

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board comprises eight Directors, including three executive Directors, two non-executive directors and three independent non-executive Directors.

The following table sets forth certain information regarding the Directors:

Name	Age	Position(s)	Date of joining our Group	Date of appointment as a Director	Responsibilities	Relationship with other Directors and senior management and Controlling Shareholders
<i>Executive Directors</i>						
Mr. Sun Yaojie (孫耀傑)	56	Executive Director and chairman of the Board	September 1, 2017	September 1, 2017	Responsible for the overall technological roadmap and industrial strategy for the development of our Group	N/A
Mr. Xu Yuanyuan (徐源遠)	41	Executive Director and general manager	July 1, 2021	July 1, 2021	Responsible for the overall business management of our Group	N/A
Mr. Guo Ce (郭策)	31	Executive Director and general legal counsel	July 1, 2021	February 4, 2026 (with effect from the date of this document)	Responsible for the overall legal and compliance management, risk control and ESG strategy of our Group	N/A
<i>Non-executive Directors</i>						
Ms. Ko Wing Yan, Samantha (高穎欣)	46	Non-executive Director	August 10, 2021	August 10, 2021	Responsible for providing strategic advice on the operations and management of our Group	Daughter of Mr. Ko, our Controlling Shareholder
Mr. Chan Kam Kwan, Jason (陳錦坤)	52	Non-executive Director	February 4, 2026	February 4, 2026 (with effect from the date of this document)	Responsible for providing strategic advice on the operations and management of our Group	N/A
<i>Independent non-executive Directors</i>						
Ms. Ko Kit Man, Liza (高潔雯)	46	Independent non-executive Director	February 4, 2026	February 4, 2026 (with effect from the date of this document)	Responsible for providing independent advice to the Board	N/A
Mr. Wong Tak Ho, Justin (黃德豪)	45	Independent non-executive Director	February 4, 2026	February 4, 2026 (with effect from the date of this document)	Responsible for providing independent advice to the Board	N/A
Mr. He Hao (何浩)	50	Independent non-executive Director	February 4, 2026	February 4, 2026 (with effect from the date of this document)	Responsible for providing independent advice to the Board	N/A

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Executive Directors

Mr. Sun Yaojie (孫耀傑), aged 56, joined our Group in September 2017 and has been serving as the chairman of our Board and an executive Director of our Company since then. He is primarily responsible for the overall technological roadmap and industrial strategy for the development of our Group. Mr. Sun currently also holds directorships at our various subsidiaries, including Weiheng Shanghai since January 2022.

Mr. Sun has over 33 years of experience in the electronic engineering and energy industry. Prior to joining our Group, from July 1992 to March 1999, he served as an engineer at the inertial navigation gyroscope specialist group of AVIC Xi'an Flight Automatic Control Research Institute (中國航空工業集團公司西安飛行自動控制研究所). From November 2003 to January 2005, he served as a lecturer of department of mechanical electronics engineering of school of mechanical engineering at Xi'an Jiaotong University (西安交通大學), and was primarily responsible for teaching and research. From February 2007 to February 2014, he served as a director and the chief technical officer of Jiangsu Zhaofu New Energy Co., Ltd.* (江蘇兆伏新能源有限公司), a company principally engaged in research, development, manufacturing and sales of photovoltaic inverters, and was primarily responsible for research and technology development. Mr. Sun has been serving as a lecturer of Fudan University (復旦大學) since January 2005 and currently holds the position of a professor at the college of intelligent robotics and advanced manufacturing.

Mr. Sun also holds various social positions, including (i) the standing council member of China Power Supply Society (中國電源學會) since 2013; (ii) the vice chairman of the Shanghai Power Supply Society (上海電源學會) since 2018; (iii) the Vice Chair of IEEE PELS-CPSS Shanghai Joint Chapter (IEEE PELS-CPSS 上海聯合分會) since 2018; (iv) a member of the Grid-Connected Power Generation Working Group under the Photovoltaic Power Generation and Industrialisation Standards Promotion Group (光伏發電及產業化標準推進組下設的併網發電工作組) since November 2012; and (v) the director of Shanghai Comprehensive Energy System Artificial Intelligence Engineering Technology Research Center* (上海綜合能源系統人工智能工程技術研究中心) since December 2021.

