DIRECTORS

Our Board currently consists of nine Directors, comprising three executive Directors, three non-executive Directors and three independent non-executive Directors. The functions and duties of our Board include convening shareholders' meetings, reporting on our Board's work at these meetings, implementing the resolutions passed at these meetings, determining business and investment plans, formulating our annual budget and final accounts. In addition, our Board is responsible for exercising other powers, functions and duties in accordance with the Articles of Association.

The table below sets out certain information in respect of the members of our Board upon **[REDACTED]**:

Name	Age	Present position	Role and responsibility	Date of joining our Group	Date of appointment as Director	Relationship with the other Directors and senior management
Executive Directors						
Mr. Ye Jinwu (葉錦武)	74	Chairman of our Board and Executive Director	Overall strategic planning and development of our Group	February 1980	May 1995	Husband of Ms. Li Chunlian, father of Mr. Ye Ye, father-in-law of Mr. Wang Xiaoyue,father-in-law of Ms. Ye Weilei, and brother of Ms. Ye Huiqin
Mr. Ye Ye (葉葉)	43	Executive Director and general manager	Daily business operation and management of our Group	January 2008	February 2012	Son of Mr. Ye Jinwu and Ms. Li Chunlian, husband of Ms. Ye Weilei, brother-in-law of Mr. Wang Xiaoyue and nephew of Ms. Ye Huiqin
Ms. Pan Linghui (潘玲慧)	47	Executive Director and deputy general manager	Business development and management of sales and marketing	August 2000	February 2015	None
Non-executive Directors						
Ms. Li Chunlian (李春連)	71	Deputy Chairman of our Board, Non-executive Director	Provide strategic advice to our Board	July 2001	July 2001	Wife of Mr. Ye Jinwu, mother of Mr. Ye Ye, mother-in-law of Mr. Wang Xiaoyue, mother-in-law of Ms. Ye Weilei and sister-in-law of Ms. Ye Huiqin
Mr. Wang Xiaoyue (汪小岳)	53	Non-executive Director and deputy general manager	Provide advice on operations and project management to our Board	January 1995	July 2001	Son-in-law to Mr. Ye Jinwu and Ms. Li Chunlian, brother-in-law of Mr. Ye Ye, nephew-in-law of Ms. Ye Huiqin
Ms. Ye Huiqin (葉惠琴)	69	Non-executive Director	Provide advice on operations to our Board	Joined in June 1994, retired in February 2016 and rejoined in December 2019	December 2019	Sister of Mr. Ye Jinwu, Sister-in-law of Ms. Li Chunlian, aunt of Mr. Ye Ye, aunt-in-law of Ms. Ye Huiqin

Name	Age	Present position	Role and responsibility	Date of joining our Group	Date of appointment as Director	Relationship with the other Directors and senior management
Independent non-executive Directors						
Mr. Jin Weiwei (金惟偉)	62	Independent non-executive Director	Supervising and providing independent opinion and judgment to our Board	November 2023	November 2023	None
Mr. Liang Zhendong (梁振東)	44	Independent non-executive Director	Supervising and providing independent opinion and judgment to our Board	November 2023	November 2023	None
Mr. Lau Kwok Fai Patrick (劉國輝)	53	Independent non-executive Director	Supervising and providing independent opinion and judgment to our Board	**[REDACTED]**(1)	**[REDACTED]**(1)	None

(1) Ms. Yin Lanxiang (尹蘭香) was our Director as of the Latest Practicable Date but will no longer be a Director with effect from the date of the **[REDACTED]**.

Executive Directors

Mr. Jinwu Ye (葉錦武), aged 74, is the Chairman of our Board and executive Director and one of our Controlling Shareholders. Mr. Ye joined our Group in February 1980 and was appointed as the head of factory at our predecessor Huangyan City Motor Factory* (黃岩市電機廠). From February 1980 to May 1995, he served as factory director at Huangyan City Motor Factory* (黃岩市電機廠). From May 1995 to February 2012, he served as Chairman of our Board and general manager. Since February 2012, he has remained as Chairman of our Board only. He is also the chairman of our Strategy and Investment Committee. Mr. Ye has been primarily responsible for overall strategic planning and development of our Group.

Mr. Ye has approximately 46 years of experience in the electric motor-related industry. Prior to joining our Company, he served as an accountant at Jinqing Construction Engineering Company* (金清建築工程公司) from December 1970 to May 1976. From June 1976 to January 1980, he worked as a workshop director at Huangyan Particleboard Factory* (黃岩人造板廠).

Mr. Ye also served various positions with other members of our Group. From September 2012 to September 2024, he was appointed as a director at JLEM USA Inc. (registered under New Jersey laws, moved to Georgia in January 2014). Since February 2014, he was a appointed as an executive director at Zhejiang Jinlong Motor Remanufacturing Energy Saving Technology Co., Ltd.* (浙江錦龍電機再製造節能科技有限公司). Since June 2025, he served as a director at JLEM USA Inc. (registered under Texas laws).

