Flat Glass Group Co., Ltd.
Terms of Reference of the
Remuneration Committee of the Board of Directors

Chapter 1 General Provisions

Article 1 n ord r o f r e h o nd e of r on nd on n g n for d or (D or) nd n or n g n of F ro Co., d (n f r d o Co n or Co n) h r n - n e n of D or nd n or n g n nd Co n ' go rn ne r . Co n h e r on o of o rd of d or (Bo rd) (n f r d o e r on Co) nd for d e n on r n ord ne h Co n of e o ' e of C h n (n f r d o Co n 0 /odof 9

Article 7 [illegible] of office of [illegible] Company shall [illegible] of the Board. A [illegible] of [illegible] Company [illegible] [illegible] [illegible]

(2) [illegible] for [illegible] on or [illegible] ng [illegible] of [illegible] h [illegible] ne [illegible] n e [illegible], [illegible] oe [illegible] h [illegible] o [illegible] r h [illegible] n, ne [illegible] gr ne [illegible] d o n [illegible] r [illegible] n nd [illegible] ond on for e [illegible] e [illegible] r [illegible] e [illegible] of r g h ;

(3) [illegible] h [illegible] h o d ng [illegible] n rr ng [illegible] d D [illegible] [illegible] or nd e [illegible] n or [illegible] n g [illegible] n n [illegible] ro [illegible] oe [illegible] d [illegible] n-off of d re [illegible] ;

(4) oe [illegible] re [illegible] ng [illegible] [illegible] c [illegible] n on of [illegible] [illegible] r on e [illegible] of [illegible] Co [illegible] n ;

(5) [illegible] e [illegible] ng nd [illegible] ro ng [illegible] [illegible] n g [illegible] n ' [illegible] ro [illegible] o on [illegible] [illegible] r on e [illegible] d on [illegible] [illegible] or [illegible] or e go nd o e [illegible] e e [illegible] Bo rd;

(6) [illegible] ng [illegible] [illegible] nd on o [illegible] Bo rd for [illegible] [illegible] r on [illegible] [illegible] g of nd d e [illegible] e [illegible] e D [illegible] [illegible] or nd e [illegible] n or [illegible] n g [illegible] n , n [illegible] d ng e [illegible] f n nd, [illegible] n on r g h nd [illegible] [illegible] n on [illegible] [illegible] n (n [illegible] d ng n [illegible] [illegible] n on [illegible] e [illegible] for o or e [illegible] r [illegible] n on of [illegible] r off e [illegible] or [illegible] o n [illegible] n);

(7) [illegible] ng [illegible] [illegible] nd on o [illegible] Bo rd on [illegible] [illegible] r on of non e [illegible] e [illegible] D [illegible] [illegible] or ;

(8) [illegible] on e [illegible] r ng [illegible] [illegible] r on [illegible] [illegible] g, [illegible] [illegible] n , [illegible] [illegible] n of [illegible] on of [illegible] r [illegible] [illegible] n e [illegible] r [illegible] of o [illegible] r [illegible] o on h n [illegible] ro [illegible];

(9) [illegible] e [illegible] ng nd [illegible] ro ng [illegible] [illegible] n on [illegible] e [illegible] de [illegible] e [illegible] e [illegible] D [illegible] [illegible] or nd e [illegible] n or [illegible] n g [illegible] n for n o or e [illegible] r [illegible] n on of off e [illegible] or [illegible] o n [illegible] n , o [illegible] n [illegible] h [illegible] h [illegible] n on [illegible] n e [illegible] h [illegible] [illegible] n r [illegible] e [illegible] r [illegible] ; f [illegible] h [illegible] n on no [illegible] n e [illegible] h [illegible] [illegible] n r [illegible] e [illegible] r [illegible] [illegible] n r ng h [illegible] on e [illegible] nd [illegible] ro [illegible] r e [illegible] nd no e [illegible] e [illegible];

(10) [illegible] e [illegible] ng nd [illegible] ro ng [illegible] [illegible] n on rr ng [illegible] [illegible] n [illegible] ng o [illegible] d [illegible] or [illegible] [illegible] o of D [illegible] [illegible] or for [illegible] [illegible] nd [illegible] or [illegible] e [illegible], o [illegible] n [illegible] h [illegible] h rr ng [illegible] [illegible] n [illegible] [illegible] n e [illegible] h [illegible] [illegible] n r [illegible] e [illegible] r [illegible] ; f [illegible] h [illegible] n on no [illegible] n e [illegible] h [illegible] [illegible] n r [illegible] e [illegible] r [illegible] [illegible] n r ng h [illegible] on e [illegible] nd [illegible] ro [illegible] r e [illegible];

(11) e [illegible] n r ng h no D [illegible] [illegible] or or h [illegible] / [illegible] r [illegible] o [illegible] e [illegible] ([illegible] f [illegible] [illegible] d n [illegible] r [illegible] ng e [illegible] of [illegible] o [illegible] E [illegible] h ng [illegible]) n o e [illegible] d n [illegible] [illegible] [illegible] r [illegible] n on of h [illegible] / [illegible] r [illegible] [illegible] r on;