Mr. Sun obtained his bachelor's degree in mechatronics engineering and master's degree in navigation and guidance control from Northwestern Polytechnical University (西北工業大學) in Xi'an, PRC in July 1992 and April 1999, respectively. He further obtained his doctoral degree from Xi'an Jiaotong University (西安交通大學) in Xi'an, PRC in November 2003. Mr. Sun has been certified as a senior engineer by the Department of Human Resources and Social Security of Shaanxi Province (陝西省人力資源和社會保障廳) since December 2004. Mr. Sun was also awarded various honors and prizes, including the first prize of 2022 Shanghai Science and Technology Progress Award (2022年度上海市科技進步獎一等獎) in April 2023 and the gold medal at the Geneva International Exhibition of Inventions (日內瓦國際發明展金獎) in April 2024.

Mr. Xu Yuanyuan (徐源遠), aged 41, joined our Group in July 2021 and has served as the general manager and an executive Director of our Company since then. He is primarily responsible for the overall business management of our Group. Mr. Xu currently also holds directorships at our various subsidiaries, including ECACTUS LIMITED since July 2024, Wei Heng Intelligent since July 2024, and Weiheng Shanghai since January 2022.

Mr. Xu has over 17 years of experience in financing and investment. Prior to joining our Group, from January 2008 to September 2012, he successively served as a manager of audit department and a senior manager of the China business department of DELOITTE & TOUCHE LLP in Toronto, Canada. From November 2013 to November 2018, he served as the assistant general manager of alternative investments division of Taiping Asset Management Co., Ltd. (太平資產管理有限公司(上海)), a company principally engaged in insurance asset management, and he was mainly responsible for undertaking alternative investment project acquisition work, including insurance debt plans, equity plans,

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and asset-backed plans. From December 2018 to July 2021, he served as the head of mainland China area of Reorient Group Limited, and was mainly responsible for expanding investment projects, empowering existing investments, and introducing resources across the Chinese Mainland.

Mr. Xu obtained his bachelor's degree in accounting from University of Manitoba in Canada in June 2008. He further obtained his master's degree in finance from Queen's University in Canada in June 2013.

Mr. Guo Ce (郭策), aged 31, joined our Group in July 2021 and has served as the general legal counsel since then. He was appointed as an executive Director of our Company on February 4, 2026, with effect from the date of this document. He is primarily responsible for the overall legal and compliance management, risk control and ESG strategy of our Group. Mr. Guo currently also holds directorships or supervisory positions in our various subsidiaries, including (i) the supervisor of Weiheng Shanghai since January 2022; (ii) the supervisor of Xi'an Weiheng since March 2023; (iii) the supervisor of Anhui Weiheng since November 2024; and (iv) the supervisor of Xi'an Weidun since September 2025.

Prior to joining our Group, from June 2019 to July 2021, Mr. Guo served as a senior investment manager of Ruinao Shanghai, a wholly-owned subsidiary of Reorient Capital Markets Limited, and he was responsible for seeking and evaluating investment opportunities in Chinese Mainland. From September 2020 to July 2021, he also served as the risk control director of Minmetals Energy Technology Co., Ltd.* (五礦能源科技有限公司), a company principally engaged in development and sales of natural graphite and was voluntarily dissolved in October 2023.

Mr. Guo obtained his bachelor's degree in international politics from Fudan University (復旦大學) in Shanghai, PRC in June 2016 and further obtained his master's degree in international trade and investment policy from The George Washington University in Washington, U.S. in May 2018. Mr. Guo was certified as a chartered financial analyst by the CFA Institute in July 2022. He also obtained the certificate of legal professional qualification of China from the Ministry of Justice of the People's Republic of China (中華人民共和國司法部) in March 2024.

Non-executive Directors

Ms. Ko Wing Yan, Samantha (高穎欣), aged 46, joined our Group in August 2021 and has served as a non-executive Director of our Company since then. She has also served as a strategy consultant of our Company since November 2022. She is primarily responsible for providing strategic advice on the operations and management of our Group. Ms. Ko currently also holds non-executive directorships at our various subsidiaries, including EACTUS LIMITED since December 2025 and Wei Heng Intelligent since August 2021.

