BOARD OF DIRECTORS

Our Board currently consists of ten Directors, including five executive Directors, one non-executive Director, and four independent non-executive Directors, namely:

Name	Age	Date of joining our Group	Date of appointment as a Director	Position	Key responsibilities
Mr. XIAO Yi (肖毅)	58	April 1995	January 2016	Chairman of the Board, Executive Director	Overall strategic planning, management, development and major investment and financing decision of our Group
Ms. YANG Jianqin (楊建琴)	51	April 1995	April 2017	Executive Director, General Manager	Overall operation and management, strategic planning and development of our Group
Mr. LU Weili (陸維力)	60	January 2017	May 2022	Executive Director	Overall strategic planning, management and development of our Group
Mr. XIE Jing (謝晶)	62	July 2009	September 2019	Executive Director	Overall strategic planning, management and development of our Group
Mr. ZHANG Xin (張鑫)	40	January 2003	September 2022	Executive Director	Overall strategic planning, management and development of our Group
Mr. ZHU Bin (朱彬)	61	January 2016	May 2025	Non-executive Director	Providing strategic guidance and advice to our Board
Prof. JIANG Xiuchen (江秀臣)	61	August 2023	August 2023	Independent Non-executive Director	Supervising and providing independent opinion and judgment to our Board
Prof. LI Qingyuan (李青原)	48	May 2025	May 2025	Independent Non-executive Director	Supervising and providing independent opinion and judgment to our Board
Mr. WANG Xumiao (王徐苗)	46	May 2025	May 2025	Independent Non-executive Director	Supervising and providing independent opinion and judgment to our Board
Mr. LIANG Jianhong (梁劍虹)	49	Upon [**REDACTED**]	March 2026 (with effect from [**REDACTED**])	Independent Non-executive Director	Supervising and providing independent opinion and judgment to our Board

Executive Directors

Mr. XIAO Yi (肖毅), aged 58, is the chairman of the Board and has been our Director since January 2016. He was redesignated as an executive Director on March 2, 2026 with effect from the [**REDACTED**]. He is primarily responsible for overall strategic planning, management, development and major investment and financing decision of our Group. Mr. Xiao also currently serves as the chairman of Huaming Power.

Mr. Xiao joined our Group in April 1995 as the chairman of Huaming Power. Before that, he also served as a technical director of Huaming Switchgear from March 1991 to April 1995.

Mr. Xiao is a senior engineer (高級工程師) recognized by the Engineering Senior Professional and Technical Qualification Evaluation Committee of Shanghai Electric United Corporation (上海市電氣聯合公司工程技術高級專業技術職務任職資格評審委員會) in April 1995. Mr. Xiao graduated in July 1989 from Suzhou Vocational University (蘇州市職業大學) (currently known as Suzhou Polytechnic University (蘇州職業技術大學)) with a major in mechanical manufacturing process and equipment.

Mr. Xiao was recognized as a Shanghai Model Worker (上海市勞動模範) by Shanghai Municipal People's Government (上海市人民政府) in April 2010.

Ms. YANG Jianqin (楊建琴), aged 51, has been a Director since April 2017 and the general manager of our Company since May 2025. She was redesignated as an executive Director on March 2, 2026 with effect from the [**REDACTED**]. She is primarily responsible for overall operation and management, strategic planning and development of our Group. Ms. Yang also currently serves as the general manager of Huaming Power.

Ms. Yang joined our Group in April 1995 and successively served as technician, deputy technical director, deputy chief engineer, director of the CNAS Testing Center, deputy head of production and chief engineer of Huaming Power from July 1994 to 2013. Before her appointment as our general manager, she had been deputy general manager of the Company from April 2016 to May 2025. Before joining our Group, she served as a technician at Huaming Switchgear from July 1994 to April 1995.

Ms. Yang graduated from Southwest University of Science and Technology (西南科技大學) with a major in mechanical design, manufacturing and automation through an online education program in January 2020.

Mr. Lu Weili (陸維力), aged 60, has been a Director since May 2022. He was redesignated as an executive Director on March 2, 2026 with effect from the [**REDACTED**]. He is primarily responsible for overall strategic planning, management and development of our Group.

