

Summary and description of remuneration committee self-evaluation for 2019

| Description of questions | Strongly disagree | Disagree | Neither agree or disagree | Agree | Strongly agree |
|--|-------------------|----------|---------------------------|-------|----------------|
| I. Summary and description of remuneration committee overall self-evaluation for 2019 | | | | | |
| 1.Participation into the Company's operation | | | | | |
| a . The remuneration committee has good interaction with the management team. | | | | | 4 |
| b . The remuneration committee emphasizes compliance for regulations and best practice principles. | | | | | 4 |
| c . The remuneration committee can completely and timely get the performance report of bussiness operation, and grasp quickly any disadvantages against the Company. | | | | 3 | 1 |
| 2.Quality promotion for the remuneration committee's decision making | | | | | |
| d . The remuneration committee has fully understand the Company's core values. | | | | 1 | 3 |
| e . The remuneration committee has adequate information and channels to understand the Company's operation. | | | | 1 | 3 |
| f . The management team always provides adequate information and opinions to the remuneration committee before the remuneration committee makes decisions. | | | | 1 | 3 |
| g . The remuneration committee would take consideration into the management team's opinion before making decision and has enough time to make independent and objective judgement and decisions. | | | | 1 | 3 |
| h . The meeting materials which the conference service section provides are adequate and complete. | | | | 2 | 2 |
| i . The remuneration committee meeting minutes are recorded adequately the content of discussion at the meeting and the personal and collective resersed opinions or concerns as well. | | | | 1 | 3 |
| j . Any resolutions at the remuneration committee meetings have been traced | | | | 1 | 3 |
| 3.The composition and struction of the remuneration committee | | | | | |
| k . The current number of remuneration committee member is adequate. | | | | 1 | 3 |
| l . The composition of the remuneration committee member has possessed the profession for decision making. | | | | 1 | 3 |
| m . The operation of the remuneration committee ie efficient and all the remuneration committee member can use their profession well. | | | | 1 | 3 |
| n . The current remuneration committee has the abilities to execute the duties in which the BOD has enaged. | | | | 1 | 3 |
| 4.The members' election and continuous advanced study. | | | | | |
| o . The skills, knowledge and experience of the current remuneration committee members meets the Company's current demand. | | | | 1 | 3 |
| p . The remuneration committee members' advanced courses are idversified and are helpful to the their professional knowledge and decisions. | | | | 3 | 1 |
| 5.Internal control | | | | | |
| q . The Company has set up adequate internal control system, definite risk management policies and related management regulations. | | | | 1 | 3 |
| II.Summary and description of self-evaluation of indivisual member of the Company's remuneration committee. | | | | | |
| 1.The grasp of the Company's tagets and missions. | | | | | |
| a . I have fully understood and identified the Company's business philosophy and core | | | | 1 | 3 |
| b . I have fully understood the Company's long-term development for vision, missions and targets. | | | | 1 | 3 |
| c . I have adequate information and channels to understand the Company's operation. | | | 1 | | 3 |
| 2.identification of the remuneration committee members' obligation. | | | | | |
| d . I have fully understood the member's legal obligation and the differences of duty and role between the member and the management team. | | | | 1 | 3 |
| e . I conform to the obligation of keeping secret about the Company's internal information acquired when executing the member's duties. | | | | 1 | 3 |
| f . I always read the meeting materials in advance befor attending remuneration committee meetings and review the meeting minuts when receiving. | | | | 1 | 3 |

| Description of questions | | Strongly disagree | Disagree | Neither agree or disagree | Agree | Strongly agree |
|---|---|-------------------|----------|---------------------------|-------|----------------|
| 3.Participation into the Company's operation | | | | | | |
| g . | I am satisfied with the attendance rate of the remuneration committee members and actively participate in the discussion of bills. | | | | 1 | 3 |
| h . | I make effective contributions at the remuneration committee meetings(eg. proposing concret suggestions toward the bills) | | | | 3 | 1 |
| i . | I have clear understanding about the Company, the Company's management teams and its industry. | | | | 1 | 3 |
| 4.Internal relationship management and communication | | | | | | |
| j . | I have access to the stakeholders' opinions in formal or informal channels. | | | 1 | 1 | 2 |
| k . | I can receive the information of the Company's operation and its industry in formal or infomal channels. | | | | 1 | 3 |
| l . | I have good interaction with the management team. | | | | 1 | 3 |
| m . | I keep good communication with other remuneration committee members. I repect other members' opinions at the remuneration committee meetings. | | | | 1 | 3 |
| n . | The atmosphere at the remuneration committee meetings encourage me to discuss honestly and think critically. | | | | 1 | 3 |
| 5.The remuneration committee members' profession and continuous advanced studies | | | | | | |
| o . | I have the profession needed for decision making at the remuneration committee | | | | 1 | 3 |
| p . | I actively attend the continuous advanced studies. | | | | 1 | 3 |
| 6.Internal control | | | | | | |
| q . | I recuse myself when the bills exist the conflict of interests. | | | | | 4 |