If you are in any doubt a a ec f c c a a eac be a e dc a c b e e e ed dea e ec e ba a a e c fe a acc a e fe a ad e.

If you have sold or transferred a a e e a d ce ad c c a e e e acc a f f e c a e e a fe ee eba c b e e a e e a fe a effec ed f a e c a e a fe ee.

H K E c a e ad ea L ed a d T e c E c a e f H K L ed a e e b f e c e f c c a a e e e a a acc ac c e e e a d e e d c a a ab a e e f a e e a f e a ce e e a a f ec e f c c a.

T c c a f c e D ec f e a c ec e ad d d a acce f e b c de a c a e c a ce e R e e e L f ec e T e c E c a e f H K L ed f e e f f a ead e a T e D ec a ade a ea ab e e e c f a e be f e ed ea d be ef e f a c a ed c c a acc a ead c e e a a e a e ec a d ead dece e a d e e a e e a e e f c d a ea a e e e c c a ead.

福萊特玻璃集團股份有限公司

Flat Glass Group Co., Ltd.

(a joint stock company incorporated in the People's Republic of China with limited liability)

(Stock code: 6865)

PROPOSED ADOPTION OF THE A SHARE OPTION INCENTIVE SCHEME AND NOTICES OF 2021 THIRD EXTRAORDINARY GENERAL MEETING AND 2021 THIRD H SHAREHOLDERS' CLASS MEETING

N ce c e e 202 T d E M a d 202 T d H a e de ' a Mee be e d a e fe e ce R 2 d F d a e B d Fa a . L d. 959 Y e R ad X D c Ja Z e a P ce e Pe e' Re b c f a a 2:00 . . 8 N e be 202 (T da) e a e 57 58 a d a e 59 0 f c c a.

P f f e a e 202 T d E M a d 202 T d H a e de ' a Mee a e a e c ed c c a. If e d a e d e ee b a e e ed c e e a d e e c ed f ( ) acc da ce e c ed e e a ' H a e e a H K T c I e e ce L ed a Le e 54 H e e e 83 ee ' R ad Ea H K (f H a e de) e a ' e e ed ff ce e PR a 999 Y e R ad X D c Ja Z e a P ce e Pe e' Re b c f a (f a e de) a a be b a e e b a e a 24 bef e e e a ed f d f e ee a ad e e e f. e a d e f e f a ec de f a e d a d e a e e e a ee a ad ed ee d .

27 Oc be 202

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In this circular, the following expressions shall have the following meanings unless the context requires otherwise.

202 T d a e de ' a Mee	e c a ee f a e de be e d a e fe e ce R 2 d F d a e B d F a a . L d. 959 Y e R ad X D c J a Z e a P ce PR 8 N e be 202 (ad e e e f) ed a e af e e c c f e 202 T d E M c e e a e
202 T d a Mee	e 202 T d a e de ' a Mee a d e 202 T d H a e de ' a Mee
202 T d E M	e 202 d e a d a e e a ee f e a ed be e d a 2:00 . . 8 N e be 202 a e fe e ce R 2 d F d a e B d F a a . L d. 959 Y e R ad X D c J a Z e a P ce e PR
202 T d H a e de ' a Mee	e c a ee f e H a e de be e d a e fe e ce R 2 d F d a e B d F a a . L d. 959 Y e R ad X D c J a Z e a P ce e PR 8 N e be 202 (a ad e e e f) ed a e af e e c c f e 202 T d a e de ' Mee c e e a e
a e( )	a e( ) f e a a a a e f RMB0.25 eac c a e ed e E a d aded RMB (c c de: 0 8 6)
d a e Mea e	e d a e Mea e a e I ce e f L ed a e (《上市公司股權激勵管理辦法》)
a ce fa ca	ea ce fa ca f e a
a ca e	a e ea a c bed e e de e L R e
B a d	e b a d f d ec f e a
a	福萊特玻璃集團股份有限公司 (F a a . L d.*) a c c a e ab ed e PR ed ab e H a e a d a e f c a e ed e a b a d f e H K c E c a e a d a S c E c a e e ec e
a La	e a La f e Pe e' Re b c f a

c ec ed e ( )	a e a e ea a c bed e e de e L R e a ec e Re a
Da e f a	e da e c e a a e a e O e Pa c a c be a ad da de e E L R e
De a d ea a	a ec e De a d ea a L ed a a B a c
D ec ( )	e d ec ( ) f e a
E e c e d	e c d e ed be a f ed b e Pa c a e e c e e a e O de e c e e
E e c e Da e	e da e c e Pa c a a e e ed e e c e e a e O c be a ad da de e E L R e
E e c e Pe d	e e e c e e d a e e c e e
E e c e P ce	e ce f e Pa c a c a e a e a de e ed b e a e Pa c a a e be a ed e a e O
a	a a f 5 947 858 a e O a ed b e a e Pa c a de e c e e
H a e( )	e ea - ed f e e ed d a a e( ) a a a e f RMB0.25 eac e a e ca a f e a c a e ed e H K c E c a e a d aded H K d a
H a e a e de ( )	e de ( ) f e H a e( )
H K	e H K ec a d a e Re f e PR
I de e de D ec ( )	e de e de -e ec e d ec ( ) f e a
La e P ac cab e Da e	25 Oc be 202 be e a e ac cab e da e f a ce a ce a f a c a ed c c a bef e e f c c a
L R e	e R e e e L f ec e T e c E c a e f H K L ed

Pa c a ( )	e a d d- e e a a e e a d ec ca e e f e a y a e a ed a e O de e c e e
PR	e Pe e' Re b c f a c f e e f c c a e c de H K e Maca ec a d a e Re a d Ta a
Re e a ee	e Re e a ee de e B a d
RMB	Re b e a f c e c f e PR
c e e a e O I ce e c e e	e 202 a e O I ce e c e e f Fa a a L d. (Re ed Ve)
ec e La	e ec e La f e Pe e' Re b c f a
a e( )	a e( ) a d H a e( )
a e de ( )	e de f a e a d de f e H a e f e a y
a e O	e be a ed a Pa c a b e a y ac e ce a be f a e f e a y de e e-de e ed c d a a c a e d f e e f e
E SS	e a a c E c a e
E L R e SS	e a a c E c a e L R e
c e c a e	e E a d e c E c a e
c E c a e H K c E c a e	Te c E c a e f H K L ed
e ( )	e e ( ) f e a y
e y ee	e e y c ee f e a y
Va d y Pe d	e e d f e da e c a e O a e a ed e da e c a a e O a e e e c ed ca ce ed

Ve Pe d	e e d f e da e c e e a f e a f a e O c e ed e E e c e Da e f e a e O
%	e ce .

Certain amounts and percentage figures set out in this circular have been subject to rounding adjustments.

Accordingly, figures shown as total in certain tables and the currency conversion or percentage equivalents may not be an arithmetic sum of such figures. Reference to the singular number includes references to the plural and vice versa and references to one gender include every gender. English names of Chinese entities marked with "" are translations of their Chinese names and are included in this circular for identification purpose only, and should not be regarded as their official English translation. In the event of any inconsistency, the Chinese names prevails.*

福萊特玻璃集團股份有限公司
Flat Glass Group Co., Ltd.

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(Stock code: 6865)

Executive Directors:
M . R a H a *(Chairman)*
M . J a J a
M . We Ye
M . e f

Independent non-executive Directors:
M . X Pa
M . H a F a
M . N Ya K e a e

Registered office, headquarters and principal place of business in the PRC:
999 Y e R ad
X D c J a
Z e a P ce PR

Principal place of business in Hong Kong:
U 6 F P e P ace
6 Y ee K T
K H K

27 Oc be 202

To the Shareholders

Dea Mada

PROPOSED ADOPTION OF THE A SHARE OPTION INCENTIVE SCHEME AND NOTICES OF 2021 THIRD EXTRAORDINARY GENERAL MEETING AND 2021 THIRD H SHAREHOLDERS' CLASS MEETING

I. INTRODUCTION

Refe e ce ade e a ce e f e a da ed 7 202 a d 2 Oc be 202 e a e ed ad f e a e O I ce e c e e.

T e e f c c a de f a c ec a e c de a d a ( ) e ed ad f e a e O I ce e a d ( ) e ce f e 202 T d E M a d 202 T d H a e de a Mee .

II. PROPOSED ADOPTION OF THE A SHARE OPTION INCENTIVE SCHEME

A. Introduction

e 202 T d E M a d e 202 T d H a e de ' a Mee e
be ed f e a a a d ad f e a e O I ce e c e e c
a e e ed a e Pa c a e be f e a e O
ed be a ed eac Pa c a a d e E e c e P ce a e c a ed. Eac f e
ed a a D ec a bee a ed b e I de e de D ec c a ce
R e 7.04( ) f e L R e . P a e a e O I ce e c e e I de e de
D ec a e e b e Pa c a a d e e I de e de D ec a a
Pa c a .

