OVERVIEW

Our Board consists of nine Directors, including four executive Directors, two non-executive Directors and three independent non-executive Directors. Our Directors are appointed for a term of three years and are eligible for re-election upon expiry of their term of office.

DIRECTORS

The following table sets forth certain information regarding our Directors:

Name	Age	Position(s)	Date of joining our Group	Date of appointment as a Director	Roles and responsibilities	Relationship with other Directors and senior management
Executive Directors						
Mr. Wang Guimin (王桂民) . . .	57	Executive Director and chairman of the Board	September 2008	November 2009	Responsible for overall development strategies and major operational decisions of the Group	None
Mr. Wang Jian (王健)	46	Executive Director and general manager	December 2024	December 2024	Responsible for major business plans and overall management of the Group	None
Mr. Wang Junwei (王俊偉) . . .	49	Executive Director, chief financial officer and secretary of the Board	September 2021	September 2021	Responsible for overseeing the financial operations and corporate governance of the Group	None
Mr. Liu Pengfei (劉鵬飛) . . .	39	Executive Director and employee representative Director	February 2024	December 2024	Responsible for publication and corporate culture management	None
Non-executive Directors						
Dr. Guo Shenggang (郭聖剛) . . .	49	Non-executive Director	February 2026	February 2026	Responsible for providing advice to the Board	None
Mr. Sun Chenglong (孫成龍) . . .	56	Non-executive Director	December 2024	December 2024	Responsible for providing advice to the Board	None

Name	Age	Position(s)	Date of joining our Group	Date of appointment as a Director	Roles and responsibilities	Relationship with other Directors and senior management
Independent non-executive Directors						
Ms. Yang Minli (楊敏麗) . . .	60	Independent non-executive Director	August 2022	August 2022	Responsible for providing independent advice on the operation and management of our Company	None
Mr. Huang Botao (黃波濤) . . .	47	Independent non-executive Director	August 2022	August 2022	Responsible for providing independent advice on the operation and management of our Company	None
Mr. Zhang Yuanfu (張元福) . . .	62	Independent non-executive Director	June 2025	June 2025	Responsible for providing independent advice on the operation and management of our Company	None

Executive Directors

Mr. Wang Guimin (王桂民), aged 57, is an executive Director and chairman of the Board of our Group.

Mr. Wang joined our Group in September 2008 and successively held several key positions in our Group, including executive president and general manager. He has been the party committee secretary and chairman of the Board of our Company since December 2024.

Prior to joining our Group, from July 1991 to August 2008, he successively held various positions at Beiqi Foton Motor Co., Ltd. (北汽福田汽车股份有限公司), including deputy director of the office of the vehicle technology center in Zhucheng vehicle plant, executive deputy director of Zhucheng vehicle research institute, director of the R&D management department of the technical research institute, chief engineer of Zhucheng vehicle plant, director of the southern engineering vehicle division, deputy chief engineer of the company, director of the Aoling plant, executive deputy general manager of the marketing company, and assistant to the general manager. He served as a Director at Weichai Holdings from October 2022 to November 2024.

Mr. Wang obtained a bachelor's degree in automotive and tractor engineering from Shandong University of Technology (山東理工大學), in Shandong Province, the PRC, in July 1991, and a master's degree in power engineering from Dalian University of Technology (大

連理工大學), in Liaoning Province, the PRC, in November 2003. He obtained a doctorate degree in management science and engineering from Jiangsu University (江蘇大學), in Jiangsu Province, the PRC, in June 2017.

Mr. Wang Jian (王健), aged 46, is an executive Director and general manager of our Group.

Mr. Wang joined our Group in December 2024 and has been an executive Director and general manager since then.