Ms. Ko has over 23 years of extensive experience in corporate management and investment. Prior to joining our Group, she served at London office of J.P. Morgan from January 2003 to June 2005, with her last position being an associate; an associate in Hong Kong office of Morgan Stanley from August 2005 to August 2006; a director in global markets — structured credit and fund solutions at HSBC from September 2006 to August 2009. From October 2009 to June 2015, she served as the executive director of Concord New Energy Group Limited, a company listed on the Hong Kong Stock Exchange (stock code: 182, formerly known as China Wind Power Group Limited). From August 2011 to November 2015, she served as the executive director of Yunfeng Financial Group Limited (stock code: 376, formerly known as Asia TeleMedia Limited). From October 2014 to December 2018, she served as the chief executive officer and executive director of Varitronix International Limited, a company listed on the Hong Kong Stock Exchange (stock code: 710, now known as BOE Varitronix Limited). From February 2020 to December 2023, she served as a consultant of BC Technology Group Limited, a company listed on the Hong Kong Stock Exchange (stock code: 863). Ms. Ko has also been serving as

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(i) a vice chairlady of BOE Varitronix Limited since January 2019; (ii) the chief executive officer of Reorient Group Limited since January 2019; (iii) an independent non-executive director of Ainnovation Technology Group Co., Ltd., a company listed on the Hong Kong Stock Exchange (stock code: 2121) since May 2021; and (iv) the executive director of NEON GROUP LIMITED, a company previously listed on the Singapore Exchange Limited (stock code: 5HJ) since April 2019.

Ms. Ko obtained her bachelor's degree in economics and mathematics from Mount Holyoke College in the USA in May 2001. She further obtained her master's degree in finance from the Imperial College of Science, Technology and Medicine of the University of London in the UK in November 2002. Ms. Ko also won the Hong Kong Young Industrialist Award (香港青年工業家獎) awarded by the Federation of Hong Kong Industries (香港工業總會) in 2024.

Mr. Chan Kam Kwan, Jason (陳錦坤), aged 52, joined our Group in February 2026 and was appointed as a non-executive Director of our Company on February 4, 2026, with effect from the date of this document. He is primarily responsible for providing strategic advice on the operations and management of our Group.

Mr. Chan has over 28 years of experience in corporate management. Prior to joining our Group, Mr. Chan held directorships in various companies listed on the Hong Kong Stock Exchange, including Canvest Environmental Protection Group Company Limited (former stock code: 1381) as independent non-executive director from December 2014 to June 2025 and 1957&Co., (Hospitality) Limited (stock code: 8495) as independent non-executive director from November 2017 to August 2022. Mr. Chan currently also serves as an executive director of Concord New Energy Group Limited (stock code: 182) which is principally engaged in renewable energy business since April 2024 and Brockman Mining Limited (stock code: 159 and ASX stock code: BCK) which is principally engaged in mining business since January 2008. Mr. Chan currently serves as a managing director in Reorient Group Limited.

Mr. Chan has extensive experience in company secretarial matters. Since 2007, he has served as the company secretary of Concord New Energy Group Limited (stock code: 182), Brockman Mining Limited, a company listed on both the Hong Kong Stock Exchange (stock code: 159) and the Australian Securities Exchange Limited (stock code: BCK) and Frontier Services Group Limited (stock code: 500) which is principally engaged in security and logistics businesses, respectively.

Mr. Chan obtained his bachelor's degree in commerce from University of British Columbia in Canada in May 1995. He obtained the certificate of certified public accountants from the Washington State Board of Accountancy in the U.S. in 1999.

Independent Non-executive Directors

Ms. Ko Kit Man, Liza (高潔雯), aged 46, joined our Group in February 2026 and was appointed as an independent non-executive Director of our Company on February 4, 2026, with effect from the date of this document. She will be primarily responsible for providing independent advice to the Board.

Ms. Ko has ample experience in global capital market, financial management and listing compliance. She served as an auditor of KPMG Services Pte. Ltd. from August 2002 to July 2012. From September 2012 to September 2021, she worked at the Hong Kong Stock Exchange with her last position being vice president of the listing division. Ms. Ko has been serving as (i) the chief financial officer of MingMed Biotechnology Co., Ltd since September 2021; (ii) an independent non-executive

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director of Brockman Mining Limited (stock code: 159 and ASX stock code: BCK) since October 2024; and (iii) an independent non-executive director of OSL Group Limited, a company listed on the Hong Kong Stock Exchange (stock code: 863) since January 2026.