Mr. Ye also served various directorships. Since November 2012, he served as a director at Taizhou Luqiao Sanyou Jinlong Small Loan Co., Ltd.* (台州市路橋三友金龍小額貸款股份有限公司). Since March 2018, he served as the chairman at Taizhou Jinshang Investment Management Co., Ltd.* (台州市金商投資管理股份有限公司). Since March 2019, he was appointed as the chairman and manager at Taizhou Luqiao District General Chamber of Commerce Enterprise Headquarters Building Co., Ltd.* (台州市路橋區總商會企業總部大廈有限公司). Since December 2020, he served as a director at Wuxi

Jinjie Motor Technology Co., Ltd.* (無錫市錦捷電機技術有限公司). Since November 2022, he served as the chairman at Taizhou Jinshangwan Hotel Management Co., Ltd.* (台州市金商灣酒店管理有限公司).

Mr. Ye was previously a director, general manager, and/or legal representative of the companies shown in the table below at the time of, or within 12 months prior to, their respective deregistration:

Name of company	Place of establishment	Status	Reason for deregistration	Nature of business at the commencement of deregistration
Anhui Hejin Energy Co., Ltd. (安徽和金能源股份有限公司)	PRC	Deregistered	Discontinuance of business	Manufacturing
Zhejiang Jingli Solar Cell Technology Co., Ltd. (浙江晶立太陽能電池科技有限公司)	PRC	Deregistered	Discontinuance of business	Manufacturing
Taizhou Luqiao District Chamber of Commerce Building Co., Ltd. (台州市路橋區商會大廈有限公司)	PRC	Deregistered	Discontinuance of business	Real Estate
Shanghai Gaodeng Motor Co., Ltd. (上海高登電機有限公司)	PRC	Deregistered	Discontinuance of business	Wholesale and Retail Trade
台州市银鑫摩托車銷售有限公司 (Taizhou Yinxin Motorcycle Sales Co., Ltd.)	PRC	Deregistered	Discontinuance of business	Wholesale and Retail Trade
Changde Jinma Trading Import and Export Co., Ltd. (常德錦馬貿易進出口有限公司)	PRC	Deregistered	Discontinuance of business	Wholesale and Retail Trade
Taizhou Jinlong Motor Factory (台州市金龍電機廠)	PRC	Deregistered	Discontinuance of business	Manufacturing

Mr. Ye confirmed that, to his best knowledge, none of the above companies had been involved in any outstanding dispute or litigations prior to their deregistration and that the above companies were solvent at the time of deregistration, and he did not incur any debt and/or liabilities because of such deregistration, and no misconduct or misfeasance on his part had been involved in the deregistration, and that the deregistration did not have any negative effect on our Group.

In December 2004, Mr. Ye obtained the qualification of Senior Economist awarded by the Zhejiang Provincial Department of Personnel* (浙江省人事廳). In July 2006, he obtained his bachelor's degree in economics via online course at China University of Petroleum (中國石油大學). In November 2006, he was awarded a Professional Technical Qualifications Certificate of Engineer by the Taizhou City Luqiao District Bureau of Personnel, Labor and Social Security* (台州市路橋區人事勞動社會保障局).

Mr. Ye Ye (葉葉), aged 43, is our Director and general manager. He joined our Group in January 2008 and served as the assistant to the general manager until April 2011. From May 2011 to February 2012, he served as our deputy general manager. Since February 2012, he was appointed as a Director and subsequently since March 2012, he was appointed as our general manager. He is also a member of our Remuneration and Appraisal Committee. He is primarily responsible for daily business operation and management.

Mr. Ye Ye has served various positions with other members of our Group. Since September 2009, he has been appointed as an executive director and manager of Taizhou Chuangzhi Electromechanical Technology Co., Ltd.* (台州市創智機電科技有限公司). Since February 2014, he has served as the manager of Zhejiang Jinlong Motor Remanufacturing Energy-saving Technology Co., Ltd.* (浙江錦龍電機再製造節能科技有限公司). Since March 2018, he has served as a director and manager of Taizhou Jinlong Science and Technology Innovation Park Co., Ltd.* (台州市錦龍科創園區有限公司).

In July 2007, Mr. Ye Ye obtained his high school to bachelor's degree* (高起本科) in economics by online courses at China University of Petroleum (中國石油大學). In December 2022, he also obtained the qualification of Senior Engineer evaluated by the Zhejiang Province Electromechanical Manufacturing Engineering and Technical Personnel Senior Engineer Professional Title Qualification Evaluation Committee* (浙江省機電製造工程技術人員高級工程師職務任職資格評審委員會) of the Zhejiang Provincial Machinery Industry Association* (浙江省機械工業聯合會).

Mr. Ye was previously a director, supervisor, general manager, and/or legal representative of the companies shown in the table below at the time of, or within 12 months prior to, their respective deregistration:

Name of company	Place of establishment	Status	Reason for deregistration	Nature of business at the commencement of deregistration
Zhejiang Shouhua Construction Materials Co., Ltd. (浙江首華建材有限公司)	PRC	Revocation of License, non-deregistered(1)	Discontinuance of business	Manufacturing
Taizhou Jinlong Real Estate Co., Ltd. (台州市錦龍房地產有限公司)	PRC	Deregistered	Discontinuance of business	Real Estate
Zhejiang Jinlong Motor Testing and Development Co., Ltd (浙江金龍電機檢測研發有限公司)	PRC	Deregistered	Discontinuance of business	Scientific Research and Technical Services
Taizhou Longbao Vaccum Equipment Co. Ltd. (台州市龍寶真空設備有限公司)	PRC	Deregistered	Discontinuance of business	Manufacturing
Anhui Hejin Energy Co., Ltd. (安徽和金能源股份有限公司)	PRC	Deregistered	Discontinuance of business	Manufacturing

(1) Zhejiang Shouhua Construction Materials Co., Ltd.* (浙江首華建材有限公司) was established on 9 May 2008 by Mr. Ye Ye with other individual business partners and the company did not commence any business activities after its incorporation and remained dormant. Subsequently certain business partners could no longer be contacted, and the company could not hold shareholders meetings or carry out requisite regulatory filings as required by the relevant PRC laws and regulations, leading to the revocation its business license on 7 December 2012. Deregistration of the company could not be carried out as deregistration of the company requires the resolutions of all shareholders of the company. To the best knowledge and belief of Mr. Ye Ye, Zhejiang Shouhua Construction Materials Co., Ltd.* (浙江首華建材有限公司) does not have any outstanding liabilities.

