

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board will consist of seven Directors, comprising three executive Directors, one non-executive Director and three independent non-executive Directors. The table below sets forth certain information of each of our Directors:

Name	Age	Position	Date of joining our Group	Date of appointment as Director	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Zou Zhinong (鄒支農)	57	Chairman of the Board, executive Director and chief engineer	July 20, 2005	September 21, 2011 ^(Note)	Responsible for the overall strategic planning of our Group and leading our Group’s new technology and product development	Spouse of Ms. Ou
Ms. Ou Yang (歐洋)	57	Executive Director and general manager	July 20, 2005	September 21, 2011 ^(Note)	Responsible for the overall business development and management of our Group	Spouse of Mr. Zou
Mr. Wang Chih-Hung (王志弘)	51	Executive Director and deputy general manager	March 1, 2010	September 21, 2011 ^(Note)	Responsible for the management of TFC Thailand and for supporting our overseas sales operations	None
Mr. Zhu Songgen (朱松根)	47	Non-executive Director and employee representative Director	July 20, 2005	December 1, 2023	Responsible for providing strategic advice to our Board	None
Dr. Lu Lin (路琳)	53	Independent non-executive Director	December 1, 2023	December 1, 2023	Responsible for providing independent advice to our Board	None
Dr. Geng Huimin (耿慧敏)	52	Independent non-executive Director	December 4, 2020	December 4, 2020	Responsible for providing independent advice to our Board	None
Ms. Du Linlin (杜琳琳)	35	Independent non-executive Director	[REDACTED]	[REDACTED]	Responsible for providing independent advice to our Board	None

Note: Mr. Zou has been a Director since the establishment of our Company, and each of Ms. Ou and Mr. Wang Chih-Hung has been a Director since May 2011. This date represents the date of their respective appointments as Directors following our Company’s conversion into a joint stock limited company in September 2011.

Executive Directors

Mr. Zou Zhinong (鄒支農), aged 57, is our founder, the chairman of our Board, an executive Director and the chief engineer of our Company. He has been a Director since the establishment of our Company and will be redesignated as an executive Director with effect from the [REDACTED]. He has also served as the chairman of our Board and the chief engineer of our Company since July 2005. From July 2005 to January 2018, he served as the general manager of our Company. Mr. Zou is primarily responsible for the overall strategic planning of our Group and leading our Group’s new technology and product development. He also serves as the chairperson of the Strategy Committee. He is the spouse of Ms. Ou, another executive Director.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Zou has more than 30 years of experience in technology and corporate management. Before founding our Company in July 2005, he founded Suzhou Industrial Park Mingzhan Technology Engineering Co., Ltd.* (蘇州工業園區名展科技工程有限公司). He also founded Suzhou Haoyi Digital Network Co., Ltd.* (蘇州豪億數碼網絡有限公司) and served there from January 2002 to June 2004. He also founded Siping City Dazhong Computer Co., Ltd.* (四平市大眾電腦有限公司).

Mr. Zou received his bachelor’s degree in engineering, majoring in mechanical design and manufacturing, from Jilin University of Technology (吉林工業大學) in the PRC in July 1991.

Ms. Ou Yang (歐洋) (former name: Ou Xiuhong (歐秀紅)), aged 57, is our co-founder, an executive Director and the general manager of our Company. She has been a Director since May 2011 and will be redesignated as an executive Director with effect from the [REDACTED]. She has also served as the general manager of our Company since January 2018. Ms. Ou is primarily responsible for the overall business development and management of our Group. She also serves as a member of the Remuneration and Evaluation Committee. She is the spouse of Mr. Zou, another executive Director.

Ms. Ou has more than 20 years of experience in corporate management. From July 2005 to January 2018, she held various roles within our Group, including as assistant to the general manager and deputy general manager. Prior to joining our Group, from January 2002 to June 2005, she served as an executive director of Suzhou Haoyi Digital Network Co., Ltd.* (蘇州豪億數碼網絡有限公司). From September 1991 to September 2001, she was a lecturer in the Department of Humanities of Siping Education College* (四平市教育學院).

Ms. Ou received her bachelor’s degree in history from Northeast Normal University (東北師範大學) in the PRC in July 1991.

Mr. Wang Chih-Hung (王志弘), aged 51, is an executive Director and a deputy general manager of our Company. He has been a Director since May 2011 and will be redesignated as an executive Director with effect from the [REDACTED]. He has also served as a deputy general manager of our Company since September 2011. Mr. Wang is primarily responsible for the management of TFC Thailand and for supporting our overseas sales operations. He also serves as a member of the Nomination Committee and the Strategy Committee.

