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- (6) To review and approve the remuneration proposals for Directors and senior management of the Company with reference to the Board's corporate goals and objectives and the relevant requirements under the Listing Rules, taking into account remuneration paid by comparable companies, time commitment and responsibilities required for relevant positions, and employment conditions for other positions within the Company and its subsidiaries;
- (7) To make recommendations to the Board on, or, with delegated responsibility from the Board, to determine the remuneration packages of individual Directors and senior management of the Company; remuneration packages include benefits in kind, pension rights and compensation arrangements;
- (8) To ensure that no Directors or any of their associates (as defined in the Listing Rules) are involved in determining their own remuneration; and
- (9) To carry out other duties as authorized or delegated by the Board.

By Order of the Board
H E t C L t
A L -s
Company Secretary

Harbin, the PRC
8 September 2023

As at the date of this announcement, the executive Directors of the Company are Mr. Cao Zhi-an, Mr. Huang Wei and Mr. Zhang Ying-jian; and the independent non-executive Directors of the Company are Mr. He Yu, Mr. Hu Jian-min, Mr. Tang Zhi-hong and Mr. Pan Qi-long.