OVERVIEW

Our Board of Directors comprises six (6) Directors, including three (3) executive Directors and three (3) independent non-executive Directors. The Board is responsible for and has the general power over the management and operation of the business of the Company, including determining business strategies and investment plans, implementing resolutions passed at the general meetings, and exercising other powers, functions and duties as conferred by the Articles of Association. The Board also assumes the responsibilities for developing and reviewing the policies and practices of the Company on internal control and compliance with legal and regulatory requirements. Our executive Directors and independent non-executive Directors will be subject to rotation and re-election at the annual general meetings of our Company in accordance with the Articles.

Our senior management currently comprises our three (3) executive Directors and one (1) other senior management member who are responsible for the day-to-day management and operation of the Company.

Directors

Name	Age	Position(s)	Roles and responsibilities	Date of joining our Group	Date of appointment as a Director	Relationship with other Directors, and/or senior management
Mr. LO Kingsley King Cheung (盧敬章) . . .	48	Executive Director, chairman of the Board and chief executive officer	Formulating the overall corporate and business strategies and overseeing the daily operation of our Group	October 13, 2004	March 20, 2025	None
Ms. YIP Shuk Man (葉淑文)	41	Executive Director and merchandiser director	Overseeing the merchandising operation of our Group	September 19, 2011	December 4, 2025	None
Mr. YUEN Chi Ho (袁志豪)	58	Executive Director, chief financial officer and company secretary	Overseeing the financial management of our Group	June 1, 2021	December 4, 2025	None
Dr. LO Wing Yan William (盧永仁). . .	65	Independent non-executive Director	Supervising and providing independent judgment to the Board	[•]	[•]	None
Ms. WONG Ka Ki Ada (王家琦)	45	Independent non-executive Director	Supervising and providing independent judgment to the Board	[•]	[•]	None
Mr. TAM King Ching Kenny (譚競正) . . .	76	Independent non-executive Director	Supervising and providing independent judgment to the Board	[•]	[•]	None

Senior Management

Name	Age	Position(s)	Roles and responsibilities	Date of joining our Group	Date of appointment as a senior management member	Relationship with other Directors, and/or senior management
Mr. WONG Chi Kin (黃志堅)	57	General manager of operations	Overseeing our Group's manufacturing facilities in the PRC and Cambodia	September 1, 2021	September 1, 2021	None

DIRECTORS

Executive Directors

Mr. Lo Kingsley King Cheung

Mr. Lo Kingsley King Cheung (盧敬章), aged 48, is the founder of our Group. He was appointed as a Director on March 20, 2025 and was re-designated as an executive Director on December 4, 2025. He also serves as the chairman of our Board and our chief executive officer. Mr. Lo is responsible for formulating the overall corporate and business strategies and overseeing the daily operations of our Group. He is also a director of CSW HK, L&G Solutions, Limited, Mega Bloom Holdings Limited, Sunny Bloom Corporation Limited, Dafeng Gardening and Lvyoufang, all of which are indirectly wholly owned subsidiaries of the Company, and a supervisor of Dafeng Plastic.

Mr. Lo has over 20 years of experience in the decorative gardening industry from working within our Group, which he founded in October 2004. Prior to establishing our Group, he was an analyst programmer at WebCT Technology Inc. from September 2000 to December 2000. He also worked at New World Telephone Limited, IT Solutions Ltd. and InfoTech Services (Hong Kong) Limited as a contract analyst programmer from April 2002 to March 2003, March 2003 to March 2004, and from July 2003 to October 2004, respectively. Mr. Lo received his degree of bachelor of science from the University of British Columbia, Canada in May 1999.

Mr. Lo was a director, legal representative, person in charge or chairman of the following companies, which were incorporated in Hong Kong or established in the PRC, at the time or within 12 months from the time of their respective deregistration. The relevant details are as follows:

