

Zhejiang Supor Co., Ltd.

Assessment Measures for the implementation of the Restricted Stock Incentive Plan

In order to regulate assessment behaviors of the motivated objects during implementing the company's Restricted Stock Incentive Plan, Zhejiang Supor Co., Ltd. (hereinafter referred to as the "Company") formulated the Measures on the basis of realities, according to the *Company Law of the People's Republic of China* and other relevant laws and regulations as well as the *Articles of Association*.

I. General

1. Purposes

The purpose of the Measures is to further improve the Company's corporate governance structure, promote the establishment and perfection of incentive and restraint mechanisms, and fully mobilize the Company's middle and senior management personnel and employees. Furthermore, the interests of shareholders, the Company and operators can be tied effectively, realizing a shared development between employees and the Company. Thereby, the Company will be ensured a steady improvement in performance and the realization of development strategies and business objectives.

2. Principles

Adhering to the principles of justice, fairness, and openness, equity incentives will be closely integrated with the individual and company's performance through strictly evaluating and assessing performances of the Company, business units served by motivated objects, and individuals.

3. Applicable scope

The motivated objects to whom Restricted Stock Incentive Plan is applicable include middle and senior management personnel, core technicians (business personnel) of the Company, and other employees identified by the Board of Directors to be motivated (excluding independent directors, supervisors, and shareholders or actual controllers who individually or collectively hold more than 5% of the Company's shares, with their spouses, parents, and children).

II. Organizational authorities of the assessment

1. The Remuneration and Appraisal Committee of the Board of Directors is

responsible for organizing and reviewing assessments.

2. The assessment group set up under the Remuneration and Appraisal Committee is responsible for the specific implementation of assessments.

3. The Company's Human Resources Department, Financial Department and other relevant departments are responsible for the collection and provision as well as the authenticity and reliability of relevant assessment data.

4. The general meeting of shareholders of the Company is responsible for approving these Measures.

III. Assessment system

1. Assessment contents

(1) Assessment requirements for the company's performances

Under this Restricted Stock Incentive Plan, the performance of the Company will be assessed in two fiscal years from 2022 to 2023 annually, so as to achieve the objective of performance assessment as one of the preconditions for the incentive object to lift the restriction in the phase wholly or partially. The annual objectives of performance assessment are shown in the table below:

Releasing period	Year of assessment	Conditions of company-level performance assessment
First releasing period	2022	Net profit attributable to shareholders of the parent company in 2022 shall not be less than 105% of that in 2021.
Second releasing period	2023	Net profit attributable to shareholders of the parent company in 2023 shall not be less than 105% of that in 2022.

Notes: The above indicators are subject to the data of the Company's consolidated statements contained in the annual audit report. The impact on profit or loss from merger, restructuring and disposal of significant assets in the period shall be excluded.

If any of the above prerequisites are not met, the Company will repurchase and cancel motivated objects' restricted stock that can be released in the current period in accordance with the Measures.

(2) Assessment requirements for performances at the business unit level

The Company needs to assess the performances of the business unit served by a motivated object. One of the prerequisites for the motivated object to fully or partially release the current restrictions on shares is the relevant performance of his/her business unit reaching a basic target or above. If the performance of his/her business unit does not meet the basic target, the

Company will repurchase and cancel the motivated object's restricted stock that can be released in the current period in accordance with the Measures.

The relevant performance targets of each business unit under the Company are determined at the beginning of the year based on the Company's overall annual budget. At the same time, the Company needs to determine the proportion of the restricted stock that motivated objects can release currently in accordance with the final achievement of each corresponding business unit.

(3) Assessment requirements for individual performance

The company needs to conduct performance assessments on motivated objects on a yearly basis. One of the prerequisites for motivated objects to fully or partially release the current restrictions on shares is that their individual performances in the evaluation year being qualified or above. If the individual performances are unqualified, the Company shall repurchase and cancel the restricted stock of the motivated objects that can be released in the current period in accordance with the Measures.

The individual performances are scored by the motivated objects' direct superiors, and the performances of chairman and general manager are directly determined by the Board of Directors.

Motivated objects' specific proportion of restricted stock that can be released in the current period can be determined according to the performance of their business units when the following three prerequisites are met at the same time: (1) the company-level performance is achieved; (2) the relevant performances of their business units reach the basic target or above; (3) their individual performance assessment results in the assessment year is qualified or above. If any of the above prerequisites are not met, the Company will repurchase and cancel motivated objects' restricted stock that can be released in the current period in accordance with the Measures.

2. Assessment procedures

- (1) The working group of the Remuneration and Appraisal Committee is responsible for collecting each business unit's performance data in the assessment year and individual performance data of the motivated objects.
- (2) The working group of the Remuneration and Appraisal Committee is responsible for making forms uniformly, participating in scoring and accounting, collectively summarizing assessment data and forming a performance assessment report, and then reporting to the Remuneration and Appraisal Committee for review and determination.
- (3) The assessment period is once a year when the Incentive Plan is effective.

IV. Application and management of assessment results

1. The assessment results, as the basis for releasing restricted stock in the Restricted Stock Incentive Plan, can directly affect the year-end bonus and job changes of motivated objects.

2. Revision of assessment indicators and results

After assessments, the Remuneration and Appraisal Committee of the Company's Board of Directors shall revise the assessment indicators and results that are greatly affected by factors such as changes in the objective environment.

3. Feedback and appeal of assessment results

Persons being assessed have the right to know the assessment results. The Board of Directors' working group of the Remuneration and Appraisal Committee shall notify the examinee of the assessment result within five working days since the assessment. If there are any objections to the result, the examinee should resort to communication first. If it cannot be resolved properly, the examinee can appeal to the Board of Directors' Remuneration and Appraisal Committee. The Committee shall respond to the appeal within ten days from the date of receipt.

V. Supplementary Provisions

1. The Board of Directors is responsible for the formulation, interpretation and revision of the Measures.

2. The Measures shall be effective from being reviewed and approved by the shareholders' meeting of the Company.

Board of Directors in Zhejiang Supor Co., Ltd.
December 2021