P ea e efe e d I a d II c c a f f de a f e e f a
c a ed ec c d b ed e c e f e b e Pa c a e
ed a e be f e a e O ed be a ed eac Pa c a
Va d Pe d e e f a ce a e e d ca f e a a d e Pa c a c
e e e c e f e a e O c d a e a e e d e E e c e P ce
a d ad e e E e c e Pe d a d c c a ce de c e a e O a

The Board adopted the Restricted Share Incentive Scheme (the Restricted Share Incentive Scheme) at the annual general meeting held on 30 June 2020. The purpose of the Restricted Share Incentive Scheme is to provide incentives to the Directors, senior management and employees of the Company and its subsidiaries (the Group) and to attract suitable personnel for further development of the Group. The maximum number of Shares which may be granted under the Restricted Share Incentive Scheme is 289 million Shares, representing approximately 8% of the Shares in issue as at the date of this annual report. The maximum number of Shares which may be granted to any eligible participant under the Restricted Share Incentive Scheme in any 12-month period shall not exceed 1% of the Shares in issue from time to time. Grants of Restricted Share Incentive Scheme to connected persons of the Company must be approved by the Independent Non-executive Directors (excluding any Independent Non-executive Director who is the grantee of the Restricted Share Incentive Scheme). Where any grant of Restricted Share Incentive Scheme to a substantial shareholder or an Independent Non-executive Director of the Company or any of their respective associates would result in the Shares issued and to be issued in respect of all Restricted Share Incentive Scheme granted and to be granted to such person in the 12-month period up to and including the date of such grant exceeding 0.1% of the Shares in issue and having an aggregate value, based on the closing price of the Shares at the date of each grant, in excess of HK$5 million, such further grant of Restricted Share Incentive Scheme must be approved by the Shareholders.

a e La e P ac cab e Da e e a a e a e be f de ed e a e O I ce e c e e f e a d e Va d Pe d a e ceed 0.00% f e a a e ca a f e a . T e a a e a e be f a e be a ed a Pa c a de e a e O I ce e c e e d e Va d Pe d a e ceed .00% f e a a e ca a f e a .

D. Exercise Period

U e f f e f c d f e e e c e f e a e O e a e O a e e e c ab e f e a c e e f 2 f e Da e f a . T e e e e c e a a e e f e F a f a e O a d e Re e ed a e O a e a f .

T e e e c e a a e e f e F a f a e O :

Exercise Arrangement	Exercise Period	Proportion of exercisable Share Options to the total number of Share Options granted
F E e c e Pe d	e c f e f ad da af e e y f e 2 f e Da e f e a f e F a f a e O a d e d e a ad da f e 24 f e Da e f a	20%
ec d S E e c e Pe d	e c f e f ad da af e e y f e 24 f e Da e f a f e F a f a e O a d e d e a ad da f e 36 f e Da e f a	20%
T d E e c e Pe d	e c f e f ad da af e e y f e 36 f e Da e f a f e F a f a e O a d e d e a ad da f e 48 f e Da e f a	20%
F E e c e Pe d	e c f e f ad da af e e y f e 48 f e Da e f a f e F a f a e O a d e d e a ad da f e 60 f e Da e f a	20%

Exercise Arrangement	Exercise Period	Proportion of exercisable Share Options to the total number of Share Options granted
First Exercise Period	[illegible]	20%

The Restricted Share Option:

Exercise Arrangement	Exercise Period	Proportion of exercisable Share Options to the total number of Share Options granted
First Exercise Period	[illegible]	20%
Second Exercise Period	[illegible]	20%
Third Exercise Period	[illegible]	20%
Fourth Exercise Period	[illegible]	20%

Exercise Arrangement	Exercise Period	Proportion of exercisable Share Options to the total number of Share Options granted
F f E e c e	e c f e f ad da af e Pe d e f e 0 f e Da e f a f e Re e ed a e O a d e d e a ad da f e 72 f e Da e f a	20%

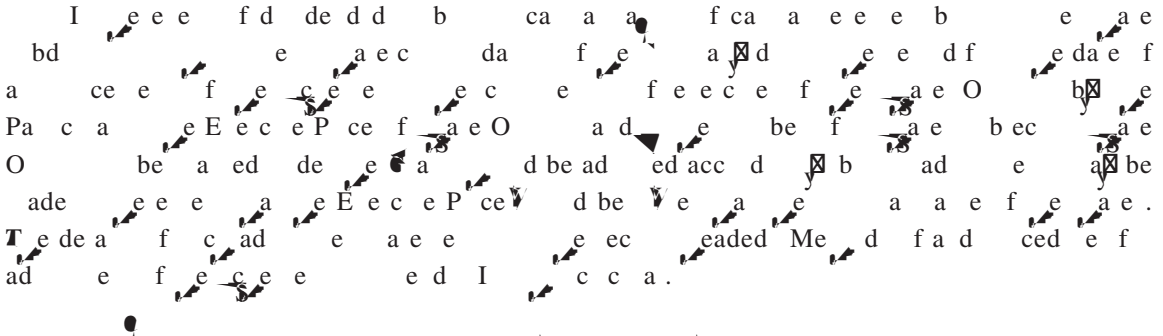
a e O f c e E e c e d a e f f ed d e ab e a eed e d a be e e c ed defe ed e e e e c e e d a d e e e a a e O f c Pa c a a be ca ce ed b e a acc da ce e c e a ed e c e e. f e e e d f eac E e c e Pe d f e a e O e a e O e e c ab e b e Pa c a f e c e e d a a e bee e e c ed a be e a ed a d ca ce ed b e a .

T ad da de ec a e a e ea de e EL R e.

E. Performance targets on which the exercise of the Share Options Granted are conditional

P a e a e O I ce e c e e e e e c e f a e O b e Pa c a c d a e f f e f ce a e f a ce a e b e a a d e Pa c a . T e e f a ce a e e a e a e e a e acc e a e e a d ed c da ed e a e e e f e a e e ea . T e d d a

F. Adjustment to the Exercise Price and number of A Shares subject to Share Options



G. Conditions of the A Share Option Incentive Scheme

(1) Waiver from strict compliance with Note (1) to Rule 17.03(9) of the Listing Rules regarding the basis of determination of the Exercise Price

N e ( ) R e 7.03(9) f e L R e e e a e e e c e ce f e e a a e be a ea e e f ( ) e c ce f e ec e e da e f a e a d ( ) e a e a e c ce f e ec e f e f e b e da ed a e eced e da e f a e . H e e e e e a PR a a d e a e e a e e e c e ce f a e O I ce e c e e e e a -29.8(c))--29.8 f: f-29.8 f ef -29.8 f f

a ed de e e e 5 947 858 e e e a a e 0.28% f e a ed a e ca a f e a d a a e 0.35% f e a ed a e ca a f e a a e da e f a ce e f e d af e e. T e d e ac f e e e a. F e acc d e e e a PR a d e a e e ce f e a e a be be e a a e f e a e a d e ef e e a e a be ed a e a a a e f RMB0.25 e a e a e e e c e f e a e O a d( ) e a e be e de a e f e a e O a e bee ad a a e e e H a e. Ta acc e de a e ad ce f e a e a d H a e e d e ac e H a e a e de a a e f e f e a e a e e e c e f a e O e b e e ad ed E e c e P ce f e a e O e e e f d de d d b e ec ed e a e a e e e a ad ce f e H a e.

F de a f e ad e f E e c e P ce e e e f d de d d b ea e efe e ec eaded P ed d f e a e O I ce e

L. Matters to be authorized by Shareholders to the Board in connection with the Scheme

. The Board resolved on 20 December 2021 and EGM dated 20 December 2021 at a Meeting at which a quorum of Board was present and voting throughout:

(a) determining and approving the Payment Amount and the Date of Payment;

(b) authorizing any one Director or the Company Secretary to take all such actions or steps and to execute, deliver, perform and implement all such documents, deeds, instruments, undertakings, agreements, indemnities, notices, announcements, circulars, filings and applications with the Cayman Islands Registrar of Companies, the Stock Exchange, the SFC, the Executive and/or any other governmental or regulatory bodies or other persons as he/she may consider necessary, appropriate, desirable or expedient to implement and give effect to the Scheme;

(c) authorizing any one Director or the Company Secretary to make or agree such modifications, amendments, additions or conditions to the Scheme as he/she may consider necessary, appropriate, desirable or expedient to implement and give effect to the Scheme;

(d) authorizing any one Director or the Company Secretary to exercise the power of the Company under the Articles to refuse to register any transfer of Shares executed by or on behalf of a Shareholder who has elected to receive the Payment Amount;

(e) authorizing any one Director or the Company Secretary to exercise the power of the Company to apply to the Cayman Islands Court to sanction the Scheme and to agree to such modifications, amendments, additions or conditions as the Cayman Islands Court may think fit to impose, approve or authorize;

(f) authorizing any one Director or the Company Secretary to take all such steps as he/she may consider necessary, appropriate, desirable or expedient to implement and give effect to the Scheme and all matters contemplated thereunder or ancillary thereto;

( ) determining the Payment Amount;

( ) authorizing any one Director or the Company Secretary to exercise the power of the Company to apply to the Cayman Islands Court to sanction the Scheme and to agree to such modifications, amendments, additions or conditions as the Cayman Islands Court may think fit to impose, approve or authorize;

( ) authorizing the withdrawal of the Scheme; and

( ) determining that all Shares held by the Offeror and parties acting in concert with it as at the Record Date shall be cancelled by the Company without any payment by the Company.

Pa c a dea c e a a d cce e e ec f e a e O a a e e e c ed b e decea ed Pa c a a d e a f e c e e

( ) a e e B a d de e e e Pa c a be f a e a ed E e c e P ce a d Da e f a e ec f Re e ed a e O f e c e e e ba f ee e e e a e e e f e c e e c a e c e f Pa c a a d e c d f e a

( ) e ec e a e d e a e a y a a ee e a d e e e a a ee e c ec e e c e e

( ) a a e a d ad e c e e a d f a e d f y e f ad a a d e e a f e c e e f e e b ec e e f e c e e. H e e c a e d e ade b e B a d a be a ed acc d y f e a e e ed b e a e a e e e a e a y a e be a ed b a e de ' e e a ee a d e e e a e a y a e a d

( ) c d c e ece a y a e e ed f e e e a f e c e e a e f e e y a ed e e a d c e be e e c ed b a e de ' e e a ee .

