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3. The scope of the Participants proposed under the Amended Equity Incentive Scheme includes the Directors, Supervisors, senior management of the Company (including the general manager), core technical (business) personnel, and other persons who, in the opinion of the Board, shall be incentivized.
4. Participants and the number of shares granted: in respect of the Equity Incentive Scheme, the Participants of the first actual grant comprised a total of 165 persons, with 1,818,529 Incentive Shares granted. The Participants of the second phase of the actual grant comprised a total of 23 persons, with 180,516 Incentive Shares granted. The Participants (including connected persons) of the third phase of the actual grant comprised a total of 13 persons, with 540,229 Incentive Shares granted. As of the date of this announcement, a total of 8 Participants exited, corresponding to a total of 79,274 Incentive Shares. As of the date of convening this Board meeting, the Participants of the actual grant under the Equity Incentive Scheme comprised 193 persons, and all 2,460,000 Incentive Shares proposed to be granted have been granted.
5. Grant Price : RMB10.47/Share.
6. Date of the first grant: June 29, 2018.
7. Lock-up Period: the Lock-up Period of Incentive Shares granted to the Participants was 48 months, commencing from the date of the first grant.

Further Amendments to the Equity Incentive Scheme

According to the authorization for the Board to implement the Company's Equity Incentive Scheme and the requirements of the Equity Incentive Scheme in its full discretion as considered and passed at the 2017 Annual General Meeting, the Board has decided to amend the Unlocking Conditions of the Incentive Shares and the treatment of locked incentive shares under the Equity Incentive Scheme, and to cancel the performance assessment requirements and the Company's obligation to repurchase the locked Incentive Shares under the Equity Incentive Scheme (the "Amendments"). The details of Such Amendments are shown as follows:

Before Amendments	After Amendments
1. Overview of Incentive Scheme (7) Granting Conditions and Unlocking Conditions of the Incentive Shares (b) Unlocking Conditions of the Incentive Shares Both performance evaluation targets at the Company's level and evaluation targets at the individual level shall be met for unlocking Incentive Shares, so that a Participant is enabled to unlock a specified ratio of Incentive Shares according to the evaluation result. (i) Performance evaluation targets at the Company's level The Equity Incentive Scheme will take the financial indicators of the Company for year 2021 as performance evaluation targets. Achieving the performance evaluation targets is one of the Unlocking Conditions for the Participants and thereby determines the corresponding unlocking ratio. 	1. Overview of Incentive Scheme (7) Granting Conditions and Unlocking Conditions of the Incentive Shares (b) Unlocking Conditions of the Incentive Shares Both performance evaluation targets at the Company's level and evaluation targets at the individual level shall be met for unlocking Incentive Shares, so that a Participant is enabled to unlock a specified ratio of Incentive Shares according to the evaluation result. (i) Performance evaluation targets at the Company's level The Equity Incentive Scheme will take the financial indicators of the Company for year 2021 as performance evaluation targets. Achieving the performance evaluation targets is one of the Unlocking Conditions for the Participants and thereby determines the corresponding unlocking ratio.

Before Amendments	After Amendments
(ii) Evaluation targets of Participants at the individual level During the four years from 2018 to 2021, the individual ”1	

Before Amendments	After Amendments
(9) Exit mechanism upon expiration of the Unlocking Period of the Incentive Scheme (c) Liquidation of the general partner's equity interest in the Partnership Within 12 months after expiration of the Lock-up Period of the Incentive Scheme, the Company shall repurchase at the price of RMB10.47 per Share and cancel the Incentive Shares held for the following reasons by the Partnership: 1. the reserved interests that have not granted to the Participants within 36 months; 2. the Incentive Shares Entitlement to be repurchased from the Participants that cannot be unlocked due to that the Company's performance level has not reached the performance evaluation target or has not met the qualifications for appointment or individual performance evaluation requirement as stipulated in the Incentive Scheme; and 3. the Incentive Shares Entitlement held in the event of a change as stipulated in the Incentive Scheme. When the Company repurchases such Incentive Shares as required under the Scheme, it shall deduct the cash dividend received in respect of such Shares from the repurchase price.	(9) Exit mechanism upon expiration of the Unlocking Period of the Incentive Scheme (c) Liquidation of the general partner's equity interest in the Partnership Within 12 months after expiration of the Lock-up Period of the Incentive Scheme, the Company shall repurchase at the price of RMB10.47 per Share and cancel the Incentive Shares held for the following reasons by the Partnership: 1. the reserved interests that have not granted to the Participants within 36 months; 2. the Incentive Shares Entitlement to be repurchased from the Participants that cannot be unlocked due to that the Company's performance level has not reached the performance evaluation target or has not met the qualifications for appointment or individual performance evaluation requirement as stipulated in the Incentive Scheme; and 3. the Incentive Shares Entitlement held in the event of a change as stipulated in the Incentive Scheme. When the Company repurchases such Incentive Shares as required under the Scheme, it shall deduct the cash dividend received in respect of such Shares from the repurchase price.

For the details of the Equity Incentive Scheme, please refer to the Circular and the circular dated May 14, 2021. Except for the above-mentioned Amendments, the other content of the Equity Incentive Scheme shall remain unchanged. The Board believe that the proposed Amendments will not have significant impact on the Company's financial conditions and operating results. Such Amendments shall be effective from the date of consideration and approval by the Board.

Reasons for and Benefits of the Amendments to the Equity Incentive Scheme

In order to better capture the development opportunities arising from the rapid growth of the Chinese economy, continue to enhance the Company's core competitiveness and influence and maximize the interests of the Shareholders, the Company is preparing for its A-share listing. According to the Equity Incentive Scheme, in the event the Participants may not unlock the Incentive Shares due to the failure to meet performance evaluation targets of the Company's performance results or the fact that the Participants do not meet the appointment requirements and individual performance evaluation targets, the Company will assume the repurchase obligations. Such obligations will result in non-compliance with the requirements regarding capital certainty when the Company apply for listing of its A Shares in the future.

According to the requirements in respect of "the authorization to the Board to deal with, in its absolute discretion, matters relating to the Equity Incentive Scheme of the Company" under the Equity Incentive Scheme, the Board may make amendment to the Equity Incentive Scheme pursuant to the relevant laws and regulations and the requirements of the relevant regulatory authorities on the condition that the Company applies for the initial public offering and the listing of A shares, including but not limited to making a proposal for advance unlocking, cancelling the performance evaluation conditions, extending the Locked-up Period and other arrangements. Therefore, the Company's Board has resolved to cancel the performance assessment requirements in the Equity Incentive Scheme by further amending the Equity Incentive Scheme, so as to cancel the Company's obligation to repurchase the locked Incentive Shares.

By Order of the Board