Ms. Ko obtained her bachelor's degree in accountancy from Nanyang Technological University in Singapore in June 2002. She has been a certified public accountant in Singapore since May 2006 and in Hong Kong since January 2015.

Mr. Wong Tak Ho, Justin (黃德豪), aged 45, joined our Group in February 2026 and was appointed as an independent non-executive Director of our Company on February 4, 2026, with effect from the date of this document. He will be primarily responsible for providing independent advice to the Board.

Mr. Wong has over 20 years of experience in corporate financing and investment. Prior to joining our Group, he was as a business development manager at Silver Spring Networks, a U.S.- based smart grid technology company providing advanced energy management solutions to utility companies, from September 2009 to March 2011. During his tenure, he was responsible for the business development activities in Greater China, Japan and Southeast Asia, Mr. Wong was also employed at the group companies of Morgan Stanley Asia Limited in different capacities between 2002 to 2012, including as an associate in the Investment Banking Division in Hong Kong from August 2011 to May 2012. He was principally involved in advising power and utilities companies, power equipment manufacturers and renewable energy companies in Asia on financing transactions, mergers and acquisitions, and corporate restructuring projects. Mr. Wong currently also holds the position of (i) managing director of Hing Yip Finance & Investment Co., Ltd., an investment holding company with a property portfolio in Hong Kong and Canada since July 2012; and (ii) executive director and general manager of S28 Asset Management Limited, a fund management company since October 2017.

Mr. Wong also holds various social positions, including serving as a member of the Council of the City University of Hong Kong since January 2022, and being elected as a Member of the Standing Committee of the 13th Jiangmen Municipal Committee of the Chinese People's Political Consultative Conference (政協第十三屆江門市委員會常委會委員) since January 2020.

Mr. Wong obtained his bachelor of science degree from Duke University in the state of North Carolina in May 2002 and further obtained his master of business administration degree from Stanford University in the state of California in June 2009.

Mr. He Hao (何浩), aged 50, joined our Group in February 2026 and was appointed as an independent non-executive Director of our Company, on February 4, 2026, with effect from the date of this document. He will be primarily responsible for providing independent advice to the Board.

Mr. He has ample experience in investment banking and financing. Prior to joining our Group, from August 2012 to April 2018, he served at China Merchants Securities International Company Limited and his last position was an executive director, and head of TMT & healthcare team. From April 2018 to October 2021, he served as the managing director and head of TMT at CLSA Limited. From January 2022 to January 2024, he served as the managing director and head of China TMT at UBS AG. Hong Kong Branch. Mr. He currently also serves as an adjunct associate professor at the University of Hong Kong since September 2024.

Mr. He obtained his bachelor of commerce degree from the University of Toronto in Canada in June 2001 and further obtained his master's degree in economics from the University of Waterloo in Canada in June 2003. He also obtained his master of business administration degree from the University of Chicago Booth School of Business in the U.S. in March 2018.

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SENIOR MANAGEMENT

Our senior management comprises seven members and is responsible for the day-to-day management of our business.

The following table sets forth the key information about our senior management:

Name	Age	Position(s)	Date of joining our Group	Date of appointment as a member of senior management	Responsibilities	Relationship with other Directors and senior management and Controlling Shareholders
Mr. Xu Yuanyuan (徐源遠)	41	Executive Director and general manager	July 1, 2021	July 1, 2021	Responsible for the overall business management of our Group	N/A
Mr. Wu Yu (吳煜)	37	Vice general manager	February 1, 2020	September 1, 2024	Responsible for overseeing the marketing, product and R&D of our Group	N/A
Mr. Lin Sitong (林思潼)	33	Chief financial officer	July 1, 2021	July 1, 2021	Responsible for financial accounting, financial budgeting, financial analysis, debt and equity financing and cash flow management of our Group	N/A
Mr. Wang Yuanyuan (王元元)	40	Vice general manager	January 17, 2022	January 17, 2022	Responsible for the investment, financing and strategic development of our Group	N/A
Mr. Yang Shu (楊樹)	40	Vice general manager	July 1, 2021	July 1, 2021	Responsible for the domestic marketing and sales of our Group	N/A
Mr. Sun Pengfei (孫鵬飛)	39	Vice general manager	April 1, 2021	April 1, 2021	Responsible for the overseas marketing and sales of our Group	N/A
Ms. Wang Ying (王瑩)	39	Board secretary	September 1, 2022	September 1, 2025	Responsible for the corporate governance, information disclosure and other capital market issues of our Group	N/A

For the biographical details of Mr. Xu Yuanyuan (徐源遠), please refer to the section headed “Board of Directors — Executive Directors” above.

