

B. Basis for determining the Participants and the scope of the Participants

(1) Basis for determining the Participants

As of the end of the reporting period, the total number of participants in the plan was 3,440, of which 289 were active participants and 3,151 were inactive participants. The total number of participants in the plan for the reporting period was 3,440, of which 289 were active participants and 3,151 were inactive participants. The total number of participants in the plan for the reporting period was 3,440, of which 289 were active participants and 3,151 were inactive participants.

(2) Scope of Participants

The scope of participants in the plan is determined by the following criteria: (1) All employees of the Company and its subsidiaries who are employed in the mainland of China and have entered into a labor contract with the Company or its subsidiaries; (2) All employees of the Company and its subsidiaries who are employed in the mainland of China and have entered into a labor contract with the Company or its subsidiaries; (3) All employees of the Company and its subsidiaries who are employed in the mainland of China and have entered into a labor contract with the Company or its subsidiaries.

The scope of participants in the plan is determined by the following criteria: (1) All employees of the Company and its subsidiaries who are employed in the mainland of China and have entered into a labor contract with the Company or its subsidiaries; (2) All employees of the Company and its subsidiaries who are employed in the mainland of China and have entered into a labor contract with the Company or its subsidiaries; (3) All employees of the Company and its subsidiaries who are employed in the mainland of China and have entered into a labor contract with the Company or its subsidiaries.

The scope of participants in the plan is determined by the following criteria: (1) All employees of the Company and its subsidiaries who are employed in the mainland of China and have entered into a labor contract with the Company or its subsidiaries; (2) All employees of the Company and its subsidiaries who are employed in the mainland of China and have entered into a labor contract with the Company or its subsidiaries; (3) All employees of the Company and its subsidiaries who are employed in the mainland of China and have entered into a labor contract with the Company or its subsidiaries.

(3) Circumstances for ineligibility of the Participants of the Scheme

- (i) $k > 12$;
- (ii) $k > 12$;
- (iii) $k > 12$;
- (iv) $L > 12$;
- (v) $L > 12$;
- (vi) $L > 12$;

...

C. Source and number of shares under the Scheme

(1) Source of shares of the Scheme

...

Exercise Arrangement	Exercise Period	Proportion of exercisable Share Options to the total number of Share Options granted
<p data-bbox="293 604 632 668">— 2018/2019</p> <p data-bbox="293 668 632 732">— 2019/2020</p> <p data-bbox="293 732 632 795">— 2020/2021</p>	<p data-bbox="667 604 895 668">12</p> <p data-bbox="667 668 895 732">24</p>	<p data-bbox="1262 604 1522 668">20%</p>
<p data-bbox="293 902 632 966">— 2018/2019</p> <p data-bbox="293 966 632 1029">— 2019/2020</p> <p data-bbox="293 1029 632 1093">— 2020/2021</p>	<p data-bbox="667 902 895 966">24</p> <p data-bbox="667 966 895 1029">36</p>	<p data-bbox="1262 902 1522 966">20%</p>
<p data-bbox="293 1157 632 1221">— 2018/2019</p> <p data-bbox="293 1221 632 1285">— 2019/2020</p> <p data-bbox="293 1285 632 1349">— 2020/2021</p>	<p data-bbox="667 1157 895 1221">36</p> <p data-bbox="667 1221 895 1285">48</p>	<p data-bbox="1262 1157 1522 1221">20%</p>
<p data-bbox="293 1412 632 1476">— 2018/2019</p> <p data-bbox="293 1476 632 1540">— 2019/2020</p> <p data-bbox="293 1540 632 1604">— 2020/2021</p>	<p data-bbox="667 1412 895 1476">48</p> <p data-bbox="667 1476 895 1540">60</p>	<p data-bbox="1262 1412 1522 1476">20%</p>
<p data-bbox="293 1668 632 1732">— 2018/2019</p> <p data-bbox="293 1732 632 1796">— 2019/2020</p> <p data-bbox="293 1796 632 1859">— 2020/2021</p>	<p data-bbox="667 1668 895 1732">60</p> <p data-bbox="667 1732 895 1796">72</p>	<p data-bbox="1262 1668 1522 1732">20%</p>

exercisable for the following periods:

Exercise Arrangement	Exercise Period	Proportion of exercisable Share Options to the total number of Share Options granted
—	12 months from the date of grant 24 months from the date of grant	20%
—	24 months from the date of grant 36 months from the date of grant	20%
—	36 months from the date of grant 48 months from the date of grant	20%
—	48 months from the date of grant 60 months from the date of grant	20%
—	60 months from the date of grant 72 months from the date of grant	20%

The exercise period for the share options granted to the directors and senior management is determined by the date of grant of the share options. A share option granted to a director or senior management will be exercisable for the period specified in the table above, provided that the director or senior management is employed by the Group on the date of grant of the share option. A share option granted to a director or senior management will be exercisable for the period specified in the table above, provided that the director or senior management is employed by the Group on the date of grant of the share option.

