

## DIRECTORS AND SENIOR MANAGEMENT

### OVERVIEW

Upon [REDACTED], our Board will comprise eight Directors, including four executive Directors, one non-executive Director and three independent non-executive Directors, namely:

Name	Age	Position	Date of joining our Group	Date of appointment as Director	Roles and responsibilities
Mr. Zhou Xinlin (周鑫林) . . . . .	46	Chairman of the Board and executive Director	December 1, 2023	September 17, 2025	Overall management, strategic planning and decision-making for key business and operational matters of our Group
Mr. Zhao Jianzhong (趙建忠) . . . . .	49	Executive Director and general manager	August 1, 1998	September 17, 2025	Overseeing daily operations and management of our Group, and responsible for R&D and innovation, quality control, production safety, overseas business development and management of subsidiaries
Mr. Tang Yuanming (唐遠明) . . . . .	44	Executive Director and vice general manager	December 26, 2000	September 17, 2025	Assisting the general manager in implementing the business decisions, and leading the general management department (綜合管理部), the legal affairs department (法律事務部) and the equipment management department (設備管理部) of our Group
Mr. Chen Jian (陳劍) . . . . .	42	Executive Director, chief financial officer and joint company secretary	December 18, 2017	September 17, 2025	Strategic planning and decision-making for key business and operational matters of our Group, overseeing the performance of the management, responsible for the overall management of the financial department, and providing board secretary services for the corporate governance affairs of our Group

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Name	Age	Position	Date of joining our Group	Date of appointment as Director	Roles and responsibilities
Mr. Lu Weifeng (盧偉鋒) . . . . .	46	Non-executive Director	July 19, 2018	September 17, 2025	Participating in the strategic planning and decision-making of the Group’s main business and operational matters, risk control and regulatory compliance affairs, and the review of the Group’s financial information
Mr. Gao Jianrong (高建榮) . . . . .	68	Independent non-executive Director	December 29, 2020	September 17, 2025	Providing independent advice on the operations and management of our Group
Mr. Jiang Yinhua (蔣胤華) . . . . .	59	Independent non-executive Director	December 29, 2020	September 17, 2025	Providing independent advice on the operations and management of our Group
Ms. Lu Aimin (魯愛民) . . . . .	61	Independent non-executive Director	December 29, 2020	September 17, 2025	Providing independent advice on the operations and management of our Group

### DIRECTORS

#### Executive Directors

**Mr. Zhou Xinlin (周鑫林)**, aged 46, is our executive Director and chairman of our Board. He was appointed as an executive Director and the chairman of our Board on September 17, 2025. He is primarily responsible for the overall management, strategic planning and decision-making for key business and operational matters of our Group.

Mr. Zhou joined our Group in December 2023 as an assistant to the general manager. From August 2024 to January 2026, Mr. Zhou served as the chairman of the board of Shenghua Yunfeng and currently serves as the sole director of Shenghua Yunfeng.

Prior to joining our Group, Mr. Zhou successively served at Shenghua Yunfeng’s former controlling shareholders, namely, Shenghua Group and Shenghua Holdings. In March 2003, Mr. Zhou joined at Shenghua Group as a staff in general affairs department and was then promoted to the deputy general manager of general affairs department (綜合部副總經理) in April 2008 and served until September 2016. In October 2016, Mr. Zhou joined at Shenghua Holdings as an assistant to the general manager of general affairs department (綜合部副總經理) and was then promoted to the assistant to the president (總裁助理) in January 2023 and served until December 2023. During the period, Mr. Zhou also worked at several subsidiaries of Shenghua Group and Shenghua Holdings, respectively. He served as an executive director

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and the general manager at Deqing Xiazhu Lake Resort Co., Ltd. (德清下渚湖度假村有限公司, now known as Deqing Xiazhu Lake Hotel Co., Ltd. (德清下渚湖酒店有限公司)) (“**Deqing Xiazhuhu**”), a directly wholly owned subsidiary of Shenghua Group, from March 2023 to October 2024. He also served as the chairman of the board and the general manager at Shenghua Real Estate Group Co., Ltd. (升華地產集團有限公司, formerly known as Zhejiang Shenghua Real Estate Development Co., Ltd. (浙江升華房地產開發有限公司)) (“**Shenghua Real Estate**”), a directly wholly owned subsidiary of Shenghua Holdings, from October 2020 to June 2024. Throughout his over 19 years of experience in Shenghua Yunfeng’s former controlling shareholders and their subsidiaries, Mr. Zhou has accumulated extensive experience in our Group.