Mr. Lu joined our Group in January 2017, and had served successively as the senior advisor at Huaming Engineering and Shanghai Chen Ting Technology Development Co., Ltd. (上海辰廷科技發展有限公司) from January 2017 to October 2021. From October 2021 to May 2025, he also served as the general manager of the Company.

Before joining our Group, Mr. Lu gained extensive professional experience in the power and energy industries with a number of international companies. From January 2005 to January 2009, he worked at AREVA T&D, a French company specializing in HV energy transmission infrastructure. From January 2009 to November 2016, he worked at the Alstom Group (whose power and grid business were acquired by General Electric in November 2015).

Mr. Lu received his bachelor's degree in energy, power and mechanical engineering, specializing in steam turbine engineering, in 1987 from Harbin Institute of Technology (哈爾濱工業大學).

Mr. XIE Jing (謝晶), aged 62, has been a Director since September 2019. He was redesignated as an executive Director on March 2, 2026 with effect from the [**REDACTED**]. He is primarily responsible for overall strategic planning, management and development of our Group.

In addition to his role on our Board, he has also served as deputy general manager of production of Huaming Power since July 2018, where he overseas production operations and raw material procurement.

Mr. Xie joined our Group in July 2009 and accumulated management experience across multiple functional areas with the Group. From July 2009 to January 2016, he successively served as deputy general manager of overseas sales and deputy general manager of production of the Company from July 2009 to January 2016. From January 2016 to July 2018, he served as an executive director of Hmelektromekani KÜ Retreti Manonmanoni Mms¸i Rketrketi, our subsidiary in Turkey.

Mr. Xie graduated from Branch of East China Textile Institute of Technology (華東紡織工學院分院) (currently known as Shanghai University of Engineering Science (上海工程技術大學)) with a major in textile machinery in July 1985.

Mr. ZHANG Xin (張鑫), aged 40, has been a Director since September 2022. He was redesignated as an executive Director on March 2, 2026 with effect from the [**REDACTED**]. He is primarily responsible for overall strategic planning, management and development of our Group. Mr. Zhang has also served as a general manager of Guizhou Chenting and as deputy general manager of Huaming Power since February 2023 and July 2025, respectively.

Mr. Zhang joined our Group in January 2003, and has since served across various subsidiaries of our Group. At Huaming Power, he served successively as intern technician, technician and deputy director of the metal workshop from January 2003 to August 2012. He then continued his career at Huaming High Voltage as deputy director of metal workshop, manager of quality management department and deputy general manager from September 2012 to July 2025.

Mr. Zhang graduated from Southwest University of Science and Technology (西南科技大學) with a major in mechanical design, manufacturing and automation through an online education program in January 2020.

Non-executive Director

Mr. ZHU Bin (朱彬), aged 61, has been a Director since May 2025. He was redesignated as an non-executive Director on March 2, 2026 with effect from the [**REDACTED**]. He is primarily responsible for providing strategic guidance and advice to our Board.

From 2010 to 2016, Mr. Zhu worked at Shandong Fin CNC Machine Co., Ltd. (山東法因數控機械股份有限公司), the predecessor of our Company. Following the Major Asset Restructuring, he remained with our Group and worked successively at Shandong Fin CNC Machine Co., Ltd. (山東法因智能設備有限公司) and Shandong Fin CNC Machine Co., Ltd. (山東法因數控機械設備有限公司), subsidiaries of our Company, from March 2016 to December 2024.

Before joining our Group, Mr. Zhu devoted his career primarily to the motorcycle industry. From July 1987 to June 2000, he worked at the Jinan factory and Qingdao office of China Qingqi Group Co., Ltd. (中國輕騎集團有限公司) successively as technician, deputy workshop director, director of production technology department and director of the motorcycle research institute. He then served as assistant to general manager at Jinan Qingqi Second Assembly Co., Ltd. (濟南輕騎第二裝配有限公司) from June 2000 to June 2002. Thereafter, he returned to China Qingqi Group Co., Ltd., where he successively served as general manager of the two-wheel motorcycle division and general manager of the radar company from July 2002 to September 2009.

