BOARD OF DIRECTORS

The following table sets out information in respect of our Directors.

Name	Age	Date of joining our Group	Date of appointment as a Director	Position	Key responsibilities
Wenjie REN (任文傑) . . .	56	November 2001	November 2001	Chairman of the Board, Executive Director, General Manager, Chief Executive Officer	Overall management of the Board, overall management and operations of our Group and the overall development strategies, business plans, and major operational decisions of our Group
Yahong DING (丁亞紅) . . .	56	May 2003	December 2019	Executive Director, Deputy General Manager	Overall management and operations of our Group and responsible for development strategies and major decisions of the international business of the Group
Yi DONG (董毅)	56	January 2004	December 2015	Executive Director	Overall management and operations of our Group
Dongsheng HE (賀東升) . . .	54	July 2011	December 2015	Executive Director	Overall management and operations of our Group
Shihai WANG (王世海) . . .	49	December 2015	December 2015	Non-executive Director	Providing professional opinion and strategic advice to the Board
Lin YANG (楊麟)	33	June 2024	June 2024	Non-executive Director	Providing professional opinion and strategic advice to the Board
Yun QIU (邱妘)	62	December 2019	December 2019	Independent non-executive Director	Supervising and providing independent opinion and judgment to our Board
Zhenlei CHEN (陳振雷) . . .	62	December 2022	December 2022	Independent non-executive Director	Supervising and providing independent opinion and judgment to our Board
Shengqiang LU (盧勝強) . . .	42	July 2024	July 2024	Independent non-executive Director	Supervising and providing independent opinion and judgment to our Board
Warren Yung Liang SUN (孫榮良) . . .	48	August 2025*(Note)*	August 2025*(Note)*	Independent non-executive Director	Supervising and providing independent opinion and judgment to our Board

Note: The appointment will become effective upon [**REDACTED**].

Executive Directors

Mr. Wenjie REN (任文傑), aged 56, is an executive Director, the chairman of the Board, the general manager and the chief executive officer of our Company. He is responsible for the overall management of the Board, overall management and operations of our Group and the overall development strategies, business plans, and major operations decisions of our Group. He also holds several key positions within our Group. He is the chairman of the board and general manager of Physis New Energy and New Energy Tianjin. He also serves as an executive director and the general manager of New Energy Ningbo, New Energy Zhuzhou and New Energy Ganzhou. Further, he is the chairman of the board of directors of OSAI ITA. From August 2007 to January 2018, he was an executive director of the Physis Motion. From March 2018 to July 2019, he served as the chairman of the board of directors of Physis Xi'an. From January 2010 to January 2018, he was an executive director of the Physis Automation. Mr. Ren obtained his bachelor's degree in business and economics in 1991 from Ningbo University. In 2020, Mr. Ren was recognized as Scientific and Technology Innovation and Entrepreneurship Talent in the Innovation Talent Promotion Program (創新人才推進計劃科技創新創業人才) by the Ministry of Science and Technology of the PRC.

Ms. Yahong DING (丁亞紅), aged 56, is an executive Director, an deputy general manager and the head of the international business sector of our Company. She is responsible for the overall management and operations of our Group as well as the development strategies and major decisions of the international business of the Group. Since joining our Company in May 2003, Ms. Ding has held various important positions in our Group. She is the general manager of Physis Hangzhou Bay Branch since December 2019, and was the chairperson and general manager of Physis Industrial Design from May 2016 to October 2021. Ms. Ding obtained a master of business administration degree in July 2016 from University of Canberra, Australia. In March 2020, Ms. Ding was awarded the title of May Day Female Model Worker (五一巾幗標兵) by the Federation of Trade Unions of Ningbo (寧波市總工會).

Mr. Yi DONG (董毅), aged 56, is an executive Director and responsible for overall management and operations of our Group. Mr. Dong also holds several key positions within our Group since joining our Company in January 2004. He is the chairman of the board of directors and the general manager of Physis Xi'an. He also serves as the chairman of the board of directors of Physis Wuhan and Physis Automation. Mr. Dong received his bachelor's degree in economics in 1994 from Hangzhou Business College of the Zhejiang Gongshang University (杭州商學院(浙江工商大學)).

Mr. Dongsheng HE (賀東升), aged 54, is an executive Director and responsible for overall management and operations of our Group. Mr. He also serves as a director of Innovation Center, Physis Motion, Physis New Energy, Physis Automation and Physis Wuhan within our Group. Prior to joining our Group in July 2011, Mr. He served as the deputy general manager at Ningbo Huaguang Stainless Steel Co., Ltd (寧波華光不銹鋼有限公司) from August 2007 to July 2011. Mr. He obtained an executive master of business administration degree in July 2008 from Zhejiang University.