(12) n [illegible] [illegible] of n e [illegible] r e [illegible] g [illegible] [illegible] n o e [illegible] [illegible] n e [illegible] d n o e [illegible] e [illegible] n n [illegible] [illegible] e [illegible] r of [illegible] ro [illegible] nd d [illegible] [illegible] or or [illegible] ro [illegible] oe [illegible] d d [illegible] [illegible] or, o [illegible] e [illegible] nd [illegible] ro d [illegible] [illegible] [illegible] nd on o [illegible] h [illegible] [illegible] h o d [illegible] r of [illegible] Co [illegible] n (o [illegible] r h n h [illegible] [illegible] h o d [illegible] r( ) h o / [illegible] d [illegible] [illegible] or( ) h [illegible] e [illegible] r n [illegible] [illegible] [illegible] e [illegible] n e [illegible] r e [illegible] g [illegible] [illegible] [illegible] n nd [illegible] r [illegible] [illegible] [illegible] e [illegible] o [illegible] e [illegible]) o [illegible] [illegible] r [illegible] [illegible] e [illegible] r [illegible] of [illegible] e [illegible] r e [illegible] g [illegible] [illegible] [illegible] n [illegible] f r nd [illegible] [illegible] on e [illegible] nd [illegible] [illegible] r [illegible] e [illegible] r e [illegible] g [illegible] [illegible] [illegible] n [illegible] [illegible] n [illegible] [illegible] of [illegible] Co [illegible] n nd [illegible] h [illegible] [illegible] h o d [illegible] r h [illegible], nd o d e [illegible] h [illegible] [illegible] h o d [illegible] r on h o o [illegible];

(13) for ng, n g ng nd ro ng h ne n e for D or , r or nd n or n g n of Co n , nd e ng f on of r on , nd on for gr n nd nd on for r ng r g h nd r h ne n e ;

(14) o r e r h or d Bo rd or d , d n r e g on , r n r e , g or r e of e e Co n ' h e d, nd Ar e of A o on.

f Bo rd h no do d or f do d o nd on of e n r on Co e , h e o n on of e n r on Co e nd f on for no do ng n o on of Bo rd, nd d o e h e r.

Article 11 Bo rd h e n e d o e e n r on o e , n or h d e n e of h o r .

Article 12 e n r on o e nd n for D or of Co n ro o d e n r on Co e h e ro d Bo rd nd e d o g r ng for ro fo e n n on. e n r on d r on n for e n or n g n of Co n h e o d o Bo rd for ro .

Article 13 r for ne e n nd rd , ro d nd n e n e for D or for e d e n r on Co e h e o d o g r ng for ro fe r on r on Bo rd of Co n , nd r for ne e n nd rd , ro d nd n e n e for e n or n g n for e d e n r on Co e h e e n d fe r ro Bo rd of Co n .

Article 14 h ne n e for e d e n r on Co e h e ro d Bo rd nd g r ng of Co n , nd o d o Ch n e r e g or Co on for f ng ord ng o .

Article 15 e r of e n r on Co e h fo o e or nd n r on of D or nd n or n g n of Co n , nd n e r , r e e on h D or nd n or n g n of Co n o r or , nd h n e r h e on .

Article 16 e r of e n r on Co e h ond e r e e on r e d on- ng ro d for n r on of D or nd n or n g n o ng h r e , d on on gro nd nd n ne of Co n nd h o r nd r e on d o d n nn or on n r on of D or nd n or n g n on n h , nd e e e or nd o Bo rd.

Article 17 e n r on Co e h h e r g h o ro o o Bo rd. e n r on Co e h ro o or or for e o on , g on or o nd on ng nd o Bo rd for on r on.

[illegible]

Chapter 4 Procedures of Decision-making

Article 1

Chapter 5 Procedural Rules

Article 20 [illegible] on Co[illegible] [illegible] h [illegible] [illegible] [illegible] ng [illegible] nn [illegible] nd h no f [illegible] [illegible] d [illegible] r or o [illegible] [illegible] ng. [illegible] ng h [illegible] h [illegible] d [illegible] h r[illegible] n of [illegible] [illegible] on Co[illegible] [illegible]. [illegible] [illegible] h r[illegible] n of [illegible] [illegible] on Co[illegible] [illegible] n [illegible] o [illegible]nd, [illegible]/ [illegible] [illegible] hor [illegible] no [illegible] r [illegible]nd[illegible]n [illegible] [illegible] d [illegible] or [illegible] [illegible] o [illegible] d [illegible] oer [illegible] [illegible] ng.

Article 21 [illegible] ng of [illegible] [illegible] on Co[illegible] [illegible] on [illegible] [illegible] on [illegible] [illegible] [illegible] h [illegible] [illegible] of [illegible] h n o- h rd of [illegible] [illegible] . E [illegible] h [illegible] [illegible] h h [illegible] [illegible] [illegible]. [illegible] o on of [illegible] [illegible] ng h [illegible] [illegible] [illegible] h n [illegible] h f of [illegible] [illegible] [illegible] of [illegible] [illegible] [illegible] o ng n f or.