Mr. Zhu is a senior engineer (高級工程師) recognized by the Department of Human Resources of Shandong Province (山東省人事廳) (currently known as the Department of Human Resources and Social Security of Shandong Province (山東省人力資源和社會保障廳)) in November 1998. Mr. Zhu obtained a bachelor's degree in engineering, specializing in internal combustion engine, from Shandong Industrial University (山東工業大學) (currently known as Shandong University (山東大學)) in July 1987.

Independent Non-Executive Directors

Prof. JIANG Xiuchen (江秀臣), aged 61, has been our independent Director since August 2023. He was redesignated as an independent non-executive Director on March 2, 2026 with effect from the [**REDACTED**]. He is primarily responsible for supervising and providing independent opinion and judgment to our Board.

Prof. Jiang joined our Group in August 2023 as an independent Director of our Company. Prof. Jiang is a professor at the School of Electrical Engineering of Shanghai Jiao Tong University (上海交通大學電氣工程學院), where he previously served as lecturer and associate professor from April 1992 until his promotion to professorship. He also serves as executive director at Shanghai Feiyouche Energy Technology Co., Ltd. (上海飛優徹能源科技有限公司) since March 2024 and as executive partner at Shanghai Caineng Enterprise Management Partnership (Limited Partnership) (上海載能企業管理合夥企業(有限合夥)) since July 2020.

Prof. Jiang obtained a bachelor's degree in high-voltage technology and device from Shanghai Jiao Tong University in July 1987, a master's degree in high-voltage and insulation technology from Tsinghua University (清華大學) in March 1992, and a doctorate degree in power systems and automation from Shanghai Jiao Tong University in December 2001.

Prof. LI Qingyuan (李青原), aged 48, has been our independent Director since May 2025. He was redesignated as an independent non-executive Director on March 2, 2026 with effect from the [**REDACTED**]. He is primarily responsible for supervising and providing independent opinion and judgment to our Board.

Prof. Li joined our Group in May 2025 as an independent Director of our Company. Prof. Li is a professor at the Economics and Management School of Wuhan University (武漢大學經濟與管理學院), where he had served successively as lecturer and associate professor from August 2005 until his promotion to professorship. Prof. Li has also been appointed by the Ministry of Education of the PRC (中華人民共和國教育部) as a distinguished professor under the 2021 "Changjiang Scholars Award Program" of the Ministry of Education (教育部2021年度"長江學者獎勵計劃"特聘教授).

Prof. Li has been an independent non-executive director and the chairman of the audit committee of Black Sesame International Holding Limited, a company listed on the Stock Exchange (stock code: 02533.HK), since July 2024. Prof. Li has also been the independent director of Beijing Dinghan Technology Group Co., Ltd. (北京鼎漢技術集團股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300011.SZ), since August 2024. In addition, Prof. Li served as an independent director and the chairman of the audit committee of the following listed companies.

Name of listed companies	Stock Exchange (stock code)	Date of appointment	Date of departure
ArcSoft Corporation Limited (虹軟科技股份有限公司)	Shanghai Stock Exchange (688088.SH)	January 2019	December 2024
Hubei Guangji Pharmaceutical Co., Ltd. (湖北廣濟藥業股份有限公司)	Shenzhen Stock Exchange (000952.SZ)	April 2021	August 2024

In his capacity as an independent director of these listed companies, Prof. Li has been involved in their financial management, including periodic financial reviews and annual audit and reporting.

Prof. Li has been a non-practicing member of the Chinese Institute of Certified Public Accountants (中國註冊會計師協會) since obtaining his certified public accountant qualification in June 2010. Prof. Li obtained a bachelor's degree in accounting from Wuhan University of Automotive Industry (武漢汽車工業大學) (currently known as Wuhan University of Technology (武漢理工大學) in June 1999, a master's degree in accounting and a doctorate degree in business management from Wuhan University in 2002 and June 2005 respectively. Prof. Li was awarded Distinguished Young Scholars in the Humanities and Social Sciences (人文社科傑出青年學者) by Wuhan University in December 2020.