Non-Executive Directors

Mr. Shihai WANG (王世海), aged 49, is a non-executive Director and responsible for providing professional opinion and strategic advice to the Board.

Mr. Wang has extensive experience in investment and financing. He has served as the managing director of CS Capital Co., Ltd. (國投招商投資管理有限公司) since July 2018, and has also held various positions at SDIC Fund Management Co., Ltd. (國投創新投資管理有限公司) including vice president, executive director and managing director since January 2010. Previously, Mr. Wang worked at Hua Xia Bank Co., Ltd. (華夏銀行股份有限公司), a company listed on the Shanghai Exchange (stock code: 600015.SH) from 1999 to 2003. He then worked at CEFC Shanghai Securities Limited (上海華信證券有限責任公司), whose predecessor is China Euro Securities Limited (華歐國際證券有限責任公司), from July 2006 to August 2008. From August 2008 to

January 2010, Mr. Wang worked as a vice president in the investment banking department at CITIC Securities Company Limited (中信證券股份有限公司), a company dually listed on the Hong Kong Stock Exchange and Shanghai Stock Exchange (stock code: 06030.HK and 600030.SH).

Mr. Wang has been a non-independent director of Leader Harmonious Drive Systems Co., Ltd. (蘇州綠的諧波傳動科技股份有限公司) (stock code: 688017.SH) since September 2018 and a non-independent director of Changzhou Xingyu Lamp Co., Ltd. (常州星宇車燈股份有限公司) (stock code: 601799.SH) since April 2025.

Mr. Wang obtained his bachelor's degree in investment economy at Shandong University of Finance and Economics in July 1999 and master's degree at Shanghai Jiao Tong University in business administration in June 2006. Mr. Wang obtained qualification for private equity fund practitioner in November 2023.

Mr. Lin YANG (楊麟), aged 33, is a non-executive Director and responsible for providing professional opinion and strategic advice to the Board. Mr. Yang held the position of a senior associate at PricewaterhouseCoopers Zhong Tian LLP from October 2016 to October 2022. Since November 2022, he has served as a senior manager at Ningbo Tongshang Fund Management Co., Ltd. (寧波通商基金管理有限公司) (previously known as Ningbo Jiaofu Equity Investment Fund Management Co., Ltd. (寧波交富股權投資基金管理有限公司)). Mr. Yang obtained his bachelor's degree in international economics and trade at Xi'an Jiaotong University in July 2014 and master's degree in economics and investment at University of Nottingham in December 2015.

Independent Non-Executive Directors

Ms. Yun QIU (邱妘), aged 62, is an independent non-executive Director and responsible for supervising and providing independent opinion and judgment to our Board.

Ms. Qiu worked as an associate professor in the principles of accounting and financial management and was the vice dean of the International College of Ningbo University from 2000 to 2005, where she was then promoted to professor and then the dean of the college from 2005 to 2014. Ms. Qiu has subsequently been a professor in the principles of accounting and financial management at the business school of Ningbo University.

Throughout her career, Ms. Qiu has held directorships and positions in audit committees across various industries as shown in the below:

Name of the company	Position	Terms
Ningbo Powerway Alloy Material Co., Ltd. (寧波博威合金材料股份有限公司) (stock code: 601137.SH)	independent director and chairperson of audit committee	July 2015 to May 2021
Rongan Real Estate Group Co., Ltd (榮安地產股份有限公司) (stock code: 000517.SZ)	independent director and chairperson of audit committee	from June 2014 to July 2020
Zhejiang Kaiyuan Hotel Management Co., Ltd. (浙江開元酒店管理股份有限公司) (previously listed on the main board of the Hong Kong Stock Exchange)	independent director and chairperson of audit committee	June 2017 to May 2021
Zhejiang Hisun Biomaterial Co., Ltd (海正生物材料股份有限公司) (stock code: 688203.SH))	independent director	February 2021 to April 2023
Ningbo Fuda Co., Ltd. (寧波富達股份有限公司) (stock code: 600724.SH)	independent director	April 2020 to current

Name of the company	Position	Terms
Zylox-Tonbridge Medical Technology Co., Ltd. (歸創通橋醫療科技股份有限公司) (stock code: 02190.HK)	independent non-executive director and chairperson of audit committee	March 2021 to current
Ningbo Solartron Technology Co., Ltd. (寧波長陽科技股份有限公司) (stock code: 688299.SH)	independent director and chairperson of audit committee	March 2022 to current
Youngor Group Co., Ltd. (雅戈爾時尚股份有限公司) (stock code: 600177.SH)	independent director and a member of audit committee	Current

Ms. Qiu obtained her bachelor's degree in economics in July 1986 from Fudan University, and later obtained a master degree in business administration in June 1997 from McGill University, Canada. Ms. Qiu was qualified as a professor in accounting in November 2004 at the Zhejiang Provincial Normal High School Teacher Senior Technical Expert Qualifications Board (浙江省普通高校教師高級專業技術資格評審委員會).