Mr. Zhou obtained a diploma in economics and management (經濟管理專業) from Hubei University of Automotive Technology (湖北汽車工業學院) in the PRC in September 2007.

**Mr. Zhao Jianzhong (趙建忠)**, aged 49, is our executive Director and general manager. Mr. Zhao has been appointed as an executive Director of our Company since September 17, 2025. Mr. Zhao is primarily responsible for overseeing daily operations and management, R&D and innovation, quality control, production safety, overseas business development and management of subsidiaries.

Mr. Zhao joined our Group in August 1998. From April 2000 to May 2002, he worked at Moganshan Decoration, our indirect wholly owned subsidiary, as the purchasing general manager (採購主管). From May 2002 to January 2009, Mr. Zhao was appointed as the general manager at Deqing Yunli Decoration Materials Co., Ltd. (德清縣雲利裝飾材料有限公司), formerly being a directly wholly owned subsidiary of Shenghua Yunfeng and voluntarily dissolved in November 2013. Mr. Zhao has been appointed as a director of Shenghua Yunfeng from June 2005 to January 2026, primarily responsible for participating in decision-making for key business of Shenghua Yunfeng and overseeing the performance of its management. He then worked as a manager at the board materials department (板材事業部) of Shenghua Yunfeng. After that, Mr. Zhao served as the general manager at Zhejiang Shenghua Yunfeng Import and Export Co., Ltd. (浙江升華雲峰進出口有限公司), currently known as Zhejiang Yunfeng Moganshan Import and Export Co., Ltd. (浙江雲峰莫干山進出口有限公司), a directly non wholly-owned subsidiary of Shenghua Yunfeng, from March 2011 to November 2014. From November 2014, he worked as a vice general manager at Shenghua Yunfeng and has been promoted to the general manager since December 2017, mainly responsible for daily operational matters of Shenghua Yunfeng.

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Mr. Zhao obtained a bachelor’s degree in business administration from China University of Information Engineering (中國信息大學) in the PRC in July 2016. He then obtained the qualification of senior economist (高級經濟師) issued by Department of Human Resources and Social Security of Zhejiang Province (浙江省人力資源和社會保障廳) in the PRC in January 2021. Furthermore, Mr. Zhao obtained the certificate of light chemical engineering (輕紡工程) issued by Huzhou Municipal Human Resources and Social Security Bureau (湖州市人力資源和社會保障局) in the PRC in December 2014.

Mr. Zhao has also obtained various awards throughout his career. He was appointed as the world flooring industry business summit leader in 2019 (2019年世界地板業工商峰會領袖人物) by world flooring industry summit organizing committee (世界地板業工商峰會組委會) and China forestry industry magazine (中國林業產業雜誌) in September 2019 in the PRC. Mr. Zhao was also awarded the CTO think tank expert (CTO 智庫專家) issued by the real estate and property committee of China capital construction optimization research association (中國基本建設優化研究會房地產和物業委員會) and the chief engineer’s home of Zhongbo Jingdian architectural science research institute (中博精典建築科學研究院總工之家) in January 2020. In the same year, Mr. Zhao was named as the Baiqiwanyi outstanding person (百企萬億傑出人物) issued by the China Building Decoration Industry Association (中國建築裝飾行業協會). In 2021, Mr. Zhao was awarded the second prize of the Liangxi Forestry Science and Technology Award for Scientific and Technological Progress (梁希林業科學技術獎科技進步獎二等獎).