Company name	Position held	Nature of business prior to deregistration	Date of deregistration	Reasons for deregistration
Collo Holdings Co., Limited	Director	It had not commenced any business operations since incorporation.	October 31, 2014	Voluntarily deregistered
Shenzhen Dafeng Gardening Products Co., Limited* (深圳達峰園藝製品有限公司)	Legal representative, chairman	Household goods manufacturing	August 25, 2017	Voluntarily dissolved due to cessation of business operations
Dafeng Gardening (Huizhou) Co., Limited Xinxu branch* (達峰園藝(惠州)有限公司新圩分公司)	Person in charge	Plastic manufacturing	July 25, 2019	Voluntarily dissolved due to cessation of business operations
Dafeng Gardening (Huizhou) Co., Limited Zhenlong branch* (達峰園藝(惠州)有限公司鎮隆分公司)	Person in charge	Plastic packaging containers manufacturing	April 12, 2023	Voluntarily dissolved due to cessation of business operations

Mr. Lo confirmed that (i) each of the above companies were deregistered due to cessation of business and were solvent immediately prior to their respective deregistration; (ii) he was not aware of any actual or potential claim which has been or could potentially be made against him as a result of such deregistration; and (iii) there was no wrongful act on his part leading to the deregistration of the above companies.

Ms. Yip Shuk Man

Ms. Yip Shuk Man (葉淑文), aged 41, is our executive Director and merchandiser director. She was appointed as an executive Director on December 4, 2025. Ms. Yip is responsible for overseeing the merchandising operations of our Group and is also the merchandiser director of CSW HK.

Ms. Yip has over 14 years of experience in the decorative gardening industry from working within our Group. Ms. Yip joined our Group in September 2011 and served at CSW HK, one of our major operating subsidiaries in Hong Kong. She has progressed from merchandiser to merchandiser director within our Group and now leads the merchandising team responsible for sourcing, production planning, quality inspection, packaging development, shipment and after-sales service.

Mr. Yuen Chi Ho

Mr. Yuen Chi Ho (袁志豪), aged 58, is our executive Director and chief financial officer. Mr. Yuen joined our Group in June 2021 as our chief financial officer and has since then held various roles within our Group. Throughout such period, he has been responsible for supervising and overseeing the overall financial management of our Group. He then was appointed as an executive Director of the Company on December 4, 2025.

Mr. Yuen has over 35 years of experience in audit, accounting and financial management. Prior to joining the Group, he worked at a number of international accountant firms from September 1990 to May 2000. He served as the executive director and chief financial officer of Digital World Holdings Limited, a company previously listed on the Stock Exchange (stock code: 109), from July 2000 to November 2001, IPE Group Limited, a company listed on the Stock Exchange (stock code: 929), from October 2009 to June 2017, and Huiyin Holdings Group Limited, a company previously listed on the Stock Exchange (stock code: 1178), from June 2020 to July 2020. He was also the financial controller of a private company from October 2003 to August 2007 and the chief financial officer of another private company from July 2007 to September 2008. He has been an independent non-executive director of Ju Teng International Holdings Limited, a company listed on the Stock Exchange (stock code: 3336), since December 2022.

Mr. Yuen was admitted as a fellow member of the Association of Chartered Certified Accountants in July 1999 and an associate of the Hong Kong Society of Accountant in September 1994.

Mr. Yuen was a director of the following company, which was incorporated in Hong Kong, at the time or within 12 months from the time of its deregistration. The relevant details are as follows:

Company name	Position held	Nature of business immediately prior to deregistration	Date of deregistration	Reasons for deregistration
Miu Ford Company Limited (淼福有限公司)	Director	It had not commenced any business operations since incorporation.	March 22, 2024	Voluntarily deregistered

Mr. Yuen confirmed that (i) the above company was voluntarily deregistered and was solvent immediately prior to its deregistration; (ii) he was not aware of any actual or potential claim which has been or could potentially be made against him as a result of such deregistration; and (iii) there was no wrongful act on his part leading to the deregistration of the above company.

Independent non-executive Directors

Dr. Lo Wing Yan William

Dr. Lo Wing Yan William (盧永仁), aged 65, is our independent non-executive Director. He is responsible for supervising and providing independent judgment to the Board.

Dr. Lo has considerable experience in management roles of companies in the TMT (technology, media and telecommunications) and the consumer sectors. He commenced his career in McKinsey & Company Inc. as a management consultant and held senior positions in China Unicom (Hong Kong) Limited, a company listed on the Stock Exchange (stock code: 762), Hong Kong Telecom IMS Ltd, Citibank HK, I.T Limited, a company previously listed on the Stock Exchange (stock code: 999), South China Media Group and Kidsland International Holdings Limited, a company listed on the Stock Exchange (stock code: 2122), in the past. Dr. Lo is the founding governor of the Charles K. Kao Foundation for Alzheimer's Disease and the ISF Academy as well as the present chairman of the Charles K. Kao Foundation for Alzheimer's Disease and Junior Achievement Hong Kong.