Ms. Qiu also had various publications on the topics of management accounting and capital markets. Ms. Qiu published *Case Study of Management Accounting* in 2021 and led publications of various insightful reports about public companies including *Ningbo Capital Market Development Report 2016* in 2017, *Ningbo Capital Market Development Report 2017* in 2018, *Yongshang — Ningbo Listed Company Development Research Report 2018* in 2019 and *Yongshang — Ningbo Listed Company Development Research Report 2019* in 2020.

In light of Ms. Qiu's academic background in accounting and management, extensive work experience as director and chairperson/member of audit committee in listed companies and profound publications on accounting management and capital markets, the Board believes that she could utilize her expertise in reviewing and analyzing financial information of listed companies and experience in advising the board of directors of listed companies regarding financial issues when performing the function of independent non-executive Director as required under Rule 3.10(2) of the Listing Rules.

Dr. Zhenlei CHEN (陳振雷), aged 62, is an independent non-executive Director and responsible for supervising and providing independent opinion and judgment to our Board. Dr. Chen has extensive experience in academia and industry. At the Maritime College of Ningbo University, Dr. Chen serves as a professor and doctoral supervisor for the Naval Architecture Department. He currently serves as an executive director and general manager at Zhejiang Gongzhi Simulation Mechanical Technology Consulting Co., Ltd. (浙江工之仿機械技術諮詢有限公司) and an executive director at the Silicool Innovation Technologies (Zhuhai) Co., Ltd. (珠海適道科技有限公司). Dr. Chen served as the director of computing and analysis department and vice president of the research institute at the Kunshan Sany Power Co., Ltd. (昆山三一動力有限公司). Dr. Chen obtained a bachelor's degree in engineering in July 1984 and a master's degree in engineering in December 1990, both from Hohai University. He obtained his doctorate degree in mechanical engineering in May 2000 from the University of Illinois at Urbana-Champaign. In 2014, Dr. Chen was awarded Jiangsu Province Dual Innovation Talent Award (江蘇省雙創人才) by the Organization Department of Jiangsu Provincial Committee of the CPC (江蘇省組織部).

Mr. Shengqiang LU (盧勝強), aged 42, is an independent non-executive Director and responsible for supervising and providing independent opinion and judgment to our Board. Mr. Lu has over 18 years experiences in the legal industry. He has been a partner at the Zhejiang Tiance Law Firm (浙江天冊律師事務所) since April 2019. Previously, he worked at Zhejiang Zhelian Law Firm (浙江浙聯律師事務所) from June 2008 to October 2009. After that, Mr. Lu spent ten years practicing as a lawyer at Shanghai AllBright Law Firm (上海錦天城律師事務所) in Hangzhou from November 2009 to March 2019. Mr. Lu obtained a bachelor's degree in laws in June 2006 from Zhejiang University of Technology.

Mr. Warren Yung Liang SUN (孫榮良), aged 48, was appointed as an independent non-executive Director in August 2025, which will take effect from the [**REDACTED**] and is responsible for supervising and providing independent opinion and judgment to our Board. Mr. Sun has held various positions at Kinox Industrial (Shenzhen) Co., Ltd. (建樂士工業業(深圳)有限公司): he worked as a product engineer from February 2004 to September 2012, then as an operating director from October 2012 to December 2016 and as a deputy managing director since 2014. Mr. Sun obtained a bachelor's degree in technology (mechatronics) in September 2008 from University of Western Sydney. Mr. Sun is a member of Zhejiang Provincial Committee of the Chinese People's Political Consultative Conference and a member of Ningbo Municipal Committee of the Chinese People's Political Consultative Conference.