Mr. Ye confirmed that, to his best knowledge, none of the above companies had been involved in any outstanding dispute or litigations prior to their deregistration and that the above companies were solvent at the time of deregistration, and he did not incur any debt and/or liabilities because of such deregistration, and no misconduct or misfeasance on his part had been involved in the deregistration, and that the deregistration did not have any negative effect on our Group.

Ms. Pan Linghui (潘玲慧), aged 47, is our Director and deputy general manager. She joined our Group in August 2000 as a deputy general manager until February 2015. In February 2015, she was appointed to our Board as a Director. She is also a member of our Strategy and Investment Committee and our Nomination Committee. She is primarily responsible for business development and management of sales and marketing.

In July 1999, Ms. Pan obtained a bachelor's degree in english (foreign translation and interpretation) from Tianjin Foreign Studies University* (天津外國語學院，現稱天津外國語大學). In December 2019, she obtained an executive master of business administration (EMBA) degree from HEC Liège in Belgium* (比利時烈日大學). In December 2025, she also obtained the qualification of Senior Economist from the Zhejiang Provincial Department of Human Resources and Social Security* (浙江省人力資源和社會保障廳).

Non-executive Directors

Ms. Li Chunlian (李春連), aged 71, is the deputy chairman of our Board and an executive Director. She is primarily responsible for overseeing and managing the operation of our Group. From July 2001, she served as the deputy chairman of our Board, responsible for providing strategic advice to our Board.

Ms. Li has served various directorships. Since July 2003, Ms. Li has also served as the executive director and manager of Taizhou Jinlong Electric Machinery Co., Ltd. (台州市金龍電機有限公司). Since September 2009, she has been appointed as a supervisor of our wholly owned subsidiary Taizhou Chuangzhi Electromechanical Technology Co., Ltd.* (台州市創智機電科技有限公司).

Ms. Li was previously a director, supervisor, general manager, and/or legal representative of the companies shown in the table below at the time of, or within 12 months prior to, their respective deregistration:

Name of company	Place of establishment	Status	Reason for deregistration	Nature of business at the commencement of deregistration
Taizhou Jinlong Real Estate Co., Ltd. (台州市錦龍房地產有限公司)	PRC	Deregistered	Discontinuance of business	Scientific Research and Technical Services
Zhejiang Jinlong Motor Testing and Development Co., Ltd (浙江金龍電機檢測研發有限公司)	PRC	Deregistered	Discontinuance of business	Manufacturing
Taizhou Luqiao Jinqing Shipbuilding Society (台州市路橋金清造船社)	PRC	Deregistered	Discontinuance of business	Manufacturing

Ms. Li confirmed that, to her best knowledge, none of the above companies had been involved in any outstanding dispute or litigations prior to their deregistration and that the above companies were solvent at the time of deregistration, and she did not incur any debt and/or liabilities because of such deregistration, and no misconduct or misfeasance on his part had been involved in the deregistration, and that the deregistration did not have any negative effect on our Group.

Ms. Li has attended high school.

Mr. Wang Xiaoyue (汪小岳), aged 53, is our executive Director and deputy general manager. He joined our Group in January 1995 as sales manager of our Company's marketing department. Since July 2001, he was appointed as a Director and as our deputy general manager. Since February 2014, he was appointed as a supervisor at Zhejiang Jinlong Motor Remanufacturing & Energy-Saving Technology Co., Ltd.* (浙江錦龍電機再製造節能科技有限公司). Since March 2018, he was appointed as a supervisor at Taizhou Jinlong Science and Technology Innovation Park Co., Ltd.* (台州市錦龍科創園區有限公司). He is primarily responsible for providing advice on operations and project management to our Board.

Mr. Wang was previously a director and/or legal representative of the companies shown in the table below at the time of, or within 12 months prior to, their respective deregistration:

Name of company	Place of establishment	Status	Reason for deregistration	Nature of business at the commencement of deregistration
Zhejiang Jinlong Motor Testing and Development Co., Ltd. (浙江金龍電機檢測研發有限公司)	PRC	Deregistered	Discontinuance of business	Manufacturing
Zhejiang Zhonggong New Energy Technology Co., Ltd. (浙江中公新能源科技有限公司)	PRC	Deregistered	Discontinuance of business	Information transmission, software and information technology services
Taizhou Jinlong Real Estate Co., Ltd. (台州市錦龍房地產有限公司)	PRC	Deregistered	Discontinuance of business	Scientific Research and Technical Services

Mr. Wang confirmed that, to his best knowledge, none of the above companies had been involved in any outstanding dispute or litigations prior to their deregistration and that the above companies were solvent at the time of deregistration, and he did not incur any debt and/or liabilities because of such deregistration, and no misconduct or misfeasance on his part had been involved in the deregistration, and that the deregistration did not have any negative effect on our Group.