Article 22 [illegible] [illegible] of [illegible] [illegible] on Co[illegible] [illegible] h [illegible] [illegible] ng n [illegible] on [illegible] [illegible] o [illegible] n on on [illegible] [illegible] [illegible] on [illegible]. n [illegible] [illegible] h [illegible] [illegible] n [illegible] o [illegible] [illegible] ng n [illegible] on for n [illegible] on, [illegible] [illegible] [illegible] [illegible] [illegible] o [illegible] of [illegible] g[illegible] h [illegible] or [illegible] [illegible] nd [illegible] o n no [illegible] [illegible] [illegible] o [illegible] [illegible] ng [illegible] [illegible] o [illegible] n on on h /[illegible] [illegible] h f. f n [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] or [illegible] [illegible] [illegible] n [illegible] o [illegible] [illegible] ng for n [illegible] on, [illegible]/ [illegible] h [illegible] [illegible] [illegible] [illegible] ng [illegible] [illegible] n d [illegible] o for [illegible] [illegible] [illegible] d [illegible], [illegible] o n no [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] or [illegible] [illegible] [illegible] o [illegible] [illegible] on h /[illegible] [illegible] h f. E [illegible] h [illegible] [illegible] [illegible] o d [illegible] [illegible] n r [illegible] [illegible] no [illegible] [illegible] h n o[illegible] [illegible] [illegible] [illegible] o[illegible] [illegible]. [illegible] [illegible] o [illegible] of [illegible] [illegible] h [illegible] [illegible] f [illegible] [illegible] [illegible] nd d r on of [illegible] or on.

Article 23 [illegible] [illegible] ng of [illegible] [illegible] on Co[illegible] [illegible] h [illegible] [illegible] [illegible] h[illegible] of h nd or [illegible] o or [illegible] o [illegible] r o ng [illegible] [illegible] h od[illegible] [illegible] ogn [illegible] [illegible] d [illegible] [illegible] g or [illegible] h or (e[illegible]) of [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] h [illegible] [illegible] of [illegible] Co[illegible] [illegible] n [illegible] [illegible] d. [illegible] [illegible] ng h [illegible] [illegible] [illegible] on [illegible] n [illegible] r n [illegible] [illegible]. ro [illegible] d h [illegible] D [illegible] [illegible] or [illegible] n f [illegible] [illegible] [illegible] [illegible] r o [illegible] n on [illegible] [illegible] ng , [illegible] h [illegible] [illegible] ng [illegible] n [illegible] [illegible] d [illegible] [illegible] n of d[illegible] o,[illegible] [illegible] [illegible] h [illegible] [illegible], or o [illegible] [illegible] r [illegible] [illegible] h od [illegible] [illegible] n [illegible] [illegible] r .

Article 24 [illegible] D [illegible] [illegible] or , [illegible] [illegible] or nd o [illegible] [illegible] r [illegible] [illegible] [illegible] or [illegible] [illegible] n g[illegible] [illegible] [illegible] n of [illegible] Co[illegible] [illegible] n [illegible] [illegible] [illegible] n [illegible] d o [illegible] [illegible] nd [illegible] [illegible] ng of [illegible] [illegible] [illegible] [illegible] on Co[illegible] [illegible] [illegible], [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] r .

Article 25 [illegible] [illegible] [illegible] [illegible] [illegible] r , [illegible] [illegible] [illegible] [illegible] on Co[illegible] [illegible] [illegible] [illegible] [illegible] [illegible] [

Chapter 6 Supplementary Provisions

Article 29 An [illegible] n [illegible] r [illegible] or n [illegible] on [illegible] n [illegible] h [illegible] n [illegible], [illegible] n r [illegible] g [illegible] on, nor [illegible] do [illegible] n, [illegible] g [illegible] or r [illegible] of [illegible] [illegible] [illegible] Co [illegible] n' h [illegible] nd [illegible] Ar [illegible] of A o [illegible] on, [illegible] n [illegible], [illegible] n r [illegible] g [illegible] on, nor [illegible] do [illegible] n, [illegible] g [illegible] or r [illegible] of [illegible] [illegible] [illegible] Co [illegible] n' h [illegible] nd [illegible] Ar [illegible] of A o [illegible] on h [illegible] f r [illegible].

Article 30 [illegible] r [illegible] oe [illegible] nd [illegible] r [illegible] r [illegible] n [illegible], h [illegible] d ng [illegible].

Article 31 [illegible] Bo rd of [illegible] Co [illegible] n [illegible] on [illegible] for [illegible] ng [illegible] r [illegible]. [illegible] r [illegible] [illegible] nd [illegible] roe [illegible] d [illegible] Bo rd, n [illegible] d ng [illegible] on [illegible] on.

Article 32 f [illegible] n n [illegible] on [illegible] n [illegible] [illegible] n [illegible] Eng h nd C h [illegible] r on of [illegible] r [illegible], [illegible] C h [illegible] r on h [illegible].