## DIRECTORS

Our Board currently consists of eight Directors, comprising five executive Directors and three independent non-executive Directors. Our Board is responsible and has the general authority for the management and operation of our Company. 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 of Association.

The following table sets forth certain information about our Directors:

| Name | Age | Position(s) | Roles and responsibilities | Date of joining our Group | Date of appointment as a Director | Relationships with other Directors and senior management |
|---|---|---|---|---|---|---|
| *Executive Directors* | | | | | | |
| Mr. Zhang Fuquan (張福泉) | 69 | chairman of the Board and executive Director | Responsible for providing leadership to the Board and overseeing the formulation of the Group's corporate strategies and development direction; managing government stakeholders and high-level relations; and supervising the performance of member companies within our Group and its functional departments in achieving business objectives | October 2003 | October 2003 | Father of Mr. Zhang Dan |

| Name | Age | Position(s) | Roles and responsibilities | Date of joining our Group | Date of appointment as a Director | Relationships with other Directors and senior management |
|---|---|---|---|---|---|---|
| Mr. Zhang Guanzhou (張冠洲) | 61 | vice chairman of the Board and executive Director | Responsible for participating in the formulation of the Group's strategic development plans; overseeing the research and development of projects within the new energy sector; spearheading the Group's expansion into major domestic and international markets; and supervising the operational performance and the achievement of business objectives across the member companies within our Group | March 2007 | December 2015 | Nil |
| Ms. Wang Youmei (王友梅) | 43 | executive Director, general manager and chief financial officer | Responsible for the overall daily management and operations of the Group; overseeing the comprehensive operations of the Group's branch companies and Shandong Zhongneng; and primarily responsible for major financial matters and external relations of our Group | October 2003 | June 2019 | Nil |
| Ms. Li Junying (李俊英) | 56 | executive Director and vice general manager | Responsible for overseeing the comprehensive day-to-day operations and management of our Company's first design department | June 2011 | December 2015 | Nil |

| Name | Age | Position(s) | Roles and responsibilities | Date of joining our Group | Date of appointment as a Director | Relationships with other Directors and senior management |
|---|---|---|---|---|---|---|
| Mr. Zhang Dan (張丹) | 42 | executive Director and vice general manager | Responsible for overseeing the comprehensive day-to-day operations and management of our Company's second design department | February 2009 | December 2015 | Son of Mr. Zhang Fuquan |
| *Independent non-executive Directors* | | | | | | |
| Mr. Wong Wei Hua Derek (王煒華) | 53 | independent non-executive Director | Supervising and providing independent opinions and advice to our Board | [•] | [•] | Nil |
| Mr. Liang Rongjin (梁榮進) | 66 | independent non-executive Director | Supervising and providing independent opinions and advice to our Board | [•] | [•] | Nil |
| Mr. Li Baocun (李寶存) | 49 | independent non-executive Director | Supervising and providing independent opinions and advice to our Board | [•] | [•] | Nil |

## Executive Directors

**Mr. Zhang Fuquan (張福泉),** aged 69, is one of the founders of our Company and is currently the chairman of our Board and an executive Director. He founded the Company in October 2003 alongside Mr. Zhang Guanzhou and Mr. Yang. He is primarily responsible for formulating the medium and long-term development strategies and development positioning of the Group; leading the Board with unified decision-making directions; nominating senior executive candidates; and supervising the compliance operations of the Company.

Mr. Zhang possesses over 45 years of experience in the engineering industry, primarily in the field of engineering design. Prior to the founding of the Group, Mr. Zhang joined Shandong Province Metallurgical Engineering Co., Ltd. (山東省冶金設計院股份有限公司, formerly known as 山東省冶金設計院) in July 1980 and held various positions including the technician and assistant, and last served as the engineer in January 1994. From December 1997 to March 2003, Mr. Zhang worked at Shandong Industrial Design Institute Co., Ltd* (山東省工業設計院有限責任公司, formerly known as 山東工業設計院), during which he served as the vice president and head of the engineering design department from January 1998 to December 1998. He was appointed as the senior civil engineer in January 1999 and the vice president and head of design department in February 2001.

After founding the Company in October 2003, Mr. Zhang served as the general manager of the Company. From December 2015 to the present, Mr. Zhang has served as the chairman of the Board of the Company.

Mr. Zhang obtained bachelor's degrees of industrial and civil construction from Qingdao University of Technology (青島理工大學, formerly known as 山東冶金工業學院) and Shandong Open University (山東開放大學, formerly known as 山東廣播電視大學) in July 1980 and November 1987 respectively. He then obtained an executive master's degree of business administration (EMBA) from Zhongnan University of Economics and Law (中南財經政法大學) in December 2013, and subsequently obtained a degree of doctor of business administration from the University of Management and Technology in the U.S. via distance learning in December 2016.

Mr. Zhang served as a supervisor and shareholder of Binzhou Century Golden Key Investment Co., Ltd.* (濱州市世紀金鍵投資有限公司), which was dissolved by revocation on 20 November 2009 due to prolonged inactivity. In addition, Mr. Zhang served as the executive director, general manager, and legal representative of Shandong Huanfeng Real Estate Development Co., Ltd.* (山東環峰房地產開發有限公司), which was deregistered and dissolved on 4 November 2015 due to inactivity. Mr. Zhang also served as the legal representative of Shandong Yuedong Engineering Consulting Service Co., Ltd.* (山東省岳東工程諮詢服務有限公司), which was dissolved by deregistration (deemed as revocation) on 15 January 2001 due to prolonged inactivity.