Prior to joining our Group, from July 2003 to December 2019, Mr. Wang successively served as an assistant to the general manager of the No. 2 Factory, deputy director of the quality department, general manager and quality director of the No. 2 Factory at Weichai Power. From December 2019 to December 2024, he successively served as manufacturing director, director of the manufacturing department, deputy chief technician, and director of the artisan craft institute of Weichai Power, assistant to the president, chief technician, party general branch secretary of the technological and engineering research institute, Weichai scientist and vice president of the science and technology research academy of Weichai Power, party committee member, chief quality engineer, deputy general manager, deputy party committee secretary, executive president and safety director and director of the safety and environmental protection department of Weichai Power, and deputy party committee secretary, chief quality engineer and deputy chief engineer of Weichai Holdings, and deputy party committee secretary, executive president and safety director, director of the safety and environmental protection department, chief quality engineer, and deputy chief engineer of Weichai Power.

Mr. Wang obtained a bachelor's degree in mechanical engineering and automation from Wuhan University of Technology (武漢理工大學) in Hubei Province in June 2003, the PRC and a master's degree in mechanical engineering from Tianjin University (天津大學) in Tianjin, the PRC in September 2010. He was certified as a professorate senior engineer by Shandong Provincial Department of Human Resources and Social Security in January 2025.

Mr. Wang Junwei (王俊偉), aged 49, is an executive Director, chief financial officer and secretary of the Board of our Group.

Mr. Wang joined our Group in September 2021, and has been a Director of our Company since then. He has served as our chief financial officer since June 2022 and has concurrently held the role of board secretary since August 2022.

Prior to joining our Group, from July 2004 to January 2022, Mr. Wang successively served as a business manager for comprehensive management and deputy director of the finance department at Weichai Power, the chief financial officer and director of the finance department at Weichai Heavy Machinery Co., Ltd. (濰柴重機股份有限公司, a company listed on the Shenzhen Stock Exchange, stock code: 000880.SZ), director of the finance department at Weichai Holdings, director of the finance department at Weichai Power, the director of the financial management department at Shandong Heavy Industry, deputy general manager and chief financial officer at Shantui Construction Machinery Co., Ltd. (山推工程機械股份有限公司, a company listed on the Shenzhen Stock Exchange, stock code: 000680.SZ), and a director at Weichai Holdings.

Mr. Wang obtained a bachelor's degree in accounting from Changchun Institute of Optics and Fine Mechanics (長春光學精密機械學院) (currently known as Changchun University of Science and Technology (長春理工大學)), in Jilin Province, the PRC, in July 1999. He obtained a master's degree in applied accounting and finance from Hong Kong Baptist University (香港浸會大學) in November 2010.

Mr. Liu Pengfei (劉鵬飛), aged 39, is an executive Director and employee representative Director of our Group.

Mr. Liu joined our Group in February 2024 and has been an executive Director since December 2024.

Prior to joining our Group, Mr. Liu has successively held several positions, such as for the performance evaluation and implementation operations, manager and deputy manager of operation and management department and later corporate operation and management department, at Weichai Power from July 2008 to May 2020. From May 2020 to December 2023, he successively served as the general manager and quality supervisor at Weichai Power (Weifang) Remanufacturing Co., Ltd. (濰柴動力(濰坊)再製造有限公司), deputy general manager at Shengrui Transmission Corporation Limited (盛瑞傳動股份有限公司), deputy director at operation management department, director and party branch secretary at China National Heavy Duty Truck Group Co., Ltd (中國重型汽車集團有限公司), a director at Zhongtong Bus Holding Co., Ltd. (中通客車股份有限公司), the director and party branch secretary of enterprise operations management department at Weichai Power, and a director at Qingzhi Automotive Technology (Suzhou) Co., Ltd. (清智汽車科技(蘇州)有限公司).

Mr. Liu obtained a bachelor's degree in business administration from Wuhan University of Science and Technology (武漢理工大學) in Hubei Province, the PRC, in June 2008.

Non-executive Directors

Dr. Guo Shenggang (郭聖剛), aged 49, is a non-executive Director of our Group.

Dr. Guo joined our Group in February 2026 and has been a non-executive Director since then.