Mr. Wang has more than 20 years of experience in manufacturing and operations management. From March 2010 to June 2011, he served as the general manager of Suzhou Tianfu Precision Technology Co., Ltd.* (蘇州天孚精工技術有限公司), a former subsidiary of our Group. Prior to joining our Group, from April 2007 to February 2010, he was an assistant manager at Nomura Automatic Lathe (Shanghai) Co., Ltd.* (野村精機 (上海) 有限公司). From June 2006 to March 2007, he served as a manager in the manufacturing and management department of E-Tong Technology Co., Ltd.* (億通科技股份有限公司製造部及管理部經理). From July 2003 to May 2006, he served as the chief of the manufacturing section at Taiwan Fupason Technology Co., Ltd.* (富柏森科技股份有限公司). From June 2001 to June 2003, he served as a manufacturing engineer at Paifuchen Industrial Co., Ltd.* (百富臣工業股份有限公司).

Mr. Wang received his diploma in industrial engineering and management from St. John’s University (聖約翰科技大學) (formerly known as St. John’s & St. Mary’s Institute of Technology (新埔工業專科學校)) in Taiwan, China in June 1999.

Non-Executive Director

Mr. Zhu Songgen (朱松根), aged 47, is a non-executive Director and our employee representative Director. He was first appointed as a Director in December 2023 and became our employee representative Director in November 2025. Mr. Zhu is primarily responsible for providing strategic advice to our Board. He also serves as a member of the Audit Committee.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Zhu has more than 20 years of experience in quality control and management. Mr. Zhu joined our Group in July 2005 and served as a quality manager from July 2005 to October 2010. Since November 2010, he has served in various roles at Gao’an TFC Photoelectric Technology Co., Ltd.* (高安天孚光電技術有限公司), a wholly-owned subsidiary of our Group, beginning as a deputy general manager from November 2010 to June 2019, before being appointed as an executive director and the general manager in June 2019.

Mr. Zhu received his bachelor’s degree in inorganic non-metallic materials engineering from Xi’an University of Science and Technology (西安科技大學) (formerly known as Xi’an Science and Technology College (西安科技學院)) in the PRC in July 2001.

Independent Non-Executive Directors

Dr. Lu Lin (路琳), aged 53, has served as an independent Director since December 2023 and will be redesignated as an independent non-executive Director with effect from the [REDACTED]. Dr. Lu is primarily responsible for providing independent advice to our Board. She also serves as the chairperson of the Remuneration and Evaluation Committee and the Nomination Committee.

Dr. Lu has over 25 years of experience in academia. Since April 1998, she has held various roles at Shanghai Jiao Tong University (上海交通大學), beginning as a teacher from April 1998 to August 2000, before being appointed as a lecturer from November 2003 to August 2006, and subsequently as an associate professor from August 2006 to December 2016. She has served as a professor in organizational management since December 2016. She has also served as an independent director of Hailun Piano Co., Ltd.* (海倫鋼琴股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300329), since January 2026.

Dr. Lu received her bachelor’s degree in scientific English studies from Xidian University (西安電子科技大學) in the PRC in July 1995, her master’s degree in linguistics and applied linguistics from Shanghai Jiao Tong University (上海交通大學) in the PRC in January 1998, and her doctoral degree in management from City University of Hong Kong (香港城市大學) in Hong Kong in November 2003.

Dr. Geng Huimin (耿慧敏), aged 52, has served as an independent Director since December 2020 and will be redesignated as an independent non-executive Director with effect from the [REDACTED]. Dr. Geng is primarily responsible for providing independent advice to our Board. She also serves as a member of the Audit Committee, the Remuneration and Evaluation Committee and the Nomination Committee.

Dr. Geng has over 20 years of experience in academia. Since May 2019, she has served as a professor at Taizhou University (台州學院). Prior to this, from December 2003 to April 2019, she served as a lecturer at Dalian University of Finance and Economics (大連財經學院). From September 1994 to June 2002, she was a staff member of Heilongjiang Tobacco Company Jiamusi Company* (黑龍江省佳木斯市煙草公司).

Dr. Geng also served as an independent director of Fuxin Dare Automotive Parts Co., Ltd.* (阜新德爾汽車部件股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300473), from March 2018 to March 2024.

Dr. Geng received her college diploma in management engineering from Jiamusi University (佳木斯大學) (formerly known as Jiamusi Engineering College (佳木斯工學院)) in the PRC in July 1994, and her bachelor’s degree in management from Harbin Institute of Technology (哈爾濱工業大學) in the PRC in December 2001. She subsequently received her master’s and doctoral degrees in accounting from Dongbei University of Finance and Economics (東北財經大學) in the PRC in April 2005 and June 2009, respectively.