- ()
- ()
- ()

()

() :

2021-2026,

Exercise Period	Targets of Performance Assessment
2021	30%, 2020
2022	90%, 2020
2023	120%, 2020
2024	180%, 2020

Exercise Period

Targets of Performance Assessment

Exercise Period	Targets of Performance Assessment
2025	200%, 2020
2022	90%, 2020
2023	120%, 2020
2024	180%, 2020
2025	200%, 2020
2026	220%, 2020

()

A

A 2021 L

(3) Description of scientificity and reasonability in the setting of performance assessment indicators by the Company

V A V

A V k 2020, V

(--)

$$= S_0 \times S_1 \times (1 + r) / (1 + r_2 \times S_1)$$

Exemple : $S_0 = 100$; $S_1 = 110$; $r = 10\%$; $r_2 = 12\%$;
 $S_2 = 120$; $S_3 = 130$; $S_4 = 140$;
 $S_5 = 150$; $S_6 = 160$; $S_7 = 170$;
 $S_8 = 180$; $S_9 = 190$; $S_{10} = 200$;
 $S_{11} = 210$; $S_{12} = 220$;
 $S_{13} = 230$; $S_{14} = 240$;
 $S_{15} = 250$; $S_{16} = 260$;
 $S_{17} = 270$; $S_{18} = 280$;
 $S_{19} = 290$; $S_{20} = 300$;

(--)

$$= S_0 \times S_1$$

Exemple : $S_0 = 100$; $S_1 = 110$; $S_2 = 120$;
 $S_3 = 130$; $S_4 = 140$;
 $S_5 = 150$; $S_6 = 160$;
 $S_7 = 170$; $S_8 = 180$;
 $S_9 = 190$; $S_{10} = 200$;

()

Exemple : $S_0 = 100$; $S_1 = 110$; $S_2 = 120$;
 $S_3 = 130$; $S_4 = 140$;
 $S_5 = 150$; $S_6 = 160$;
 $S_7 = 170$; $S_8 = 180$;
 $S_9 = 190$; $S_{10} = 200$;

(2) Adjustment methods of the Exercise Price

Exemple : $S_0 = 100$; $S_1 = 110$; $S_2 = 120$;
 $S_3 = 130$; $S_4 = 140$;
 $S_5 = 150$; $S_6 = 160$;
 $S_7 = 170$; $S_8 = 180$;
 $S_9 = 190$; $S_{10} = 200$;

()

$$= S_0 \div (1 + r)$$

Exemple : $S_0 = 100$; $S_1 = 110$; $S_2 = 120$;
 $S_3 = 130$; $S_4 = 140$;
 $S_5 = 150$; $S_6 = 160$;
 $S_7 = 170$; $S_8 = 180$;
 $S_9 = 190$; $S_{10} = 200$;

- (-) *[Faint, illegible text]*
- (-) *[Faint, illegible text]*

(2) Rights and obligations of the Participants

- (-) *[Faint, illegible text]*
- (-) *[Faint, illegible text]*
- (-) *[Faint, illegible text]*
- (-) *[Faint, illegible text]*
- (-) *[Faint, illegible text]*
- (-) *[Faint, illegible text]*
- (-) *[Faint, illegible text]*
- (-) *[Faint, illegible text]*

2. PROPOSED GRANT UNDER THE A SHARE OPTION INCENTIVE SCHEME

A. Number of the underlying shares in respect of the Share Options under the Grant

Number of shares underlying the Share Options to be granted	5,947,858	A	0.28%
Number of shares underlying the Share Options to be exercised	2,146,893,254		

B. List of Participants and proposed distribution of interests to be granted

C. Exercise Price and basis of determination

(1) Exercise Price under the First Grant of Share Options

The exercise price of the share options granted to the participants under the First Grant of Share Options is **₹ 35.22**.

(2) Basis of determination of the Exercise Price under the First Grant of Share Options

The exercise price of the share options granted to the participants under the First Grant of Share Options is determined as follows:

(i) 80% of the average closing price of the shares of the Company listed on the stock exchange in the period of 30 days immediately preceding the date of grant of the share options, i.e., **₹ 35.22**.

(ii) 80% of the average closing price of the shares of the Company listed on the stock exchange in the period of 120 days immediately preceding the date of grant of the share options, i.e., **₹ 27.92**.

(3) Basis of determination of the Exercise Price of the Reserved Share Options

The exercise price of the reserved share options is **₹ 35.22**.

3. MECHANISM FOR SPECIFIC OCCURRENCES TO THE COMPANY OR THE PARTICIPANTS UNDER THE A SHARE OPTION INCENTIVE SCHEME

A. Mechanism for occurrences of the Company

(1) In the event of any specific occurrence to the Company, the exercise price of the share options granted to the participants under the A Share Option Incentive Scheme shall be determined as follows:

(i) In the event of a specific occurrence to the Company, the exercise price of the share options granted to the participants under the A Share Option Incentive Scheme shall be determined as follows:

(ii) In the event of a specific occurrence to the Company, the exercise price of the share options granted to the participants under the A Share Option Incentive Scheme shall be determined as follows:

(iii) In the event of a specific occurrence to the Company, the exercise price of the share options granted to the participants under the A Share Option Incentive Scheme shall be determined as follows: **₹ 36**.

