OVERVIEW

Our Board is responsible for the overall management and operation of our business. Our Board currently comprises nine Directors, including five executive Directors, one employee representative Director and three independent non-executive Directors. The following table sets forth information regarding the members of our Board:

Name	Age	Position	Date of first appointment as Director	Date of Joining our Group	Roles and Responsibilities	Relationship with other Directors and/or Senior Management
Mr. Huang Bin (黃斌)	50	Chairman, executive Director, and chief executive officer	March 2026	August 1998	Responsible for the overall strategic planning, as well as the daily operations of our Group	Cousin of Ms. Xiang Yanli
Ms. Xiang Yanli (向艷莉).	45	Executive Director and vice president	March 2026	February 2002	Responsible for the overall administrative management, financial management and general legal affairs of our Group	Cousin of Mr. Huang
Mr. Wang Jianguo (王建國).	45	Executive Director and vice president	March 2026	April 2004	Responsible for the production operations, workplace safety, and environmental matters of our Group	None
Ms. Shi Ying (石英) .	42	Executive Director and vice president	March 2026	December 2010	Responsible for the sales and marketing as well as import and export operations of our Group	None
Ms. Tan Xuejiao (譚雪嬌).	37	Executive Director and financial controller	March 2026	December 2007	Responsible for accounting, internal audit and other financial-related matters of our Group	None
Mr. Chen Weihua (陳衛華).	49	Employee representative Director	March 2026	July 2005	Responsible for providing views to our Board from the employees' perspective and facilitating communication between our Board and the employees	None
Ms. Wong Yee Man (黃綺汶).	37	Independent non-executive Director	April 2026 (with effect from the **[REDACTED]**	**[REDACTED]**	Responsible for providing independent opinions and judgment to our Board	None

Name	Age	Position	Date of first appointment as Director	Date of Joining our Group	Roles and Responsibilities	Relationship with other Directors and/or Senior Management
Mr. Chang Eric Jackson (張世澤). .	45	Independent non-executive Director	April 2026 (with effect from the **[REDACTED]**	**[REDACTED]**	Responsible for providing independent opinions and judgment to our Board	None
Mr. Guo Jiabing (郭家炳).	60	Independent non-executive Director	April 2026 (with effect from the **[REDACTED]**	**[REDACTED]**	Responsible for providing independent opinions and judgment to our Board	None

Executive Directors

Mr. Huang Bin (黃斌), aged 50, joined Dongsheng Chemical in August 1998 and has served as its chief executive officer since March 2004. In 2015, he was appointed as the executive director and chairman of Dongsheng Chemical and has been principally responsible for its overall management. Mr. Huang was also appointed as the chief executive officer and president of our Company upon its establishment in December 2003, overseeing its overall management. In August 2015, Mr. Huang was appointed as the Director of Dongsheng Agriculture Production Material, where he has been responsible for overseeing its day-to-day operations. In April 2026, he was redesignated as the Chairman, executive Director, and chief executive officer of our Company, and he is primarily responsible for the overall strategic planning and daily operations of our Group. Mr. Huang is also a member of the Nomination Committee and the Remuneration Committee, including overseeing mining operations, production coordination, resource allocation and the integrated development of our mining and chemical businesses.

Mr. Huang obtained a diploma in law from Party School of the CPC Hubei Committee (中共湖北省委黨校) in June 2004 in the PRC through correspondence education, and an MBA degree in National University of Singapore in June 2015 in Singapore. He also holds the professional certification of Chemical Process Engineer (化工工藝工程師) issued by Yichang Municipal Office for Professional Title Reform (宜昌市職改辦) in July 2008.

Mr. Huang is the son of Mr. Huang Changbing, our Controlling Shareholder, and the cousin of Ms. Xiang Yanli, our executive Director and vice president.

