

Salary Management Measures of ADAMA Ltd.

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Chapter I General Provisions

Article 1 These Measures are formulated to establish and improve the salary determination and growth mechanism of ADAMA Ltd. (hereinafter referred to as "the Company") that is compatible with the labor market and linked to the financial performance, to enhance the vitality and competitiveness of the enterprise, and to facilitate high-quality development of the enterprise.

Article 2 The term " salary" as used in these Measures refers to the total amount of labor remuneration directly paid to all employees who have established labor relations with the Company, including basic salary, bonuses, allowances, subsidies, overtime payment and salary paid under special circumstances, etc.

Article 3 These Measures shall be applied to the Company and subsidiaries within the scope of consolidated financial statements.

Article 4 The Company advocates the pursuit of excellence of the value concept, employee compensation according to their position value, personal ability and reference to the market salary level to determine, encourage employees to create value, to achieve the common development of enterprises and employees.

Article 5 The salary management shall abide by the following principles:

(1) Compliant management and effective control: The salary management adheres to the compliance of policies, the continuity of management rules and the fairness of distribution. It insists to combine total budget amount management and process management.

(2) Be strategy-oriented and encourage innovation: Give full play to the leading function of salary distribution, leading companies at all levels to continuously explore and innovate, carry out differentiated incentives, and stimulate the vitality of workforce.

(3) Be market-oriented and strengthen benchmarking: Through regular market benchmarking researches, continuously optimize the structure and distribution of salary, and make the salary distribution more scientific and reasonable.

Chapter II Management Bodies and Responsibilities

Article 6 The Company's Management Level

(1) Be responsible for approving the Company's annual salary budget.

(2) Be responsible for approving Company's annual bonus, salary adjustment and all kinds of incentive plans and programs.

Article 7 Human Resources (HR) Department

(1) Carry out centralized management of the Company's salary with specific departments. Follow the superior unit's policies and requirements to formulate the salary management system.

(2) Be responsible for formulating the distribution principle and adjustment plan of the salary.

(3) Be responsible for properly preparing the Company's annual labor cost budget based on the Company's strategic development plans and the increase and reduction of personnel and reporting it to the Company's Financial Department.

(4) Be responsible for reviewing the salary budget and allocation principle of each subsidiary and supervising and guiding the use of the salary in each year.

Article 8 Human Resource Departments of Subsidiaries

Be responsible for the salary budget and implementation control of the subsidiary. Be responsible for formulating the subsidiary's salary adjustment plans and submitting them to the Company's HR Dept. for approval.

Chapter III Salary Budget Management

Article 9 Annual salary budget should be properly prepared and effective control and supervision be carried out according to HR management requirements.

Article 10 Follow superior organization budget guidelines to formulate salary budgets, and properly plan the use of salary in the next year. Establish a salary growth mechanism that is compatible with labor market of the enterprise and fully mobilize the enthusiasm of employees. Continuously optimize the labor cost input and the output efficiency, and continuously enhance the vitality of the enterprise.

Article 11 The preparation of salary budget by Company's headquarters and subsidiaries should follow the corporate guidelines approved by superior organization for each salary budgeting process.

Chapter IV Salary Use Management

Article 12 All subsidiaries of the Company should strictly control the use of salary and should not exceed the budget.

Article 13 Each subsidiary should carry out routine salary distribution, annual bonus payment, salary adjustment and other salary distribution in accordance with the relevant policy guidelines issued by the HR Department of the Company every year, and can only be cashed after completing the approval process in accordance with the relevant approval procedures.

Article 14 If the salary budget of a subsidiary needs to be adjusted, it needs to be approved separately from the budget and be re-submitted to the HR department for review. The HR department will re-report the adjusted and approved budget to the Company's Finance and Budget Department to adjust the Company's overall budget in a timely manner.

Article 15 During distribution of salary, the key teams and backbone staff of excellent performance should be appropriately tilted compensation resources, so that the outstanding performance can get higher returns.

Chapter V Salary Settlement Management

Article 16 The Company shall pay attention to the actual payment of the total annual salary of each subsidiary. And each subsidiary shall complete the estimation of salary usage

progress and annual salary value based on its annual salary usage plan and its annual benefit estimation.

Chapter VI Supplementary Provisions

Article 17 HR Department of the Company shall be responsible for the interpretation of these Measures.

Article 18 These Measures shall be implemented on the date of approval by the Board of Directors.