Prior to joining our Group, from July 2000 to December 2024, he successively served as wp5/wp7 product chief engineer, deputy director of the technical center, secretary of the product design party branch of the technical party general branch, deputy chief designer, executive vice dean of the engine technology research institute, director of the h-series platform department, engine platform director, and application engineering director, assistant to the president, director of the application engineering center, vice president, deputy chief engineer, deputy dean of the general research institute of science and technology, chief designer, member of the party committee, executive president, deputy director of the national key laboratory of internal combustion engine and power systems, deputy secretary of the party committee, deputy general manager, and executive president at Weichai Power. From October 2022 to August 2023, he served as a member of the party committee at Weichai Holdings. He has served as a member of the party committee and chief engineer since December 2022, vice president since December 2024, chief engineer since 2025 at Weichai Power. He has also served as general manager of the LK series products since September 2022 and a member of the party committee since December 2024 at Weichai Holdings.

Dr. Guo obtained a bachelor's degree in mechanical design and manufacturing from Shandong University of Technology (山東理工大學) (previously known as Shandong Institute of Technology (山東工程學院)) in Shandong Province, the PRC in July 2000, a master's degree in power engineering from Tianjin University (天津大學) in Tianjing, the PRC in January 2017, a master's degree in business administration from Missouri State University in the U.S. in December 2015, and a doctorate degree in engineering in advanced manufacturing from Tsinghua University (清華大學) in Beijing, the PRC in June 2024. He has been a professorate senior engineer certified by Human Resources and Social Security Department of Shandong Province since March 2019.

Mr. Sun Chenglong (孫成龍), aged 55, is a non-executive Director of our Group.

Mr. Sun joined our Group in December 2024 and has been a non-executive Director since then.

Prior to joining our Group, from July 1994 to April 2015, he successively served as an accountant, section chief and manager at Sinotruk Sales Company (中國重汽銷售公司), a deputy managing director of the financial department of Sinotruk (Hong Kong) Limited (中國重汽(香港)有限公司), the financial controller of Sinotruck Qingdao Heavy Industry Co., Ltd. (中國重汽集團青島重工有限公司), formerly known as Sinotruk Group Special Truck Company (重汽集團專用汽車公司), and the financial controller of Sinotruk Jinan Special Vehicle Co., Ltd. (中國重汽集團濟南特種車有限公司). From April 2015 to December 2018, he successively held several positions including deputy general manager and financial controller of Sinotruk Ji'nan Commercial Truck Co., Ltd. (中國重汽集團濟南商用車有限公司), and held several positions including general manager of the finance department of China National Heavy Duty Truck Group Company Limited (中國重型汽車集團有限公司) ("**CNHTC**") and the general manager of Sinotruk Ji'nan Investment Co., Ltd. (中國重汽集團濟南投資有限公司).

From December 2018 to January 2024, he successively held several positions including an executive director and financial controller of Sinotruk (Hong Kong) Limited, a company listed on the Hong Kong Stock Exchange (stock code: 3808.HK), the chairman of Sinotruck Auto Finance Co., Ltd. (重汽汽車金融有限公司), deputy general manager of CNHTC, chairman of Shandong Xinhai Financial Guarantee Co., Ltd. (山東鑫海融資擔保有限公司), chairman of Jinan Qihui Small Loan Co., Ltd. (濟南市齊匯小額貸款有限公司) chairman of Sinotruk Finance Co., Ltd. (中國重汽財務有限公司), chairman of Sinotruck Insurance and Brokers Co., Ltd. (重汽集團保險經紀有限公司), chairman of Zhongtong Automobile Industry Group Co., Ltd. (中通汽車工業集團有限公司), CEO of financial business division of Indonesian Office and deputy director of finance and operations department of Shandong Heavy Industry Group Co., Ltd. (山東重工集團有限公司). He has served as party committee member and chief financial officer of Weichai Holdings and party committee member of Weichai Power since September 2024.