**Mr. Tang Yuanming (唐遠明)**, aged 44, is our executive Director and vice general manager. Mr. Tang has been appointed as an executive Director of our Company since September 17, 2025. Mr. Tang is primarily responsible for assisting the general manager in implementing the business decisions and he is also in charge of the general management department (綜合管理部), the legal affairs department (法律事務部) and the equipment management department (設備管理部) of the Group.

Mr. Tang joined our Group in December 2000 as an enterprise management clerk (企管科員) at Moganshan Decoration, our indirect wholly owned subsidiary. After that, he worked at Shenghua Yunfeng as the planning department manager and supervision department manager (企劃部經理兼監察部經理) from January 2003 to December 2007 and then was promoted to the assistant to the general manager in December 2007 and served until September 2008. From July 2010 to March 2016, Mr. Tang successively served as a deputy general manager and the general manager at Moganshan Marketing, our indirect wholly owned subsidiary. From April 2014 to January 2026, Mr. Tang served as a director at Shenghua Yunfeng. Later, Mr. Tang served as an executive director and the general manager at Moganshan Furniture, our indirect wholly owned subsidiary from April 2016 to March 2020. Since March 2020, Mr. Tang has served as a vice general manager at Shenghua Yunfeng, mainly responsible for its general management department (綜合管理部), legal affairs department (法律事務部) and equipment management department (設備管理部). Meanwhile, Mr. Tang has served as a director and the

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general manager at Zhejiang Yunfeng Moganshan Decoration Engineering Co., Ltd. (浙江雲峰莫干山裝飾工程有限公司), currently known as Zhejiang Yunfeng Moganshan Flooring Trading Co., Ltd. (浙江雲峰莫干山地板商貿有限公司), our indirect wholly owned subsidiary, since April 2020.

Mr. Tang graduated from Lanzhou University (蘭州大學) in the PRC with a major in business administration in January 2024. Mr. Tang was obtained the qualification of senior engineer (高級工程師) issued by Zhejiang Provincial Department of Human Resources and Social Security (浙江省人力資源和社會保障廳) in January 2023.

**Mr. Chen Jian (陳劍)**, aged 42, is our executive Director, chief financial officer and joint company secretary. Mr. Chen has been appointed as an executive Director of our Company since September 17, 2025. Mr. Chen is primarily responsible for strategic planning and decision-making for key business and operational matters of our Group and overseeing the performance of the management. He is also responsible for the overall management of the financial department, and providing board secretary services for the corporate governance affairs of our Group.

Mr. Chen joined our Group in December 2017 and served as a director of Shenghua Yunfeng from December 2017 to January 2026. Later, he has been appointed as the chief financial officer and an assistant of the general manager of Shenghua Yunfeng since January 2018. Since November 2019, Mr. Chen has served as a director at Moganshan Flooring, a directly wholly owned subsidiary of Shenghua Yunfeng. After that, he served as the secretary of the board at Shenghua Yunfeng from March 2020 to January 2026.

Prior to joining our Group, Mr. Chen successively served at Shenghua Group as (i) a financial specialist (財務專員) from July 2005 to May 2006 and (ii) the general manager of the audit and supervision department (審計監察部總經理) from October 2012 to December 2017. From May 2006 and September 2012, he successively served as a deputy manager of the finance department (財務部副經理) and financial manager (財務經理) at Zhejiang Shenghua Strong Magnetic Materials Co., Ltd. (浙江升華強磁材料有限公司), currently known as Zhejiang Longhua Tree Furniture Co., Ltd. (浙江龍華樹家具有限公司).

Mr. Chen obtained a bachelor’s degree in finance from University of Science and Technology of China (中國科學技術大學) in the PRC in July 2005.

### **Non-executive Director**

**Mr. Lu Weifeng (盧偉鋒)**, aged 46, is our non-executive Director. Mr. Lu has been appointed as an executive Director of our Company since September 17, 2025 and was redesignated as our non-executive Director on January 6, 2026. Mr. Lu participates in the strategic planning and decision-making of the Group’s main business and operational matters, risk control and regulatory compliance affairs, and the review of the Group’s financial information.