Ms. Xiang Yanli (向艷莉), aged 45, joined our Group in February 2002 as a finance staff member at Dongsheng Chemical. Ms. Xiang has served as the deputy minister of finance department since November 2016 and was appointed the deputy general manager of the finance department in the same year. In March 2018, Ms. Xiang was appointed as the vice president of our Group and has since been primarily responsible for the overall financial management of our Group. In March 2018, she was further appointed as the acting general manager (代理總經理) of our Group, a role she has held since then, with responsibility for both the overall financial management and administrative management of the Group. She has also served as a supervisor of Yuan'an Donghe New Material since March 2021. In April 2026, Ms. Xiang was appointed as an executive Director. She is primarily responsible for the overall administrative management, financial management and general legal affairs of our Group. Ms.

Xiang Yanli is also a member of the Remuneration Committee. Ms. Xiang Yanli joined our Group in February 2002 and has worked with us ever since, accumulating over 24 years of experience in the chemical industry.

Ms. Xiang Yanli obtained a diploma in accounting in January 2013 from the Open University of China (國家開放大學, formerly known as Central Radio and TV University (中央廣播電視大學)) in the PRC through correspondence education.

Ms. Xiang Yanli is the cousin of Mr. Huang, our Controlling Shareholder, Chairman, executive Director, and chief executive officer, and the niece of Mr. Huang Changbing, our Controlling Shareholder.

Mr. Wang Jianguo (王建國), aged 45, joined our Group in April 2004 as a shift supervisor of the sulfuric acid plant of our Company. In September 2006, Mr. Wang was appointed as the deputy general manager in charge of production of our Company. From January 2019 to July 2021, Mr. Wang acted as the manager and mine manager of Dongsheng Chemical. In August 2021, Mr. Wang was appointed as the vice president of our Group, and has since been principally responsible for the management of the production, safety and environment matters of our Group. In December 2023, Mr. Wang was further appointed as an executive director of Yuan'an Donghe New Material, principally overseeing its overall management and operation. In April 2026, Mr. Wang was appointed as an executive Director of our Company. Mr. Wang Jianguo is primarily responsible for the production, safety and environment matters of our Group, including the production, technical management, safety control and operation of the phosphogypsum comprehensive utilisation project, and supporting the integration of our mining and chemical businesses.

Mr. Wang Jianguo obtained a diploma in administrative management in January 2016 from the Open University of China (國家開放大學, formerly known as Central Radio and TV University (中央廣播電視大學)) in the PRC through correspondence education.

Ms. Shi Ying (石英), aged 42, joined our Group in December 2010 and has since served as a deputy general manager of Dongsheng Chemical, where she is principally responsible for import and export trading-related matters. In May 2016, she was appointed as the vice president of our Group, and has since been principally responsible for the sales and marketing of our Group. In April 2026, she was appointed as an executive Director of our Company. Ms. Shi Ying is primarily responsible for the sales and marketing, as well as import and export trading-related matters of our Group. She is also a member of the Nomination Committee.

Ms. Shi Ying has 20 years of experience in manufacturing and trading industries. From July 2005 to August 2006, she served as an assistant and translator to the general manager at Suzhou Intorus Group Co., Ltd. (蘇州中環集團有限公司), a company primarily engaged in development, manufacturing and sales of inorganic non-metallic materials and products, where she was responsible for the translation and coordination work for the general manager. From September 2006 to July 2007, she worked at Shanghai Zhongji Machinery Manufacturing Co., Ltd. (上海中吉機械製造有限公司), a company primarily engaged in machinery manufacturing. From September 2007 to November 2010, she served as a general manager at Eishi Shanghai International Trading Co., Ltd. (伊石(上海)貿易有限公司), a company engaged in trading of EPS raw materials, plastic injection machines and steel structure machines, where she was responsible for the export and import of machinery and raw materials.

Ms. Shi Ying obtained a bachelor's degree in English in July 2005 from Inner Mongolia University of Technology (內蒙古工業大學) in the PRC, and obtained a master's degree in business administration in December 2010 from Webster University in the U.S. through correspondence education, and a second master's degree in corporate governance in August 2018 from Hong Kong Metropolitan University (formerly known as the Open University of Hong Kong) in Hong Kong through correspondence education.

Ms. Tan Xuejiao (譚雪嬌), aged 37, joined our Group in December 2007 and has served as the financial controller of our Company since October 2024, responsible for accounting, internal audit and other financial-related matters of our Group. She was appointed as an executive Director of our Company since April 2026. Ms. Tan Xuejiao joined our Group in December 2007 and has worked with us ever since, accumulating over 18 years of experience in the chemical industry.