Ms. Du Linlin (杜琳琳) (former name: Du Lin (杜琳)), aged 35, was appointed as an independent non-executive Director with effect from the [REDACTED]. Ms. Du is primarily responsible for providing independent advice to our Board. She also serves as the chairperson of the Audit Committee and a member of the Strategy Committee.

DIRECTORS AND SENIOR MANAGEMENT

Ms. Du has over 10 years of experience in corporate finance and investment management. Ms. Du has served as a vice president of the investment management department of China Merchants Venture Capital Management Co., Ltd.* (招商局創新投資管理有限責任公司) since December 2023. From June 2018 to December 2023, she served as the investment operation director at the Cloud and Smart Industry Business Group of Tencent Technology (Shenzhen) Company Limited* (騰訊科技(深圳)有限公司), a subsidiary of Tencent Holdings Limited, which is listed on the Hong Kong Stock Exchange (stock code: 00700). From November 2015 to May 2018, she assumed the positions of board secretary and director of the investment and financing department successively at Gosun Holding Co., Ltd.* (高升控股股份有限公司), a cloud infrastructure service provider previously listed on the Shenzhen Stock Exchange (stock code: 000971). From July 2014 to September 2015, she served as an analyst in the corporate finance department of BOCI Securities Limited* (中銀國際證券有限公司) (currently known as BOC International (China) Co., Ltd.* (中銀國際證券股份有限公司)), a securities company listed on the Shanghai Stock Exchange (stock code: 601696).

Additionally, Ms. Du has served as an independent non-executive director of Suzhou Novosense Microelectronics Co., Ltd. (蘇州納芯微電子股份有限公司), a company dual-listed on the Hong Kong Stock Exchange (stock code: 02676) and the Shanghai Stock Exchange (stock code: 688052), since April 2025.

Ms. Du received her bachelor's and master's degrees in economics, majoring in public finance, from Renmin University of China (中國人民大學) in the PRC in June 2012 and June 2014, respectively. Ms. Du has been a member of the Chinese Institute of Certified Public Accountants since April 2014.

Confirmation from our Directors

Rules 3.09D of the Listing Rules

Each of our Directors has confirmed that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules in March 2026, and (ii) understands his or her obligations as a director of a listed issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

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

Disclosure under Rule 8.10(2) of the Listing Rules

As of the Latest Practicable Date, none of our Directors (other than our independent non-executive Directors) had an interest in any business which competes or is likely to compete, either directly or indirectly, with our business that would require disclosure under Rule 8.10(2) of the Listing Rules.

General

Save as disclosed in this section, none of our Directors is related to any other Directors or members of the senior management of our Company. Furthermore, save as disclosed in this section, (i) none of our Directors held any directorships in public companies, the securities of which are listed on any securities market in Hong Kong or overseas during the three years immediately preceding the Latest Practicable Date; and (ii) to the best of the knowledge, information and belief of our Directors, having made all reasonable inquiries, 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 that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules.

DIRECTORS AND SENIOR MANAGEMENT

Save as disclosed in the section headed “Statutory and General Information” in Appendix IV to this document, none of our Directors holds any interest in our Shares which would be required to be disclosed pursuant to Part XV of the SFO.

SENIOR MANAGEMENT

The senior management team of our Group and their respective biographies (other than our executive Directors whose details are set out in the preceding sub-section) are as follows:

<u>Name</u>	<u>Age</u>	<u>Position</u>	<u>Date of joining our Group</u>	<u>Date of appointment as senior management</u>	<u>Roles and responsibilities</u>	<u>Relationship with Directors and other senior management</u>
Ms. Ou Yang (歐洋)	57	Executive Director and general manager	July 20, 2005	September 21, 2011	Responsible for the overall business development and management of our Group	Spouse of Mr. Zou
Mr. Wang Chih-Hung (王志弘)	51	Executive Director and deputy general manager	March 1, 2010	September 21, 2011	Responsible for the management of TFC Thailand and for supporting our overseas sales operations	None
Mr. Chen Kairong (陳凱榮)	43	Deputy general manager and board secretary	January 19, 2017	August 4, 2017	Responsible for our Group’s corporate governance, information disclosure, investor relations and operations management	None
Mr. Wu Wentai (吳文太)	43	Chief financial officer	June 1, 2020	October 22, 2020	Responsible for our Group’s overall financial management	None

Ms. Ou Yang (歐洋) (former name: Ou Xiuhong (歐秀紅)), aged 57, is our co-founder, an executive Director and the general manager of our Company. For the biographical details of Ms. Ou, see “—Board of Directors—Executive Directors” above.

