

Chailease Holding Company Limited

Stock Ownership Guidelines

Confidential Document of Chailease Holding Company
Approved by the Board of Directors on November 12th, 2021
The amendments approved by the Board of Directors on November 10th, 2023

In order to encourage Officers own and hold shares of the company, Chailease Holding Company (“Chailease”) expects their performance of duties can be linked to Chailease’s long-term performance, and further align their actions and interests with the interest of Chailease’s shareholders. Chailease’s Board of Directors (“BoD”) has established this Stock Ownership Guidelines (“Guidelines”) to further promote Chailease’s commitment to sound corporate governance and protect shareholders’ benefits.

1. Covered Individuals

- (1) CEO of the company.
- (2) Important Functional Officer contains the following positions, and whose title is Executive Vice President and above:
Important Regional Operating Officer, Finance and Accounting Officer, Internal Audit Officer, Corporate Governance Officer, Chief Strategy Officer, Chief Human Resource Officer, Risk Management Officer, Information Technology Officer, and Chief Information Security Officer.

Note : If there is any modification or adjustment to the above-mentioned Covered Individuals, it shall be authorized to the Chairman of Chailease to process after approval.

2. Minimum standard number of stock ownership

- (1) Covered Individuals under the Guidelines are expected to own and hold a standard number of Chailease’s shares. Stock ownership levels should be achieved by each Covered Individuals within the later of:
 - a. Three years of adoption of this Guidelines and/or subsequent amendment thereto, or
 - b. Three years after being first included as a Covered Individual.
- (2) Minimum standard number of stock ownership:

The standard number of shareholding for Chailease Officers at the end of each year are based to the principle that no less than a specific multiple of their annual base salary (monthly base salary × 12) converted into that year:

Covered Individuals	Minimum number of stock ownership criteria
CEO	5 times annual base salary
Important Functional Officer	1 times annual base salary

3. The Calculation of standard number of stock ownership

Standard number of stock ownership that count toward satisfaction of applicable level under the Guidelines include the following:

- (1) Common stocks and preferred shares owned outright by the Covered Individual, and those held by his/her spouse, minor children, and held under the name of third parties (according to Securities and Exchange Act Enforcement Rules Article

- 2);
- (2) Unvested restricted stocks for employees; and
- (3) Vested stock option

Once a Covered Individual's stock ownership satisfies the applicable level under the Guidelines, such minimum standard number of stock ownership is expected to be maintained for as long as the Covered Individual is subject to the Guidelines.

4. The following measures that do not meet the minimum standard number of stock ownership criteria

If a Covered Individual fails to comply with the Guidelines, BoD may take any one or more of the following actions:

- (1) Require a Covered Individual to acquire Chailease's common stocks no less than a specified percentage of variable compensation obtained from Chailease and its subsidiaries in the year; or
- (2) Pay future variable compensation on form of stock reward, including but not limited to Chailease's common stocks, employee stock ownership trust, restricted stocks for employees and Chailease's stock option; or
- (3) To the extent permitted by applicable law, retain a Covered Individual's variable compensation obtained from Chailease and its subsidiaries, until his/her minimum standard number of stock ownership satisfies the applicable level under the Guidelines.

The term "variable compensation" shall mean any bonus or other performance-based compensation from Chailease and its' subsidiaries, which might include but not limited to incentive bonus, compensation distributed to employees according to Chailease's Companies Law, stock options and restricted stocks for employees.

Chailease will evaluate the ownership status of Covered Individuals on a periodic basis.

In case of a Covered Individual's personal financial needs, Chailease could determine the waiver of the stock ownership requirements until the financial needs no longer apply or such appropriate time as the Chairman of Chailease shall agree.

The interpretation of the Guidelines shall be determined by the Compensation Committee.

5. Adoption and Amendment

The Guidelines shall take effect after having been discussed and approved by BoD. Subsequent amendments thereto shall be effected in the same manner.