BOARD OF DIRECTORS

Our Board of Directors comprises 7 Directors, including 4 executive Directors, and 3 independent non-executive Directors. Our Directors serve a term of three years and may be re-elected for successive reappointments.

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

Name	Age	Position/Title	Date of Appointment as Director	Date of Joining our Group	Role and Responsibility	Relationship with Directors and senior management
Executive Directors						
Mr. Wang Yingchun (汪迎春先生)	50	Chairman of the Board, executive Director, General Manager	December 2019	April 2005	Responsible for overall business strategies, development plan and overall management of our Group	Brother of Mr. Wang Chunlai
Ms. Huang Li (黃莉女士)	52	Executive Director, deputy general manager	December 2019	April 2005	Responsible for operation and management of our subsidiary	–
Mr. Wang Chunlai (汪春來先生)	57	Executive Director	December 2019	April 2005	Responsible for daily operations and internal coordination of our Group	Brother of Mr. Wang Yingchun
Ms. Zheng Zhen (鄭珍女士)	39	Executive Director, deputy general manager	December 2019	May 2007	Responsible for business operation and sales activities of our Group	–
Independent Non-executive Directors						
Ms. Li Jing (李晶女士)	37	Independent non-executive Director	December 2025	December 2025	Responsible for supervising and offering independent judgment to the Board	–
Mr. Huang Xianyi (黃先義先生)	57	Independent non-executive Director	December 2019	December 2019	Responsible for supervising and offering independent judgment to the Board	–

Name	Age	Position/Title	Date of Appointment as Director	Date of Joining our Group	Role and Responsibility	Relationship with Directors and senior management
Mr. Li Hongzhong (李洪忠先生) . .	49	Independent non-executive Director	December 2019	December 2019	Responsible for supervising and offering independent judgment to the Board	–

Executive Directors

Mr. Wang Yingchun (汪迎春先生), aged 50, is the chairman of the Board, an executive Director and the general manager of our Company. Mr. Wang joined our Group in April 2005 and was appointed as the chairman of the Board, Director and the general manager in December 2019.

Mr. Wang has over 25 years years of experience in the pet food industry. Mr. Wang founded our Company in April 2005 and has been the chairman of the Board, Director and the general manager of our Company since December 2019. He has also served several management roles in our Company's subsidiaries.

Mr. Wang was appointed as the president of the Shanghai Feed and Veterinary Industry Association (上海市飼料獸醫行業協會) in January 2026. He was recognized as a Top 10 Influential Figure of the year by Pet Fair Asia in 2013, 2014, 2015 and 2017, respectively. He was awarded as an Outstanding Entrepreneur (優秀民營企業家) by the Xuancheng Municipal Committee and Xuancheng Municipal People's Government in October 2020 and an Outstanding Contributor of the Anhui Province (安徽省傑出貢獻人物) by Anhui Feed and Healthy Breeding Industry Association in March 2023. In March 2024, he was recognized as an Advanced Individual in Social Service Work (社會服務工作先進個人) for 2022 to 2023 by the China Democratic National Construction Association (Shanghai Committee). Mr. Wang was also involved in the drafting of the national standard of the Technical specification for production quality control of extrusion pet (dog and cat) feed (擠壓膨化固態寵物(犬、貓)飼料生產質量控制技術規範) which was issued in 2023.

Mr. Wang obtained a bachelor's degree in engineering cost management from Jiangxi Normal University (江西師範大學) in the PRC in June 2019.

Mr. Wang was (i) the executive director and general manager of Xuancheng Fujia Pet Food Co. Ltd (宣城市福佳寵物食品有限公司), a company established in the PRC principally engaged in the pet food business, prior to its deregistration on 9 April 2021; (ii) the executive director and general manager of Gansu Fuban Pet Food Co. Ltd (甘肅福伴寵物食品有限公司), a company established in PRC principally engaged in the pet food business, prior to its deregistration on 23 November 2023; (iii) a principal of Shanghai Fubei Pet Supplies Co. Ltd

Branch (上海福貝寵物用品有限公司分公司), a company established in PRC principally engaged in the pet food business, prior to its deregistration on 23 June 2011; (iv) a principal of Fuyi (Shanghai) Enterprise Management Co. Ltd First Branch (福益(上海)企業管理有限公司第一分公司), a company established in PRC principally engaged in enterprise management services, prior to its deregistration on 5 August 2025; and (v) the supervisor of Fubei Shiheng Biopharmaceutical (Shanghai) Co. Ltd (福貝世亨生物醫藥(上海)有限公司), a company established in PRC principally engaged in biopharmaceutical business, prior to its deregistration on 19 April 2019. Mr. Wang confirmed that all of the above companies were deregistered due to business planning adjustments and had not been involved in any material non-compliance incidents immediately prior to their deregistration.