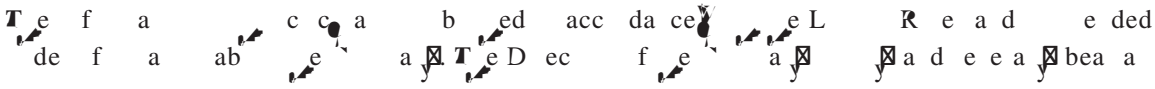
2. **T** e B a d a ed ce e a a e a f a f ca a a a d e ced e e e e a e e a d a e c ec e c e e e ec e d f y a d c e e d c e b ed e e e a e e a e a a a d d d a a e d e c e f c a a d c e e e a f c a e e a ' e e ed ca a a d d a ac dee ece a y e a a e c ec e c e e.

3. **T** e B a d a ed a ece ba acc a a f ec e c a e a d e e ed a e f e e e a f e c e e.

4. **T** e a da e a ed e B a d a be c e e Va d y Pe d f e c e e.

T e ab e a a a y be e e c ed d ec y b e a a a a a e e a ed b e a a be a f f e B a d a e f e a e a c ea y a ed a ad a e e a e f e a e d c e e c e e c e f c a c a be c de ed a d a ed b y e B a d.

III. RESPONSIBILITY STATEMENT



V. RECOMMENDATION

The Board (including the Independent Non-executive Directors) considers that all the proposed resolutions to be proposed at the 2021 First EGM and 2021 First A Shareholders' Class Meeting are in the best interests of the Company and the Shareholders as a whole. Accordingly, the Board recommends all Shareholders to vote in favour of the resolutions to be proposed at the 2021 First EGM and 2021 First A Shareholders' Class Meeting.

Yours faithfully,
By order of the Board
Flat Glass Group Co., Ltd.
Ruan Hongliang
Chairman

T ef V a e a c a e f e aeO I ce e c e e.

1. PROPOSED ADOPTION OF THE A SHARE OPTION INCENTIVE SCHEME

A. Purpose of the implementation of the Scheme

F e e ff e ec a e e a ce c e f e a e ab a d e ac e - e ce e a d c a ec a f e a a ac a d e a a e f b e ac e e a d c ea e f e dd e a d e a a e e a d ec ca e e f e a effec e e c e e e f ec e ea a d e c e c e e e f e e e e effec e a e e e f a e de e a a d e c e a a e e ea e ab a a e f c e - e de e e f e a a d e e ac e e e f e de e e a e e a d e a b ec e f e a e c e e ade e e e ff ec e e e f a e de a d e c e f c e e a e c b a d acc da ce e e e e de e e a a e a a d a e d c e c d e a La e ec e La a d e d a e Mea e a e a e e e e de e c e f c a . efe e ce ea c a a f e a .

B. Basis for determining the Participants and the scope of the Participants

(1) Basis for determining the Participants

Pa c a f e c e e a e de e e d acc da ce e e e e f e e a a ad a e e a a d a e d c e c d e a La e ec e La a d e d a e Mea e a e a e e e e de e c e f c a efe e ce ea c a a f e a .

Pa c a f e c e e a e e dd e a d e a a e e a d ec ca e e f e a a a e da e f c a ce e f e d af c e e b ed e eb e f e SS. T e Re e a ee a e a e a f e b e c e f e Pa c a f e c e e a d e a be e e d a d c f ed b e e ee.

(2) Scope of Participants

T e c e e e a a f 289 Pa c a a d e Pa c a acc f 8.40% f e a a be f e ee f 3 440 a f 3 Dece be 2020. T e Pa c a c de e dd e a d e a a e e a d ec ca e e f e a .

T e Pa c a ab e d c de e I de e de D ec e e f e a a d c de a a e de ac a c e d d a d e a 5% f e a e f e a a d e e a e a d c d e. N e f e Pa c a ab e a a c a ed e a e ce e c e e f e e ed c a e a e a e e. Pa c a e e a ab c ac a e e c ac e a b d a e d e a e e e d f e c e e.

Pa c a be a ed e Re e ed a e O a be de e ed
2 af e e c e e c de ed a d a ed b e a e de ' e e a
ee . U e a b e B a d a ce f c ea b e I de e de
D ec a d e e e a e a a ce f fe a a d
e a b e e a ad e a a d c e e e a f a
c Pa c a a e e e a e e e a e a d acc a e a e . If
e Pa c a a e de e ed f e a 2 e Re e ed a e O
a e. T e 407.3407.ce T e Pa 0.5(Ted)-403407. . T e Re e Ted T e T()-3 0.5(T)7(e e a)

(2) Total number of the Share Options involved in the Scheme

T e be f a e O ed be a ed de e c e e 5 947 858 e e e a a e 0.28% f e a ed a e ca a f 2 4 6893 254 a e f e a a e da e f a ce e f e d af c e e a c e f a f a e O c f 5 353 072 a e (First Grant of Share Options) e e e a a e 0.25% f e a ed a e ca a f 2 4 6893 254 a e f e a a e da e f a ce e f e d af c e e a d 90% f e a be f a e O de e a e e ed a e c f 594 78 6 a e (Reserved Share Options) e e e a a e 0.03% f e a ed a e ca a f 2 4 6893 254 a e f e a a e da e f a ce e f e d af c e e a d 0% f e a be f a e O de e a .

Eac a e O a ed de e c e e e ed c a e e a e f e a a e E e c e P ce d e E e c e Pe d e f f e f e c d a d a a e e . T e a e O a ed e Pa c a a be a fe ed ed f a a ee e a e f deb d e Ve Pe d. a e O a e e ed a d d e e d b f b a e a d d de d bef e be e e c ed. U e e e ded b e c - de e c e e e Pa c a a be e ed a e f d a a e de a d e f e a ed b a e ec f e a e b e e c a e O acc da ce a .

T e Re c ed a e I ce e c e e f 2020 a c de ed a d a ed a e 20 9 a a e e a ee e 2020 f a e c a ee a d 2020 f H a e c a ee f e a de e e a . a e da e f a ce e f e d af c e e e a a e a e be f de a e ed e a e O I ce e c e e f e a d e Va d Pe d a e ceed 0.00% f e a a e ca a f e a . T e a a e a e be f a e be a ed a Pa c a de e a e O I ce e c e e d e Va d Pe d a e ceed .00% f e a a e ca a f e a .

D. Validity Period, Date of Grant, Vesting Period, exercise arrangement and the lock-up period of the Scheme

(1) Validity Period

T e Va d Pe d f e c e e a c e ce f e Da e f 6 a f e a e O a d e d e da e c a e a e O a ed e Pa c a de e c e e a e bee e e c ed ca ce ed a d a be e a 72 .

(2) Date of Grant

f e e c e e a bee c de ed a d a ed a e a e de ' e e a ee f e a e a c e e a B a d ee a a e O e Pa c a 0 da acc da ce e e a e a a d c e e e e a ced e c a e a a d a ce e . If e a fa c e e e ab e e ed 0 da a d c e e e a f e ab c e e e a d a ce e e a f e e e a f e c e e a e a e . T e e d d c a e O ca be a ed acc da ce e d a e Mea e a be c ed c 0 da .

T e Da e f a f Re e ed a e O a be c f ed b e B a d 2 af e c de a a d a a e a e de ' e e a ee .

T e Da e f a f a e O be a ad da de E L R e a d a fa e e d de c a a f e a e O SS b ed b e L R e c d R e 7.05 a d Pa a a 3(a) e d 0 f e L R e . If e da e de e ed acc da ce e ab e c e a ad da e Da e f a a be ed e f ad da e eaf e .

(3) Vesting Period

a e O a ed e Pa c a a e b ec d ffe e Ve Pe d a d eac f c e e d a be e da e c e e a f e a ed a e O c e ed. T e e a be ee e Da e f a a d e f E e c e Da e f e a e O a be e a 2 .

(4) The Exercise Date

T e Pa c a f e c e e a e e c e a e O e e a f e Ve Pe d. T e E e c e Da e be a ad da e Va d Pe d f e c e e a d a fa e e d b ed f e e c f a e b e e f e c e c a e e e e a a e a e ed. D e Va d Pe d f e c e e f e e a c a e e e a e e e e e e c e da e f a e f e c e c a e e e a e f e a a e ed e E e c e Da e a c e e ed f e e a a e a a d a e d c e .

T e e e c e a a e e f e F a f a e O a d e R e e d a e O a e a f :

T e e e c e a a e e f e F a f a e O :

Exercise Arrangement	Exercise Period	Proportion of exercisable Share Options to the total number of Share Options granted
F E e c e P e d	e c f e f a d d a f e e y f e 2 f e D a e f e a f e F a f a e O a d e d e a a d d a f e 24 f e D a e f a	20%
e c d S E e c e P e d	e c f e f a d d a f e e y f e 24 f e D a e f a f e F a f a e O a d e d e a a d d a f e 36 f e D a e f a	20%
T d E e c e P e d	e c f e f a d d a f e e y f e 36 f e D a e f a f e F a f a e O a d e d e a a d d a f e 48 f e D a e f a	20%
F E e c e P e d	e c f e f a d d a f e e y f e 48 f e D a e f a f e F a f a e O a d e d e a a d d a f e 60 f e D a e f a	20%
F f E e c e P e d	e c f e f a d d a f e e y f e 60 f e D a e f a f e F a f a e O a d e d e a a d d a f e 72 f e D a e f a	20%

T e e e c e a a e e f e R e e e d a e O :

Exercise Arrangement	Exercise Period	Proportion of exercisable Share Options to the total number of Share Options granted
F E e c e Pe d	e f e 2 f e Da e f a f e R e e e d a e O a d e d e a ad da f e 24 f e Da e f a	20%
ec d E e c e Pe d	e f e 24 f e Da e f a f e R e e e d a e O a d e d e a ad da f e 36 f e Da e f a	20%
T d E e c e Pe d	e f e 36 f e Da e f a f e R e e e d a e O a d e d e a ad da f e 48 f e Da e f a	20%
F E e c e Pe d	e f e 48 f e Da e f a f e R e e e d a e O a d e d e a ad da f e 60 f e Da e f a	20%
F f E e c e Pe d	e f e 60 f e Da e f a f e R e e e d a e O a d e d e a ad da f e 72 f e Da e f a	20%

a e O f c e E e c e d a e f f e d d e ab e a e d e d a be e e c e d defe e d e e e c e e d a d e e e a a e O f c Pa c a a be ca ce e d b e a acc da ce e c e a e d e c e e. f e e e d f eac E e c e Pe d f e a e O e a e O e e c ab e b e Pa c a f e c e e d a a e bee e e c e d a be e a e d a d ca ce e d b e a .

