

E C E



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zhé al Co., Ltd.

III. THE SHAREHOLDERS' RETURN PLAN FOR THE NEXT FIVE YEARS (2023-2027)

1. ... C ...
2. ... C, B, C, (B) ...
3. ... C ...
 - (1) ... C ...
 - (2) ... C ...
 - (3) ... C ...
- A ...
 - 1) ... 50% ... C ... B300.00 ...
 - 2) ... 30% ... C ...
4. ... C ... A ... A ... E ...
5. ... C ... A ... A ... C ... C ...

30% ... 2023 ... 2027, ...

50% ... C ...

6. B, C, A, A

7. C, B, C, B, C

I . DECISION-MAKING PROCESS OF THE PROFIT DISTRIBUTION PLAN

B, C, B

. FORM LATION C CLE AND RELE ANT DECISION-MAKING MECHANISM OF THE SHAREHOLDERS' RET RN PLAN

1. C, C, C, 2, 3, A, E, A, C

A
 B
 C
 Ff (2023-2027)
 A

B
 K H t C., Lt.
 G AN
 C

A₁₁ 11, 2023
 C

A
 A J ;
 C A J