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Mr. Lu joined our Group in July 2018. He served as a director of Shenghua Yunfeng from July 2018 to January 2026. He also served as a deputy general manager of Shenghua Yunfeng from November 2021 to April 2022, responsible for the legal affairs department (法律事務部), the information technology department (信息技術部) and the project investment and development department (項目投資發展部).

Prior to joining our Group, Mr. Lu successively served at Shenghua Group, Shenghua Holdings and subsidiaries of Shenghua Holdings. From July 1999 to May 2019, Mr. Lu worked as a staff of strategic investment department (戰略投資部職員), a deputy general manager and the general manager at Shenghua Group. From June 2019 to December 2022, Mr. Lu served as an assistant to the president (總裁助理) and a vice president (副總裁) at Shenghua Holdings. From March 2020 to April 2023, he served as an independent director at Hangzhou Todaytec Digital Co., Ltd. (杭州天地數碼科技股份有限公司, a company listed on the Shenzhen Stock Exchange (stock code: 300743)). From January 2023 to August 2023, he served as the chairman of the board at Zhejiang Huayuan Pigment Co., Ltd. (浙江華源顏料股份有限公司), currently known as Zhejiang Huayuan New Material Co., Ltd. (浙江華源應用新材料股份有限公司) and a directly non wholly-owned subsidiary of Shenghua Holdings. In July 2023, he was promoted to the vice president (副總裁) at Shenghua Holdings and served until April 2025. After that, Mr. Lu has been appointed as the chairman of the board of Zhejiang Deqing Shenghua Linhang Logistics Co., Ltd. (浙江德清升華臨杭物流有限公司), a directly non wholly-owned subsidiary of Shenghua Holdings, since June 2025.

Mr. Lu obtained a bachelor’s degree in public utility management (公共事業管理) from Chongqing University (重慶大學) in the PRC in July 2010.

### Independent Non-executive Directors

**Mr. Gao Jianrong (高建榮)**, aged 68, is our independent non-executive Director. Mr. Gao joined our Group in December 2020 as an independent director of Shenghua Yunfeng, and then he has been appointed as an independent non-executive Director of our Company since September 17, 2025. Mr. Gao is primarily responsible for providing independent advice on the operations and management of our Group.

Outside our Group, Mr. Gao served as the chairman of the board at Zhejiang University of Technology Shangyu Research Institute Co., Ltd. (浙江工業大學上虞研究院有限公司) from March 2016 to June 2018. From May 2012 to May 2018, he then served as an independent director in Zhejiang Jihua Group Co., Ltd. (浙江吉華集團股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 603980).

Mr. Gao obtained a doctoral’s degree in fine chemical engineering (精細化工專業) from Dalian University of Technology (大連理工大學) in the PRC in August 1997.

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**Mr. Jiang Yinhua (蔣胤華)**, aged 59, is our independent non-executive Director. Mr. Jiang joined our Group in December 2020 as an independent director of Shenghua Yunfeng, and then he has been appointed as an independent non-executive Director of our Company since September 17, 2025. Mr. Jiang is primarily responsible for providing independent advice on the operations and management of our Group.

Outside our Group, Mr. Jiang served as an independent director at Hangzhou Newgrand Technology Co., Ltd. (杭州新中大科技股份有限公司), a company previously listed on the National Equities Exchange and Quotations (stock code: 870650) and delisted in 2020, since December 2021. Prior to that, from July 1987 to July 1996, Mr. Jiang worked as the partner and assistant to the director (主任助理) of Zhejiang Xingyun Law Firm (浙江星韻律師事務所). From July 1996 to July 2008, he then worked as the partner and director (主任) of Zhejiang Jiuyou Law Firm (浙江九曜律師事務所). From July 2008 to November 2017, Mr. Jiang worked as a senior partner and the executive director of the Hangzhou branch (杭州分所執行主任) of Dacheng Law Offices (北京大成律師事務所). From December 2022 to July 2024, he worked as an independent director at Zhejiang Jiali Technology Co., Ltd. (浙江佳力科技股份有限公司), a company listed on National Equities Exchange and Quotations (stock code: 831074). From November 2022 to November 2025, he worked as an independent director at Zhejiang Weihua New Material Co., Ltd. (浙江巍華新材料股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 603310).