Mr. WANG Xumiao (王徐苗), aged 46, has been our independent Director since May 2025. He was redesignated as an independent non-executive Director on March 2, 2026 with effect from the [**REDACTED**]. He is primarily responsible for supervising and providing independent opinion and judgment to our Board.

Mr. Wang joined our Group in May 2025 as an independent Director of our Company. Mr. Wang is an executive director and managing partner of Shanghai W&W Partners (上海翰鴻律師事務所) since August 2016. He previously worked at the Municipal Government of Huangpu District (formerly known as Luwan District (盧灣區)) of Shanghai (上海黃浦區政府) from May 2003 to December 2014 successively as secretary at section chief level (正科級秘書) and section head of the Commerce Committee (商務委員會科長). Mr. Wang also worked as a full-time lawyer at Shanghai United Law Firm (上海市聯合律師事務所) from December 2014 to August 2016.

Mr. Wang obtained his practice certificate as a lawyer in the PRC in April 2004. He also holds the Level three lawyer qualification issued by the Shanghai Municipal Human Resources and Social Security Bureau (上海市人力資源和社會保障局) in February 2021. He obtained a bachelor's degree in law from East China Institute of Political Science and Law (華東政法學院) (currently known as East China University of Political Science and Law (華東政法大學)) in July 2001, and a master's degree in international law from Shanghai Academy of Social Sciences (上海社會科學院) in June 2007.

Mr. LIANG Jianhong (梁劍虹), aged 49, was appointed as our independent non-executive Director on March 2, 2026 with effect from the [**REDACTED**]. He is primarily responsible for supervising and providing independent opinion and judgment to our Board.

Mr. Liang has over 20 years of experience in investment banking and securities industry and has been extensively involved in a broad wide range of financial advisory transactions, including initial public offerings, placements, mergers and acquisitions and private equity financing. From July 2002 to April 2006, he worked successively in the investment banking departments of BOCI Securities Limited and UBS AG, Hong Kong Branch. He subsequently served in the commercial and investment banking department of J.P. Morgan Securities (Asia Pacific) Limited from April 2006 to March 2013, with his final position being executive director. From January 2014 to April 2019, Mr. Liang worked at China Securities (International) Finance Holding Company Limited, where he successively served as the co-head of the investment banking department and as a managing director of China Securities (International) Corporate Finance Company Limited. In April 2019, Mr. Liang founded Mont Avenir Capital Limited and served as its chief executive officer from August 2019 to July 2024. He also served as a Responsible Officers for Type 1 and Type 6 Licenses at Mont Avenir Capital Limited.

Mr. Liang has been an independent non-executive director of China Huirong Financial Holdings Limited, a company listed on the Stock Exchange (stock code: 01290.HK), since May 2021.

Mr. Liang obtained a bachelor's degree in Engineering from Zhejiang University (浙江大學) in June 1997 and a master's degree in Economics from East China Normal University (華東師範大學) in July 2001.

SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management of our business. Our senior management team comprises the following individuals:

Name	Age	Date of joining our Group	Date of appointment as a senior management	Position	Key responsibilities
Ms. YANG Jianqin (楊建琴)	51	April 1995	April 2016	Executive Director, General Manager	Overall operation and management, strategic planning and development of our Group
Mr. ZHU Qiang (朱強)	43	June 2002	May 2025	Deputy General Manager	Overall management of the Group's operation
Mr. LEI Chunli (雷純立)	46	September 2014	May 2017	Chief Financial Officer	Overall management of the accounting and finance, investment and financing of our Group
Mr. XIA Haijing (夏海晶)	39	July 2017	October 2020	Secretary of the Board	Management of Board related matters, corporate governance, and investor relations of our Group

Ms. YANG Jianqin (楊建琴), aged 51, is an executive Director and general manager of our Company. For the biography of Ms. Yang, see "— Board of Directors — Executive Directors" of this section.

Mr. ZHU Qiang (朱強), aged 43, has been the deputy general manager of our Company since May 2025. He is primarily responsible for overall management of the Group's operation. He has also served as the executive deputy general manager (常務副總經理) of Huaming Power and Huaming High Voltage since September 2023.