Mr. Wang Chih-Hung (王志弘), aged 51, is an executive Director and a deputy general manager of our Company. For the biographical details of Mr. Wang, see “—Board of Directors—Executive Directors” above.

Mr. Chen Kairong (陳凱榮), aged 43, has served as a deputy general manager and the board secretary of our Company since August 2017. Mr. Chen is primarily responsible for our Group’s corporate governance, information disclosure, investor relations and operations management.

Mr. Chen has over 20 years of experience in human resources and corporate management. Mr. Chen joined our Group in January 2017 and served as a manager in the securities and legal affairs department. Prior to joining our Group, from October 2015 to January 2017, he served as the human resources director of Jiangsu Suiyi Information Technology Co., Ltd.* (江蘇隨易信息科技有限公司). From April 2007 to April 2015, he served at Nanjing Biancheng Sports Products Co Ltd.* (南京邊城體育用品股份有限公司), holding various roles including as a director, deputy general manager, board secretary and human resources director. From September 2006 to April 2007, he served as a human resources researcher of Leysen Jewellery Inc.* (萊紳通靈珠寶股份有限公司) (formerly known as Tongling Jewelry Co., Ltd.* (通靈珠寶股份有限公司)), a company listed on the Shanghai Stock Exchange (stock code: 603900).

DIRECTORS AND SENIOR MANAGEMENT

Mr. Chen received his bachelor’s degree in business administration from Nanjing University (南京大學) in the PRC in June 2004.

Mr. Wu Wentai (吳文太), aged 43, has served as the chief financial officer of our Company since October 2020. He is primarily responsible for our Group’s overall financial management.

Mr. Wu has over 20 years of experience in accounting and finance. Mr. Wu joined our Group in June 2020. Prior to joining our Group, from October 2009 to May 2020, he served as a manager in the financial management center of Positec Technology (China) Co., Ltd.* (寶時得科技(中國)有限公司). From July 2005 to September 2009, he held various roles within ENN Energy Holdings Limited (新奧能源控股有限公司), a company listed on the Hong Kong Stock Exchange (stock code: 02688), including as an accountant in its subsidiary from July 2005 to August 2007, as a member of the finance team of the financial informatization project group from September 2007 to April 2009, and as a finance manager of its subsidiary from May 2009 to September 2009.

Mr. Wu received his bachelor’s degree in public finance from Shandong University (山東大學) in the PRC in July 2005. He was admitted as a fellow of both the Institute of Financial Accountants and the Institute of Public Accountants in September 2020.

Confirmation from our Senior Management

Each of our senior management members has confirmed that, saved as disclosed in this section: (1) he or she does not and has not held any directorships in public companies, the securities of which are listed on any securities market in Hong Kong or overseas during the three years immediately preceding the Latest Practicable Date, and (2) he or she is not related to any Directors or other members of our senior management.

JOINT COMPANY SECRETARIES

Mr. Chen Kairong (陳凱榮) was appointed as a joint company secretary of our Company in March 2026 with effect from the [REDACTED]. For the biographical details of Mr. Chen, see “—Board of Directors—Senior Management” above.

Ms. Chan Ching Nga (陳靜雅) was appointed as a joint company secretary of our Company with effect from the [REDACTED]. She has over 20 years of experience in the company secretarial and corporate governance fields and is currently a Senior Manager, Entity Solutions at Computershare Hong Kong Investor Services Limited.

Ms. Chan received her master’s degree in corporate governance from The Hong Kong Polytechnic University (香港理工大學) in Hong Kong in October 2012. She is an associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

BOARD COMMITTEES

We have established the following committees under our Board: Audit Committee, Remuneration and Evaluation Committee, Nomination Committee and Strategy Committee. The committees operate in accordance with their respective terms of reference established by our Board.

Audit Committee

We have established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The Audit Committee comprises three members, namely Ms. Du Linlin, Dr. Geng Huimin and Mr. Zhu Songgen. The chairperson of the Audit Committee is Ms. Du Linlin, being our independent non-executive Director with appropriate professional qualifications.

DIRECTORS AND SENIOR MANAGEMENT

The primary duties of the Audit Committee are to consider issues in relation to the external auditors and their appointments, oversee the financial reporting system, risk management and internal control systems of our Group, review the financial information of our Group, and review policies and practices in relation to corporate governance.

Remuneration and Evaluation Committee

We have established the Remuneration and Evaluation Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The Remuneration and Evaluation Committee comprises three members, namely Dr. Lu Lin, Ms. Ou Yang and Dr. Geng Huimin. The chairperson of the Remuneration and Evaluation Committee is Dr. Lu Lin.