In January 2007, Mr. Wang obtained his bachelor's degree in economics via online course at China University of Petroleum* (中國石油大學). In November 2006, he obtained the Professional Technical Qualifications Certificate of Assistant Engineer awarded by the Luqiao District Bureau of Personnel, Labor, and Social Security, Taizhou City* (台州市路橋區人事勞動社會保障局).

Ms. Ye Huiqin (葉惠琴), aged 69, is our Director. She joined our Group in June 1994 and served as a purchasing agent at our predecessor Huangyan City Motor Factory* (黃岩市電機廠) until May 1995, and later at our Company until February 2016, after which she retired. In December 2019, she rejoined our Group and was appointed to our Board as a Director. She is primarily responsible for providing advice on operations to our Board.

Ms. Ye has attended high school.

Independent Non-executive Directors

Mr. Jin Weiwei (金惟偉), aged 62, was appointed as our independent non-executive Director in November 2023. He is also a member of our Audit Committee, Strategy and Investment Committee and the chairman of our Nomination Committee. Mr. Jin Weiwei is primarily responsible for overseeing decision-making and compliance and providing independent advice to our Board.

Prior to joining our Group, Mr. Jin Weiwei has experience in electric motor-related. In July 1985, he served as technical staff at the Shanghai Electrical Apparatus Research Institute* (上海電器科學研究所). In January 2007, he worked at Shanghai Electric Power Technology Co., Ltd.* (上海電科電機科技

有限公司) as the deputy general manager. In March 2010 to December 2013, he worked at Shanghai Electric Power System Energy Saving Engineering Technology Research Center Co., Ltd.* (上海電機系統節能工程技術研究中心有限公司) as the deputy general manager. Since January 2017, he has worked at Shanghai Electric Power System Energy Saving Engineering Technology Research Center Co., Ltd.* (上海電機系統節能工程技術研究中心有限公司) as the chairman.

Mr. Jin was previously a director, and/or legal representative of the companies shown in the table below at the time of, or within 12 months prior to, their respective deregistration:

Name of company	Place of establishment	Status	Reason for deregistration	Nature of business at the commencement of deregistration
Shanghai Kezao Intelligent Technology Co., Ltd. (上海科造智能科技有限公司)	PRC	Deregistered	Discontinuance of business	Scientific Research and Technical Services
Shanghai Keluo Information Technology Co., Ltd. (上海科略信息科技有限公司)	PRC	Deregistered	Discontinuance of business	Scientific Research and Technical Services
Wujiang Shangke Insulation Technology Co., Ltd. (吳江上科絕緣科技有限公司)	PRC	Deregistered	Discontinuance of business	Manufacturing
Shanghai Yimin Energy Conservation Technology Co., Ltd. (上海怡敏節能科技有限公司)	PRC	Deregistered	Discontinuance of business	Scientific Research and Technical Services

Mr. Jin confirmed that, to his best knowledge, none of the above companies had been involved in any outstanding dispute or litigations prior to their deregistration and that the above companies were solvent at the time of deregistration, and he did not incur any debt and/or liabilities because of such deregistration, and no misconduct or misfeasance on his part had been involved in the deregistration, and that the deregistration did not have any negative effect on our Group.

In August 1985, Mr. Jin obtained his bachelor's degree in electrical machinery manufacturing from the Hefei University of Technology* (合肥工業大學).

Mr. LIANG Zhendong (梁振東), aged 44, was appointed as our independent non-executive Director in November 2023. He is also the chairman of Remuneration and Appraisal Committee and a member of our Audit Committee and Nomination Committee. He is primarily responsible for participating in the decision making of our Company's significant events, and advising on issues relating to corporate governance, audit and remuneration and assessment of our Directors and senior management.

Prior to joining our Group, Mr. Liang has experience in the legal profession and corporate risk management. He served as a business assistant at China Duty Free Group Co., Ltd.* (中國免稅品集團總公司) from July 2007 to July 2008. From March 2010 to January 2025, he served as a lawyer and partner at Beijing Grandway Law Offices (北京國楓律師事務所). Since March 2025, he has served as a legal director at Leshan Giantstar Farming & Husbandry Corporation Limited* (樂山巨星農牧股份有限公司) (a company listed on the Shanghai Stock Exchange, stock code: 603477).

Mr. Liang has also held directorships in other listed companies. Since July 2019 Mr. Liang serves as an independent director of Kangdexin Composite Material Group Co., Ltd.* (康得新複合材料集團股份有限公司) (a company formerly listed on the Shenzhen Stock Exchange, stock code: 002450). Since June 2020, he serves as an independent director of Suzhou Cybrid Advanced Materials Co., Ltd.* (蘇州賽伍應用技術股份有限公司) (a company listed on the Shanghai Stock Exchange, stock code: 603212).

Mr. Liang obtained his bachelor's degree in law from Dalian Maritime University (大連海事大學) in the PRC in January 2005. He obtained a second degree in international economics and trade from Beijing International Studies University (北京第二外國語學院) in the PRC in July 2007. In June 2010, he obtained his master's degree in international law from the University of International Business and Economics (對外經濟貿易大學). In July 2019, he completed the Independent Director Training Program for Listed Companies at the Shenzhen Stock Exchange.