Mr. Zhu joined our Group in June 2002, and had worked successively as technician, lead designer, deputy chief engineer and chief designer at Huaming Power from June 2002 to August 2023.

Mr. Zhu is a senior engineer (高級工程師) recognized by the Shanghai Municipal Human Resources and Social Security Bureau in November 2024. Mr. Zhu obtained a diploma in electrical operation and control from Shanghai Electromechanical Industry School (上海市機電工業學校) (currently known as Shanghai Dian Ji University (上海電機學院)) in July 2002. He also received a bachelor's degree in computer science and technology from East China Normal University (華東師範大學) in March 2012. Mr. Zhu was awarded "Shanghai Youth May Fourth Medal" by Shanghai Municipal Committee of the Communist Youth League (共青團上海市委員會) and Shanghai Municipal Human Resources and Social Security Bureau in April 2016.

Mr. LEI Chunli (雷純立), aged 46, has been the chief financial officer of our Company since May 2017. He is primarily responsible for overall management of the accounting and finance, investment and financing of our Group. He has also served as the head of finance of Huaming Power and Huaming High Voltage since May 2017.

Mr. Lei joined our Group in September 2014 and served as financial supervisor of Huaming Power from September 2014 to May 2017.

Before joining our Group, Mr. Lei worked successively at Yongchang Sekisui Composite Co., Ltd. (永昌積水複合材料有限公司) (currently known as Zhenshi Yongchang Composite Co., Ltd. (振石永昌複合材料有限公司)), and Sekisui (Shanghai) Environmental Technology Co., Ltd. (積水(上海)環境科技有限公司).

Mr. Lei obtained a bachelor's degree in financial management from Xinjiang Institute of Finance and Economics (新疆財經學院) (currently known as Xinjiang University of Finance and Economics (新疆財經大學)) in July 2004.

Mr. XIA Haijing (夏海晶), aged 39, has been the secretary to the Board of our Company since October 2020. He is primarily responsible for management of Board-related matters, corporate governance and investor relations of our Group.

Mr. Xia joined our Group in July 2017 and served as the head of investment and financing of our Company from July 2017 to October 2020. Before joining our Group, he successively worked as a trader at Ping An Tradition International Money Broking Co. Ltd. (平安利順國際貨幣經紀股份有限公司), business department manager at Sinolink Innovation Investment Co., Ltd. (國金創新投資股份有限公司) and senior investment manager at Guojin Dingxing Investment Co., Ltd. (國金鼎興投資有限公司).

Mr. Xia obtained a bachelor's degree in economics from Fudan University (復旦大學) in July 2009.

JOINT COMPANY SECRETARIES

Mr. XIA Haijing (夏海晶), the secretary of our Board, was appointed as one of our joint company secretaries on February 12, 2026 with effect from the date on which the Company passes the [**REDACTED**] for the [**REDACTED**]. For the biographical details of Mr. Xia, see "— Senior Management" in this section.

Ms. SHUM Kit Han (岑潔嫺) was appointed as one of our joint company secretaries on February 12, 2026 with effect from the date on which the Company passes the [**REDACTED**] for the [**REDACTED**]. She currently serves as a manager of corporate services of Tricor Services Limited, a member of Vistra Group. She is responsible for providing corporate secretarial and compliance services to listed companies.

Ms. Shum has over 10 years of experience in company secretary and corporate governance field. She obtained her master's degree in Professional Accounting and Corporate Governance in July 2015 and her bachelor's degree in English for Professional Communication in November 2005, both from the City University of Hong Kong. She also obtained her executive diploma in Anti-Money Laundering and Counter-Terrorist Financing from the University of Hong Kong School of Professional and Continuing Education in October 2022, and a diploma in Spanish as a foreign language in September 2023.

Ms. Shum is a Chartered Secretary, a Chartered Governance Professional, a fellow member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom, and a member of the executive committee of the Mexican Chamber of Commerce in Hong Kong.

INTERESTS OF DIRECTORS AND SENIOR MANAGEMENT

Save as disclosed above, none of our Directors or senior management has been a director of any listed companies in Hong Kong or overseas within the three years immediately preceding the date of this document.