Ms. Huang Li (黃莉女士) (former name Lili Huang (黃麗莉)), aged 52, is our executive Director and deputy general manager of our Company. Ms. Huang joined our Group in April 2005 and was appointed as our Director and deputy general manager in December 2019.

Ms. Huang has extensive experience in corporate management. She joined our Group in April 2005 and has served as a Director and deputy general manager since December 2019. She has been responsible for operation and management of our subsidiary, Fuyi (Shanghai) Enterprise Management Co., Ltd. since January 2017.

Ms. Huang obtained a bachelor’s degree in exhibition management from the Shanghai Institute of Technology (上海應用技術大學) in the PRC in June 2018.

Ms. Huang was (i) the executive director of Shanghai Yimai Enterprise Management Consulting Co. Ltd (上海亦麥企業管理諮詢有限公司), a company established in the PRC principally engaged in enterprise management, prior to its deregistration on 4 August 2022; (ii) a principal of Fuyi (Shanghai) Enterprise Investment Management Co. Ltd First Branch (福益(上海)企業投資管理有限公司第一分公司), a company established in the PRC principally engaged in enterprise investment management, prior to its deregistration on 20 July 2020; (iii) a principal of Fuyi (Shanghai) Enterprise Investment Management Co. Ltd Second Branch (福益(上海)企業投資管理有限公司第二分公司), a company established in the PRC principally engaged in enterprise investment management, prior to its deregistration on 6 June 2016; (iv) the supervisor of Xuancheng Fujia Pet Food Co. Ltd (宣城市福佳寵物食品有限公司), a company established in the PRC principally engaged in the pet food business, prior to its deregistration on 9 April 2021; and (v) the legal representative of Shanghai Beiyou Pet Products Co. Ltd (上海貝優寵物用品有限公司), a company established in the PRC principally engaged in the pet food business, prior to its deregistration on 9 April 2019. Ms. Huang confirmed that all of the above companies were deregistered due to business planning adjustments and had not been involved in any material non-compliance incidents immediately prior to their deregistration.

Mr. Wang Chunlai (汪春來先生), aged 57, is our executive Director. Mr. Wang joined our Group in June 2005 and has been appointed as our Director since December 2019.

Mr. Wang has over 20 years of experience in the pet food industry. Prior to joining our Group, Mr. Wang served as a committee member of Baijian Village, Huangdu Town, Xuanzhou District, Xuancheng, Anhui Province from January 1996 to February 2002. He has served as a procurement manager at our Company from June 2005 to December 2019 and has been a Director since December 2019.

Mr. Wang obtained a college diploma in environmental art design from Jiangxi University of Technology (江西科技學院) in the PRC in December 2016.

Mr. Wang was the supervisor of Gansu Fuban Pet Food Co. Ltd (甘肅福伴寵物食品有限公司), a company established in the PRC and principally engaged in the pet food business, prior to its deregistration on 23 November 2023. Mr. Wang confirmed that the above company was deregistered due to business planning adjustments and had not been involved in any material non-compliance incidents immediately prior to its deregistration.

Ms. Zheng Zhen (鄭珍女士), aged 39, is our executive director and deputy general manager. Ms. Zheng joined our Group in May 2007 and was appointed as our Director in December 2019.

Ms. Zheng has over 15 years of experience in business management. Ms. Zheng successively served as a customer service supervisor, a human resources manager, an operations director and a deputy general manager at our Company from May 2007 to December 2019. She has served as a Director and deputy general manager of our Company since December 2019.