Mr. Lin Sitong (林思潼), aged 33, joined our Group in July 2021 and has served as the chief financial officer of our Company since then. He is responsible for financial accounting, financial budgeting, financial analysis, debt and equity financing and cash flow management of our Group. Mr. Lin currently also serves as the finance responsible person of one of our major subsidiaries, Weiheng Shanghai since April 2022.

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Prior to joining our Group, from October 2015 to April 2017, Mr. Lin served as an auditor of PricewaterhouseCoopers ZhongTian LLP. From April 2017 to December 2018, he served as an investment manager of Taiping Guo Fa (Suzhou) Capital Management Co., Ltd. (太平國發(蘇州)資本管理有限公司). From January 2019 to September 2021, he served as the senior investment manager of Ruinao Shanghai. Mr. Lin also serves as the supervisor of Zhuhai Aoxin Industrial Co., Ltd.* (珠海市傲信實業有限公司) since September 2022.

Mr. Lin obtained his bachelor's degree in auditing from Guangdong University of Foreign Studies (廣東外語外貿大學) in Guangzhou, PRC in June 2015. He further obtained his master's degree in finance from Renmin University of China (中國人民大學) in Beijing, PRC in December 2023. Mr. Lin has been certified as a certified public accountant by the Chinese Institute of Certified Public Accountants (中國註冊會計師協會) since March 2021, and has been certified as a certified tax agent by the China Certified Tax Agents Association (中國註冊稅務師協會) since November 2022.

Mr. Wu Yu (吳煜), aged 37, joined our Group in February 2020 and has served as an executive Director of our Company from April 2024 to December 2025 and the vice general manager of our Company since 1 September 2024. He is primarily responsible for overseeing the marketing, product and R&D of our Group.

Mr. Wu has over 11 years of experience in energy storage industry. Prior to joining our Group, he served as a research assistant of Fudan University from November 2015 to May 2016 and was responsible for the development of energy storage programs. From September 2016 to July 2018, he served as a product manager of Shanghai Fenghe Investment Management Co., Ltd.* (上海峰和投資管理有限公司), a company principally engaged in R&D, manufacturing, and sales of photovoltaic power stations and energy storage systems, and he was mainly responsible for the construction of energy storage data center. From August 2018 to April 2019, he worked at Shanghai Fudan Planning and Architectural Design Research Co., Ltd.* (上海復旦規劃建築設計研究有限公司). From May 2019 to January 2020, he worked at Shanghai Fudan Fenglin Science Park Co., Ltd.* (上海復旦楓林科技園有限公司).

Mr. Wu obtained his bachelor's degree in electrical engineering and automation and his master's degree in optoelectronic information and control technology from Fudan University (復旦大學) in Shanghai, PRC in July 2011 and June 2014, respectively.

Mr. Wang Yuanyuan (王元元), aged 40, joined our Group in January 2022 and has served as the vice general manager of our Company since then. He is responsible for the investment, financing and strategic development of our Group. Mr. Wang currently also serves as the responsible person of our Beijing branch since November 2023 and the director and general manager of Anhui Weiheng since November 2024.

Prior to joining our Group, from July 2010 to January 2011, Mr. Wang served as a project manager of China Universal Leasing Co., Ltd (中國環球租賃股份有限公司) and principally engaged in investment and financial leasing business. From August 2011 to January 2019, he successively served as vice general manager of Jinmei Financial Leasing Co., Ltd.* (金美融資租賃有限公司), a company principally engaged in investment and financial leasing business and the vice general manager of Zhongjianshangxin Beijing Fund Management Co., Ltd.* (中建上信(北京)基金管理有限公司), a company principally engaged in investment management, asset management and private equity investments. From January 2019 to September 2020, he served as the managing director of investment bank department of Pacific Securities Co., Ltd. (太平洋證券股份有限公司), a comprehensive securities company listed on the Shanghai Stock Exchange (stock code: 601099). From September 2020 to January 2022, he served as the managing director of investment bank department of Huaying Securities Limited

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(華英證券有限責任公司), a company principally engaged in underwriting and sponsorship services, as well as financial advisory services. Mr. Wang has also serves as the supervisor of Beijing Detai Yufeng Investment Management Co., Ltd. * (北京德泰裕豐投資管理有限公司) since January 2016.