Save as disclosed above, to the best of the knowledge, information and belief of our Directors having made all reasonable enquiries, as of the Latest Practicable Date, there were no other matters with respect to the appointment of our Directors that need to be brought to the attention of the Shareholders and there was no information relating to our Directors or chief executive that is required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules.

As of the Latest Practicable Date, none of our Directors or senior management are related to other Directors or senior management of our Company.

Save as disclosed in the sections headed "Substantial Shareholders" and "Statutory and General Information — Further Information about our Directors and Substantial Shareholders — Disclosure of Interests" in Appendix VI to this document, as of the Latest Practicable Date, none of our Directors held any interest or short position in the Shares or underlying Shares within the meaning of Part XV of the SFO.

CONFIRMATION FROM OUR DIRECTORS

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 February 26, 2026, and (ii) understands his or her obligations as a director of a listed issuer under the Listing Rules.

Each independent non-executive Director has confirmed to us (a) his or her independence as regards each of the factors referred to in Rule 3.13(1) to (8) of the Listing Rules, (b) that he or she has no past or present financial or other interest in our business or any connection with any core connected person of our Company and (c) that there are no other factors that may affect his or her independence at the time of his or her appointment.

COMPETITION

Each of our executive and non-executive Directors confirmed that, as of the Latest Practicable Date, he/she did not have any interest in a business which competes or is likely to compete, directly or indirectly, with our business and requires disclosure under Rule 8.10 of the Listing Rules.

Our Group has also adopted corporate governance measures which help us to manage any potential conflicts of interest between our Group and our Directors.

REMUNERATION OF DIRECTORS, FORMER SUPERVISORS AND SENIOR MANAGEMENT

During the Track Record Period, the remuneration of our Directors, former Supervisors and senior management was paid in the form of fees, basic salaries, allowances and benefits in kind, contributions to retirement benefit scheme, share-based payments and discretionary bonus.

The aggregate amount of remuneration (including any fees, salaries, allowances, benefits in kind and discretionary bonuses, share-based payments, pension scheme contributions and social welfare) paid to our Directors in the three years ended December 31, 2023, 2024 and 2025 were RMB5.08 million, RMB5.05 million and RMB9.55 million, respectively.

The aggregate amount of remuneration (including any fees, salaries, allowances, benefits in kind and discretionary bonuses, share-based payments, pension scheme contributions and social welfare) paid to our former Supervisors in the three years ended December 31, 2023, 2024 and 2025 were RMB1.45 million, RMB1.45 million and RMB0.81 million, respectively. None of our Directors or former Supervisors waived or agreed to waive any emolument during the same periods.

In the three years ended December 31, 2023, 2024 and 2025, the aggregate amount of remuneration paid to the five highest paid individuals of our Group (among which there were 1, 1 and 2 Director(s) respectively) were RMB6.43 million, RMB7.86 million and RMB11.40 million respectively. During the Track Record Period, no remuneration was paid to, or received by, our Directors, former Supervisors 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, former directors, former Supervisors or the five highest paid individuals for the loss of office as a director or supervisor 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.

It is estimated that under the arrangements currently in force, the aggregate amount of remuneration (excluding any discretionary bonus) payable to and benefits in kind receivable by our Directors in the year ending December 31, 2026 will be approximately RMB9.92 million.

Save as disclosed above, no other payments had been made, or are payable, by any member of our Group to our Directors and former Supervisors during the Track Record Period.

For additional information on our Directors during the Track Record Period as well as information on the five highest paid individuals, see Notes 8 and 9 to the Accountants' Report set out in Appendix I to this document.

BOARD COMMITTEES

In accordance with relevant PRC laws and regulations, the Articles and the practices in relation to the Corporate Governance Code under the Listing Rules, we have established four board committees, namely, the audit committee (the "**Audit Committee**"), the remuneration and appraisal committee (the "**Remuneration and Appraisal Committee**"), the nomination committee (the "**Nomination Committee**") and the strategy committee (the "**Strategy Committee**").