Mr. Sun graduated from the Shandong University of Finance (山東財政學院) in Jinan, the PRC, in July 1997, majoring in accountancy. He was certified as a chief senior accountant by the Senior Evaluation Committee of Accounting Professional Qualifications of Shandong Province in December 2023.

Independent non-executive Directors

Ms. Yang Minli (楊敏麗), aged 60, is an independent non-executive Director of our Company.

Ms. Yang has served as director of the scientific and technical information office and associate research librarian at the library of China Agricultural University (中國農業大學), professor at the college of engineering, and leading professor at China Agricultural University since July 1987, and has served as deputy director and director of the rural development institute and executive deputy director and director at the National Agricultural Mechanization Information Center since April 2004.

She has also been a standing council member of the Chinese Society of Agricultural Machinery since 2006, chairman of the Agricultural Mechanization Branch under the Chinese Society of Agricultural Machinery since 2007, an adjunct professor at Northwest A&F University (西北農林科技大學) since December 2008, deputy secretary-general of the Panel of Promotion of Complete Mechanization of Major Crop Production under the Ministry of Agriculture and Rural Affairs since May 2016, a council member of the Chinese Society of Agricultural Engineering since August 2017, a visiting professor at Northeast Agricultural University's College of Engineering since August 2018, a visiting professor at Tarim University since May 2021, dean of the "Belt and Road" International Agricultural Equipment Industry and Intelligent Agricultural Technology Innovation Institute since 2021, deputy secretary-general of the third council of the Chinese Society of Agricultural Machinery since 2023.

She obtained a doctorate degree from China Agricultural University in agricultural mechanization engineering in Beijing, the PRC, in June 2003.

Mr. Huang Botao (黃波濤), aged 46, is an independent non-executive Director of our Company.

Mr. Huang served as an associate professor at the faculty of finance of Beijing National Accounting Institute (北京國家會計學院) since July 2018, and director of Beijing National Accounting Institute's Financial Research Institute since June 2022.

He obtained a doctorate degree in economics from Research Institute of Fiscal Science of the Ministry of Finance (財政部財政科學研究所) in June 2012. He is a Chinese certified public accountant granted by the Ministry of Finance of the PRC in May 2012 and Australian certified public accountant granted by CPA Australia in October 2022.

Mr. Zhang Yuanfu (張元福), aged 62, is an independent non-executive Director of our Company.

From August 2000 to November 2003, Mr. Zhang held various positions, including the chief financial officer, executive director and company secretary at Everpride Biopharmaceutical Company Limited (中遠威生物製藥有限公司) (currently known as Hao Wen Holdings Limited (皓文控股有限公司), a company listed on the Stock Exchange (stock code: 8019.HK)). From September 2003 to April 2025, he successively served as the chief financial officer and company secretary of Weichai Power, an executive director at Nine Dragons Paper (Holdings) Limited (玖龍紙業(控股)有限公司), a company listed on the Stock Exchange (stock code: 2689.HK) and has also been its chief financial officer since October 2008.

Mr. Zhang obtained a bachelor's degree in economics from Shandong University in July 1986. He was certified as a fellow member of the Association of Chartered Certified Accountants in the United Kingdom in September 1993 and an associate member of the Hong Kong Institute of Certified Public Accountants in February 1998.

SENIOR MANAGEMENT

The following table provides information about members of our senior management:

Name	Age	Position(s)	Date of joining our Group	Date of appointment as senior management	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Wang Jian (王健)	46	Executive Director and general manager	December 2024	December 2024	Responsible for major business plans and overall management of the Group	None
Mr. Wang Junwei (王俊偉) . . .	49	Executive Director, chief financial officer and secretary of the Board	September 2021	June 2022	Responsible for overseeing the financial operations and corporate governance of the Group	None
Mr. Han Changde (韓常德) . . .	46	Deputy general manager	April 2021	April 2021	Responsible for overseeing production and safety operations of our Group	None
Mr. He Song (何松)	44	Deputy general manager	July 2005	June 2021	Responsible for overseeing harvesting machinery R&D of our Group	None
Mr. Li Zhengyu (李正宇) . . .	47	Deputy general manager	September 2004	June 2021	Responsible for overseeing tractor R&D of our Group	None

Mr. Wang Jian (王健) is an executive Director and general manager of our Company. See "— Directors — Executive Directors" in this section for his biographical details.

