



ital Co., Ltd.

Before Amendments	After Amendments
<p>(-) f</p> <p><input checked="" type="checkbox"/> f 2018 2021,</p>	

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 the clarity and transparency of the terms and conditions, and to ensure that the scheme remains competitive and attractive to participants. The amendments are expected to bring the scheme in line with industry standards and to provide a more robust framework for the award and vesting of equity incentives. This will help to attract and retain top talent by offering a more structured and predictable incentive program. Additionally, the amendments aim to streamline the administrative processes associated with the scheme, reducing the burden on both the company and its participants. By addressing these issues, the company expects to see increased participation in the scheme and to achieve its long-term strategic goals more effectively.

f