Audit Committee

We have established the Audit Committee with terms of reference in compliance with the relevant PRC laws and regulations and Rule 3.21 of the Listing Rules and the Corporate Governance Code. The primary duties of the Audit Committee are, among others, to review and supervise the financial reporting process, risk management and internal control system of our Group. The Audit Committee consists of three members, namely, Prof. Li Qingyuan, Mr. Wang Xumiao and Mr. Jiang Xiuchen. Prof. Li Qingyuan, being the chairperson of the Audit Committee, is appropriately qualified as required under Rules 3.10(2) and 3.21 of the Listing Rules.

Remuneration and Appraisal Committee

We have established the Remuneration and Appraisal Committee with terms of reference in compliance with the relevant PRC laws and regulations and Rules 3.25 and 3.26 of the Listing Rules and the Corporate Governance Code. The primary duties of the Remuneration and Appraisal Committee are to review and make recommendation to the Board regarding the terms of remuneration packages, bonuses and other compensation payable to our Directors and senior management. The Remuneration and Appraisal Committee consists of three members, namely, Prof. Jiang Xiuchen, Prof. Li Qingyuan and Mr. Xie Jing, with Prof. Jiang Xiuchen being the chairperson of the committee.

Nomination Committee

We have established the Nomination Committee with terms of reference in compliance with the relevant PRC laws and regulations and Rule 3.27A of the Listing Rules and the Corporate Governance Code. The primary duties of the Nomination Committee are to make recommendation to the Board regarding the appointment of Director and senior management and succession planning for Directors. The Nomination Committee consists of three members, namely, Mr. Wang Xumiao, Prof. Jiang Xiuchen and Ms. Yang Jianqin, with Mr. Wang Xumiao being the chairperson of the committee.

Strategy Committee

We have established the Strategy Committee with terms of reference in compliance with the relevant PRC laws. The primary duties of the Strategy Committee are to research and make recommendation to the Board regarding the long-term development strategy, major investment decisions and environmental, social and governance matters of the Company. The Strategy Committee consists of three members, namely, Mr. Xiao Yi, Mr. Lu Weili and Prof. Jiang Xiuchen, with Mr. Xiao Yi being the chairperson of the committee.

DIVERSITY

The Board has adopted a board diversity policy (the "**Board Diversity Policy**") with a view to enhance the effectiveness of the Board and to maintain a high standard of corporate governance. Pursuant to the Board Diversity Policy, the Company seeks to achieve diversity of the Board through the consideration of a wide range of factors, including but not limited to gender, age, cultural and educational background, industry experience, technical capabilities, professional qualifications and skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

We have taken, and 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. Our Directors believe that our board diversity policy is well implemented. Our Board consists of ten Directors spanning a wide range of ages from 46 years old to 62 years old and will include one female Director. Furthermore, our Directors have a balanced mixed of knowledge and skills, including overall management and strategic development, legal, accounting, and financial and investment management, in addition to extensive experience in the power and energy industry. They obtained degrees in various majors including engineering, economics, accounting and law, among others. Taking into account our existing business model and specific needs as well as the different background of our Directors, we believe the composition of our Board satisfies our Board Diversity Policy.

Our Nomination Committee is responsible for the implementation of the Board Diversity Policy and ensuring its compliance with the Corporate Governance Code. After the [**REDACTED**], the Nomination Committee will review the Board Diversity Policy from time to time to ensure its continued effectiveness, and we will disclose in our corporate governance report the implementation results of the Board Diversity Policy annually.

CORPORATE GOVERNANCE CODE

Our Group is committed to achieving high standards of corporate governance with a view to safeguarding the interests of our Shareholders. To accomplish this, our Group complies or intends to comply with the corporate governance requirements under the Corporate Governance Code set out in Appendix C1 to the Listing Rules after the [**REDACTED**]. 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 Group 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

We have appointed First Shanghai Capital Limited as our compliance advisor (the "**Compliance Advisor**") pursuant to Rule 3A.19 of the Listing Rules. Our Compliance Advisor will provide us with guidance and advice as to compliance with the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, our Compliance Advisor will advise our Company in certain circumstances including: (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; and (c) where the Hong Kong Stock Exchange makes an inquiry to our Company under 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 Hong Kong 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 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**].