(5) Lock-up Period

T e c - e e e f a e f e a ed e Pa c a de e c e e a be e e ed acc da ce e e e f ee a a ad a e e a a d a e d c e c d e a La a d e ec e La a e a e e e de e c e f c a . De a a e a f :

( ) e e a Pa c a a D ec a e be f e e a a e e f e a e be f a e f e a a a be a fe ed eac ea d e e f ff ce a e ceed 25% f e a be f a e f e a ed b e . N a e f e a ed b e a be a fe ed a f a ea af e e e a f ff ce.

( ) e e a Pa c a a D ec a e be f e e a a e e f e a a d e e a e a d c d d e f a a e f e a af e ac b bac c a e af e d a a a a e ef a be acc ed e a a d e B a d c ec a c a .

( ) f e e a a a e d e e e e c a d e a fe f a e b D ec a d e a a e e f e a de e e a a ad a e e a a d a e d c e c d e a La a d e ec e La a e a e c e f c a d e Va d Pe d f e c e e c a e ded e e e e de a a e a e f e a a fe ed b e Pa c a d e e e a e .

E. Exercise Price and basis of determination of the Scheme

F de a f e E e c e P ce a d ba f de e a f e c e e e a e e e ec eaded 2. P ed a U de e a e O I ce e e . E e c e P ce a d ba f de e a a e d .

F. Conditions of the Grant and Exercise Conditions of the Share Options

(1) Conditions of the Grant of Share Options

T e a e O ca be a ed e Pa c a b e a f f e f a f e f c d . O e c a a e O a be a ed e Pa c a f a y f e f c d f a f f ed.

( ) T e e cc e ce f a y f e f e ec f e a :

(a) a ce f e a d ' e a ad e e c d ca e a ab y e b a ce f ed b c acc a e ec e f a c a acc e f e a y f ece acc y ea

(b) a ce f e a d ' e a ad e e c d ca e a ab y e b a ce f ed b e acc a e ec e e a c f e f a c a e f e a y f ece acc y ea

(c) fa e c d c f d b acc da ce a a d e a e c e f c a a d b c de a e a 36 af e

(d) b f e e a f a e ce e b a a d e a a d

(e) c e c c a ce a de e ed b e R S.

( ) T e e cc e ce f a y f e f e ec f a Pa c a :

(a) e e a bee de e ed b c e c a e a a e b e e e a 2

(b) e e a bee de e ed b e R S de e a ed a e c e a a e b e e e a 2

(c) e e a bee ed b e R S de e a ed a e c e ad a e e a e ea e b acce e a e e a 2 d e a e a a f a a d e a

(d) e e b ed f ac a a d ec a e be f e e a a e e f a c a y a e ed b e a y La

(e) e e b ed f a c a a e ce e f ed c a e a e ed b a a d e a a d

(f) c e c c a ce a de e ed b e R S.

(2) Exercise Conditions of the Share Options

a e O f e Pa c a a y be e e c ed e f f e f e f c d b y b e a y a d e Pa c a d e E e c e Pe d:

( ) T e e cc e ce f a y f e f c c a ce e ec f e a y:

(a) a ce f e a d ' e a ad e e c d ca e a ab y e b a ce f ed b c acc a e ec e f a c a acc e f e a y f ece acc ea

(b) a ce f e a d ' e a ad e e c d ca e a ab y e b a ce f ed b c acc a e ec e e a c f e f a c a e f e a y f ece acc ea

(c) fa e c d c f d b acc da ce a a d e a e c e f c a a d b c de a e a 36 af e

(d) b f e e a f a e ce e b y a a d e a a d

(e) c e c c a ce a de e ed b y e R S.

I ca e e a y a a y f e c c a ce ec f ed ( ) ab e e a e O a ed e Pa c a de e c e e c a e bee e e c ed a be ca ce ed b y e a y.

( ) T e e cc e ce f a y f e f c c a ce e ec f a Pa c a :

(a) e e a bee de e ed b y c e c a e a a e b e e e a 2

(b) e e a bee de e ed b y e R S de e a ed a e c e a a e b e e e a 2

(c) e e a bee ed b y e R S a y f de e a ed a e c e ad a e e a e ea e b acce e a e e a 2 d e a e a a f a a d e a

(d) e e b ed f ac a a d ec a e be f e e a a e e f a c a y a e ed b y e a y La

Exercise Period		Targets of Performance Assessment
Re e ed a e O	F E e c e Pe d	T e a e f e ea c e f e ea f 2022 a be e a 90% a c a ed e ea c e f e ea f 2020
	ec d E e c e Pe d	T e a e f e ea c e f e ea f 2023 a be e a 20% a c a ed e ea c e f e ea f 2020
	T d E e c e Pe d	T e a e f e ea c e f e ea f 2024 a be e a 80% a c a ed e ea c e f e ea f 2020
	F E e c e Pe d	T e a e f e ea c e f e ea f 2025 a be e a 200% a c a ed e ea c e f e ea f 2020
	F f E e c e Pe d	T e a e f e ea c e f e ea f 202 6 a be e a 220% a c a ed e ea c e f e ea f 2020

Note: T e ab e ea c e ea e a d ed c da ed e a c e f e a .

D e E e c e Pe d e a a a d e e c ce e e e c e f e a e O f e Pa c a f f e E e c e d . If e e f a ce e e f e c e e d f e a d f f e c d f e f a ce a e d c E e c e Pe d a Pa c a a e e c e e e e c ab e a e O a a be a e ed c ea e a a ca ce e a e O e e c ab e b e Pa c a f ec e e d.

( ) Pe f a ce a e e e e e f e Pa c a a e d d a e e :

T e d d a a e e f Pa c a a be a ed a d e e ed acc da ce e e e a a ' e f a ce a e e e . cc d

O e e e a e a ’ e f a ce a e a e ac e ed f e
d d a e f a ce a e e e f c Pa c a e e ea
a f ed e Pa c a ca e e c e a e a e O f c ea f
a e e f e d d a e f a ce a e e e f c Pa c a e
e ea a f ed a a e O f e Pa c a c a e e b e f
e e c e e ea f a e e a be e e c ed. e a e O c a e
e e c ed b e Pa c a a be ca ce ed b e a .

e ec f c a e e c e f e c e e e e ed acc da ce

(iii) Share consolidation

$$Q = Q_0$$

Where: Q_0 [illegible] before the Share Consolidation [illegible] (i.e. [illegible] any [illegible] allotted [illegible]) and Q [illegible] before the Share Consolidation.

(iv) New issue

[illegible] any [illegible] by the [illegible] Shares [illegible] Shares.

(2) Adjustment methods of the Exercise Price

[illegible] Exercise Price [illegible] Shares [illegible] Exercise Price [illegible] Shares [illegible] Exercise Price [illegible] Shares [

(iii) Share consolidation

$$P = P_0 -$$

W e e: P_0 e e e eE e c eP ce ead e e e e a f a e c da a d P e e e eE e c eP ce af e ead e .

(iv) Dividend distribution

$$P = P_0 \quad V$$

W e e: P_0 e e e eE e c eP ce ead e V e e e d de d e ae a d P e e e eE e c eP ce af e e ad e . f e ead e f d de d d b P a be ea e a e a a e f e a' ae .

(v) New issue

I e e e f e f e a e b e a' e E e c eP ce f e a e O be ad ed.

(3) Procedures for adjustment of the Scheme

T e a e de ' e e a ee f e a' a a e eB a d ad e be a d E e c eP ce f e a e O f a ea a c ea a ed e c e e. **T** e B a d a a e a a ce e a d f e Pa c a a e a e a ad e e be a ed a d E e c eP ce f e a e O acc da ce e ab e e ed e e e . **T** e a' a e a e

( ) **T** e I de e de D ec a d e e ee a e c ea a e e e c e be ef c a e a ab e de e e f e a a d e e e c e e f ca de e a e e e f e a a d e a e de a a e.

( ) **T** e a a e a e a de e de f a c a ad e e e fe a e fea b f e c e e e e e e c e e be ef c a e a ab e de e e f e a a d e e e c e e f ca de e a e e e f e a a d e a e de a a e. **T** e a f e a ed b e a a e e a e c e e.

( ) **T** e a a b e a ce e f e B a d e e c e e (d af) a d a f e I de e de D ec a d f e e e e 2 ad da af e e c e e (d af) a bee c de ed a d a ed b e B a d.

( ) **T** e a a ca e f- e a e ad f a e f e a b d d a e f de f a 6 e a ce e f e c e e.