Ms. Zheng obtained a bachelor's degree in business administration from Southwest University of Science and Technology (西南科技大學) in the PRC in January 2020. She obtained the intermediate economist qualification (中級經濟師資質) from the Ministry of Human Resources and Social Security (人力資源和社會保障部) in October 2021.

Independent Non-executive Directors

Ms. Li Jing (李晶女士), aged 37, is our independent non-executive Director. Ms. Li joined our Group in December 2025 and has served as an independent non-executive Director since then.

Ms. Li has extensive experience in taxation and accounting. She served as an administrative enforcement officer at Changzhou Municipal Tax Service of State Taxation Administration (國家稅務總局常州市稅務局) from August 2013 to March 2022 and as a deputy section chief from March 2022 to June 2024. She has served as a consultant at Guangdong Chongli Law Firm (廣東崇立律師事務所) since July 2024. Ms. Li has been an independent non-executive director of Nanhua Futures Co., Ltd. (南華期貨股份有限公司), a company listed on the Stock Exchange (stock code: 02691) and the Shanghai Stock Exchange (stock code: 603093), since July 2025.

Ms. Li obtained a bachelor's degree and a master's degree in accountancy from Nanjing University (南京大學) in the PRC in June 2010 and June 2013, respectively. She has been a non-practising member of the Chinese Institute of Certified Public Accountants since May 2018. Ms. Li was registered as a tax advisor by the China Certified Tax Agents Association (中國註冊稅務師協會) in November 2017 and obtained the legal qualification certificate issued by the Ministry of Justice of the PRC in April 2021.

Mr. Huang Xianyi (黃先義先生), aged 57, is our independent non-executive Director. Mr. Huang joined our Group in December 2019 and has served as an independent non-executive Director since then.

Mr. Huang served as a teacher at the Education Committee of Xintian town, Xuanzhou District, Xuancheng, Anhui Province (安徽省宣城市宣州區新田鄉教委) from August 1987 to August 1990 and at Huangdu Middle School in Xuanzhou District Xuancheng, Anhui Province (安徽省宣城市宣州區黃渡初中) from December 1992 to August 1994. He has served as a lecturer at the Zhejiang University (浙江大學) since December 1999.

Mr. Huang was awarded the Advanced Individual in Employment Work (就業工作先進個人) and Excellent Class Advisor (優秀班主任) by Zhejiang University City College in October 2004 and October 2012 respectively. He was awarded the Teaching Achievement Award and Outstanding Instructor by Zhejiang University in December 2004 and December 2007 respectively.

Mr. Huang completed the master's degree graduate program (碩士研究生培養計劃) in history of Chinese linguistics and obtained a master's degree in literature from Hangzhou University (杭州大學) (currently known as Zhejiang University (浙江大學)) in July 1997. He obtained the qualification of independent director by the Shanghai Stock Exchange (上海證券交易所) in April 2021.

Mr. Li Hongzhong (李洪忠先生), aged 49, is our independent non-executive director. Mr. Li joined our Group in December 2019 and has served as an independent non-executive Director since then.

Mr. Li has served as an associate professor at the College of Fine Arts of Shanghai Normal University (上海師範大學美術學院) since September 2018. Mr. Li was awarded the Outstanding Contribution Award for 2022 by Shanghai Normal University (上海師範大學) in February 2023 and the Excellent Instructor for Creative Graduation Works by the Shanghai Industrial Design Association (上海工業設計協會) in July 2014.

Mr. Li obtained a bachelor's degree in interior art and design from Shanghai Normal University (上海師範大學美術學院) in the PRC in July 2000 and a master's degree in computer design from Woosong University in Korea in February 2010. He obtained the qualification of independent director by the Shanghai Stock Exchange (上海證券交易所) in April 2021.

Mr. Li was the executive director of Shanghai Shidian Art Decoration Design Co. Ltd (上海飾點藝術裝飾設計有限公司), a company established in the PRC and principally engaged in art decoration design, prior to its deregistration on 6 January 2026. Mr. Li confirmed that the above company was deregistered due to business performance considerations and had not been involved in any material non-compliance incidents immediately prior to its deregistration.

SENIOR MANAGEMENT

The following table sets out information regarding the members of senior management of our Company.