Mr. LAU Kwok Fai Patrick (劉國煇), aged 53, was appointed as our independent non-executive Director on the **[REDACTED]**. He is also a member of our Remuneration and Appraisal Committee and the chairman of our Audit Committee.

Mr. Lau has experience in the fields of accounting, auditing, financial management and corporate governance. From September 1996 to November 1997, Mr. Lau worked as an auditor at Baker Tilly Hong Kong Certified Public Accountants (formerly Glass Radcliffe Chan & Wee Certified Public Accountants)* (天職香港會計師事務所，前稱Glass Radcliffe Chan & Wee Certified Public Accountants). From December 1997 to April 1999, he worked as an auditor at PricewaterhouseCoopers* (普華永道會計師事務所). From October 1999 to June 2011, he held various positions at KPMG * (畢馬威會計師事務所), serving as a Manager at KPMG Advisory (China) Limited* (畢馬威諮詢(中國)有限公司). From July 2011 to June 2016, Mr. Lau served as deputy general manager, chief financial officer, company secretary, and authorised representative of China City Railway Transportation Technology Holdings Limited (now known as BII Railway Transportation Technology Holdings Limited)* (中國城市軌道交通科技控股有限公司, 現稱京投軌道交通科技控股有限公司) (stock code: 1522). From July 2016 to October 2019, he served as chief financial officer, company secretary and authorised representative of International Union Financial Leasing Co., Ltd. (now known as Alliance International Education Leasing Holdings Limited)* (國際友聯融資租賃有限公司, 現稱友聯國際教育租賃控股有限公司) (stock code: 1563). From September 2017 to July 2020, he served as an independent non-executive director of Jinhai Medical Technology Ltd (今海國際集團控股有限公司) (Stock Code: 2225). From January 2018 to January 2025, he served as an independent non-executive director of FDB Holdings Limited (豐展控股有限公司) (Stock Code: 1826). From December 2020 to January 2024, he served as an independent non-executive director of Sundy Service Group Co. Ltd （宋都服務集團有限公司）(Stock Code: 9608). Since February 2020, he served as an independent non-executive director of Ximei Resources Holding Limited (稀美資源控股有限公司) (Stock Code: 9936). Since March 2023, he served as an independent non-executive director of Zhongtian Construction (Hunan) Group Limited (中天建設(湖南)集團有限公司) (Stock Code: 2433). Since December 2024, he served as an independent non-executive director of Numans Health Food Holdings Company Limited (紐曼思健康食品控股有限公司) (Stock Code: 2530).

Mr. Lau obtained an honors diploma in accounting from Hong Kong Shue Yan College (now known as Hong Kong Shue Yan University)* (香港樹仁學院, 現稱香港樹仁大學) in July 1996. In November 2014, he obtained a master of science degree in corporate governance and directorship from Hong Kong Baptist University* (香港浸會大學) with distinction. He has been a member of the Association of Chartered Certified Accountants (ACCA) since December 2002, and a member of the Hong Kong Institute of Certified Public Accountants (formerly known as the Hong Kong Society of

Accountants)* (香港會計師公會) since July 2003. In June 2004, he obtained a Diploma in Insolvency Management (SQ) from the Hong Kong Institute of Certified Public Accountants. He has been a fellow member of the Association of Chartered Certified Accountants (FCCA) since December 2007.

SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management of our business. The following table sets forth the key information about our senior management as of the Latest Practicable Date.

Name	Age	Present position	Role and responsibility	Date of joining our Group	Date of appointment as senior management	Relationship with the other Directors and senior management
Mr. Ye Ye (葉葉)	43	General Manager	Daily business operation and management	January 2008	January 2021	Son to Mr. Ye Jinwu and Ms. Li Chunlian, husband of Ms. Ye Weilei, brother-in-law of Mr. Wang Xiaoyue and nephew of Ms. Ye Huiqin
Mr. Wang Xiaoyue (汪小岳)	53	Deputy general manager	Overall operations and project management	January 1995	July 2001	Son-in-law to Mr. Ye Jinwu and Ms. Li Chunlian, brother-in-law of Mr. Ye Ye, nephew-in-law of Ms. Ye Huiqin
Mr. Wu Xiaofu (吳小夫)	62	Deputy general manager	Overall product development	May 1980	May 1995	None
Mr. Liang Wenhui (梁文輝)	55	Deputy general manager	Overall planning and operation of our Group	January 1998	January 1998	None
Ms. Pan Linghui (潘玲慧)	47	Deputy general manager	Business development and management of sales and marketing	August 2000	August 2000	None
Mr. Luo Yibo (羅毅博)	58	Deputy general manager and Board secretary	Corporate governance of our Group	February 2014	February 2014	None
Ms. Chen Jinjiao (陳金嬌)	51	Chief Financial Officer	Financial accounting and cost control	July 2018	July 2018	None

Mr. Ye Ye (葉葉), aged 43, is our general manager. For his biography, see "— Board of Directors — Executive Directors."

Mr. Wang Xiaoyue (汪小岳), aged 53, is our deputy general manager. For his biography, see "— Board of Directors — Executive Directors."

Mr. Wu Xiaofu (吳小夫), aged 62, is our deputy general manager of technology, primarily responsible for motor structural designs and development of product technicality.