Over the past three decades, Dr. Lo has served as a director for more than twenty publicly listed companies across Hong Kong, the United States, Singapore, and the United Kingdom, including but not limited to serving as an independent non-executive director of Jingrui Holdings Limited, a company listed on the Stock Exchange (stock code: 1862), from October 2013 to December 2024, and Oshidori International Holdings Limited, a company listed on the Stock Exchange (stock code: 622), from June 2021 to July 2023. Currently, he serves as an independent non-executive Director for several publicly listed companies, including Television Broadcasts Limited, a company listed on the Stock Exchange (stock code: 511), since February 2015, CSI Properties Limited, a company listed on the Stock Exchange (stock code: 497), since April 2014, OCI International Holdings Limited, a company listed on the Stock Exchange (stock code: 329), since July 2021, CWT International Limited, a company listed on the Stock Exchange (stock code: 521), since June 2025, NetDragon Websoft Holdings Limited, a company listed on the Stock Exchange (stock code: 777), since August 2025, and Regencell Bioscience Holdings Limited, a company listed on the NASDAQ Stock Market (stock code: RGC), since December 2021.

He received a master's in philosophy degree in Molecular Pharmacology in 1986 and a Doctor of Philosophy degree in molecular neuroscience from Cambridge University in 1988.

Dr. Lo was a director of the following companies, which were incorporated in Hong Kong or BVI, at the time or within 12 months from the time of their respective deregistration. The relevant details are as follows:

Company name	Position held	Nature of business prior to deregistration	Date of deregistration	Reasons for deregistration
Izzue.Com Limited	Director	It had not commenced any business operations since incorporation.	April 30, 2003	Dissolved by striking off

Company name	Position held	Nature of business prior to deregistration	Date of deregistration	Reasons for deregistration
Provisional Hong Kong Science Park Company Limited (臨時香港科學園有限公司)	Director	It had not commenced any business operations since incorporation.	May 7, 2001	Dissolved by striking off

Dr. Lo confirmed that (i) each of the above companies were deregistered by striking off and were solvent immediately prior to their respective deregistration; (ii) he was not aware of any actual or potential claim which has been or could potentially be made against him as a result of such deregistration; and (iii) there was no wrongful act on his part leading to the deregistration of the above companies.

Ms. Wong Ka Ki Ada

Ms. Wong Ka Ki Ada (王家琦), aged 45, is our independent non-executive Director. She is responsible for supervising and providing independent judgment to the Board.

Ms. Wong has more than 20 years of experience in finance and corporate management and has served as a member of senior management in several prominent companies. She held investment banking positions at leading global financiers including J.P. Morgan (September 2003 – October 2006) and Citibank (October 2006 – March 2014), where she provided strategic advices to listed companies, and executed numerous landmark initial public offerings, capital market fund-raising and merger and acquisition transactions. From March 2014 to October 2021, Ms. Wong progressed from deputy chief executive officer to chief executive officer and executive director of Champion REIT, a company listed on the Stock Exchange (stock code: 2778), formulating the company's strategic direction and supervising daily operations. She then became the chief strategy officer, chief investment officer and executive director of EC Healthcare, a company listed on the Stock Exchange (stock code: 2138), from October 2021 to November 2023, where she was responsible for the company's acquisitions and corporate strategy, as well as the implementation of environmental, social and governance strategies. She had been the chief executive officer of PURE Group from February 2024 to November 2024 and was responsible for overseeing day-to-day operations and formulating strategy to drive business growth. She has served as an independent non-executive director of China New Higher Education Group Limited, a company listed on the Stock Exchange (stock code: 2001), since December 2024.

Ms. Wong received a bachelor's degree of business administration with high distinction from the University of Michigan in the United States in April 2002. She has been a fellow member of Royal Institution of Chartered Surveyors since June 2017 and a fellow member of the Hong Kong Institute of Directors since August 2021.