( ) Bef e c e e a e de ' e e a ee e a a a ce e a e a d f e Pa c a e a a e a ' eb e e c a e f 0 da . **T** e e ee a e f e f Pa c a a d c de f e b c. **T** e a a d c e e f e e ee e e f ca a d e b c e a e f e Pa c a 5 da e c de a f e c e e a e a e de ' e e a ee .

( ) D e c e e a d e a ed e a e a e de ' e e a ee f e a e I de e de D ec a c f a a e de e ec f e c e e a d e a ed e . W e e c e e a d e a ed e a e c de ed b a f ec a e a e a e de ' e e a ee e e a ed a e de a ab a f .

( ) **T** e a a d c e e a ce e f e e f e a e de ' e e a ee a e O I ce e c e e c de ed a d a ed b e a e de ' e e a ee e e f- e a e e ad f a e f e a b d d a e f de f a a d e e a f e a e de ' e e a ee .

( ) f e e c e e a bee c de ed a d a ed b e a e de ' e e a ee f e a e B a d a a e a e a d c e e e a a ce e a d e e a ed ced e 0 da f e da e f c de a a d a a f e c e e b e a e de ' e e a ee acc da ce e a da e a ed a e a e de ' e e a ee . **T** e B a d a a d e a e e a e ec f c e e c e a d ca ce a f e a e O acc da ce e a da e a ed a e a e de ' e e a ee .

(2) Procedures for Grant of the Share Options

( ) W 0 da f e da e f c de a a d a a f e c e e b e a e de ' e e a ee f e a e a a c e e e B a d ee c d c e e a e Pa c a .

( ) Bef e e a a a e e Pa c a e B a d a c de e e e c d f e a f e a e e Pa c a e c bed e c e e a e a f ed a d e I de e de D ec a d e e e ee a e e c ea a e a f a e a e a e e e c d f e a f e a e e Pa c a a e a f ed. **T** e e ee f e a a e f e Pa c a e Da e f a a d de .

W e e e a d c e a c be ee e a ' a f a e e Pa c a a d e a a e e f e c e e e I de e de D ec e e ee (e e e a e c a e e Pa c a) e a f a d e de e de f a c a ad e a e e c ea a e

( ) **T** e a a d e Pa c a a e e e a e O a ee e a ee e a d b a f b a e .

( ) **T** e a a e a e a a a e e e e f e c e e acc da ce e a e e e e e e d b e Pa c a e a e f Pa c a be f a e a ed Da e f a a f a e a d e e a be f e a e O a ee e e c.

( ) **T** e a a a a e e e a c e c a e f a f a e O e Pa c a . f e c f a b e e e a c e c a e e a a a a e De a d ea a f a e e a e a a d c e a . **T** e B a d a a d c e e e e a e e a b a f a c e e a e a e a f e e c e f e e a f e a e d a e O . If e a a f a c e e e a b e e e d e e a 0 da (e e d d c a e O ca be a e d a be c e d c 0 da) e c e e a be e a e d a d e B a d a a d c e e e a f e ab c e e a e a e a d a e-c de e a e ce e c e e 3 .

( ) Pa c a be a ed e Ree ed a e O a be a ce a ed 2 af e ec de a ada a f e c e e b e a e de ' e e a ee . If Pa c a a e a ce a ed af e e a e f 2 e Ree ed a e O a bec e a d.

(3) Procedures for the exercise of the Share Options

( ) **T** e Pa c a a b e ca f E e c e f c O e B a d e E e c e Da e a d b a e e c e a ca . **T** e ca f E e c e f c O a ec f e be f a e O be e e c ed E e c e P ce a d f a f dea b e de f a e O e c.

( ) Bef e e Pa c a e e c e e a e O e B a d a c de a d a e e e e c e a f ca a d be f a e O be e e c ed f e a ca a d c de e e e c d f e e e c e f e a e O b e Pa c a e c bed e c e e a e a f ed a d e I de e de D ec a d e e e b ee a e e c e a a e a f a e a e a e e e c d f e e e c e f e a e O b e Pa c a a e a f ed.

( ) f e e Pa c a ' e e c e a ca a e bee a ed b e B a d a d e c e d a e f e e e c e f a e O (f c a ed a e) a e bee ade e a a e c e c a e f e e c e a ca a d e e a e e Pa c a d ec ba ed e be f a e O be e e c ed a e e a ca .

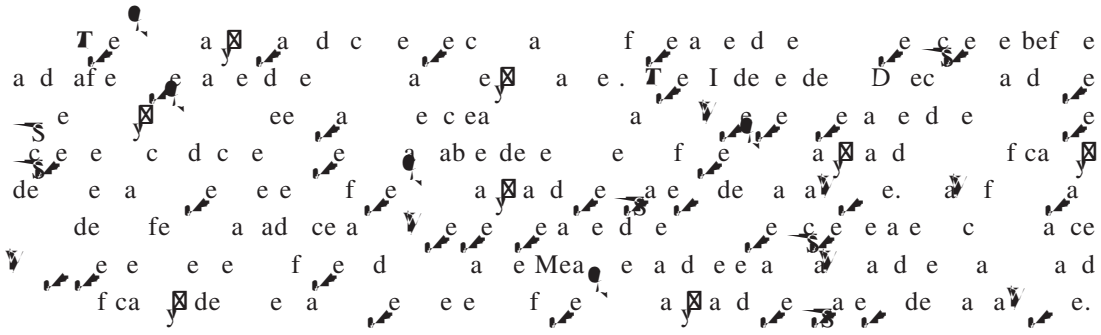
( ) f e a a b e c e c a e e De a d ea a a a de e a e e a e a d c ea .

( ) Pa c a ca a fe e a e af e e e e c e f a e O e e e a fe f a e ed b D ec a d e a a e e f e a a c e e e de e e a a e a a d a e d c e .

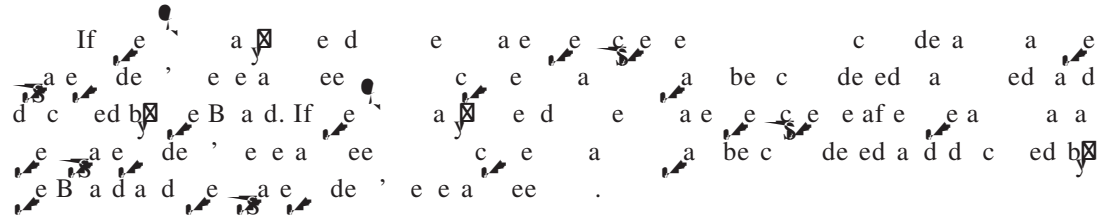
T e a ca de a f ed a e e c e e d e Pa c a ba ed e ac a c c a ce .

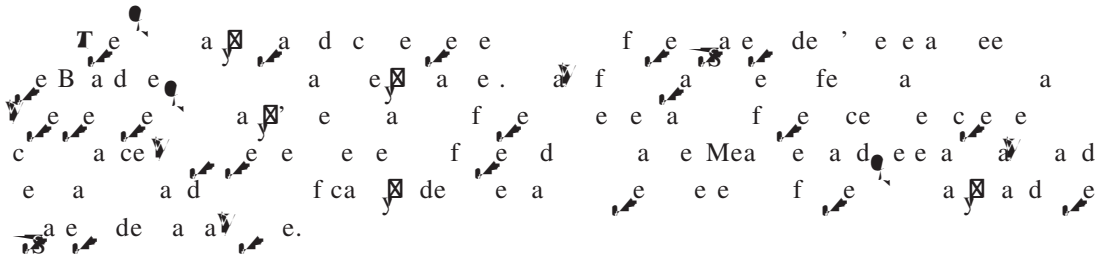
(4) Procedures for amendments to the Scheme

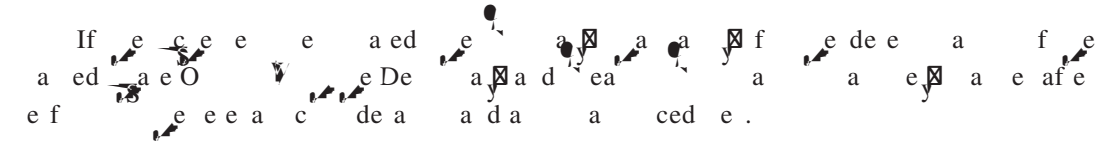
If e a e d a e d e c e e c de a a da a a e a e de ' e e a ee c a e d e a be c de ed a d a ed b e B a d. If e a e d a e d e c e e af e e a a a e a e de ' e e a ee c a e d e a be c de ed a d a ed a e a e de ' e e a ee e a c a e d e a e acce e a ea e e c e a d e E e c e P ce.