The primary duties of the Remuneration and Evaluation Committee are to review the remuneration policy and make recommendations to our Board on the remuneration packages of our Directors and senior management.

Nomination Committee

We have established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The Nomination Committee comprises three members, namely Dr. Lu Lin, Mr. Wang Chih-Hung and Dr. Geng Huimin. The chairperson of the Nomination Committee is Dr. Lu Lin.

The primary duties of the Nomination Committee are to assess and make recommendations on candidates, propose procedures and criteria for the appointment of Directors and senior management of our Company, review the structure, size and composition of our Board and assess the independence of the independent non-executive Directors.

Strategy Committee

We have established the Strategy Committee with written terms of reference, to monitor the strategy and business plans of our Company. The Strategy Committee comprises three members, namely Mr. Zou Zhinong, Mr. Wang Chih-Hung and Ms. Du Linlin. The chairperson of the Strategy Committee is Mr. Zou Zhinong.

The primary duties of the Strategy Committee are to review and make recommendations on our Company’s long-term development strategy, major investment decisions, and sustainable development efforts.

REMUNERATION

Our Directors and senior management members receive compensation in the form of salaries, allowances, benefits in kind, performance related bonuses, share-based payment expenses and pension scheme contributions from our Company subject to applicable laws, rules and regulations. For details of the service contracts that we have entered into with our Directors, see the section headed “Statutory and General Information—C. Further Information about our Directors and Substantial Shareholders—2. Particulars of Service Contracts and Appointment Letters” in Appendix IV to this document.

Further information on the remuneration of our Directors and/or the five highest paid individuals during the Track Record Period is set out in the Accountants’ Report in Appendix I to this document, and in the section headed “Statutory and General Information—C. Further Information about our Directors and Substantial Shareholders—3. Directors’ Remuneration” in Appendix IV to this document.

DIRECTORS AND SENIOR MANAGEMENT

COMPLIANCE ADVISOR

We have appointed Somerley Capital Limited as our compliance advisor upon the [REDACTED] in compliance with 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 advise our Company in the following circumstances (amongst others):

- (a) before the publication of any regulatory announcement, circular or financial report;
- (b) where a transaction, which might be a notifiable or connected transaction under Chapters 14 or 14A of the Listing Rules, is contemplated, including share issues, sales or transfers of treasury shares 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 the 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 under Rule 13.10 of the Listing Rules.

The term of appointment of the 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], and such appointment may be subject to extension by mutual agreement.

COMPLIANCE WITH CORPORATE GOVERNANCE CODE

We aim to achieve high standards of corporate governance which are crucial to our development and which safeguard the interests of our Shareholders. In order to accomplish this, we expect to comply with the Corporate Governance Code set out in Appendix C1 of the Listing Rules after the [REDACTED].

MANAGEMENT PRESENCE

According to Rules 8.12 and 19A.15 of the Listing Rules, we must have sufficient management presence in Hong Kong. This normally means that at least two of our executive Directors must be ordinarily resident in Hong Kong. Our Company does not and, for the foreseeable future, will not have sufficient management presence in Hong Kong.

We have applied for, and the Stock Exchange [has granted], a waiver from strict compliance with Rules 8.12 and 19A.15 of the Listing Rules. For further details, see the section headed “Waivers from Strict Compliance with the Listing Rules—Management Presence in Hong Kong.”

BOARD DIVERSITY POLICY

We [have adopted] a diversity policy (the “**Board Diversity Policy**”) which sets out the objectives and approach to achieving diversity on our Board so as to strengthen the performance of our Board. Pursuant to the Board Diversity Policy, we seek to achieve diversity on our Board by considering of a number of factors when selecting candidates for our Board and determining the optimum composition of the Board, including but not limited to skills, knowledge, cultural and educational background, geographical, industry and professional experience, ethnicity, gender, age and length of service. In particular, in terms of gender diversity, our Board will have three male Directors and four female Directors upon the [REDACTED].

DIRECTORS AND SENIOR MANAGEMENT

Our Directors have a balanced mix of knowledge and skills, including in technology, corporate management, accounting, corporate finance and business development. They obtained degrees in various areas such as public finance, business administration, management, history, linguistics and engineering. The ages of our Directors range from 35 to 57 years old.

Our Nomination Committee is responsible for reviewing the diversity of our Board. After the [REDACTED], our Nomination Committee will monitor the implementation of the Board Diversity Policy and review the Board Diversity Policy from time to time to ensure its effectiveness.