He joined our Group in May 1980 as a technician at our predecessor Huangyan City Motor Factory* (黃岩市電機廠). From May 1980 to October 1982, he served as a technician at our predecessor Huangyan City Motor Factory* (黃岩市電機廠). From November 1982 to September 1986, he served as manager of the technical department at our at our predecessor Huangyan City Motor Factory* (黃岩市電

機廠). Since September 1986, he has served as deputy general manager of technology at our predecessor Huangyan City Motor Factory* (黃岩市電機廠) until May 1995, and subsequently served as a deputy general manager since May 1995 at our Company.

Mr. Wu has attended high school. In December 2021, he obtained the professional qualification of Senior Engineer awarded by the Zhejiang Provincial Machinery Industry Federation* (浙江省機械工業聯合會).

Mr. Liang Wenhui (梁文輝), aged 55, is our deputy general manager, primarily responsible for strategic planning and operation of our Group.

He joined our Group in January 1989 and served as a production worker from January 1989 to December 1991. From January 1992 to December 1993, he served as deputy manager of the quality department. From January 1994 to December 1996, he served as deputy manager of the business management office at our Company. From January 1997 to December 1998, he served as assistant to the general manager of our Company. Since January 1999, he has served as assistant to the general manager and deputy general manager of the production department of our Company.

In 2006, Mr. Liang received the Engineer Certification* (工程師資格證書). In 2012, he received the Taizhou Chief Quality Officer Certificate* (台州市首席品質官證書). In 2022, he received the Taizhou Luqiao Public Craftsman Certificate (台州市路橋公匠). In 2022, he received the Taizhou Safety Officer Certificate* (台州市安全員資格證書). Between 2025 and 2026, he received 2 invention patents and 4 utility model patents.

Mr. Liang has attended high school. In November 2006, he obtained the professional qualification of Engineer from the Taizhou City Luqiao District Personnel, Labor and Social Security Bureau* (台州市路橋區人事勞動社會保障局).

Ms. Pan Linghui (潘玲慧), aged 47, is our deputy general manager. For her biography, see "— Board of Directors — Executive Directors."

Mr. Luo Yibo (羅毅博), aged 58, is our Board secretary and deputy general manager of operations. He joined our Group in February 2014, since then has served as our deputy general manager. Since March 2015, he has additionally served as board secretary of our Company. He is responsible for corporate governance of our Group.

From July 1990 to June 1995, Mr. Luo was employed at Shaanxi Ruyi Electric General Corporation* (陝西如意電氣總公司), serving as a sales clerk. From June 1995 to June 2002, he was employed at Shaanxi Konka Electronics Co., Ltd.* (陝西康佳電子有限公司), serving as planning department manager. From June 2002 to June 2011, he was employed at Zhejiang Dingli Holding Group Co., Ltd.* (浙江鼎利控股集團有限公司), serving as manager of the human resources department, manager of the marketing department, and subsidiary manager. From June 2011 to January 2014, he was employed at Ningbo Xuelong Group Co., Ltd.* (寧波雪龍集團股份有限公司), serving as subsidiary general manager and deputy general manager of the president's office.

In July 1990, Mr. Luo obtained a bachelor's degree in marketing from Shaanxi Institute of Finance and Economics* (陝西財經學院). In June 1995, he was awarded the professional title of intermediate economist specialising in business structure by the Ministry of Personnel of the People's Republic of China* (中華人民共和國人事部). In December 2003, he obtained a master's degree in business administration from Northwest University* (西北大學). In February 2015, he completed board secretary qualification training at both the Shanghai Stock Exchange and the Shenzhen Stock Exchange.

Ms. Chen Jinjiao (陳金嬌), aged 51, joined our Group in July 2018 our chief financial officer, primarily responsible for financial accounting, and cost control.

Prior to joining our Group, Ms. Chen Jinjiao has experience in accounting and finance. In September 1996, she was employed at Tiantai County Pingqiao Town Agricultural Machinery Repair and Manufacturing Factory* (天臺縣平橋鎮農機修造廠), serving as accountant. In November 2006, she was employed at Donghaixiang Group Co., Ltd.* (台州東海塑料品製造有限公司), serving as finance section chief and deputy manager. From March 2012 to February 2017, she was employed at Zhejiang Hisoar Pharmaceutical Co., Ltd.* (浙江海翔藥業股份有限公司), serving as intermediate-level accountant. She was employed by Zhejiang Yongning Pharmaceutical Co., Ltd. (浙江永寧藥業股份有限公司) as chief financial officer from October 2013 to September 2018, and subsequently as senior accountant from June 2014 to May 2019. In August 2015, she was employed at Zhejiang Dasenya Environmental Protection Co., Ltd.* (浙江大森亞環保有限公司), serving as finance director. From February 2016 to December 2016, she was employed at Zhejiang Xingxing Cold Chain Integration Co., Ltd.*(浙江星星冷鏈集成股份有限公司), serving as Deputy finance director.

In July 1996, Ms. Chen obtained her vocational secondary school degree at Zhejiang Trade and Economic School* (浙江貿易經濟學校). In December 2000, she earned her associate's degree at Zhejiang College of Finance and Economics* (浙江財經學院), in December 2010, she earned her bachelor's degree in accounting at the same institution. In December 2006, she completed the national financial director class at China Employment Training Technical Instruction Centre (中國就業培訓技術指導中心), qualifying as a financial director. In April 2007, she received certification in financial management from the Ministry of Labor and Social Security of the PRC* (中華人民共和國勞動和社會保障部) and the University of Cambridge. She completed the financial director senior executive training program at the School of Business Administration of Zhejiang College of Finance and Economics* (浙江財經學院工商管理學院) in April 2012. In May 2014, she was awarded the title of Senior Accountant by the Zhejiang Provincial Department of Human Resources and Social Security * (浙江省人力資源和社會保障廳). In July 2016, she completed the independent director qualification training at the Shenzhen Stock Exchange.