Name	Age	Position/Title	Date of Appointment as current position	Date of Joining our Group	Role and Responsibility	Relationship with Directors and senior management
Mr. Wang Yingchun (汪迎春先生) . .	50	Chairman of the Board, executive Director, general manager	December 2019	April 2005	Responsible for overall business strategies, development plan and overall management of our Group	Brother of Mr. Wang Chunlai
Ms. Huang Li (黃莉女士) . . .	52	Executive Director, deputy general manager	December 2019	April 2005	Responsible for operation and supervision of our subsidiary	–
Ms. Zheng Zhen (鄭珍女士) . . .	39	Executive Director, deputy general manager	December 2019	May 2007	Responsible for business operation and sales activities of our Group	–
Ms. Zhu Lin (朱琳女士) . . .	35	Deputy general manager, chief financial officer, board secretary, company secretary	September 2024	July 2024	Responsible for Board related matters, securities, legal and financial matters of our Group	–
Mr. Guo Tianlong (郭天龍先生) . .	37	Deputy general manager, general manager of our supply chain division	December 2025	June 2013	Responsible for managing production, delivery and overall supply-chain operations	–

Mr. Wang Yingchun (汪迎春先生) is our chairman of the Board, executive Director and general manager. See "— Executive Director" in this section for the biographical details of Mr. Wang.

Ms. Huang Li (黃莉女士) is our executive Director and deputy general manager. See "— Executive Director" in this section for the biographical details of Ms. Huang.

Ms. Zheng Zhen (鄭珍女士) is our executive Director and deputy general manager. See "— Executive Director" in this section for the biographical details of Ms. Zheng.

Ms. Zhu Lin (朱琳女士), aged 35, is our deputy general manager, chief financial officer, board secretary and company secretary. Ms. Zhu joined our Group in July 2024 and has served as a deputy general manager and board secretary since September 2024 and chief financial officer and company secretary since December 2025.

Ms. Zhu has extensive experience in corporate governance and securities affairs. She worked at Shanghai Equity Custody Trading Centre Co., Ltd. (上海股權託管交易中心股份有限公司) from June 2015 to May 2017 and Orient Securities Co., Ltd. (東方證券股份有限公司), whose shares are listed on the Hong Kong Stock Exchange (stock code: 03958.HK) and on the Shanghai Exchange (stock code: 600958.SH), from May 2017 to January 2020, a board secretary at Shandong Intco Recycling Resources Co., Ltd. (山東英科環保再生資源股份有限公司), currently known as Intco Recycling Resources Co., Ltd. (英科再生資源股份有限公司), whose shares are listed on the Shanghai Exchange (stock code: 688087.SH), from April 2020 to August 2023 and a board secretary at Zhejiang Blue Energy Hydrogen Technology Co., Ltd. (浙江藍能氫能科技股份有限公司) from December 2023 to July 2024.

Ms. Zhu obtained a bachelor's degree in accounting from Anhui University of Finance and Economics (安徽財經大學) in the PRC in July 2012 and a master's degree in accounting from Nanjing University (南京大學) in the PRC in June 2015. She obtained the legal professional qualification certificate issued by the Ministry of Justice (司法部) of the PRC in February 2017 and has been a non-practising member of the Chinese Institute of Certified Public Accountants (中國註冊會計師協會) since March 2020. Ms. Zhu passed the Investment Banking Business Examination held by the Securities Association of China (中國證券業協會) in June 2017. She obtained multiple board secretary qualifications, including of the Shanghai Exchange in August 2017, Shanghai Stock Exchange Science and Technology Innovation Board in September 2021 and Shenzhen Stock Exchange in March 2024.

Mr. Guo Tianlong (郭天龍先生), aged 37, is our deputy general manager and the general manager of our supply chain division. He joined our Group in June 2013 and has been appointed as a deputy general manager in December 2025.

Mr. Guo has extensive experience in food science, quality management and supply-chain management. Since June 2013, he successively served as an R&D manager, a Quality Control Manager, manager of general engineering office, general manager of our supply chain division and Deputy general manager of our Company. Mr. Guo received trainings as an ISO/IEC 17025:2017 Laboratory Management System Internal Auditor organised by SGS-CSTC Standard Technical Service Co., Ltd in July 2022, and as a Chief Quality Officer organised by Shanghai Quality and Technical Supervision Education and Training Centre (上海質量技術監督教育培訓中心) in September 2022. Mr. Guo was recognised as a senior engineer in food testing and management by the Senior Professional Title Review Committee for Engineering Series on Quality and Technical Supervision Profession (上海市工程系列質量技術監督專業高級職稱評審委員會) in November 2025.

