

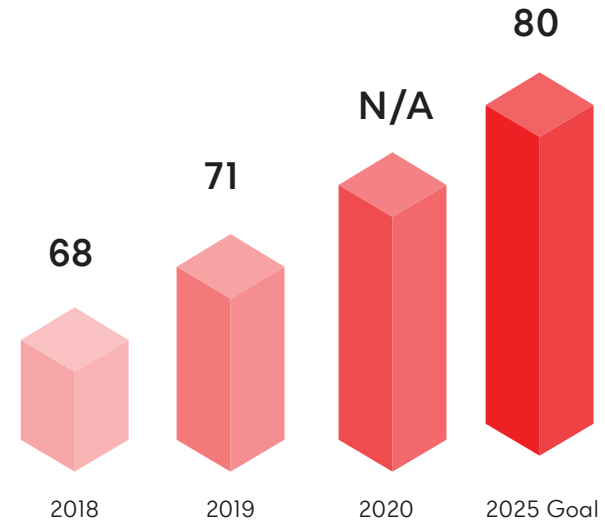
# Employee Joint Investment Program: EJIP

The joint investment program between employers and employees' objective is to provide compensation to employees in the form of the Company's shares to retain employees for the long term and encourage employees to consider the interests of the Company as a shareholder as well. The project will grant the right to purchase the Company's shares to employees participating in the project through investing 3-5% of their salaries in the Company's shares. Most importantly, the Company will be shareholders of the Company in all respects, which includes receiving dividends and earning excess profits from the sale of shares. This project is under consideration in 2020 and is expected to begin operations in March 2021.



In addition to the aforementioned projects, the Company also retains employees through projects such as the Click & Collect project, Line Store project, Workplace Live Star project, Central App Promote and Download project, Double Mega Sale project, Happy Friday project, and awarding programs, such as outstanding employees of the month. These projects are to create great engagement with employees and build a good relationship between employees. It also helps advertise for the Company's various sales incentive programs.

## Employee Engagement Score



## Turnover Rate