Mr. Wang obtained his bachelor's degree in mechanical engineering from Harbin Institute of Technology (哈爾濱工業大學) in Harbin, PRC in July 2007. He further obtained his master's degree in precision instruments and mechanics from Tsinghua University in Beijing, PRC in July 2010.

Mr. Yang Shu (楊樹), aged 40, joined our Group in July 2021 and has served as the vice general manager of our Company since then. He is responsible for the domestic marketing and sales of our Group. Mr. Yang currently also holds directorships and/or other senior management positions at our various subsidiaries, including the general manager of Gansu Hengchu since July 2023 and a director of Weiheng Fujin since November 2022.

Prior to joining our Group, from July 2019 to July 2021, Mr. Yang served as an assistant researcher of Xi'an Branch of Chinese Academy of Sciences (中國科學院西安分院).

Mr. Yang obtained his bachelor's degree in biology from Shaanxi Normal University (陝西師範大學) in Xi'an, PRC in July 2008 and his master's degree in molecular genetics from Beijing Normal University (北京師範大學) in Beijing PRC in July 2011. He further obtained his PhD degree in botany from Shaanxi Normal University (陝西師範大學) in June 2019.

Mr. Sun Pengfei (孫鵬飛), aged 39, joined our Group in April 2021 and has served as the vice general manager of our Company since then. He is responsible for the overseas marketing and sales of our Group. Mr. Sun currently also serves as executive directors in our various subsidiaries, including Wuxi Weiheng Energy Storage Technology Co., Ltd. (無錫為恒儲能科技有限公司) since August 2022 and EACTUS B.V. since December 2022.

Prior to joining our Group, from July 2009 to July 2012, Mr. Sun served as a trainee of Guangzhou Blue Moon Industrial Co., Ltd. (廣州藍月亮實業有限公司), a company principally engaged in consumer industry. From October 2011 to October 2014, he served as a sales manager of SOHO China Limited (SOHO中國有限公司), a company listed on the Hong Kong Stock Exchange (stock code: 410) and principally engaged in real estate development investment. From January 2015 to April 2021, he served as the general manager of Jiuyu (Shanghai) Investment Co., Ltd.* (久域(上海)投資有限公司), a company principally engaged in consulting services, investment management and trade services.

Mr. Sun obtained his bachelor's degree in human resource management from South-Central University for Nationalities (中南民族大學) in Wuhan, PRC in June 2009.

Ms. Wang Ying (王瑩), aged 39, joined our Group in September 2022 and has served as the Board secretary since September 2025. She is primarily responsible for the corporate governance, information disclosure and other capital market issues of our Group. Ms. Wang has also served as a director of Weiheng Shanghai, one of our major subsidiaries, since November 2022.

Prior to joining our Group, from July 2012 to May 2021, Ms. Wang served as senior vice president of fixed income division of Shanghai International Trust Co., Ltd. (上海國際信託有限公司), a company principally engaged in trust and investment funds. From June 2021 to August 2022, she worked at Chang An International Trust Co., Ltd. (長安國際信託股份有限公司), a company principally engaged in trust and fund management.

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Ms. Wang obtained her bachelor’s degree in science and economics and her master’s degree in management from University of Science and Technology of China (中國科學技術大學) in Hefei, PRC in June 2009 and June 2012, respectively.

Save as disclosed above and the sections headed “Appendix IV — Statutory and General Information — C. Further Information about our Directors and Substantial Shareholders — Disclosure of Interests” in this document, each of our Directors confirms with respect to himself or herself that he or she (1) did not hold other long positions or short positions in the Shares, underlying Shares, debentures of our Company or any associated corporation (within the meaning of Part XV of the SFO) as of the Latest Practicable Date; (2) had no other relationship with any Directors, senior management, substantial shareholders or Controlling Shareholders of our Company as of the Latest Practicable Date; (3) did not hold any other directorships in the three years prior to the Latest Practicable Date in any public companies of which the securities are listed on any securities market in Hong Kong and/or overseas; and (4) there are no other matters concerning our Directors’ appointment that need to be brought to the attention of our Shareholders and the Stock Exchange or shall be disclosed pursuant to Rules 13.51(2)(h) to (v) of the Listing Rules.