Ms. Tan Xuejiao obtained a diploma in July 2024 from Hubei University of Technology (湖北工業大學) in the PRC through correspondence education. She also obtained the intermediate professional title in auditing (會計中級職稱) in September 2020 jointly issued by Ministry of Human Resources and Social Security and Ministry of Finance, and obtained the professional title in tax (稅務師職稱) issued by China Certified Tax Agents Association in November 2022.

Employee Representative Director

Mr. Chen Weihua (陳衛華), aged 49, joined our Company in July 2005 and has served various positions since then, including the sales manager since July 2015 and the head of the sales department of our Company since October 2018. In March 2026, he was appointed as the employee representative Director of our Company, responsible for providing views to our Board from the employees' perspective and facilitating communication between our Board and the employees. Mr. Chen Weihua joined our Group in July 2005 and has worked with us ever since, accumulating over 20 years of experience in the chemical industry. Mr. Chen Weihua graduated from Yuan'an No.2 Senior High School in June 1996.

Independent Non-executive Directors

Ms. Wong Yee Man (黃綺汶), aged 37, was appointed as our independent non-executive Director in April 2026 with effect from the **[REDACTED]**. She is primarily responsible for providing independent opinions and judgment to our Board. She is also the chairperson of the Audit Committee, and a member of the Remuneration Committee and the Nomination Committee.

Ms. Wong Yee Man has over 15 years of experience in accounting, forensic investigation and compliance matters. From December 2010 to January 2014 and from January 2015 to June 2016, she served as an assistant manager and manager at KPMG respectively, where she was primarily responsible for audit management. From March 2014 to January 2015, she served as an associate at Borrelli Walsh Limited, a business advisory firm. From July 2016 to November 2017, she served as a senior consultant at FTI Consulting (Hong Kong) Limited, a business advisory firm, where she was primarily responsible for formulating due diligence plans and providing advice and solutions in relation to compliance, risk management and corporate management. From November 2017 to October 2021 and from October 2023 to September 2024, Ms. Wong Yee Man served as a manager at the SFC, where she was primarily responsible for regulatory risk and compliance matters. From March 2023 to October 2023, she served as a manager at Invesco Investment Management Co., Ltd., an investment management company, where she was primarily responsible for compliance monitoring and central compliance. Since October 2024, she has served as a director at PAL Advisory Limited, a business advisory firm, where she is primarily responsible for regulatory compliance advisory matters.

Since December 2024, Ms. Wong Yee Man has been the independent non-executive director of First Tractor Company Limited, a company listed on the Stock Exchange of Hong Kong Limited (stock code: 0038) and the Shanghai Stock Exchange (stock code: 601038) and principally engaged in providing domestic agricultural machinery equipment manufacturing service. Since November 2025, she has been the independent non-executive director of Shenzhen Transsion Holdings Co., Ltd., a company listed on the Shanghai Stock Exchange (stock code: 688036) and principally engaged in providing smart terminal products and mobile internet services. Since December 2025, she has been the independent non-executive director of Lontium Semiconductor Corporation, a high-speed mixed-signal chip design company listed on the Shanghai Stock Exchange (stock code: 688486).

Ms. Wong Yee Man obtained a bachelor's degree at Hong Kong Polytechnic University in November 2010 and a bachelor's degree at University of London in August 2020. She was admitted as a Certified Public Accountant by the Hong Kong Institute of Certified Public Accountants in March 2014, a Certified ESG Analyst (CESGA) by the European Federation of Financial Analyst Societies in March 2022, and a practicing accountant by the Accounting and Financial Reporting Council in January 1, 2025.

Mr. Chang Eric Jackson (張世澤), formerly known as Chang Choi Cho (張再祖), aged 45, was appointed as our independent non-executive Director in April 2026 with effect from the **[REDACTED]**. He is primarily responsible for providing independent opinions and judgment to our Board. He is also a member of the Audit Committee and the Nomination Committee, and the chairman of the Remuneration Committee.