Mr. Jiang obtained his bachelor’s degree of law from East China University of Political Science and Law (華東政法大學) in the PRC in July 1987. Mr. Jiang obtained the qualification of PRC lawyer.

**Ms. Lu Aimin (魯愛民)**, aged 61, is our independent non-executive Director. Ms. Lu joined our Group in December 2020 as an independent director of Shenghua Yunfeng, and then she has been appointed as an independent non-executive Director of our Company since September 17, 2025. Ms. Lu is primarily responsible for providing independent advice on the operations and management of our Group.

Outside our Group, Ms. Lu has concurrently worked as a lecturer at Zhejiang University of Technology (浙江工業大學) since June 1993. Ms. Lu has been serving as an independent director at Hangzhou Seck Intelligent Technology Co., Ltd. (杭州山科智能科技股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300897), since May 2021, where she also serves as the chairperson of the audit committee. From May 2019 to May 2022, she worked as an independent director at ZheJiang DongRi Company Limited (浙江東日股份有限公司) (“Zhejiang Dongri”), a company listed on the Shanghai Stock Exchange (stock code: 600113).

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### SENIOR MANAGEMENT

Our senior management team is responsible for the day-to-day management and operation of our business. The following table sets forth information about members of our senior management.

Name	Age	Position	Date of joining our Group	Date of appointment as senior management	Roles and responsibilities
Mr. Zhou Xinlin (周鑫林) . . . . .	46	Chairman of the Board and executive Director	December 1, 2023	August 15, 2024	Overall management, strategic planning and decision-making for key business and operational matters of our Group
Mr. Zhao Jianzhong (趙建忠) . . . . .	49	Executive Director and general manager	August 1, 1998	December 18, 2017	Overseeing daily operations and management of our Group, and responsible for R&D and innovation, quality control, production safety, overseas business development and management of subsidiaries
Mr. Tang Yuanming (唐遠明) . . . . .	44	Executive Director and vice general manager	December 26, 2000	March 27, 2020	Assisting the general manager in implementing the business decisions, and leading the general management department (綜合管理部), the legal affairs department (法律事務部) and the equipment management department (設備管理部) of our Group
Mr. Chen Jian (陳劍) . . . . .	42	Executive Director, chief financial officer and joint company secretary	December 18, 2017	January 1, 2018	Participating in the strategic planning and decision-making of the Group’s main business and operational matters, risk control and regulatory compliance affairs, and the review of the Group’s financial information

Mr. Zhou Xinlin, Mr. Zhao Jianzhong, Mr. Tang Yuanming and Mr. Chen Jian, our executive Directors, are also members of our senior management. For their biographical details, see “— Directors — Executive Directors” in this section.

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### JOINT COMPANY SECRETARIES

**Mr. Chen Jian (陳劍)**, our executive Director and chief financial officer, was appointed as one of our joint company secretaries on January 14, 2026. For the biographical details of Mr. Chen, see “— Directors — Executive Directors” in this section.

**Ms. Lam Mei Fun (林美芬)**, was appointed as one of our joint company secretaries on January 14, 2026. Ms. Lam is an assistant manager of Company Secretarial Services of Tricor Services Limited, having over 10 years of experience in corporate secretarial fields. She has been providing professional corporate services to Hong Kong listed companies, private and offshore companies.

Ms. Lam is a chartered secretary, a chartered governance professional and an associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom. Ms. Lam obtained a bachelor of arts degree in contemporary English studies from Lingnan University (嶺南大學) in 2011.

### CONFIRMATIONS FROM OUR DIRECTORS

#### Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on January 12, 2026, and (ii) understands his or her obligations as a director of a [REDACTED] under the Listing Rules.