OTHER INFORMATION IN RELATION TO OUR DIRECTORS

Save as disclosed, none of our Directors:

(i) held any other positions in our Company or other members of our Group as at the Latest Practicable Date;

(ii) had any other relationship with any Directors, senior management or substantial Shareholders or Controlling Shareholders of our Company as at the Latest Practicable Date;

(iii) held any directorship in any other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the three years prior to the Latest Practicable Date; and

(iv) have any interest in the Shares within the meaning of Part XV of the SFO or is a director or an employee of a company which has an interest or short position in the Shares and underlying Shares of our Company.

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

Save as disclosed above, none of our Directors and senior management is related to other Directors and senior management.

CONFIRMATIONS FROM OUR DIRECTORS

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 in July 2025, and (ii) understands his or her obligations as a director of a **[REDACTED] [REDACTED]** under the Listing Rules.

Rule 3.13 of the Listing Rules

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

Rule 8.10 of the Listing Rules

Each of our Directors (excluding our independent non-executive 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.

JOINT COMPANY SECRETARIES

Mr. Luo Yibo (羅毅博), aged 58, is our Board secretary and deputy general manager of operations. For his biography, see "— Joint Company Secretaries."

Ms. Siow Grace Yuet Chew (蕭月秋), aged 59, will be one of our joint company secretaries with effect from the **[REDACTED]**. She is currently a director of corporate services of Tricor Investor Services Limited.

Ms. Siow currently serves as company secretary or joint company secretary for True Partner Capital Holding Limited (Stock Code: 8657) since October 2020 and Mirxes Holding Company Limited (Stock Code: 2629) since May 2025.

Ms. Siow obtained a Master of Business Administration from the University of Stirling in the United Kingdom.

Ms. Siow has been an associate member of The Chartered Governance Institute ("**CGI**") (formerly "The Institute of Chartered Secretaries and Administrators") in the United Kingdom and The Hong Kong Chartered Governance Institute ("**HKCGI**") (formerly The Hong Kong Institute of Company Secretaries) since 9 May 1994 and 1 August 1994, respectively. Ms. Siow was also awarded the Chartered Governance Professional qualification of CGI and HKCGI on 30 September 2018.

We have applied to the Stock Exchange for, and the Stock Exchange [has granted], a waiver from strict compliance with the requirements under Rules 3.28 and 8.17 of the Listing Rules in relation to the appointment of Mr. Luo as our joint company secretary. Such waiver will be revoked immediately if and when Ms. Siow Grace Yuet Chew ceases to be appointed as a joint company secretary or to provide assistance to Mr. Luo, and can also be revoked if there are material breaches of the Listing Rules by our Company. See the section headed "Waivers from Strict Compliance with the Listing Rules" for further information regarding the waiver.

AUTHORISED REPRESENTATIVES

Mr. Ye Jinwu and **Ms. Siow Grace Yuet Chew** are the authorised representatives of our Company for the purpose of the Listing Rules.

BOARD COMMITTEES

Our Company has established four committees under the Board in accordance with the relevant laws and regulations in mainland China, the Articles of Association and the Corporate Governance Code under the Listing Rules, including the Strategy and Investment Committee, the Audit Committee, the Remuneration and Appraisal Committee, and the Nomination Committee.

Strategy and Investment Committee

We have established the Strategy and Investment Committee in compliance with the Articles of Association. The primary duties of the Strategy and Investment Committee are to conduct feasibility reviews on our Company's long-term strategic planning and major strategic investments, and to make recommendations to our Board. The Strategic Committee is accountable to our Board. The Strategy and Investment Committee comprises three executive Directors, namely Mr. Ye Jinwu, Ms. Jin Weiwei, and Ms. Pan Linghui. Mr. Ye Jinwu is the chairman of the Strategy and Investment Committee.

Audit Committee

Our Company established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code and Corporate Governance Report as set out in Appendix C1 to the Listing Rules. The Audit Committee has three members, namely Mr. Lau Kwok Fai Patrick, Mr. Liang Zhendong and Mr. Jin Weiwei. Mr. Lau Kwok Fai Patrick, our independent non-executive Director, has been appointed as the chairman of the Audit Committee, and has the appropriate professional qualifications required under the Listing Rules.

The primary duties of the Audit Committee are to review our Company's financial information and its disclosure, supervise and evaluate internal and external audit work and internal control, and to provide our Board with professional advice.

Remuneration and Appraisal Committee

Our Company established the Remuneration and Appraisal Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code and Corporate Governance Report as set out in Appendix C1 to the Listing Rules. The Remuneration and Appraisal Committee has three members, namely Mr. Liang Zhendong, Mr. Lau Kwok Fai Patrick and Mr. Ye Ye. Mr. Liang Zhendong, our independent non-executive Director, has been appointed as the chairman of the Remuneration and Appraisal Committee. The primary duties of the Remuneration and Appraisal Committee are to formulate the appraisal standards for Directors and senior management, conduct appraisal, and formulate and review the remuneration policies and proposals for Directors and senior management.