CONFIRMATION FROM THE DIRECTORS

Rule 3.09D and Rule 3.13 Confirmation

Each of our Directors confirms with respect to himself or herself that (1) he or she obtained the legal advice referred to under Rule 3.09D of the Listing Rules on January 29, 2026, and (2) he or she understands his or her obligations as a director of a listed issuer under the Listing Rules.

Each of the independent non-executive Directors confirms (1) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (2) 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 under the Listing Rules as of the Latest Practicable Date, and (3) that there are no other factors that may affect his or her independence at the time of appointments.

Competing Interests

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

JOINT COMPANY SECRETARIES

Each of Mr. Chan Kam Kwan, Jason (陳錦坤) and Ms. Wang Ying (王瑩) was appointed as one of the joint company secretaries of our Company with effect from February 4, 2026, for their biographies, see “— Non-executive Directors” and “— Senior Management” above.

BOARD COMMITTEES

Our Company has established three committees under the Board of Directors, namely the Audit Committee, the Remuneration Committee and the Nomination Committee.

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Audit Committee

We [have established] the Audit Committee 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 Audit Committee consists of four Directors, namely Ms. Ko Kit Man, Liza, Mr. Chan Kam Kwan, Jason, Mr. Wong Tak Ho, Justin and Mr. He Hao, with Ms. Ko Kit Man, Liza currently serving as the chairperson of the Audit Committee. Ms. Ko has the appropriate professional qualification and experience as required under Rules 3.10(2) and 3.21 of the Listing Rules. The Audit Committee is mainly responsible for reviewing and overseeing the financial reporting procedure, risk management and internal control system of our Group.

Remuneration Committee

We [have established] the Remuneration Committee 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 Remuneration Committee consists of five Directors, namely Mr. Wong Tak Ho, Justin, Mr. Xu Yuanyuan, Ms. Ko Wing Yan, Samantha, Ms. Ko Kit Man, Liza and Mr. He Hao, with Mr. Wong Tak Ho, Justin serving as the chairperson of the Remuneration Committee. The Remuneration Committee is mainly responsible for evaluating the remuneration policies for Directors and senior management of our Group and making recommendations thereon to the Board of Directors.

Nomination Committee

We [have established] the Nomination Committee 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 Nomination Committee consists of five Directors, namely Mr. He Hao, Mr. Xu Yuanyuan, Ms. Ko Wing Yan, Samantha, Ms. Ko Kit Man, Liza and Mr. Wong Tak Ho, Justin, with Mr. He Hao currently serving as the chairperson of the Nomination Committee. The Nomination Committee is mainly responsible for identifying, screening and recommending to the Board of Directors qualified candidates to serve as the Directors and senior management and monitoring the procedures for evaluating the performance of the Board of Directors.

DIVERSITY POLICY OF THE BOARD OF DIRECTORS

The Board of Directors has adopted a board diversity policy (the “**Board Diversity Policy**”) in order to enhance the effectiveness of our Board of Directors and to maintain high standard of corporate governance. The Board Diversity Policy sets out the criteria in selecting candidates to our Board of Directors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to our Board of Directors.

Our Directors have a balanced mixed of gender, knowledge and skills, including but not limited to overall business management, finance and accounting and chemical biology. Two of our Directors are female Directors and two of our members of the Nomination Committee are also female Directors. Our Directors obtained degrees in diversified majors including business administration, economics and accounting. In addition, our Board of Directors has a wide range of age. Our Board is of the view that our Board of Directors satisfies the Board Diversity Policy. Our Board will also ensure that appropriate balance of gender diversity is achieved with reference to investors’ expectation, and international and local recommended best practices.

DIRECTORS AND SENIOR MANAGEMENT

The Nomination Committee is responsible for reviewing the diversity of our Board. After the [REDACTED], the Nomination Committee will monitor and evaluate the implementation of the Board Diversity Policy from time to time to ensure its continued effectiveness. The Nomination Committee will also include in successive annual reports a summary of the Board Diversity Policy, including any measurable objectives set for implementing the Board Diversity Policy and the progress on achieving these objectives.