Mr. Chang Eric Jackson has over 23 years of experience in accounting, finance and business advisory work. He worked as an associate and later a senior manager in PWC, an international audit firm from September 2002 to October 2013, where he was primarily responsible for auditing mattering. From October 2013 to July 2015, he worked as chief financial officer in Henan Zensun Real Estate Co., Ltd. (河南正商置業有限公司), a real estate company, where he was primarily responsible for financial and compliance matters. From July 2015 to April 2017, he served at Zensun Enterprises Limited (formerly known as ZH International Holdings Limited), a real estate company listed on the Stock Exchange of Hong Kong Limited (stock code: 185), as the executive director (July 2015 to April 2017) and chief financial officer (September 2016 to April 2017), where he was primarily responsible for financial and compliance matters. From April 2017 to August 2019, he was the chief financial officer and company secretary of China Tangshang Holdings Limited (previously known as Culture Landmark Investment Limited), a real estate company listed on the Stock Exchange of Hong Kong Limited (stock code: 674). From July 2019 to December 2021, he worked as the chief financial officer and company secretary of Sanxun Holdings Group Limited, a real estate company listed on the Stock Exchange of Hong Kong Limited (stock code: 6611), where he was primarily responsible for financial and compliance matters. He is currently the shareholder and director of AXE Advisory and Consulting Services Limited, a company engaged in provision of financial advisory and company secretaries services, where he was primarily responsible for financial, compliance and auditing matters. Since 31 May 2024, he has been the company secretary, the authorized representative and the process agent of Ximei Resources Holding Limited, a company listed on the Stock Exchange of Hong Kong Limited (stock code: 9936) and principally engaged in the manufacturing and sale of tantalum- and niobium-based products.

Since 13 December 2017, Mr. Chang Eric Jackson has been an independent non-executive director of Transmit Entertainment Limited (formerly known as Pegasus Entertainment Holdings Limited), a company listed on the Stock Exchange of Hong Kong (stock code: 1326) and primarily engaged in (i) film, TV series and variety show production, distribution and licensing of film rights; (ii) film exhibition; and (iii) pan entertainment. Since May 2018, Mr. Chang has been an independent non-executive director of DL Holdings Group Limited (previously known as Season Pacific Holdings Ltd), a company listed on the Stock Exchange of Hong Kong (stock code: 1709) and primarily engaged in provision of financial services of licensed business, family office services and money lending services. Since October 2025, he has been an independent non-executive director of Ganglong China Property Group Limited, a company listed on the Stock Exchange of Hong Kong (stock code: 6968) and primarily engaged in the development and sales of properties predominantly for residential use mixed with accompanying ancillary facilities. From December 2022 to September 2024, Mr. Chang Eric Jackson was an independent non-executive director of Datang Group Holdings Limited, a company listed on the Stock Exchange of Hong Kong (former stock code: 2117) and delisted in October 2024. From June 2022 to February 2026, he was also an independent non-executive director of Yik Wo International Holdings Limited, a company listed on the Stock Exchange of Hong Kong (stock code: 8659).

Mr. Chang Eric Jackson obtained his Bachelor of Commerce degree from the University of British Columbia in April 2002. He was admitted as a Certified Public Accountant by the Hong Kong Institute of Certified Public Accountants in September 2005 and a practicing accountant by the Accounting and Financial Reporting Council in November 2024.

Mr. Guo Jiabing (郭家炳), aged 60, was appointed as our independent non-executive Director in April 2026 with effect from the **[REDACTED]**. He is primarily responsible for providing independent opinions and judgment to our Board. He is also a member of the Audit Committee and the Remuneration Committee, and the chairman of the Nomination Committee.

Mr. Guo Jiabing has over 38 years of experience in enterprise management. From March 1988 to August 1989, he worked as a credit officer of Agricultural Bank of China, Yuan'an Branch, Maoping Business Office. From September 1989 to December 2002, he worked at Agricultural Bank of China, Yuan'an Branch, where he successively held the positions of security department officer, credit officer of credit department, deputy manager of business department, manager of risk management department and sub-branch manager. From January 2003 to July 2008, he worked as the head of Agricultural Bank of China, Hehua Branch. From August 2008 to August 2012, he worked as a manager of Agricultural Bank of China, Yuan'an Branch, Daqiao Road Sub-branch. From September 2012 to April 2015, he returned to the Agricultural Bank of China, Yuan'an Branch, where he successively served as the general manager of customer department, manager of operation department and general manager of marketing department. From April 2015 to December 2025, he worked as the chairman and head of Yuan'an Jingu Rural Bank Co., Ltd.* (遠安金穀村鎮銀行股份有限公司).