Mr. Wang Junwei (王俊偉) is an executive Director, chief financial officer and secretary of the Board of our Company. See "— Directors — Executive Directors" in this section for his biographical details.

Mr. Han Changde (韓常德), aged 46, is a deputy general manager of our Company.

Mr. Han joined our Group in April 2021 and is currently a deputy general manager and head of the manufacturing department at our Company.

Prior to joining our Group, Mr. Han held various positions at Weichai Power from August 2015 to April 2016, including deputy director of the production management office of the 615 plant, deputy section chief and section chief of the production management department of the 615 plant. From April 2016 to April 2021, he successively served as deputy general manager at Weichai (Yangzhou) Special Vehicle Co., Ltd. (濰柴(揚州)特種車有限公司), formerly known as Yangzhou Shengda Special Vehicle Co., Ltd. (揚州盛達特種車有限公司) and a deputy plant manager and quality director at Weichai Heavy Machinery Medium-Speed Engine Plant (濰柴重機中速機廠).

Mr. Han obtained a bachelor's degree in agricultural mechanization and automation from Shandong Agricultural University (山東農業大學), in Shandong Province, the PRC, in July 2004.

Mr. He Song (何松), aged 44, is a deputy general manager of our Company.

Mr. He joined the Group in July 2005 until January 2021 and has held various positions, including deputy director and director of the vehicle styling section of the vehicle technology department under the agricultural equipment division technical center, deputy head of the vehicle technology department, director of the vehicle styling institute and later dean of the agricultural equipment division technical research institute, executive deputy dean of the technical research institute, deputy secretary of the Party branch of the technical research institute, dean of the harvesting machinery research institute, business director of wheeled machinery, as well as deputy general manager and member of the Party committee of the Company.

Since January 2021, he has held several positions at the Company, including deputy general manager and technical director of harvesting machinery and director and general manager of Shandong Hechuang Agricultural Equipment Intelligent Technology Co., Ltd.

Mr. He obtained dual bachelor's degrees in industrial design and marketing from Taiyuan University of Technology (太原理工大學) in Shanxi Province, the PRC, in July 2005. He was certified as a professorate senior engineer by Shandong Provincial Department of Human Resources and Social Security in January 2022.

Mr. Li Zhengyu (李正宇), aged 46, is a deputy general manager of our Company.

Mr. Li joined our Group in September 2004 and has served as deputy director of the whole machine room at the first research institute in the technology center of the agricultural equipment division, director of the whole machine research office at the Research Institute for Tractors within the technology center, deputy director of the Research Institute for Tractors in the technology center, and deputy director of the tractor technology center in the technology research institute since September 2004, and has served as the assistant to the general manager, vice president and tractor technology director of our Company, director of Shandong Hechuang Agricultural Equipment Intelligent Technology Co., Ltd., as well as general manager, executive director and tractor business director of Weichai Lovol (Weifang) Agricultural Equipment Co., Ltd since January 2021. From June 2013 to January 2021, he served as deputy manager of Lovol overseas division's agricultural equipment sales company and director of the overseas Research Institute for Tractors, deputy director of the transmission technology center in the technology research institute of the agricultural equipment division, director of the tractor technology center, vice president and later president of the technology research institute, assistant to the general manager of the Company, and executive director of Shandong Baoding Agricultural Machinery Testing Co., Ltd.