(5) Procedures of termination of the Scheme

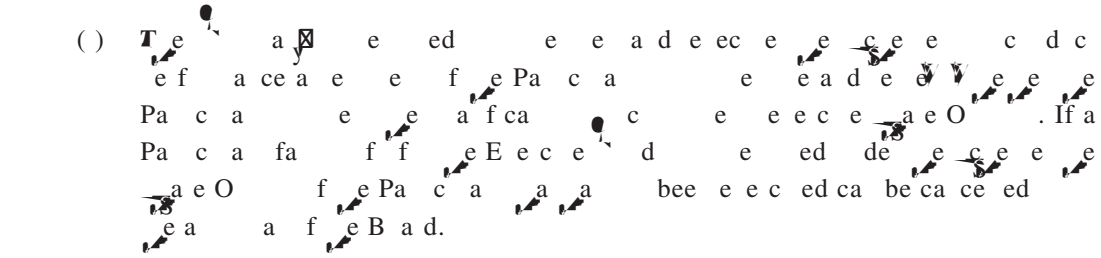


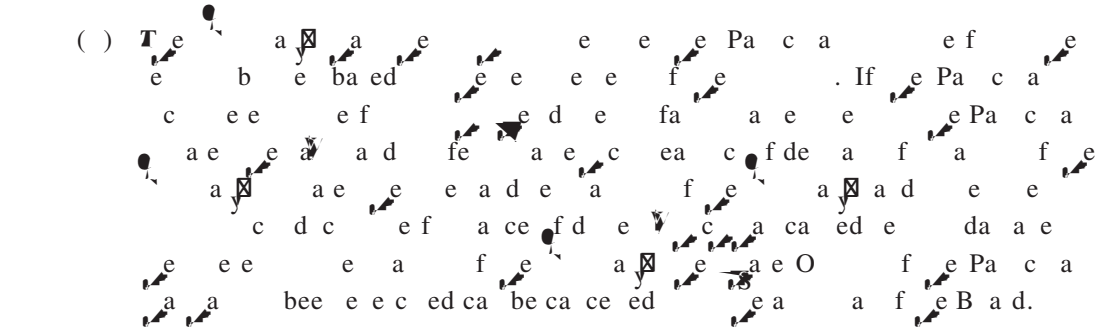




I. Rights and obligations of the Company and Participants

(1) Rights and obligations of the Company

( ) 

( ) 

( ) The ay a d ad d a c ea a d e a e be a f f e Pa c a acc da ce e e a PR a a d e a .

( ) The a de a e de a ad f a c a a ce a e f c d f a a ee f e a e Pa c a e ec e ac f e e a aeO de e c e e.

( ) The a a e f acc a e a d c e e d c e e f a d c e d c e e a ed e c e e acc da ce e e a a e a a d a e d c e a a a c d c e d c a fa e a e e ead e e e a a e a a d a e f e e a e b a de e c e e a e a e.

( ) The a a a d e e c ce e e e c e f e aeO f e Pa c a f f e E e c e d acc da ce e c e e a d e e a e a f e e c e c a e a d De y a d ea a . The a a be ab e f e c ed b e Pa c a fa c e e e e e c e f e aeO ca ed b e e e a c e c a e a d De y a d ea a .

( ) O e e e a a d b a a a ed de e a ad a e e a a d a e d c e .

(2) Rights and obligations of the Participants

( ) The Pa c a a c y e e e e f e e a a d a d e a d e b c b e e fe a e c a d a e d e c b e de e e f e a .

( ) The Pa c a a a e e a d a e e c e e acc da ce e f e c e e a d c a d ade e a e acc da ce e e e a .

( ) ce f f d f e Pa c a a be de ed f f d ed a ed b e .

( ) The aeO a ed e Pa c a a be a fe ed ed f a a ee e a e f deb d e Ve Pe d. The aeO a e e ed a d d e e d b f b a e a d d de d bef e be e e c ed.

( ) The Pa c a a a e d d a c e a a d e a e a d e e f e a f e c e e acc da ce e PR a a d e a .

( ) The Party and the Party member's personal interests must be subordinated to the interests of the people. The Party and Party members must always maintain close ties with the people, share weal and woe with the people, and never be detached from the people or act against the will of the people.

( ) In exercising power, the Party must adhere to the principle of serving the people wholeheartedly. The Party must always stand with the people, represent the interests of the people, and work for the people's well-being and development. The Party must always put the people's interests first and ensure that its policies and actions reflect the aspirations and needs of the people.

( ) If the Party commits any mistakes in exercising power, it must be willing to accept criticism and supervision from the people and take responsibility for its mistakes. The Party must not cover up its mistakes or shift the blame to others. The Party must learn from its mistakes and make corrections in a timely manner. The Party must also be open to self-criticism and criticism from its members and the people, and use these as opportunities to improve its work and strengthen its ties with the people.

( ) One of the main reasons why the Party can maintain its advanced nature and purity is that it has a strict and effective system of discipline.

(3) Other explanations

Under the leadership of the Party's Central Committee with Comrade [illegible] at its core, the Party has made great efforts to improve its governance and strengthen its ties with the people. As a result, the Party has been able to maintain its advanced nature and purity, and the relationship between the Party and the people has become closer than ever before.

[illegible] the relationship between the Party and the people has been characterized by [illegible] and mutual support. The Party has always put the people's interests first and has worked tirelessly to improve the lives of the people. The people, in turn, have supported the Party and have trusted it to lead the country. [illegible]

J. Supplemental provisions

( ) T e c e e a a e effec af e be c de ed a d a ed b e a ' a e de ' e e a ee

(2) T e c e e a be e ee ed b e B a d.

2. PROPOSED GRANT UNDER THE A SHARE OPTION INCENTIVE SCHEME

A. Number of the underlying shares in respect of the Share Options under the Grant

T e be f e de a e e ec f e a e O ed be a ed a e c e e 5 947 858 a e e e a a e 0.28% f e a ' a ed a e ca a f 2 4 6893 254 a e a f e da e f a ce e f e d af c e e.

B. List of Participants and proposed distribution of interests to be granted

T e a be f ed Pa c a e a e O a e ed be a ed 289 c e e a d d- e e a a e e a d ec ca e e f e a . De a f d b a e e a f :

Position(s)	Number of Share Options granted *(10'000)*	Percentage of the number of Share Options granted under the Scheme	Percentage of total share capital on the date of announcement of the Scheme
e a d d- e e a a e e S a d ec ca e e (289 e)	535.3072	90%	0.25%
Re e ed a e O	59.478 6	0%	0.03%
T a	594.7858	00%	0.28%

Note: s e f e a a e ab e ab e a be a a e c a e a f e f e eced e d e d ad e .

S b ec e a a f e a e O I ce e c e e b e a e de a e e e a ee f e a e de a e ed T e Na e L f e Pa c a de e F a f e a e O I ce e c e e f 202 f Fa a a . L d. a b ed e eb e f e E (. e.c .c) a d a a e ea e a a ce e e eb e f e H K S c E c a e 7 202 . P ea e a efe e d III c c a f de a f c a e f e Pa c a de e f a f e c e e.

N e f e a c a f e a e O I c e e c e e a D e c e
f e a E c e f M . Z Y (

(3) Basis of determination of the Exercise Price of the Reserved Share Options

[illegible]

(4) Requirements on the Exercise Price of Share Options under relevant PRC laws and regulations

[illegible]

3. MECHANISM FOR SPECIFIC OCCURRENCES TO THE COMPANY OR THE PARTICIPANTS UNDER THE A SHARE OPTION INCENTIVE SCHEME

A. Mechanism for occurrences of the Company

[illegible]

(2) I ca e f e e d f e a e B a d a dec de e e e a e e c e e af e e e d .

(3) I ca e f a c a e f c f e a e B a d a dec de e e e a e e c e e af e e c a e f c .

(4) I ca e f -c a ce c d f e a e e c e a a e e f e a e O b e a d e fa e a e e ead a e e a e a e f a d c e d c e e a d a e O a be ca ce ed b e a .

I e ec f e a e O a a e bee e c ed b e e e a Pa c a e Pa c a c ce ed a e e a a e a ed. *T* e Pa c a bea e b f e ab e e ed a e a d c e a a e f e e f e a e O a ed a ee c e a f e a e b e a e acc da ce e a a a e e de e c e e. *T* e B a d a d a e a b e Pa c a acc da ce e ab e e ed e e a d e e a a a e e de e c e e.

B. Mechanism for occurrences of the Participants

(1) Change of position of Participants

( ) W e e e f a Pa c a c a e a a e e a e a b d a e e e f e a e O a ed e a be e e c ed acc da ce e ced e e e c e e.

( ) If a Pa c a e e a a e a I de e de D ec e a ca d e a e O d e a a a a fe e e e c ed a e O a e a c a ed a d e a e O a a e bee a ed b e e c ed a be e e c ed a d a be ca ce ed b e a .

( ) W e e e f a Pa c a c a e d e e a e f e e e a d e a f e a a a e f b eac f a a f fe a e c e ea c f de a f a f e a b eac f d a fea a ce e Pa c a ' e a f e ab e e a b e a d e e f e ea e e e c ed a e O a e a c a ed a d e a e O a a e bee a ed b e e c ed a be e e c ed a d a be ca ce ed b e a .

(2) Resignation of the Participant

I e ca e f e a ed da c a d fa e e e e c ac e e a b e Pa c a e a e O e e c ed a be a d ed a d e a e O a a e bee a ed b e e c ed a be e e c ed a d a be ca ce ed b e a .

(3) Retirement of the Participant

If e Pa c a e e a d a e e- ed e a e O a ed e be e e ed acc da ce e ced e a ed e c e e c a e effec bef e e e e e . If e Pa c a e ec e a e e f c ed e e f e Pa c a e e a d ea e e a e e e c ed a e O a be a d ed b e a a d e a e O a a e bee a ed b e e c ed a be e e c ed a d a be ca ce ed b e a .

(4) Resignation of the Participant due to incapacity in working

( ) If e Pa c a e d e e a d ca ac e e Re e a ee a dec de e e a e a e O a ed e Pa c a a be e e ed acc da ce e ced e a ed e c e e c a e effec bef e e cc e ce e e f a d e e a e f a ce e a a e e be c ded e E e c e d a e e e c ed a e O a be a d ed a d e a e O a a e bee a ed b e e c ed a be e e c ed a d a be ca ce ed b e a .

( ) If e Pa c a e d e ea e a e a d ca ac e e e e c ed a e O a be a d ed b e a a d e a e O a a e bee a ed b e e c ed a be e e c ed a d a be ca ce ed b e a .