We will continue to improve the gender diversity at the Board level after the [REDACTED]. We will continue to apply the principle of appointments based on merits with reference to our diversity policy as a whole. Our Company is committed to board diversity and will maintain at least one Director of different gender in our Board and Nomination Committee after the [REDACTED]. In addition, our Board will continue to take steps to promote gender diversity at all levels of our Company, including but not limited to our Board and the senior management levels. We will take into consideration of gender diversity when recruit staff at mid to senior level management and continue to emphasize training of female talent and providing long-term development opportunities for our female staff. Our Board and the Nomination Committee will also conduct annual review on our gender diversity and will take into consideration of gender diversity when recommending and appoint new board members to further enhance the gender diversity in our Board after the [REDACTED].

COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

The compensation and remuneration of the Directors and members of the senior management of our Company are determined by the Shareholders' meetings and our Board as appropriate in the form of salaries and bonuses. Our Company also reimburses them for expenses which are necessary and reasonably incurred in providing services to our Company or discharging their duties in relation to the operations of our Company. When reviewing and determining the specific remuneration packages for our Directors and members of the senior management of our Company, the Shareholders' meetings and our Board take into account factors such as salaries paid by comparable companies, time commitment, level of responsibilities, employment elsewhere in our Group and desirability of performance-based remuneration. As required by the relevant PRC laws and regulations, our Company also participates in various defined contribution plans organized by relevant provincial and municipal government authorities and welfare schemes for employees of our Company, including medical insurance, injury insurance, unemployment insurance, pension insurance, maternity insurance and housing provident fund.

Our Company offers Directors and senior management members compensation in the form of salaries, bonuses, social security plans, housing provident fund plans and other benefits in kind.

The aggregate amounts of remuneration paid to the Directors for the years ended December 31, 2023 and 2024 and the nine months ended September 30, 2025, were RMB26.62 million, RMB44.02 million and RMB1.60 million, respectively.

During each of the Track Record Period, there were two Directors among the five highest paid individuals. The aggregate amounts of remuneration paid to the remaining three individuals among the five highest paid individuals for the years ended December 31, 2023 and 2024 and the nine months ended September 30, 2025, were RMB11.30 million, RMB15.33 million and RMB1.52 million, respectively.

It is estimated that remuneration equivalent to approximately RMB2.64 million in aggregate will be paid to the Directors by our Company for the year ending December 31, 2025, based on the arrangements in force as of the date of the document.

DIRECTORS AND SENIOR MANAGEMENT

No remuneration was paid by our Company to the Directors or the five highest paid individuals as inducement to join or upon joining our Company or as compensation for loss of office during the Track Record Period. Furthermore, none of the Directors waived or agreed to waive any remuneration during the Track Record Period.

CORPORATE GOVERNANCE

Our Company is committed to achieving high standards of corporate governance with a view to safeguarding the interests of our Shareholders. Our Directors recognize the importance of incorporating elements of good corporate governance in the management structures and internal control procedures of our Group to achieve effective accountability. Our Company intends to comply with all code provisions in the Corporate Governance Code as set out in Appendix C1 to the Listing Rules after the [REDACTED].

COMPLIANCE ADVISOR

Our Company appointed Maxa Capital Limited as the compliance advisor pursuant to Rule 3A.19 of the Listing Rules, and the compliance advisor will advise our Company in the following circumstances.

- (i) before the publication of any regulatory announcement, circular or financial report;
- (ii) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;
- (iii) where our Company proposes to use the [REDACTED] of the [REDACTED] in a manner that is different from that detailed in this document or where our business activities, developments or results deviate from any forecasts, estimates or other information in this document; and
- (iv) where the Stock Exchange makes an inquiry of our Company pursuant to Rule 13.10 of the Listing Rules.

Meanwhile, pursuant to Rule 3A.24 of the Listing Rules, the compliance advisor shall inform us on a timely basis of any amendment or supplement to the Listing Rules issued by the Stock Exchange from time to time and any new or amended laws and regulations in Hong Kong applicable to our Company. The compliance advisor shall also provide advice to us on the continuing requirements under the Listing Rules and applicable laws and regulations.

The terms of the appointment of the compliance advisor will commence on the [REDACTED] and end on the date when our Company distributes the annual report of its financial results for the first full financial year commencing after the [REDACTED].