance appraisal items :

1. Financial indicators: Distribution will be based on contribution to the company's profits, taking into account the manager's performance and target achievement rate.
2. Non-Financial indicators: The remuneration for operating performance will be calculated based on the company's core value practice, operational management capabilities, participation in sustainable operations, etc., and will be reviewed in a timely manner based on the actual operating conditions and relevant laws and regulations.

Object	Performance Indicators		Execution Method (proportion)
General Manager and Deputy General Manager	Financial indicators (80%)		--
	Non-Financial indicators (20%)	ESG (10%)	Greenhouse gas emission reduction (2%) Water intensity reduction (2%) Waste production reduction (2%) Occupational safety and health (2%) Corporate social responsibility (2%)
		Market and Customer (5%)	--
		Learning and Growth (5%)	--

II. Remuneration package :

According to the organizational regulations of the Company's Salary and Remuneration Committee, it includes cash remuneration, stock options, dividends and shares, retirement benefits or severance pay, various allowances and other measures with substantial incentives ; Its scope is consistent with the relevant standards for remuneration of directors and managers in the standards for matters that should be recorded in the annual reports of publicly listed companies.

The rationality of the company's managers' relevant performance appraisals is regularly evaluated and reviewed by the Salary and Remuneration Committee and the Board of Directors every year. In addition to personal performance and contribution to the company, the remuneration policy will be reviewed in a timely manner with reference to the company's overall operating performance, actual operating conditions and relevant laws, and reasonable remuneration will be given after comprehensive consideration of current corporate governance trends. To seek a balance between the company's sustainable operations and risk control.