(5) Death of Participants

( ) If e Pa c a decea e d e e d e Re e a ee a dec de e e a e a e O a ed e a be e ed b e de a ed e e a e e be a f a d a be e e ed f acc da ce e ced e a ed e c e e c a e effec bef e e cc e ce e e f a d e e f e e a e f a ce e a a a be c ded e E e c e d a e e e c ed a e O a be a d ed b e a a d e a e O a a e bee a ed b e e c ed a be e e c ed a d a be ca ce ed b e a .

( ) If e Pa c a decea e a e e e c ed a e O a be a d ed b e a a d e a e O a a e bee a ed b e e c ed a be e e c ed a d a be ca ce ed b e a .

(6) Change to the control in the subsidiary where the Participant is working for

If e Pa c a e e e a' d b d a a d e a e c f c b d a a d e Pa c a e a c b d a e a e O a a e bee a ed b e e c ed a be e e c ed a d a be ca ce ed b e a .

(7) Change to eligibility of the Participant

If e Pa c a e e be a a Pa c a d e e f e f a e e e c ed a e O b e Pa c a a e a c a ed a d e a e O a a e bee a ed b e e c ed a be e e c ed a d a be ca ce ed b e a :

( ) e e a bee de e ed b c e c a e a a e b e e e a 2

( ) e e a bee de e ed b e R de e a ed a e c e a a e b e e e a 2 S

( ) e e a bee ed b e R a f de e a ed a e c e ad a e e a e ea e b acce e a e e a 2 de a e a a f a d e a S

( ) e e b ed f ac a a d ec a e be f e e a a e e f a c a a e ed b e a La

( ) e e b ed f a c a a e ce e f ed c a e a e ed b a d e a a d

( ) c e c c a ce a de e ed b e R. S

C. Other circumstances

O e c c a ce a ed ab e a d e a d e d e e f a be de e ed b e Re e a a d E a a ee.

4. ACCOUNTING TREATMENTS METHOD AND THE MEASUREMENT OF PERFORMANCE IMPACT

A. Accounting treatment method

(1) Date of Grant

ce a e O ca be e e c ed e Da e f a e a ed acc ea e e ed. T e a e B ac - c e M de e Da e f a de e e e fa a e f a e O e Da e f a . S

B. EXPECTED IMPACT OF THE IMPLEMENTATION OF SHARE OPTIONS ON OPERATING PERFORMANCE IN EACH PERIOD

[illegible] a [illegible] ed 5 353 072 [illegible] a e O [illegible] e Pa c a de e F [illegible] a f [illegible] a e O [illegible]. [illegible] e fa a e f e [illegible] a e O [illegible] e da e f [illegible] a [illegible] a e a ed ba ed e ec ed fa a e f [illegible] a e O [illegible] e da e f [illegible] a [illegible] c a ca c a ed acc d e c ce f e ad da [illegible] e b ca f e d af. [illegible] e a fa a e f e e [illegible] e a ed e e a ed be RMB3 78 200 (a ad ed f e a fa a e f e e [illegible] e e a f RMB 60 332 200 a e e ce e). [illegible] e a fa a e a e a [illegible]' ce e c f e c e e [illegible] be ec ed a e d e e e a f e c e e acc da ce [illegible] e e e c e e ce a e a d [illegible] be c a ed e ec f . cc d e e e e f e e e a acc a da d e ec f c a [illegible] a be b ec e fa a e f e [illegible] a e ca c a ed e ac a Da e f [illegible] a . [illegible] a e [illegible] a [illegible] a e O bef e Oc be 202 [illegible] e e a e a e a ed Pa c a ee e E e c e d ec f ed e c e e a d a e e e c ed d e ec e E e c e Pe d e a a f [illegible] a e O c f 202 202 6 a f [illegible] :

Unit: 10'000

Amortized costs of the Share Options	2021	2022	2023	2024	2025	2026
3 78. 2	85. 69	073.04	827.3	58 6.08	354.4 6	5 .54

Notes:

. [illegible] e ab e c a e ec ed c e a ed e [illegible] a P ce [illegible] a Da e c ce [illegible] a Da e be f a a d e a e f e a e be f e e c ab e e [illegible] e

2. [illegible] a e de a e e ded be [illegible] a e f e b e d e effec f e ab e- e ed a e-ba ed a [illegible] e

3. [illegible] e f a ac f e ab e a a c ec e [illegible] a [illegible]' e a e b ec e a d e ed b [illegible] e acc a

4. [illegible] d ffe e ce e a a f e f e a a d e b ea d [illegible] e ab e ab e f a [illegible] d e d .

[illegible] e c f e c e e a be c a ed e c a d e e e . Ba ed e c e [illegible] f a e [illegible] a [illegible] e a e a [illegible] c de e e effec f e c e e e a [illegible]' e f a ce e a a f e c f e c e e [illegible] a e a ac e e

1. PURPOSE OF ASSESSMENT

To ensure the smooth implementation of the Scheme, to establish a fair, open and effective performance appraisal system, to accurately assess the performance of participants, to provide a basis for the exercise of the Scheme, to maximize the motivation of the Participants to exercise their rights in accordance with the Scheme and to promote the realization of the Company's development strategy and business objectives.

2. PRINCIPLES OF ASSESSMENT

(1) The assessment of the Participants shall be conducted in accordance with the Measures and the principles of fairness, openness and objectivity.

(2) The assessment shall be conducted in accordance with the duties of the Participants' positions and the requirements for their performance appraisal.

3. SCOPE OF ASSESSMENT

The Measures are applicable to the Participants defined in the section headed "Scheme Administration" in this circular (excluding Independent Non-executive Directors and Supervisors) and other employees whom the Board considers should be incentivized. The number of Participants shall not exceed 5% of the total number of employees of the Company as at the date of grant. Participants must have entered into labor contracts with the Company or its subsidiaries.

4. ASSESSMENT AGENCY AND IMPLEMENTING AGENCY

(1) The Remuneration Committee is responsible for the assessment of the Scheme.

(2) The assessment of the Participants is carried out by the Human Resource Department. The Human Resource Department is responsible for collecting and recording the performance data of the Participants.

(3) The Human Resource Department is responsible for the assessment of the Participants. The Human Resource Department shall submit the assessment results of the Participants to the Remuneration Committee for review and approval.

(4) The Board of the Remuneration Committee is responsible for the implementation of the Measures.

5. PERFORMANCE ASSESSMENT INDICATORS AND STANDARDS

The exercise of the Granted Options by the Participants is subject to the following performance assessment:

A. Performance assessment requirements at the Company level:

During the Validity Period of the Scheme, the assessment of the performance assessment targets for the Company in each fiscal year from 2021 to 2026 will be carried out once for each Exercise Period of the Granted Options, and the performance assessment targets for the Company corresponding to each Exercise Period of the Granted Options are as follows:

Exercise Period		Targets of Performance Assessment
First Exercise Period		The net profit growth rate of the fiscal year of 2022 shall be no less than 30% as compared to the fiscal year of 2020
Second Exercise Period		The net profit growth rate of the fiscal year of 2022 shall be no less than 90% as compared to the fiscal year of 2020
Third Exercise Period		The net profit growth rate of the fiscal year of 2023 shall be no less than 20% as compared to the fiscal year of 2020
Fourth Exercise Period		The net profit growth rate of the fiscal year of 2024 shall be no less than 80% as compared to the fiscal year of 2020
Fifth Exercise Period		The net profit growth rate of the fiscal year of 2025 shall be no less than 200% as compared to the fiscal year of 2020

Exercise Period		Targets of Performance Assessment
Re e ed a e O	F E e c e Pe d	T e a e f e ea c e f e ea f 2022 a be e a 90% a c a ed e ea c e f e ea f 2020
ec d E e c e Pe d		T e a e f e ea c e f e ea f 2023 a be e a 20% a c a ed e ea c e f e ea f 2020
T d E e c e Pe d		T e a e f e ea c e f e ea f 2024 a be e a 80% a c a ed e ea c e f e ea f 2020
F E e c e Pe d		T e a e f e ea c e f e ea f 2025 a be e a 200% a c a ed e ea c e f e ea f 2020
F f E e c e Pe d		T e a e f e ea c e f e ea f 202 6 a be e a 220% a c a ed e ea c e f e ea f 2020

Note: T e ab e e a c e ea ea d ed c da ed e a c e f e a

D e E e c e Pe d e a a a d e e c ce e e e c e f e a e O f e Pa c a f f e E e c e d . If e e f a ce e e f e c e e d f e a d f f e c d f e f a ce a e d c E e c e Pe d a Pa c a a e e c e e e c ab e a e O a a be a e ed c ea e a a ca ce e a e O e e c ab e b e Pa c a f e c e e d.

B. Performance assessment requirements of the Participants at the individual level:

T e d d a a e e f Pa c a a be a ed a d e e ed acc da ce e e e a a e f a ce a e e e . cc d e a a e f a ce a e e e e d d a e f a ce a e e e a e d ded e e .

B. Filing of assessment records

( ) f e e c e f a e e e H a Re ce De a e cc De a e a d e e e a de a e a e a e ec d f e e f a ce a e e . T e a e e e a be e a c f de a f a .

(2) I de e e e a d f e e f a ce ec d e e f a ce ec d a e a ed be a e ed. If e ec d a e be e ed e- ec ded be ed b e a e c ce ed.

(3) T e e f a ce a e e ec d a be e f 0 ea . F d c e a d ec d a e ceed e a e e d a be f de ed b e Re e a ee.

9. SUPPLEMENTARY PROVISIONS

( ) T e e e Mea e f e a a be f a ed e e ed a d a e ded b e B a d f e a .