(-) $\int_{\partial V} \mathbf{F} \cdot d\mathbf{A} = \int_V \mathbf{F} \cdot \mathbf{k} \, dV$;

(-) $\int_{\partial V} \mathbf{F} \cdot d\mathbf{A} = \int_V \mathbf{F} \cdot \mathbf{k} \, dV$.

(2) $\int_{\partial V} \mathbf{F} \cdot d\mathbf{A} = \int_V \mathbf{F} \cdot \mathbf{k} \, dV$, where \mathbf{k} is the unit vector in the direction of the z-axis.

(3) $\int_{\partial V} \mathbf{F} \cdot d\mathbf{A} = \int_V \mathbf{F} \cdot \mathbf{k} \, dV$, where \mathbf{k} is the unit vector in the direction of the z-axis.

(4) $\int_{\partial V} \mathbf{F} \cdot d\mathbf{A} = \int_V \mathbf{F} \cdot \mathbf{k} \, dV$, where \mathbf{k} is the unit vector in the direction of the z-axis.

where \mathbf{k} is the unit vector in the direction of the z-axis, and \mathbf{F} is the vector field. The volume V is bounded by the surface ∂V .

B. Mechanism for occurrences of the Participants

(1) *Change of position of Participants*

(-) $\int_{\partial V} \mathbf{F} \cdot d\mathbf{A} = \int_V \mathbf{F} \cdot \mathbf{k} \, dV$, where \mathbf{k} is the unit vector in the direction of the z-axis.

(-) $\int_{\partial V} \mathbf{F} \cdot d\mathbf{A} = \int_V \mathbf{F} \cdot \mathbf{k} \, dV$, where \mathbf{k} is the unit vector in the direction of the z-axis.

(-) $\int_{\partial V} \mathbf{F} \cdot d\mathbf{A} = \int_V \mathbf{F} \cdot \mathbf{k} \, dV$, where \mathbf{k} is the unit vector in the direction of the z-axis.

(2) Resignation of the Participant

... ..
... ..
... ..
... ..

(3) Retirement of the Participant

... ..
... ..
... ..
... ..

(4) Resignation of the Participant due to incapacity in working

()
... ..
... ..
... ..
... ..
... ..
... ..
... ..

(-)
... ..
... ..
... ..

(5) Death of Participants

()
... ..
... ..
... ..
... ..
... ..
... ..
... ..

4. ACCOUNTING TREATMENTS METHOD AND THE MEASUREMENT OF PERFORMANCE IMPACT

A. Accounting treatment method

(1) Date of Grant

.....
..... k-
.....

(2) Vesting Period

.....
.....
.....

(3) Accounting treatment after the Exercise Date

.....

(4) Exercise Date

.....
..... ;
.....

(5) Fair value and determination of the Share Options

..... A
..... 11- (《企業會計準則第11號 股份支付》)
A 22
..... (《企業會計準則第22號 金融工具確認和計量》),
..... k- (.....)
..... k
17 April 2021 (.....),
..... :

() : ¥ 42.89 (..... 17 April 2021)

5. IMPLICATIONS UNDER THE LISTING RULES

A
L 14A.92(3)() L 14A
A

6. WAIVERS FROM STRICT COMPLIANCE WITH THE LISTING RULES

A A 17
L
H L k
17.03 L

(1) Waiver from strict compliance with Note (1) to Rule 17.03(9) of the Listing Rules regarding the basis of determination of the Exercise Price

(1) 17.03(9) L ()
(-)
H
A
A
A 20/60/120
A

... A ...
... H ... k ...
(1) ... 17.03(9) ... L ...

... A ...
... U ...

(2) Waiver from strict compliance with Rule 17.03(13) of the Listing Rules regarding the adjustment of Exercise Price in the event of dividend distribution

... 17.03(13) ... L ...

... H ... k ...
... 17.03(13) ... L : () ...
... ; () ...
... A ... 5,947,858, ...
... 0.28% ... 0.35% ...
... A ...
... A ...
... 0.25 ... A ... ; () ... A ...
... H ...
... k ... A ... H ...
... H ... A ...
... H ...

7. THE SHAREHOLDERS' GENERAL MEETING

DEFINITIONS

A () - () (k : 601865)

A (《上市公司股權激勵管理辦法》) L

A A

福萊特玻璃集團股份有限公司(), L, H A k

L

() L

L

() ()

_____ () _____ A _____ () _____ H _____ () _____

_____ k _____

_____ L _____ k _____ L _____

_____ k _____ k _____

_____ k _____ H _____ k _____ H _____ L _____

_____ () _____ () _____

_____ % _____

Flat Glass Group Co., Ltd.
Ruan Hongliang

17 April 2021

A _____ H _____

* _____