#### Rule 3.13 of the Listing Rules

Each of the independent non-executive Directors confirms (i) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) that he or she has no past or present financial or other interest in the business of our Company or its subsidiaries or any connection with any core connected person of our Company, and (iii) that there are no other factors that may affect his or her independence at the time of his or her appointments.

#### Rule 8.10 of the Listing Rules

Each of our Directors confirms that he or she does not have any interest in a business apart from the business of our Group which competes or is likely to compete, whether directly or indirectly, with our business, which would require disclosure under Rule 8.10 of the Listing Rules.

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### Rule 13.51(2) of the Listing Rules

On March 21, 2025, the Shanghai Stock Exchange issued a regulatory warning to Shenghua Yunfeng, Mr. Zhao Jianzhong (趙建忠) (as director and general manager of Shenghua Yunfeng) and Mr. Chen Jian (陳劍) (as director, chief financial officer, and secretary of the board of directors Shenghua Yunfeng), related to breaches of relevant regulations in relation to information disclosure in the PRC, namely, (i) failure to disclose a common control relationship of a distributor and an OEM Partner, as the company could not identify the relevant common control relationship through public searches or similar means; and (ii) inconsistency between the R&D internal control practices and disclosures, due to an insufficient understanding of the relevant rules and regulations of our Group’s internal control personnel. The Company has implemented rectification measures including, among others, enhancement of internal control practices, establish R&D materials requisition-related ledgers, and reinforcement of staff members’ understanding of the relevant rules and regulations.

In June 2021, Ms. Lu Aimin, our independent non-executive director, received a regulatory warning from the Shanghai Stock Exchange in her capacity as a then independent director and the then convener of the audit committee of Zhejiang Dongri. According to the regulatory warning, Zhejiang Dongri’s net profit attributable to shareholders for 2020 declined by more than 50% year over year as disclosed in Zhejiang Dongri’s 2020 annual report published in April 2021 due to the recognition in current-period profit or loss of changes in the fair value of the Company’s minority equity holdings in Wenzhou Bank Co., Ltd., meeting the relevant threshold under the listing rules of the Shanghai Stock Exchange for publishing an annual performance forecast within one month after the end of the financial year, i.e. by the end of January 2021; however, Zhejiang Dongri did not disclose such a forecast within the stipulated time. The Shanghai Stock Exchange considered that the non-disclosure failed to provide the market with advance notice of the risk of a performance downturn, in violation of applicable regulatory requirements. In this connection, the Shanghai Stock Exchange issued a regulatory warning to Zhejiang Dongri and the responsible personnel, including Ms. Lu, in light of her supervisory responsibilities over financial and accounting matters as the then convener of the audit committee.

Notwithstanding the regulatory warning, our Directors (excluding Mr. Zhao Jianzhong, Mr. Chen Jian and Ms. Lu Aimin) are of the view that Mr. Zhao Jianzhong, Mr. Chen Jian and Ms. Lu Aimin are suitable to act as Directors of our Company pursuant to Rules 3.08 and 3.09 of the Listing Rules, having regard to the following reasons:

- (a) each of Mr. Zhao Jianzhong, Mr. Chen Jian and Ms. Lu Aimin confirms that (i) the above incidents were not due to fraud or personal dishonesty, nor did the regulatory decisions cast doubt on their qualifications, and (ii) as of the Latest Practicable Date, there has not been any correspondence with Mr. Zhao Jianzhong, Mr. Chen Jian or Ms. Lu Aimin from or by the Shanghai Stock Exchange and/or the CSRC in relation to the above incidents;
- (b) as advised by our PRC Legal Advisors, the regulatory warning is self-supervisory measure implemented by the Shanghai Stock Exchange and does not constitute administrative penalty and is not regarded as a material non-compliance, and as of the Latest Practicable Date, Mr. Zhao Jianzhong, Mr. Chen Jian and Ms. Lu Aimin

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did not receive any administrative penalty due to the regulatory warning and there has not been any further regulatory request to or action against Mr. Zhao Jianzhong, Mr. Chen Jian or Ms. Lu Aimin from or by the Shanghai Stock Exchange and/or the CSRC;