Ms. Wong was a director of the following company, which was incorporated in Hong Kong, at the time or within 12 months from the time of its deregistration. The relevant details are as follows:

Company name	Position held	Nature of business prior to deregistration	Date of deregistration	Reasons for deregistration
Giant Happiness Limited (鉅喜有限公司)	Director	It had not commenced any business operations since incorporation.	July 10, 2020	Voluntarily deregistered

Ms. Wong confirmed that (i) the above company was voluntarily deregistered and was solvent immediately prior to its deregistration; (ii) she was not aware of any actual or potential claim which has been or could potentially be made against her as a result of such deregistration; and (iii) there was no wrongful act on her part leading to the deregistration of the above company.

Mr. Tam King Ching Kenny

Mr. Tam King Ching Kenny (譚競正), aged 76, is our independent non-executive Director. He is responsible for supervising and providing independent judgment to the Board.

Mr. Tam has over 34 years of experience in financial management, auditing and corporate secretarial matters. He possesses appropriate accounting and related financial management expertise pursuant to Rule 3.10(2) of the Listing Rules. He is a practicing Certified Public Accountant in Hong Kong. He is a fellow member of the HKICPA and a member of the Chartered Professional Accountants of Ontario, Canada. Mr. Tam was a past member of the Restructuring and Insolvency Faculty Executive Committee in the HKICPA from 2017 to 2023. He was also a past president of the Society of Chinese Accountants and Auditors in 2002.

Mr. Tam has also served as an independent non-executive director of three companies listed on the Stock Exchange, namely, Capital Industrial Financial Services Group Limited (stock code: 730) since February 1996, Starlite Holdings Limited (stock code: 403) since July 2004, and West China Cement Limited (stock code: 2233) since July 2010. He was also an independent non-executive director of 8 other companies listed on the Stock Exchange, including but not limited to Kingmaker Footwear Holdings Limited (stock code: 1170) from May 1994 to August 2024, CCT Fortis Holdings Limited (stock code: 138) from December 1999 to June 2022, GBA Holdings Limited (stock code: 261) from February 2016 to September 2022, Hong Kong Shanghai Alliance Holdings Limited (stock code: 1001) from September 2004 to August 2023, BeijingWest Industries International Limited (stock code: 2339) from January 2014 to July 2024, and Wisdom Education International Holdings Company Limited (stock code: 6068) from January 2017 to May 2024.

Mr. Tam received a bachelor's degree in commerce from the Concordia University in November 1975.

Mr. Tam was a director of the following companies, which were incorporated in Hong Kong, at the time or within 12 months from the time of their respective deregistration. The relevant details are as follows:

Company name	Position held	Nature of business prior to deregistration	Date of deregistration	Reasons for deregistration
Kenny Tam & Co., CPA Limited (譚競正會計師事務所有限公司)	Director	CPA practice	April 30, 2021	Voluntarily dissolved due to cessation of business operations
Luen Sun Enterprises Limited (聯新企業有限公司).	Director	Management services	June 19, 2020	Voluntarily dissolved due to cessation of business operations

Company name	Position held	Nature of business prior to deregistration	Date of deregistration	Reasons for deregistration
Kingsville Development Company Limited (均和發展有限公司)	Director	Management services	March 29, 2018	Voluntarily dissolved due to cessation of business operations
In Alliance CPA Limited (正智會計師有限公司)	Director	CPA practice	September 12, 2008	Voluntarily dissolved due to cessation of business operations
K. T. Consultancy Services Limited (企智顧問服務有限公司)	Director	Management services	April 15, 2005	Voluntarily dissolved due to cessation of business operations
T S Management Services Limited	Director	Management services	May 30, 2003	Voluntarily dissolved due to cessation of business operations
Tam Szeto Corporate Services Limited (譚司徒商業服務有限公司)	Director	Management services	May 9, 2003	Voluntarily dissolved due to cessation of business operations

Mr. Tam confirmed that (i) each of the above companies were deregistered due to cessation of business and were solvent immediately prior to their respective deregistration; (ii) he was not aware of any actual or potential claim which has been or could potentially be made against him as a result of such deregistration; and (iii) there was no wrongful act on his part leading to the deregistration of the above companies.