SENIOR MANAGEMENT

The table below shows certain information in respect of the senior management of our Company:

Name	Age	Date of joining our Group	Date of appointment as a senior management	Position	Key responsibilities
Wenjie REN (任文傑)	56	November 2001	November 2001	Chairman of the Board, Executive Director, General Manager	Overall management of the Board, overall management and operations of our Group and the overall development strategies, business plans, and major operational decisions of our Group
Yahong DING (丁亞紅)	56	March 2003	December 2019	Executive Director, Deputy General Manager	Overall management and operations of our Group and responsible for development strategies and major decisions of the international business of the Group
Yang LI (李暘).	43	October 2015	December 2019	Chief Financial Officer, Board Secretary and Joint Company Secretary	Overall management of the accounting and finance, investment and financing, and investor relations of our Group
Meixiang LIU (劉美香)	47	November 2008	November 2008	Deputy Chief Financial Officer	Overall financial management, accounting and investment of our Group
Xiaoying XU (徐小英)	49	May 2002	August 2025	Deputy General Manager	Responsible for management of administration and human resources department and management of research institutions

Mr. Wenjie REN (任文傑), aged 56, is an executive Director, the chairman of the Board and general manager of our Company. For the biography of Mr. Ren, see "— Board of Directors — Executive Directors".

Ms. Yahong DING (丁亞紅), aged 56, is an executive Director and an deputy general manager of the Company. For the biography of Ms. Ding, see "— Board of Directors — Executive Directors".

Mr. Yang LI (李暘), aged 43, serves as the chief financial officer, secretary to the Board, and a joint company secretary of our Company. He is responsible for the overall management of the accounting and finance, investment and financing, and investor relations of our Group. Mr. Li also serves as a director of Innovation Center, OSAI ITA, Physis Jinan and New Energy Yibin within our Group. Before joining our Company, Mr. Li worked at the PricewaterhouseCoopers Zhongtian Certified Public Accountants LLP (普華永道中天會計師事務所(特殊普通合夥)) from October 2009 to October 2015. Before that, he worked at the Shanghai Boss & Young Law Firm (上海市邦信陽律師事務所) from November 2007. Mr. Li has obtained the Shanghai Stock Exchange Board Secretary Qualification Certificate and Shenzhen Stock Exchange Board Secretary Qualification Certificate in May 2017 and March 2019 respectively. He is also a Certified Public Accountant and a Certified Tax Agent in China. Mr. Li obtained a bachelor's degree in laws in June 2005 from Ningbo University, and a master of science in international business in November 2007 from University of Nottingham in Ningbo (寧波諾丁漢大學).

Ms. Meixiang LIU (劉美香), aged 47, is the deputy chief financial officer of our Company and is responsible for the overall financial management, accounting and investment of our Group. Prior to joining our Company in November 2008, Ms. Liu worked as the accounting assistant and later the chief account at Carman Enterprise Co., Ltd. (浙江嘉邁國際貿易有限公司) from June 1999 to April 2003. From May 2003 to March 2007, Ms. Liu served as the chief financial officer, audit manager and finance manager at Ningbo Tuopu Group Co., Ltd. (寧波拓普集團有限公司). After that, Ms. Liu worked at the accounting department of Ningbo Sanli Vintage Co., Ltd. (寧波三立釀酒有限公司) from June 2007 to August 2008. Ms. Liu obtained a bachelor's degree in accounting & management in January 2009 from China Agricultural University, and a master of business administration degree in October 2015 from University of Canberra. She is also qualified as an intermediate accountant in China.

Ms. Xiaoying XU (徐小英), aged 49, is a deputy general manager, the head of the procurement center and the head of human resources department of the Company. She is responsible for management of administration and human resources department and management of research institutions. Ms. Xu also currently serves as the chairperson of the board of directors at Physis Motion and as a director of Innovation Center, Physis Jinan and New Energy Yibin. Since joining our Company as a manager of the trade department in May 2002, Ms. Xu has held various key roles within our Group. From December 2011 to January 2016, she served as the director of manufacturing of the Company. From January 2016 to December 2016, she served as a vice president of our Company and was responsible for the manufacturing of the Group. In addition, Ms. Xu served as a Supervisor from May 2020 to August 2025. Ms. Xu also served as the general manager of Physis Motion from January 2018 to July 2019. She has been the chairman of the board of Physis Motion since July 2019. Ms. Xu obtained a bachelor's degree in English in July 2000 from Ningbo University and a master of business administration degree in July 2015 from International College of Ningbo University.

JOINT COMPANY SECRETARIES

Mr. Yang LI was appointed as our joint company secretary in August 2025. For further details, see "— Senior Management" above.

Ms. Vivien Pak Yu TAM (譚栢如) was appointed as our joint company secretary in August 2025. Ms. Vivien Pak Yu Tam serves as a manager of SWCS Corporate Services Group (Hong Kong) Limited (方圓企業服務集團(香港)有限公司), a professional services provider specializing in corporate services, and has over nine years of experience in corporate secretarial field. Ms. Vivien Pak Yu Tam is an associate member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute of the United Kingdom. Ms. Vivien Pak Yu Tam obtained a bachelor's degree in China Studies from Hong Kong Baptist University in 2014 and a master's degree in Professional Accounting and Corporate Governance from City University of Hong Kong in 2017.

