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

The proposed amendments to the Equity Incentive Scheme are designed to address several key areas of concern and to enhance the overall effectiveness of the scheme. The primary reasons for these amendments include the need to align the scheme with current market practices, to improve transparency, and to ensure that the scheme remains a valuable tool for attracting and retaining top talent. The benefits of these amendments are expected to be significant, including increased participation in the scheme, improved performance metrics, and enhanced employee satisfaction and loyalty.

The amendments are structured to address the following key areas:

- Alignment with Market Practices:** The proposed changes aim to bring the Equity Incentive Scheme in line with industry standards and best practices, ensuring that it remains competitive and attractive to potential candidates.
- Improved Transparency:** The amendments will enhance the transparency of the scheme, providing clearer information to participants and stakeholders regarding the terms, conditions, and performance metrics associated with the equity incentives.
- Enhanced Effectiveness:** The proposed changes are designed to improve the overall effectiveness of the scheme, ensuring that it remains a valuable tool for attracting and retaining top talent.

The benefits of these amendments are expected to be significant, including increased participation in the scheme, improved performance metrics, and enhanced employee satisfaction and loyalty. The proposed amendments are designed to address several key areas of concern and to enhance the overall effectiveness of the scheme. The primary reasons for these amendments include the need to align the scheme with current market practices, to improve transparency, and to ensure that the scheme remains a valuable tool for attracting and retaining top talent. The benefits of these amendments are expected to be significant, including increased participation in the scheme, improved performance metrics, and enhanced employee satisfaction and loyalty.