SENIOR MANAGEMENT

Mr. Wong Chi Kin

Mr. Wong Chi Kin (黃志堅), aged 57, is the general manager of operations of our Group, where he oversees our Group's manufacturing facilities in the PRC and Cambodia. He joined our Group in 2021 as the manager of operations and has over 21 years of senior leadership experience in fast moving consumer goods (FMCG) manufacturing, trading and logistics. Before joining our Group, Mr. Wong was the deputy general manager at a private company from April 1998 to November 2000, operations manager of a private company from January 2007 to January 2010 and the vice-president of a private company from June 2013 to January 2017.

He received a bachelor's degree of economics in commercial science from Jinan University in June 1991.

Mr. Wong was a director of the following companies, which were incorporated in Hong Kong, at the time or within 12 months from the time of their respective deregistration. The relevant details are as follows:

Company name	Position held	Nature of business prior to deregistration	Date of deregistration	Reasons for deregistration
Brilliant Art Supplies Company Limited (綉彩莊美術用品有限公司)	Director	It had not commenced any business operations since incorporation	January 12, 2024	Voluntarily deregistered
Konshine Development Limited (廣瑞發展有限公司).	Director	Sale of electrical appliances and related accessories	November 26, 2004	Voluntarily dissolved due to cessation of business operations

Mr. Wong confirmed that (i) each of the above companies were deregistered due to cessation of business and were solvent immediately prior to their respective deregistration; (ii) he was not aware of any actual or potential claim which has been or could potentially be made against him as a result of such deregistration; and (iii) there was no wrongful act on his part leading to the deregistration of the above companies.

Save as disclosed above, during the three years preceding this document, none of our senior management has been a director of a listed company.

COMPANY SECRETARY

Mr. Yuen Chi Ho was appointed as our Group's company secretary on December 10, 2025. He is also our executive Director and chief financial officer. For his credentials, please refer to the paragraph headed "— Directors" in this section.

CONFIRMATION FROM OUR DIRECTORS

Rule 8.10 of the Listing Rules

As of the Latest Practicable Date, none of our Directors and their respective close associates had any interest in any business which competes or is likely to compete, either directly or indirectly, with our Group'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 confirmed that he or she (i) had obtained the legal advice referred to under Rule 3.09D of the Listing Rules on December 10, 2025; and (ii) understood his or her obligations as a director of a listed issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

Each of our independent non-executive Directors had 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) that he or she had no past or present financial or other interest in the business of the Company or its subsidiary 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 were no other factors that may affect his or her independence at the time of his or her appointments. Each of our independent non-executive Directors will inform us and the Stock Exchange as soon as practicable if there is any subsequent change of circumstances which may affect his or her independence.

Rule 13.51 of Listing Rules

Save as disclosed herein, to the best knowledge, information and belief of our Directors having made all reasonable enquiries, there was no other matter with respect to the appointment of our Directors that needs to be brought to the attention of the Shareholders and there was no information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2)(a) to (v) of the Hong Kong Listing Rules as of the Latest Practicable Date.

COMMITTEES UNDER THE BOARD OF DIRECTORS

We have established the following committees in our Board of Directors: an Audit Committee, a Remuneration Committee and a Nomination Committee. The committees operate in accordance with the respective terms of reference established by our Board of Directors.

Audit Committee

We have established an audit committee in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code. The primary duties of the Audit Committee are to review and supervise the financial reporting process and internal controls system of our Group, review and approve connected transactions and to advise the Board. The Audit Committee comprises Mr. Tam King Ching Kenny, Dr. Lo Wing Yan William, and Ms. Wong Ka Ki Ada. Mr. Tam King Ching Kenny, being the chairman of the committee, is appropriately qualified as required under Rules 3.10(2) and 3.21 of the Listing Rules.

Remuneration Committee

We have established a remuneration committee in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code. The primary duties of the Remuneration 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. The Remuneration Committee comprises Mr. Lo Kingsley King Cheung, Dr. Lo Wing Yan William, and Mr. Tam King Ching Kenny. Dr. Lo Wing Yan William is the chairman of the committee.

Nomination Committee

We have established a nomination committee in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code. The primary duties of the nomination committee are to make recommendations to the Board regarding the appointment of Directors and Board succession. The Nomination Committee comprises Mr. Lo Kingsley King Cheung, Dr. Lo Wing Yan William, and Ms. Wong Ka Ki Ada. Mr. Lo Kingsley King Cheung is the chairman of the committee.