- (c) as of the Latest Practicable Date, Mr. Zhao Jianzhong, Mr. Chen Jian and Ms. Lu Aimin were not subject to any administrative penalty by the CSRC due to the regulatory warning. Based on information available, as of the Latest Practicable Date, there has not been any rulings made by the competent authorities that affect Mr. Zhao Jianzhong, Mr. Chen Jian and Ms. Lu Aimin’s suitability or qualification to act as the Director of our Company; in particular, Ms. Lu Aimin has been serving as an independent director at Hangzhou Seck Intelligent Technology Co., Ltd. (杭州山科智能科技股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300897), since May 2021, where she also serves as the chairperson of the audit committee; and
- (d) Mr. Zhao Jianzhong, Mr. Chen Jian and Ms. Lu Aimin joined training sessions on the directors’ duties and corporate governance of Hong Kong [REDACTED] companies, so as to keep abreast of the laws and regulations applicable to Hong Kong [REDACTED] companies and their directors.

To the best knowledge of our Directors, save as disclosed above, our Directors are not aware of any other matter in relation to the regulatory warning which may materially and adversely affect the suitability of Mr. Zhao Jianzhong, Mr. Chen Jian and Ms. Lu Aimin to serve as Directors of the Company that should be brought to the attention of the Stock Exchange or potential [REDACTED] of the [REDACTED]. Based on the independent due diligence work conducted by the Sole Sponsor, nothing has come to the attention of the Sole Sponsor that would reasonably cause the Sole Sponsor to cast doubt on the Directors’ views set out above.

As of the Latest Practicable Date, none of our Directors or members of the senior management of our Company was related to any other Directors and members of the senior management. Except as disclosed above, none of our Directors and members of senior management held any other directorships in public companies, the securities of which are listed on any securities market in Hong Kong or overseas in the last three years immediately preceding the Latest Practicable Date.

Except as disclosed above, to the best knowledge, information and belief of the Directors having made all reasonable inquiries, there was no information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules, and there were no other matters with respect to the appointment of the Directors that need to be brought to the attention of the Shareholders.

## MANAGEMENT AND CORPORATE GOVERNANCE

### Board Committees

#### *Audit Committee*

Our Board has established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules (the “**Corporate Governance Code**”). The primary duties of the Audit Committee are to review and supervise the financial reporting process and internal

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controls system of our Group and provide advice and comments to the Board. The Audit Committee comprises Mr. Lu Weifeng (盧偉鋒), Mr. Jiang Yinhua (蔣胤華) and Ms. Lu Aimin (魯愛民) (being our independent non-executive Director with appropriate professional qualifications), with Ms. Lu Aimin (魯愛民) as the chairperson.

### *Remuneration and Appraisal Committee*

Our Board has established the Remuneration and Appraisal Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code. The primary duties of the Remuneration and Appraisal Committee are to review and make recommendations to the Board on the terms of remuneration packages, bonuses and other compensation payable to our Directors and other senior management. The Remuneration and Appraisal Committee comprises Mr. Jiang Yinhua (蔣胤華), Ms. Lu Aimin (魯愛民) and Mr. Chen Jian (陳劍), with Mr. Jiang Yinhua (蔣胤華) as the chairperson.

### *Nomination Committee*

Our Board has established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code. The primary duties of the Nomination Committee are to make recommendations to our Board on the appointment of Directors and management of Board succession. The Nomination Committee comprises Mr. Zhou Xinlin (周鑫林), Mr. Jiang Yinhua (蔣胤華) and Ms. Lu Aimin (魯愛民), with Mr. Zhou Xinlin (周鑫林) as the chairperson.

### *Strategy Development Committee*

Our Board has established a strategy development committee (the “**Strategy Development Committee**”) with written terms of reference. The primary duties of the Strategy Committee are to research on and to make recommendations to our Board on our long-term development strategies and major investment decisions. The Strategy Committee comprises Mr. Zhou Xinlin (周鑫林), Mr. Gao Jianrong (高建榮) and Mr. Zhao Jianzhong (趙建忠), with Mr. Zhou Xinlin (周鑫林) as the chairperson.