Nomination Committee

Our Company established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules, the Corporate Governance Code and Corporate Governance Report as set out in Appendix C1 to the Listing Rules. The Nomination Committee has three members, namely Ms. Pan Linghui, Mr. Jin Weiwei and Mr. Liang Zhendong. Mr. Jin Weiwei, our independent non-executive Director, has been appointed as the chairman of the Nomination Committee. The primary duties of the Nomination Committee are to establish selection criteria and procedures for Directors and senior management, screen and review candidates for their qualifications for relevant positions, and to make recommendations to the Board on matters within its purview.

CORPORATE GOVERNANCE

Our Directors recognise the importance of incorporating elements of good corporate governance in the management structures and internal control procedures of our Group so as to achieve effective accountability. Our Company has adopted the code provisions stated in the Corporate Governance Code.

Our Company is committed to the view that our Board should include a balanced composition of executive Directors, non-executive Directors and independent non-executive Directors so that there is a strong independent element on our Board, which can effectively exercise independent judgment. It is expected that our Group will be able to continue to comply with the code provisions in the Corporate Governance Code upon the **[REDACTED]**.

BOARD DIVERSITY POLICY

Our Company has adopted a board diversity policy (the "**Board Diversity Policy**"), which sets out its approach to achieve and maintain diversity on the Board in order to enhance the effectiveness of the Board. Our Company recognises and embraces the benefits of the Board diversity to enhance the quality of its performance and endeavours to ensure that the Board has appropriate balance and level of skills, experience and perspectives required to support the execution of its business strategies. Our Company seeks to achieve Board diversity by selection of candidates for the Board through the consideration of a number of factors, including but not limited to gender, age, cultural and education background, professional experience, skills, knowledge and length of service. Our Company has also taken, and will continue to take into consideration factors based on its own business model and specific needs from time to time in determining the optimum composition of the Board. All Board appointments will continue to be based on meritocracy having due regard for the benefits of diversity on the Board. The ultimate decision will continue to be based on merit and contribution that the selected candidates will bring to the Board.

Upon **[REDACTED]**, our Board comprises of nine members, including three female Directors. Our Directors also have a mix of knowledge and experience in the areas of accounting, legal and engineering. We have three independent non-executive Directors with different industry backgrounds, representing around one-third of the members of our Board. Furthermore, the ages of our Directors range from 43 years old to 74 years old.

We will review the objectives of the Board Diversity Policy from time to time to ensure their appropriateness and ascertain the progress made towards achieving those objectives. After **[REDACTED]**, the Nomination Committee will review the Board Diversity Policy and monitor its implementation. The Nomination Committee will report annually to shareholders in the corporate governance section of the annual report of our Company on the process adopted in relation to the Board appointments and the consideration given to the diversity on the Board.

REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

The Directors and senior management who receive remuneration are paid in forms of fees, salaries, allowances, discretionary bonuses, benefits in kind, retirement scheme contributions and share-based compensation.

For FY2023, FY2024 and FY2025, the aggregate amount of emoluments paid or payable to our Directors amounted to approximately RMB2.6 million, RMB2.5 million and RMB2.8 million, respectively.

Under the arrangement currently in force, we estimate the total compensation before taxation to be accrued to our Directors for the year ending 31 December 2026 to be approximately RMB2.2 million. The actual remuneration of Directors in 2026 may be different from the expected remuneration.

Two, three and three of the five individuals with the highest emoluments in our Group, respectively were Directors for the Track Record Period. The total emolument for the remaining individuals among the five highest paid individuals for FY2023, FY2024 and FY2025 were approximately RMB1.4 million, RMB1.0 million, and RMB1.1 million, respectively.

We confirmed that during the Track Record Period, no remuneration was paid by our Company to, or receivable by, our Directors, or the five highest paid individuals as an inducement to join or upon joining our Company or as compensation for loss of office in connection with the management positions of any subsidiary of our Company.

During the Track Record Period, none of our Directors waived any remuneration. Save as disclosed above, no other payments have been paid, or are payable, by our Company or any of our subsidiary to our Directors, Supervisors or the five highest paid individuals during the Track Record Period.

For more details on remuneration paid to our Directors and senior management and, on an aggregate basis, the five highest paid individuals of our Group during the Track Record Period, see Note 11 to the Accountants' Report as set out in Appendix I to this document.

COMPLIANCE ADVISER

We have appointed Sunny Fortune Capital Limited as our compliance adviser ("**Compliance Adviser**") pursuant to Rule 3A.19 of the Listing Rules. Our Compliance Adviser 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, the Compliance Adviser will advise us in the following circumstances:

- before the publication of any regulatory announcement, circular or financial report;
- where a transaction, which might be a notifiable or connected transaction, is contemplated including share issues and share repurchases;
- where we propose to use **[REDACTED]** of the **[REDACTED]** in a manner different from that detailed in this document or where its business activities, developments or results deviate from any forecast, estimate, or other information in this document; and
- where the Stock Exchange makes an inquiry of our Company regarding unusual movements in the **[REDACTED]** or **[REDACTED]** of its **[REDACTED]** securities or any other matters in accordance with Rule 13.10 of the Listing Rules.

The term of appointment of our Compliance Adviser shall commence on the **[REDACTED]** and continue until the longer of (i) the date on which our Company complies with the requirements under Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year immediately following the **[REDACTED]**, or (ii) the appointment of an independent non-executive Director who will be ordinarily resident in Hong Kong has been confirmed and approved.