Mr. Guo Jiabing obtained a diploma in finance in November 2002 from Hubei Open University (湖北開放大學, formerly known as Hubei Radio and TV University (湖北廣播電視大學)) in the PRC. He was accredited as an assistant economist (助理經濟師) in December 1993.

SENIOR MANAGEMENT

All of our executive Directors also serve as members of our senior management. In addition, our senior management team includes Mr. Zhao Hongru (趙鴻儒). Our senior management is responsible for the day-to-day management of our business. The following table sets forth general information regarding our senior management:

Name	Age	Position	Appointment Date	Date of joining our Group	Roles and responsibilities	Relationship with other Directors and/or senior management
Mr. Zhao Hongru (趙鴻儒).	36	Board secretary and Joint Company Secretary	November 2025	November 2025	Responsible for the securities listing and corporate governance matters of our Group	None

Mr. Zhao Hongru (趙鴻儒), aged 36, joined our Group in November 2025 as the Board secretary and was appointed as the Joint Company Secretary in March 2026, responsible for the securities listing and corporate governance matters of our Group. Mr. Zhao Hongru was engaged in various commercial activities since graduation. From August 2022 to November 2023, he served as an IR head at Shanghai Productive Semiconductor Equipment Co., Ltd. (上海普達特半導體設備有限公司), a company primarily engaged in the manufacture of semiconductor devices, where he was responsible for the investor relationship and public relationship matters. Mr. Zhao Hongru obtained a bachelor's degree in English in January 2014 from Xi'an Jiaotong University (西安交通大學) in the PRC.

JOINT COMPANY SECRETARIES

Mr. Zhao Hongru (趙鴻儒), aged 36, is our Board secretary and Joint Company Secretary. For details of his biography, please refer to the paragraph headed "— Senior Management" in this section above.

Ms. Kwok Yan Ting Jennis (郭恩廷) is our Joint Company Secretary. Ms. Kowk has over 12 years of extensive experience in corporate governance, company secretarial practice and regulatory compliance. She is currently a senior manager, entity solutions of Computershare Hong Kong Development Limited. Ms. Kwok is a fellow member of both The Hong Kong Chartered Governance Institute (HKCGI) and The Chartered Governance Institute in the United Kingdom, and she is also a holder of the practitioner's endorsement of HKCGI. In addition, she is a Certified Environmental, Social and Governance Analyst accredited by The European Federation of Financial Analysts Societies (EFFAS) and a Certified ESG Planner (CEP®) awarded by the International Chamber of Sustainable Development (ICSD). She holds the Sustainability and Climate Risk (SCR®) Certificate issued by the Global Association of Risk Professionals (GARP®).

BOARD COMMITTEES

Our Board delegates certain responsibilities to various committees. In accordance with the relevant PRC laws and regulations, the Listing Rules and the Corporate Governance Code, Appendix C1 to the Listing Rules, our Company has formed three Board committees, namely the Audit Committee, the Remuneration Committee and the Nomination Committee.

Audit Committee

We established an Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph D.3 of Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The primary responsibilities of the Audit Committee include but not limited to: assisting our Board by providing an independent view of the effectiveness of the financial reporting process, internal control and risk management systems of our Company, overseeing the audit process and performing other duties and responsibilities as assigned by our Board. The Audit Committee of our Company consists of three members, being Ms. Wong Yee Man, Mr. Chang Eric Jackson, and Mr. Guo Jiabing, and Ms. Wong Yee Man is the chairperson of our Audit Committee, and Ms. Wong Yee Man is our independent non-executive Director possessing the appropriate professional qualifications or financial management expertise as required under Rule 3.10(2) of the Listing Rules.