## **Corporate Governance**

We aim to achieve high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. In order to accomplish this, we expect to comply with all applicable code provisions of the Corporate Governance Code upon [REDACTED].

## **Board Diversity**

Our Company has adopted a board diversity policy which sets out the approach to achieve diversity of the Board. We recognize and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level, including gender diversity, as an essential element in maintaining our competitive advantage and enhancing our ability to attract, retain and motivate employees from the widest possible pool of available talent. In reviewing and assessing suitable candidates to serve as a Director, the Nomination Committee will consider a number of aspects, including, but not limited to, gender, age, cultural and educational background, professional qualifications, skills, knowledge, and industry and regional experience.

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## DIRECTORS AND SENIOR MANAGEMENT

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Our Board currently consists of one female and seven male Directors ranging from 42 to 68 years old with a balanced mix of knowledge and skills, including, but not limited to, overall management and strategic development, accounting and corporate governance in addition to industry experience relevant to our Group’s operations and business in the industry of furniture. They obtained degrees in various majors including economics and management, finance and business administration. Taking into account our existing business model and specific needs, as well as the diverse background of our Directors, the composition of our Board satisfies the board diversity policy.

Our Nomination Committee will discuss periodically and when necessary, agree on the measurable objectives for achieving diversity, including gender diversity, on the Board and recommend them to the Board for adoption.

### REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors receive remuneration in the form of directors’ fees, salaries, allowances and benefits in kind, discretionary bonuses, retirement scheme contributions and equity-settled share-based payments. We determine the remuneration of our Directors based on their responsibilities, qualification, position and seniority.

The emoluments of our Directors for the years ended December 31, 2023 and 2024 and the nine months ended September 30, 2025 were RMB3.8 million, RMB1.7 million and RMB4.0 million, respectively. None of our Directors waived or agreed to waive any emolument during the same periods.

Under the arrangements in force as of the date of this document, we estimate the aggregate remuneration payable to, and benefits in kind receivable by, our Directors by our Group in respect of the year ending December 31, 2026 to be approximately RMB4.3 million. The actual remuneration of our Directors in 2026 may be different from the expected remuneration.

The five highest paid individuals of our Group for the years ended December 31, 2023 and 2024 and the nine months ended September 30, 2025 included three, three and four Directors, respectively. During the same periods, the aggregate amount of remuneration of the five highest paid individuals were RMB8.3 million, RMB0.6 million and RMB4.7 million, respectively.

During the Track Record Period, no remuneration was paid to, or received by, our Directors or the five highest paid individuals as an inducement to join or upon joining us. No compensation was paid to, or received by, our Directors or the five highest paid individuals for the loss of office as a director of any member of our Group or of any other office in connection with the management of the affairs of any member of our Group.

Save as disclosed above, no other payments have been made or are payable by our Group to our Directors in respect of the Track Record Period.

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## DIRECTORS AND SENIOR MANAGEMENT

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### COMPLIANCE ADVISOR

We have appointed Red Solar Capital Limited as our compliance advisor pursuant to Rule 3A.19 of the Listing Rules. The compliance advisor will provide us with guidance and advice as to compliance with the requirements under the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, the compliance advisor will, amongst other things, advise our Company in the following circumstances:

- (a) before the publication of any regulatory announcement, circular, or financial report;
- (b) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;
- (c) where we propose to use the [REDACTED] of the [REDACTED] in a manner different from that detailed in this document or where our business activities, development or results of our Group deviate from any forecast, estimate or other information in this document; and
- (d) where the Stock Exchange makes an inquiry of our Company concerning unusual movements in the [REDACTED] or [REDACTED] volume of our [REDACTED] securities or any other matters under Rule 13.10 of the Listing Rules.

The term of appointment of our compliance advisor shall commence on the [REDACTED] and is expected to end on the date on which we comply with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the [REDACTED].