( ) If e e e a f e e e Mea e f e a c f c e e e a PR a ad a e e a a e d c e a d e d af c e e e e a PR a ad a e e a a e d c e a d e d af c e e a e a . If e e a e c e a e e e Mea e f e a e e e a PR a ad a e e a a e d c e a d e c e e a be e e ed.

( ) T e e e Mea e f e a a be e e ed e c de a a d a a b e a e de e e a ee f e a af e e c e e bec e effec e.

T e f e f e Pa c a de e f a f e c e e.

No.	Name of Participants	No.	Name of Participants
	T a M 田密	23	Ya B 楊秉宇
2	H 郭紅軍	24	Z a X 趙新國
3	Da Z e 戴正明	25	T a Ma e 田茂傑
4	Ya X 楊秀琴	26	J a L a a 焦亮亮
5	顧國興	27	a Ta e 高太生
6	a J e 高傑	28	J 季存留
7	J a 過錦濤	29	Wa Ba 王保龍
8	Wa M 王明	30	L De e 羅德生
9	J a Ha 蔣昊	3	Z a We 張偉
0	Z Fa 朱方萍	32	Z a 周長明
	Ya Z e 楊政灑 明 鵚 詹 e 項 熾 瓶 灑 嫂 獑		
2	Ma 馬純利		
3	Z e Z e 鄭志偉		
4	Z a R 張榮輝		
5	He T 何挺		
6	We L a 文亮		
7	崔啟錄		
8	Wa Z a 萬志淵		
9	Ta P 唐平		
20	X a Da a 夏道練		
2	Z a X a e 詹小偉		
22	L Yafe 淩亞峰		

No.	Name of Participants
67	L X 李旭日
68	Ha J fe 韓軍鋒
69	Ya 嚴聰
70	Z a Z a 張兆明
7	H a Ba 黃保宇
72	H 舒洪湖
73	F a c 付朝春
74	Z a 朱傳統
75	L D a 劉殿信
76	Ya J a 姚金剛
77	Wa X a 王曉慶
78	Z a 趙書秀
79	Wa Ze 王澤瑞
80	Z a B 趙步明
8	e Z a 陳志權
82	e Y e 沈玉珍
83	X e Da e 謝大偉
84	Ya B 姚斌
85	a J 管金興
86	e Ha 程浩
87	Ta F 唐富
88	Y We 應威
89	X J e 熊俊朋
90	Dec a 龔德倡
9	He He 賀恒
92	H X b 胡勛波
93	F Fa e 付方勝
94	e X 程雄
95	D We e 董文傑
96	We 聞春敏
97	a Ma 高毛
98	Z a Le 趙雷
99	Z Ya 朱亞君
00	Ta X b 唐旭斌
0	Ta Z 湯志
02	J J a fe 計劍飛
03	J a Y 蔣運平
04	Le 雷貴金
05	a L fe 錢林峰
06	Fe J a 奉靜陽
07	Z a fe 張國飛
08	e Da 沈丹
09	R a Da e 阮丹傑
0	Ma We a 馬文濤
	Y D c e 余敦成
2	Y Fe 餘峰
3	Fe Z a a 馮張泉
4	F a 蘇付江
5	a e a 高成良
6	L e a 李勝良
7	X Ya a 徐彥帥
8	L a f 李光富
9	Y Ze a 尹增前
20	Y D 餘冬
2	Ze X fe 曾新飛
22	Z a Pe 張鵬
23	L J a 劉家志
24	L N 劉甯國
25	Ta Ha 唐海軍
26	Ya 姚秋林
27	M a a 繆長魯
28	e X a a 程相豪
29	Z a a 張橋玉
30	Wa a 汪全勇
3	L Z 李鐘
32	W 吳啟榮

No. Name of Participants

99 De a 郭登見

200 W We 吳文宏

20 L Y c a 李永川

202 R a 宋榮強

203 X L a 徐亮

204 Z a 張士俊

205 He Z a 何璋明

206 Ba Z e 鮑振興

207 M a Z e 苗中根

208 Fe 屠鳳珠

209 Fe 宋飛

210 R a De 阮德榮

2 Z L 鄒立新

[illegible] TD040 Tc(2 0)- F2 TW 70TD04Tc0a304 430ff2T F2 7440a37034f-2.8TD040 T304 4 2 TD

[illegible] I [illegible] B

No.	Name of Participants	No.	Name of Participants	No.	Name of Participants
265	He Yef 何躍福	274	e Z a 陳仲園	283	Z X 朱鑫萍
266	Me 孟阿芹	275	L 顧林榮	284	e Ya 成媛
267	Wa R 王潤中	276	Ta W 陶吳萍	285	Z Jafa 朱建芳
268	Y Fe 俞峰	277	Z a H 張紅明	286	Ja Ye 姜玥
269	J 金國忠	278	Z Fa a 朱芳園	287	Wa J a 王積雙
270	Z Ha 鐘華	279	Z a P 趙萍	288	Fa Ja 方佳明
27	Wa Y 王勇	280	Wa Z 王仲貴	289	L Y 淩瑩
272	Wa X 王秀	28	Ha L 黃麗平		
273	H 曲紅	282	D Jaa 董建剛		

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福萊特玻璃集團股份有限公司

Flat Glass Group Co., Ltd.

(a joint stock company incorporated in the People's Republic of China with limited liability)

(Stock code: 6865)

NOTICE OF THE 2021 THIRD EXTRAORDINARY GENERAL MEETING

NOTICE IS HEREBY GIVEN a 202 d e a d a y e e a ee (e EGM) f Fa a . L d. (e Company) be e d a 2 . . 8 N e be (T day) 202 a e fe e ce R ec d F d a e B d Fa a . L d. N . 959 Y e R ad X D c J a Z e a P ce e Pe e' Re b c f a (e PRC) c de a d f f a e f e :

ORDINARY RESOLUTION

. T c de a d a e e e f e ceed .

SPECIAL RESOLUTIONS

2. T c de a d a e e 202 a e O I ce e c e e f Fa a a L d. (e Incentive Scheme) (e ed d af) a d ab ac .

3. T c de a d a e e e e Mea e e ec f e I ce e c e e.

4. T c de a d a e a f a da e e B a d dea a e e a e I ce e c e e.

B de f e B a d
Flat Glass Group Co., Ltd.
Ruan Hongliang
Chairman

J a Z e a P ce e PR

27 Oc be 202

As at the date of this notice, the executive directors of the Company are Mr. Ruan Hongliang, Ms. iang inhua, Mr. Wei Yezhong and Mr. Shen Qifu, and the independent non-executive directors of the Company are Ms. Xu Pan, Ms. Hua Fulan and Ms. Ng Yau Kuen Carmen.

Notes:

. I de a ce a a e de ' e e e a e d a d e a e E M e e e f e be f e a be c ed f 5 N e be 202 (M da) 8 N e be 202 (T da) (b da c e) d c e d a fe f a e be e ed. I de a f a e d a d a e f c E M a a fe d c e be d ed e a H a e e a H K T c I e e ce L ed a Le e 54 H e e e 83 ee ' R ad Ea H K (f de f H a e) f e a bef e 4:30 . . 2 N e be 202 (F da). H a e de e a e a ea e e e f e be f e a 2 N e be 202 (F da) a e e ed a e d a d e a e E M. T e ec d da e a d a a e e e ec f e a e de a e e ed a e d e E M be de e ed a d a ced e a a e e PR b e a .

2. a e de a e e ed a e d a d e a e E M a a e e e a e d a d e e be a f. eed be a a e de f e a .

3. T e e a a be de e a d f a a e de a e d a ed . If e a e de a e a e a e be e ec ed e e de ea de e a d f d ec e a e d a ed e a e.

4. I de be a d e f f e E M be de ed b a d b e H a e e a f e a T c I e e ce L ed a Le e 54 H e e e 83 ee ' R ad Ea H K (f de

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福萊特玻璃集團股份有限公司

Flat Glass Group Co., Ltd.

(a joint stock company incorporated in the People's Republic of China with limited liability)

(Stock code: 6865)

NOTICE OF THE 2021 THIRD H SHAREHOLDERS' CLASS MEETING

NOTICE IS HEREBY GIVEN a 202 d H a e de ' c a ee (e H Shareholders' Class Meeting) f F a a . L d. (e Company) be e d ed a e f e c c f e a e de ' c a ee 8 N e be 202 (T da) a e fe e ce R ec d F d a e B d F a a . L d. N . 959 Y e R ad X D c J a Z e a P ce e Pe e' Re b c f a (e PRC) c de a d f f a e f e :

SPECIAL RESOLUTIONS

. T c de a d a e e 202 a e O I ce e c e e f F a a a L d. (e Incentive Scheme) (e ed d af) a d ab ac .

2. T c de a d a e e e e Mea e e ec f e I ce e c e e.

3. T c de a d a e a f a da e e B a d dea a e e a e I ce e c e e.

B de f e B a d
Flat Glass Group Co., Ltd.
Ruan Hongliang
Chairman

J a Z e a P ce e PR

27 Oc be 202

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Notes:

. I de a ce a a e de ' e e e a e d a d e a e H a e de ' a Mee e e e f e be f e a be c ed f 5 N e be 202 (M da) 8 N e be 202 (T da) (b da c e) d c e d a fe f a e be e e ed. I de a f f a e d a d a e f c H a e de ' a Mee a a fe d c e be d ed a H a e e a H K T c I e e ce L ed a Le e 54 H e e e 83 ee ' Rad Ea H K f e a bef e 4:30 . . 2 N e be 202 (F da).

2. a e de a e e ed a e d a d e a e H a e de ' a Mee a a e e e