Remuneration Committee

We established a Remuneration Committee with written terms of reference in compliance with Rule 3.2 of the Listing Rules and paragraph E.1 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The primary duties of the Remuneration Committee include but not limited to: making recommendations to the Board on our policy and structure for all remuneration of Directors and senior management and on the establishment of a formal and transparent procedure for developing the policy on such remuneration, determining the specific remuneration packages of all Directors and senior management, and reviewing and approving performance-based remuneration by reference to corporate goals and objectives resolved by the Board from time to time. The Remuneration Committee consists of five members, being Mr. Huang, Ms. Xiang Yanli, Ms. Wong Yee Man, Mr. Chang Eric Jackson and Mr. Guo Jiabing, and Mr. Chang Eric Jackson is the chairman of our Remuneration Committee.

Nomination Committee

We established a Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and paragraph B.3 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The primary responsibilities of the Nomination Committee include but not limited to: reviewing the structure, size and composition of the Board, assessing the independence of independent non-executive Directors and making recommendations to the Board on matters relating to the appointment and re-appointment of Directors. The Nomination Committee consists of five members, comprising Mr. Huang, Ms. Shi Ying, Ms. Wong Yee Man, Mr. Chang Eric Jackson and Mr. Guo Jiabing, and Mr. Guo Jiabing is the chairman of our Nomination Committee.

CONFIRMATION FROM OUR DIRECTORS

Rule 8.10 of the Listing Rules

Each of our Directors confirms that as of the Latest Practicable Date, he or 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.

Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on April 30, 2026 and May 1, 2026, and (ii) understands his or her obligations as a director of a **[REDACTED]** issuer on the **[REDACTED]** under the Listing Rules.

Rule 3.13 of the Listing Rules

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

Rule 13.51(2) of the Listing Rules

Saved 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, none of our Directors and senior management (i) had any other relationship with any other Directors, senior management or substantial or Controlling Shareholders of our Company of our Company; and (ii) had been a director of any public company the securities of which were listed on any securities market in Hong Kong or overseas in the three years prior to the Latest Practicable Date.

Saved as disclosed in the sections headed "Relationship with our Controlling Shareholder," "Substantial Shareholders", "Appendix VII — Statutory and General Information — C. Further Information About Our Directors and Substantial Shareholders", as of the Latest Practicable Date, none of our Directors held any interest in the securities within the meaning of Part XV of the SFO.

There are no other matters with respect to the appointment of our Directors that need to be brought to the attention of the Shareholders, nor is there any information relating to our Directors that is required to be disclosed pursuant to Rules 13.51(2) (h) to (v) of the Listing Rules.

REMUNERATION POLICY

We value our employees and recognize the importance of a good relationship with our employees. The remuneration to our employees includes salaries, bonuses, benefits and other welfares. Our Group offers competitive remuneration packages to our Directors, including salaries, allowances, other benefits and discretionary bonuses for our executive Directors, employee representative Director and independent non-executive Directors. For details of the service contracts that we have entered into with our Directors, see "C. Further Information About Our Directors and Substantial Shareholders — 2. Particulars of the Directors' Service Contracts" in Appendix VII 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 "C. Further Information About Our Directors and Substantial Shareholders — 3. Remuneration of Directors" in Appendix VII to this document.

Save as disclosed, the Directors are not entitled to receive any other special benefits from our Company. The compensation of the Directors is determined by the Board which will receive recommendations from the Remuneration Committee which will take into account applicable laws, rules and regulations. During the Track Record Period, no emoluments were paid by our Group to any Director or any of the five highest paid individuals as an inducement to join or upon joining our Group or as a compensation for loss of office. None of our Directors had waived any remuneration during the Track Record Period.

Under the arrangement currently in force, we estimate the total compensation before taxation to be accrued to our Directors in kind for their service for the year ending December 31, 2026 to be approximately RMB1.97 million. The actual remuneration of Directors in 2026 may be different from the expected remuneration.

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 intends to comply with the Corporate Governance Code set out in Appendix C1 to the Listing Rules and the Model Code for Securities Transactions by Directors of **[REDACTED]** set out in Appendix C3 to the Listing Rules after the **[REDACTED]**.