Mr. Guo obtained a bachelor's degree in food science and engineering from Xuzhou University of Technology (徐州工程學院) in the PRC in June 2010 and a master's degree in food engineering from Jiangsu University (江蘇大學) in the PRC in June 2013.

JOINT COMPANY SECRETARIES

Ms. Zhu Lin (朱琳女士) is the joint company secretary of our Company. See "— Senior Management" in this section for the biographical details of Ms. Zhu.

Ms. Tsui Ka Yan (崔嘉欣女士) was appointed as the other joint company secretary of our Company in December 2025. Ms. Tsui has more than eight years of professional experience in the company secretarial field. Ms. Tsui is the assistant manager of the Listing Services Department at TMF Hong Kong Limited and is responsible for providing corporate secretarial and compliance services to Hong Kong listed companies. She obtained a bachelor's degree of business administration in accountancy from City University of Hong Kong in July 2017. She is an associate member of both the Hong Kong Chartered Governance Institute and the Chartered Governance Institute in the United Kingdom.

CONFIRMATION FROM OUR DIRECTORS

Save as disclosed herein, as of the Latest Practicable Date, to the best knowledge, information and belief of our Directors having made all reasonable enquiries, there was no other material matters relating to his/her appointment as our Directors that need to be brought to the attention of our Shareholders and there is no other information in relation to our Directors which is required to be disclosed pursuant to Rule 13.51(2) 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 and further confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on January 14, 2026, and (ii) understands his or her obligations as a director of a [**REDACTED**] on the Stock Exchange under 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 or 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 Company 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.

BOARD COMMITTEES

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

Audit Committee

We have 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, Appendix C1 to the Listing Rules. The Audit Committee consists of three Directors, namely Ms. Li Jing, Mr. Huang Xianyi and Mr. Li Hongzhong. Ms. Li Jing holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules and serves as the chairperson of the Audit Committee. The primary duties of the Audit Committee are to review the financial controls and the internal control and risk management systems of our Group, monitor the integrity of the Company's financial statements, review and monitor the external auditor's independence and objectivity and effectiveness of the audit process and perform other duties and responsibilities as assigned by our Board.

Remuneration and Assessment Committee

We have established a Remuneration and Assessment Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and paragraph E.1 of Part 2 of the Corporate Governance Code, Appendix C1 to the Listing Rules. The Remuneration and Assessment Committee consists of three Directors, namely Mr. Li Hongzhong, Ms. Li Jing and Ms. Zheng Zhen. Mr. Li Hongzhong serves as the chairperson of the Remuneration and Assessment Committee. The primary duties of the Remuneration and Assessment Committee are to establish and review the policy and structure of the remuneration for our Directors and senior management and make recommendations on remuneration packages of individual executive Directors and senior management.

Nomination Committee

We have established a Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and paragraph B.3 of Part 2 of the Corporate Governance Code, Appendix C1 to the Listing Rules. The Nomination Committee consists of three Directors, namely Mr. Huang Xianyi, Ms. Li Jing and Mr. Wang Chunlai. Mr. Huang Xianyi serves as the chairperson of the Nomination Committee. The primary duties of the Nomination Committee are to review the Board structure, size and composition, make recommendations to our Board on the appointment or re-appointment of Directors and review the Company's board diversity policy.

Strategy Committee

We have established a Strategy Committee. The Strategy Committee consists of three Directors, namely Mr. Wang Yingchun, Ms. Huang Li and Mr. Huang Xianyi. Mr. Wang Yingchun serves as the chairperson of the chairman of the Strategy Committee. The primary duties of the Strategy Committee are to review the overall strategy and development plans of our Group, propose operational, investment and financing plans, and supervise the implementation of the plans.

COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

We offer our executive Directors and senior management members, who are also the Company's employees, compensation in the form of fees, salaries, retirement benefit scheme contributions, discretionary bonus, housing allowances and other benefits in kind. Our independent non-executive Directors receive compensation with reference to their respective positions and duties, including being a member or the chairperson of Board committees.

For the years ended December 31, 2023, 2024 and 2025, the aggregate amount of remuneration paid to our Directors amounted to approximately RMB3.25 million, RMB3.07 million and RMB3.05 million, respectively.

Under the arrangement currently in force, we estimate the total compensation before taxation, including estimated-share based compensation, to be accrued to our Directors for the year ending December 31, 2026 to be approximately RMB2.87 million. The actual remuneration of Directors in 2026 may be different from the expected remuneration.

For the years ended December 31, 2023, 2024 and 2025, there were three, three and three Directors among the five highest paid individuals, respectively. The total emoluments for the remaining individuals among the five highest paid individuals amounted to approximately RMB1.47 million, RMB1.28 million and RMB1.34 million, for the years ended December 31, 2023, 2024 and 2025, respectively.

We confirmed that during the Track Record Period, no consideration was paid by our Company to, or receivable by, our Directors for making available directors' services or as termination benefits.

Save as disclosed above, no other payments have been paid, or are payable, by our Company or any of our subsidiary to our Directors or the five highest paid individuals during the Track Record Period.

CORPORATE GOVERNANCE

We are committed to achieving high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. To accomplish this, save for the deviation disclosed below, we expect to comply with the corporate governance requirements under the Corporate Governance Code and Corporate Governance Report as set out in Appendix C1 to the Listing Rules after the [**REDACTED**].

Pursuant to code provision C.2.1 of the Corporate Governance Code, companies listed on the Stock Exchange are expected to comply with, but may choose to deviate from the requirement that the roles of chairperson of the board and chief executive should be separate and should not be performed by the same individual. We do not have a separate chairperson of the Board and chief executive, and Mr. Wang currently acts as both our chairperson of the Board and our general manager. Mr. Wang is our founder and has played an important leadership role in our Company's development. The Board believes that vesting the roles of both chairperson of the Board and general manager in the same person has the benefit of ensuring consistent leadership within the Group and enables more effective and efficient overall strategic planning for the Group. The 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. For further information relating to our Company's corporate governance measures, please see "Relationship with Our Controlling Shareholder — Corporate Governance" in this document.

BOARD DIVERSITY POLICY

In order to enhance the effectiveness of our Board and to maintain the high standard of corporate governance, we have adopted the board diversity policy which sets out the objective and approach to achieve and maintain diversity of our Board. Pursuant to the board diversity policy, we seek to achieve Board diversity through the consideration of a number of factors when selecting the candidates to our Board, including but not limited to gender, skills, age, professional experience, knowledge, cultural and educational background, ethnicity and length of service. The ultimate decision of the appointment will be based on merit and the contribution which the selected candidates will bring to our Board.

Our Directors have a balanced mix of knowledge and skills, including overall management and strategic development, quality assurance and control, finance and accounting and corporate governance in addition to industry experience relevant to our Group's operations and business. They obtained degrees in various majors including business management, accounting, and art design. We have three independent non-executive Directors with different industry backgrounds, representing more than one third of the members of our Board. Furthermore, our Board has a diverse age and gender representation. 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 reviewing the structure and diversity of the Board and selecting individuals to be nominated as Directors. 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 when necessary, make any revisions that may be required and recommend any such revisions to our Board for consideration and approval. The Nomination Committee will also include in our corporate governance report a summary of the board diversity policy, including any measurable objectives set for implementing the board diversity policy and the progress on achieving these objectives, on an annual basis.

EMPLOYEE INCENTIVE SCHEMES

For more information, please refer to "History, Development and Corporate Structure — Corporate Development — Employee Incentive Platform" and "Appendix VI — Statutory and General Information — Share Incentive Scheme."

COMPLIANCE ADVISOR

We have appointed Somerley Capital 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:

(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;

(c) where we propose to use the [**REDACTED**] of the [**REDACTED**] in a manner different from that detailed in this document or where our business activities, developments or results deviate from any forecast, estimate or other information in this document; and

(d) where the Hong Kong Stock Exchange makes an inquiry to our Company 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 Company 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**].