INTERESTS OF DIRECTORS AND SENIOR MANAGEMENT

Save as disclosed above, none of our Directors or senior management has been a director of any public company the securities of which are listed on any securities market 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.

Save as disclosed above, 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 "Relationship with Controlling Shareholders", "Substantial Shareholders" and "Statutory and General Information — C. Further Information about our Directors and Substantial Shareholders — 3. Disclosure of Interests" in Appendix VI to this document, as of the Latest Practicable Date, none of the Directors or chief executive of the Company 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 in August 2025, 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 as described in section headed "Relationship with Controlling Shareholders — Corporate Governance Measures", which help us to manage any potential conflicts of interest between our Group and our Controlling Shareholders and our Directors.

REMUNERATION OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

During the Track Record Period, the remuneration of our Directors, Supervisors and senior management was paid in the form of fees, salaries, allowances and benefits in kind, performance related bonuses, pension scheme contributions and share-based payment expenses. The remuneration (including any fees, salaries, bonuses, allowances and benefits in kind, pension scheme contributions and share-based payment expenses) paid to our Directors in the three years ended December 31, 2023, 2024 and 2025 were RMB8.34 million, RMB5.92 million and RMB6.60 million, respectively.

The five highest paid individuals of our Group during the three years ended December 31, 2023, 2024 and 2025, included one, one and one Director respectively, and the aggregate amount of remuneration (including salaries, bonuses, allowances and benefits in kind and pension scheme contributions) which were paid by our Group to the five highest paid individuals who were not Directors or chief executive of the Company were approximately RMB8.23 million, RMB6.52 million and RMB8.58 million, respectively. During the Track Record Period, no remuneration was paid by us to, or receivable by, our Directors, Supervisors or the five highest paid individuals as an inducement to join or upon joining our Company or as a compensation for loss of office in connection with the management of the affairs of any members of our Group. Furthermore, none of the Directors had waived or agreed to waive any emoluments during the same periods.

It is estimated that under the arrangements currently in force, the aggregate amount of remuneration (including any fees, salaries, allowances and benefits in kind, performance related bonuses, pension scheme contributions and share-based payment expenses) payable to and benefits in kind receivable by our Directors will be approximately RMB5.64 million for the year ended December 31, 2026.

Save as disclosed above, no other payments had been made, or are payable, by any member of our Group to our Directors and 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. See "Statutory and General Information — D. [**REDACTED**] Incentive Scheme — 2. [**REDACTED**] Share Option Scheme" in Appendix VI to this document for details regarding the incentive plans for our Directors and senior management.

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 Remuneration and Appraisal Committee, the Nomination Committee and 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, Ms. Yun QIU, Mr. Zhenlei CHEN and Mr. Shengqiang LU. Ms. Yun QIU, 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, Mr. Shengqiang LU, Mr. Wenjie REN and Ms. Yun QIU with Mr. Shengqiang LU 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. Shengqiang LU, Mr. Zhenlei CHEN and Ms. Yahong DING with Mr. Shengqiang LU 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 and major investment decisions of the Company. The Strategy Committee consists of five members, namely, Mr. Wenjie REN, Mr. Yi DONG, Mr. Lin YANG, Mr. Shihai WANG and Mr. Zhenlei CHEN, with Mr. Wenjie REN 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 33 years old to 62 years old and will include two female Directors. 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 manufacturing industry. They obtained degrees in various majors including business administration, economics, mechanics and law, among others. Taking into account our existing business model and specific needs as well as the different background of our Directors, 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 considers that appointing Mr. Wenjie REN as both the chairman of our Board and the general manager of our Company will provide us with strong and consistent leadership, resulting in more effective planning and management of our Group. Pursuant to code provision C.2.1 of Appendix C1 to the Listing Rules, the roles of chairperson and chief executive should be separate and should not be performed by the same individual. However, in view of Mr. Wenjie REN's extensive industry experience, personal profile and critical role in our Group's historical development, we believe that it would be beneficial for our Group's business prospects if Mr. Wenjie REN continues to act as both the chairman of our Board and the general manager of our Company upon [**REDACTED**]. Save as disclosed above, we are in compliance with all applicable code provisions as set out in the Corporate Governance Code as contained in Appendix C1 to the Listing Rules.

COMPLIANCE ADVISOR

We have appointed Patrons Capital Limited as our 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**].