Pursuant to code provision C.2.1 of the Corporate Governance Code, companies **[REDACTED]** on the Stock Exchange are expected to comply with, but may choose to deviate from the requirement that the responsibilities between the chairman and the general manager should be segregated and should not be performed by the same individual. We do not have a separate chairman and chief executive officer, and Mr. Huang currently performs these roles. The Board believes that vesting the roles of both the chairman and chief executive officer in the same person has the benefit of ensuring consistent leadership within our Group and enables more effective and efficient overall strategic planning and implementation of our Board's decisions for our Group. Our Board considers that the balance of power and authority for the present arrangement will not be impaired, and this structure will enable our Company to make and implement decisions promptly and effectively. Our Board will continue to review and consider splitting the roles of the chairman and the chief executive officer of our Group if and when it is appropriate taking into account the circumstances of our Group as a whole.

Save as disclosed above, our Company intends to comply with all code provisions under the Corporate Governance Code after the **[REDACTED]**.

BOARD AND WORKPLACE DIVERSITY POLICY

Our Group [has] adopted a board and workplace diversity policy which sets out the approach to achieve diversity of our Board. Our Group recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level, including gender diversity, as an essential element in maintaining our Group's competitive advantage and enhancing its ability to attract, retain and motivate employees from the widest possible pool of available talent. Our Board currently comprises nine Directors, including four female Directors. Pursuant to the board diversity policy, in reviewing and assessing suitable candidates to serve as a Director, the Nomination Committee will consider a number of factors, including but not limited to gender, age, cultural and educational background, professional qualifications, skills, knowledge and industry experience. Pursuant to the board diversity policy, the Nomination Committee will discuss periodically and when necessary, agree on the measurable objectives for achieving diversity, including gender diversity, on our Board and recommend them to our Board for formal adoption.

Apart from diversity within our Board, we recognize the importance of gender diversity, which we have taken, and will continue to take, steps to promote at all levels of our Company, including at the Board, senior management and workforce (excluding senior management) level. Going forward, in accordance with the diversity policy, we will have directors of different genders on the board at all times, we will ensure that a female Director serves on the Nomination Committee at all times, and we will continue to work to enhance gender diversity when selecting and recommending suitable candidates across the Board, senior management and workforce (excluding senior management) levels. We will strive to enhance female representation within our Company and will maintain a non-single gender Board at all times with reference to stakeholders' expectations and international standards and best practices. In particular, we aim to develop a pipeline of female employees from the workforce to reach senior management level and become potential successors to the Board by implementing comprehensive programs aimed at identifying and training our female employees who display leadership and potential, and ensuring that our female management members have equal opportunities to develop and perform so as to be equipped to step up as a member of our Board.

Our Nomination Committee is responsible for reviewing the structure and ensuring the diversity of our Board. After the **[REDACTED]**, our Nomination Committee will monitor and evaluate the implementation of the board diversity policy from time to time to ensure its continued effectiveness and we will disclose in our corporate governance report about the implementation of the board diversity policy on annual basis.

COMPLIANCE ADVISOR

We have appointed Altus Holdings Limited as our Compliance Advisor pursuant to Rule 3A.19 of the Listing Rules. The Compliance Advisor will provide us with guidance and advice as to compliance with the Listing Rules and other applicable laws, rules, codes and guidelines. Pursuant to Rule 3A.23 of the Listing Rules, the Compliance Advisor will advise our Company in certain circumstances including:

(i) before the publication of any regulatory announcement, circular or financial report;

(ii) where a transaction, which might be a notifiable or connected transaction under the Listing Rules, is contemplated by our Group, including share issues and share repurchases;

(iii) where our Group proposes to use the **[REDACTED]** of the **[REDACTED]** in a manner different from that detailed in this document or where our Group's business activities, developments or results of operation deviate from any forecast, estimate or other information in this document; and

(iv) where the Stock Exchange makes an inquiry to our Group regarding unusual movements in the price or **[REDACTED]** volume of its **[REDACTED]** securities or any other matters in accordance with Rule 13.10 of the Listing Rules.

The term of the appointment will commence on the **[REDACTED]** and is expected to end on the date on which our Group complies with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the **[REDACTED]**.