CORPORATE GOVERNANCE

Our Company will comply with the provisions of the Corporate Governance Code, which set out principles of good corporate governance. For further information relating to our Company's corporate governance measures, please refer to the section headed "Relationship with Our Controlling Shareholder — Corporate Governance" in this document.

Chairman of the Board and Chief Executive Officer

We aim to achieve high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. In order to accomplish this, we expect to comply with the Corporate Governance Code set out in Appendix C1 of the Listing Rules after the **[REDACTED]** save for the below.

Code Provision C.2.1 of Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules recommends, but does not require, that the roles of chairman and chief executive should be separate and that such roles should not be performed by the same person. Our Company deviates from this provision because Mr. Lo performs both the roles of the chairman of the Board and the chief executive officer of our Company. As Mr. Lo founded our Group and has provided strategic guidance and leadership since 2004, our Board believes that vesting the roles of both chairman and chief executive officer to Mr. Lo has the benefit of ensuring consistent leadership within our Group and enables more effective and efficient overall strategic planning. This structure will enable our Company to make and implement decisions promptly and effectively. Our Board considers that the balance of power and authority will not be impaired due to this arrangement. In addition, all major decisions are made in consultation with members of the Board, including the relevant Board committees, and three independent non-executive Directors. Our Board will reassess the division of the roles of chairman and the chief executive officer from time to time, and may recommend dividing the two roles between different people in the future, taking into account the circumstances of our Group as a whole.

BOARD DIVERSITY POLICY

The Board [has adopted] a board diversity policy (the "**Board Diversity Policy**") to enhance the effectiveness of our Board and to maintain high standard of corporate governance. The Board Diversity Policy sets out the criteria in selecting candidates to our Board, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to our Board. The Nomination Committee is responsible for reviewing the diversity of the Board. After **[REDACTED]**, the Nomination Committee will monitor and evaluate the implementation of the Board Diversity Policy from time to time to ensure its continued effectiveness.

The Nomination Committee will also include in successive 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.

With regards to gender diversity on the Board, we recognize the particular importance of gender diversity. At present, two of our Directors are female. Our Company also intends to promote gender diversity when recruiting staff at the mid to senior level so that our Company will have a pipeline of female senior management and potential successors to the Board. We believe that such merit-based selection process with reference to our diversity policy and the nature of our business will be in the best interests of our Company and our Shareholders as a whole.

DIRECTORS' REMUNERATION

Our Directors and senior management receive remuneration, which mainly consists of basic salaries, contributions to social insurance and housing funds, discretionary bonus and share-based compensation, and is consistent with prevailing market standards. The aggregate amount of remuneration (including, among others, basic salaries, housing allowances, other allowances and benefits in kind, contributions to social insurance and housing funds and discretionary bonus) for our Directors for the years ended December 31, 2023, 2024 and 2025 was approximately HK$18.5 million, HK$22.7 million and HK$22.2 million, respectively. None of our Directors waived any remuneration during the aforesaid periods. Our Directors are of the view that the amount of remuneration would not have material adverse impact on our Group's financial performance. For the years ended December 31, 2023, 2024 and 2025, the aggregate amount of fees, salaries, allowances, discretionary bonus, pension scheme contributions paid and benefits in kind granted to the five highest paid individuals who are not our Directors were approximately HK$2.0 million, HK$4.5 million and HK$4.7 million, respectively. For further details on the remuneration of the five highest paid individuals during the Track Record Period, please refer to Note 12 to the Accountants' Report in Appendix I to this document.

No remuneration was paid to our Directors or the five highest paid individuals as an inducement to join, or upon joining, our Group. No compensation was paid to, or receivable by, our Directors or past directors for the Track Record Period 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 same period.

After the **[REDACTED]**, the remuneration of each of our executive Directors, Mr. Lo, Ms. Yip and Mr. Yuen will comprise of a fixed amount of approximately HK$7.2 million, HK$1.3 million and HK$1.8 million, respectively, and performance-based compensation linked to certain key performance indicators. The specific terms of the key performance indicators will be determined by the Board each year with reference to our Group's development strategies. The independent non-executive Directors' remuneration will be a fixed amount of HK$300,000 per year.

COMPLIANCE ADVISOR

We have appointed Mango Financial 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 requirements under the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, the Compliance Advisor will advise our Company, among others, in the following circumstances:

(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 Stock Exchange makes an inquiry of us under Rule 13.10 of the Listing Rules.

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