He obtained a bachelor's degree in mechatronic engineering from Shenyang Institute of Technology in Liaoning Province, the PRC, in July 2002. He was certified as a professorate senior engineer by Shandong Provincial Department of Human Resources and Social Security in March 2020.

INTERESTS OF DIRECTORS AND SENIOR MANAGEMENT

Saved as disclosed above, none of our Directors and senior management had been a director of any public company the securities of which were listed on any securities market in Hong Kong or overseas in the three years immediately preceding the date of this Document. Save as disclosed herein, to the best knowledge, information and belief of the Directors having made all reasonable inquiries, there are no other matters with respect to the appointment of our Directors that need to be brought to the attention of the Shareholders, nor is there any information relating to our Directors that is required to be disclosed pursuant to Rules 13.51(2)(h) to (v) of the Listing Rules.

As of the Latest Practicable Date, none of our Directors or senior management were related to other Directors or senior management of our Company.

JOINT COMPANY SECRETARIES

Mr. Wang Junwei (王俊偉) is the joint company secretary of our Company. He also serves as an executive Director, chief financial officer and secretary of the Board of our Company. See "— Directors — Executive Directors" in this section for his biographical details.

Ms. Tsui Ka Yan (崔嘉欣) is an assistant manager of Listing Services Division in TMF Hong Kong Limited and is responsible for providing corporate secretarial and compliance services for listed clients. Ms. Tsui is currently responsible for providing corporate secretarial and compliance services to several Hong Kong public companies.

She obtained a bachelor degree in business administration in accountancy from The City University of Hong Kong in July 2017. She is an Associate of both The Hong Kong Chartered Governance Institute (formerly known as The Hong Kong Institute of Chartered Secretaries) and The Chartered Governance Institute in the United Kingdom.

BOARD COMMITTEES

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

Audit and Risk Committee

We have established an Audit and Risk Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The Audit and Risk Committee consists of three Directors, namely Mr. Huang Botao, Mr. Sun Chenglong and Mr. Zhang Yuanfu. Mr. Huang Botao, being the chairperson of the Audit and Risk Committee, holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules. The primary duties of the Audit and Risk Committee are to review and supervise internal control management system in the fields of financial management, risk management and regulatory compliance.

Remuneration and Appraisal Committee

We have established a Remuneration and Appraisal Committee with written terms of reference in compliance with the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The Remuneration and Appraisal Committee consists of three Directors, namely Ms. Yang Minli, Dr. Guo Shenggang and Mr. Huang Botao. Ms. Yang Minli serves as the chairperson of the Remuneration and Appraisal Committee. The primary duties of the Remuneration and Appraisal Committee are to review and make recommendations to the Board regarding the terms of remuneration packages, bonuses and other compensation payable to our Directors and senior management.

Nomination Committee

We have established a Nomination Committee with written terms of reference in compliance with the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The Nomination committee consists of three Directors, namely Mr. Zhang Yuanfu, Mr. Wang Guimin and Ms. Yang Minli. Mr. Zhang Yuanfu serves as the chairperson of the Nomination committee. The primary duties of the Nomination Committee are to make recommendations to our Board regarding the appointment of Directors, Board succession and appointment of members of the senior management.

Strategy and Investment Committee

We have established a Strategy and Investment Committee with written terms of reference. The Strategy and Investment Committee consists of five Directors, namely Mr. Wang Guimin, Dr. Guo Shenggang, Mr. Wang Jian, Mr. Sun Chenglong and Ms. Yang Minli. Mr. Wang Guimin serves as the chairperson of the Strategy and Investment Committee. The primary duties of the Strategy and Investment Committee include but not limited to make recommendations to our Board on the long-term development strategy and major investments and projects of our Company.

REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

We offer our executive Directors and senior management members, who are also the Company's employees, remuneration in the form of salaries, allowances and benefits in kind, performance related bonuses and pension scheme contributions. Our independent non-executive Directors receive remuneration 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 or payable to our Directors amounted to approximately RMB3.0 million, RMB3.3 million, and RMB6.5 million, respectively. Under the arrangement currently in force, we estimate the total remuneration before taxation, including estimated share-based remuneration, to be accrued to our Directors for the year ending December 31, 2026 to be approximately RMB6.06 million. The actual remuneration of Directors for the year ending on December 31, 2026 may be different from the expected remuneration.

The five highest paid employees in the Group included two, two, and three Directors, for the years ended December 31, 2023, 2024 and 2025, respectively.

During the Track Record Period, no remuneration was paid to our Directors or any of the five highest paid individuals as an inducement to join, or upon joining, our Group. During the Track Record Period, no compensation was paid to, or receivable by, any of our Directors, former directors or the five highest paid individuals for the loss of office as director of any member of our Group or of any other office in connection with the management of the affairs of any member of our Group. None of our Directors waived any emoluments during the Track Record Period. Save as disclosed above, no other payments have been paid, or are payable, by our Company or any of our subsidiaries to our Directors or the five highest paid individuals during the Track Record Period.

Our Board will review and determine the remuneration and compensation packages of our Directors and senior management and will, following the [**REDACTED**], receive recommendations from our Remuneration and Evaluation Committee which will take into account salaries paid by comparable companies, time commitment and responsibilities of our Directors and senior management and the performance of our Group.

CORPORATE GOVERNANCE

Our Company is committed to achieving high standards of corporate governance with a view to safeguarding the interests of our Shareholders. To accomplish this, our Company complies or intends to comply with the corporate governance requirements under the Corporate Governance Code set out in Appendix C1 to the Listing Rules after the [**REDACTED**].

Our Directors recognize the importance of incorporating elements of good corporate governance in the management structures and internal control procedures of our Group to achieve effective accountability. Our Company intends to comply with all code provisions in the Corporate Governance Code as set out in Appendix C1 to the Listing Rules after the [**REDACTED**].

BOARD DIVERSITY POLICY

In order to enhance the effectiveness of our Board and to maintain the high standard of corporate governance, we have adopted a 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 background, education 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 board currently consists of one female Directors and eight male Directors. Our Directors have a balanced mix of knowledge and skills, including overall management and strategic development, engineering, finance and corporate governance in addition to industry experience relevant to our Group's operations and business. They obtained degrees in various majors including engineering, industrial design, marketing and automation. This diverse academic background allows the Board to approach challenges and opportunities from multiple angles, fostering innovative solutions and comprehensive strategies. We have three independent non-executive Directors with different industry backgrounds, representing 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 annual reports 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.

CONFIRMATION FROM OUR DIRECTORS

Rule 8.10 of the Listing Rules

Each of our Directors confirms that as of the Latest Practicable Date, he or she did not have any interest in a business which competes or is likely to compete, either directly or indirectly, with our Company's business which would require disclosure under Rule 8.10 of the Listing Rules.

Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on June 3, 2025 or March 13, 2026 and (ii) understands the requirements under the Listing Rules that are applicable to him or her as a director of a [**REDACTED**] under the Listing Rules and the possible consequences of making a false declaration or giving false information to the Stock Exchange.

Rule 3.13 of the Listing Rules

Each of the independent non-executive Directors has confirmed (i) his/her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) he/she has no past or present financial or other interest in the business of the Company or its subsidiaries or any connection with any core connected person of the 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 appointment.

COMPLIANCE ADVISOR

We have appointed Rainbow Capital (HK) Limited as our Compliance Advisor pursuant to Rules 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.

Pursuant to Rule 3A.24 of the Listing Rules, the Compliance Advisor will, on a timely basis, inform our Company of any amendment or supplement to the Listing Rules that are announced by the Hong Kong Stock Exchange. The Compliance Advisor will also inform our Company of any new or amended law, regulation or code in Hong Kong applicable to us, and advise us on the continuing requirements under the Listing Rules and applicable laws and regulations.

The term of the appointment of our Compliance Advisor 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**].