

Summary and description of remuneration committee self-evaluation for 2020

Description of questions		Strongly disagree	Disagree	Neither agree or disagree	Agree	Strongly agree
<b>I. Summary and description of remuneration committee overall self-evaluation for 2020</b>						
<b>1.Participation into the Company's operation</b>						
(1)	The average attendance of each member at the meeting ( Excluding delegated attendance ) is high.			1	1	2
(2)	The members of the Remuneration Committee have read and understood the meeting materials before the meeting started.					4
(3)	All directors make effective contributions to the Remuneration Committee.				1	3
(4)	The Remuneration Committee has organized enough number of meetings.					4
<b>2. Cognition of members' responsibilities</b>						
(1)	The Remuneration Committee has clear and appropriate terms of reference.					4
(2)	The Remuneration Committee can professionally and objectively put forward suggestions to the board of directors for discussion, and for the members to make decisions.					4
(3)	The Remuneration Committee has formulated policies, systems, standards and structures for the regular performance evaluation and remuneration of directors and managers.				1	3
(4)	The Remuneration Committee regularly reviews the performance evaluation of the Company's directors and reports to the board of directors for approval, and decides directors' compesation and remuneration based on the results of the performance evaluation			1		3
<b>3.Improve the quality of decision-making of the Remuneration Committee</b>						
(1)	The information provided by the Company to the Remuneration Committee is complete, timely and of a certain quality, so that the Remuneration Committee can perform its duties smoothly. When necessary, the Remuneration Committee shall invite relevant managers or other personnel to attend				2	2
(2)	The Remuneration Committee has sufficient time to discuss.				1	3
(3)	The Company always submits appropriate proposals to the Remuneration Committee to discuss.					4
(4)	If there are conflicts of interest in the relevant proposal, the committee member has withdrew from the discussion, and meeting minutes have complete records of all motion and resolutions. (Members of the Nominating Committee shall, in the case of a motion involving their own interests, indeed state the important content of their interests and, if at risk to the interests of the Company, shall be recused from discussion and voting, and shall not exercise their voting rights on behalf of other members )					4
(5)	The minutes of the meetings of the Remuneration Committee properly record the discussions and appropriately record individual or collective reservations or concerns					4
(6)	The resolutions of the Nominating Committee meetings are properly followed up.					4
(7)	The Remuneration Committee has conducted performance evaluations in a regular and efficient basis.					4
<b>4.Selection of Remuneration Committee members.</b>						
(1)	The members of the Remuneration Committee are properly constituted and have the expertise required for the decision-making process					4
(2)	The members of the Remuneration Committee do maintain their independence during their tenure.					4
(3)	The selection of the Remuneration Committee members is based on the actual needs of the Company, fully considering the various skills, knowledge and experience of the directors, and the Remuneration Committee performance evaluation results are taken into consideration					4
<b>5.Internal control</b>						
(1)	If there are conflicts of interest in the relevant proposal, the committee member has withdrew from the discussion, and meeting minutes have complete records of all motion and resolutions. (If the committee member is an interested party with respect to any proposal, the member shall state the important aspects of the interested party relationship at the meeting. When the relationship is likely to prejudice the interests of the Company, the member may not participate in discussion or voting on that proposal and shall enter recusal during the discussion and voting. The member also may not act as another member's proxy to exercise					4
(2)	Members do comply with their duty of confidentiality with respect to information within the company obtained in the performance of their positions on the Remuneration Committee.					4
<b>II · Others (Advices to the implementation of Remuneration Committee ..., etc.)</b>						
Nil.						