To the best of our Directors' knowledge, information and belief having made reasonable enquiries, there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on the part of Mr. Zhang involved in the dissolution of the above companies, and as at the Latest Practicable Date, there was no outstanding liability or ongoing claim or litigation against Mr. Zhang prior to their dissolution. Mr. Zhang also confirmed that the above companies were solvent at the time of dissolution.

In addition, Mr. Zhang holds the following professional qualifications: he is (i) a high level talent in class A of Jinan, who has received a certificate for high level talents of Jinan (濟南市高層次人才認定證書) in November 2023; and (ii) a senior engineer, awarded by the Shandong Province Metallurgical Engineering Professional Title Senior Evaluation Committee* (山東省冶金工程技術職務高級評審委員會) in April 1999.

Immediately following the completion of the **[REDACTED]** (taking no account of any Shares which may be allocated and issued pursuant to the exercise of the **[REDACTED]**), Mr. Zhang will be interested in **[REDACTED]** shares (held via Jinan Huanneng), representing approximately **[REDACTED]** of the issued share capital of our Company within the meaning of Part XV of the SFO.

**Mr. Zhang Guanzhou (張冠洲),** aged 61, is one of the founders of our Company, the vice chairman of the Board and an executive Director. Mr. Zhang Guanzhou is primarily responsible for assisting the chairman to carry out the daily management of the Board and participating in the research on the formulation of the Group's strategic development plans; participating in the research and development of projects within the new energy sector; expanding into major domestic and international markets; and supervising the operational performance and the achievement of business objectives of the Company.

Mr. Zhang Guanzhou possesses over 39 years of experience in the power industry, primarily in the field of engineering design. Prior to the founding of the Group, Mr. Zhang Guanzhou worked at the Shandong Provincial Forestry Department Design Institute* (山東省林業廳設計院) from July 1986 to June 1988, and subsequently at the Shandong Provincial Second Light Industry Department Design Institute* (山東省第二輕廳設計院) from July 1988 to July 1966 as assistant and engineer. From January 2003 to February 2007, Mr. Zhang Guanzhou worked at the Shandong Provincial Second Light Industry Department Design Institute* (山東省工業設計院). From January 2003 to February 2007, he served as the director of the design department at the Shandong Provincial Second Light Industry Department Design Institute* (山東省工業設計院), where he was mainly responsible for organizing and leading its design and marketing operations.

Mr. Zhang Guanzhou joined as the Company's executive vice president in March 2007. He subsequently served as the vice president, chief engineer, and head of technician of the Company from February 2008 to January 2011. From February 2009 to December 2013, he served as the executive vice president of our Group. From April 2014 to March 2016, Mr. Zhang served as the general manager of the Company.

Mr. Zhang Guanzhou then served as a Director from December 2015 to the present, and as the vice chairman of the Board from February 2023 to the present. During his tenure as a Director and subsequently as the vice chairman of the Board, Mr. Zhang Guanzhou concurrently served as the general manager of the Company from February 2016 to February 2023, and as the president from February 2023 to February 2026.

Mr. Zhang Guanzhou obtained a bachelor's degree in industrial and civil architecture from the Qingdao Institute of Architectural Engineering* (青島建築工程學院) in July 1986. He obtained an executive master's degree of business administration (EMBA) from Zhongnan University of Economics and Law (中南財經政法大學) in December 2014.

Mr. Zhang Guanzhou served as the legal representative of Jinan Puhua Engineering Consultants Co., Ltd.* (濟南普華工程諮詢有限公司), which was dissolved by revocation on 20 November 2009 due to prolonged inactivity.

To the best of our Directors' knowledge, information and belief having made reasonable enquiries, there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on the part of Mr. Zhang Guanzhou involved in the dissolution of the above company, and as at the Latest Practicable Date, there was no outstanding liability or ongoing claim or litigation against Mr. Zhang Guanzhou prior to its dissolution. Mr. Zhang Guanzhou also confirmed that the above company was solvent at the time of dissolution.

In addition, Mr. Zhang Guanzhou holds the following professional qualifications: he is (i) an engineering technology application researcher, awarded by the Shandong Provincial Department of Human Resources and Social Security (山東省人力資源和社會保障廳) in January 2019; and (ii) a national class I registered structural engineer (全國註冊工程師管理委員), awarded by the Ministry of Housing and Urban-Rural Development of the People's Republic of China (中華人民共和國住房和城鄉建設部) in July 2000.

Immediately following the completion of the **[REDACTED]** (taking no account of any Shares which may be allocated and issued pursuant to the exercise of the **[REDACTED]**), Mr. Zhang will be interested in **[REDACTED]** (held via Jinan Huanneng), representing approximately **[REDACTED]** of the issued share capital of our Company within the meaning of Part XV of the SFO.

**Ms. Wang Youmei (王友梅),** aged 43, is an executive Director, general manager, and chief financial officer of the Company. She is primarily responsible for the overall daily management and operations of the Group; overseeing the comprehensive operations of the Group's branch companies and Shandong Zhongneng; and major financial matters and external relations of the Group.

Ms. Wang possesses over 16 years of experience in the engineering industry. From April 2014 to February 2017, Ms. Wang served as the assistant to the general manager of the Company. From March 2018 to February 2019, Ms. Wang served as the deputy general manager of our Group. From February 2019 to February 2024, Ms. Wang served as the deputy general manager, chief financial officer and secretary to the Board of the Company. Ms. Wang has served as a director of the Company from June 2019 to the present. She has concurrently served as the general manager and chief financial officer of our Group from February 2024 to the present.

Ms. Wang obtained a bachelor's degree in agricultural environmental protection from the Shangdong Agricultural University (山東農業大學) in July 2004. She then obtained a master's degree in business administration from the University of Management and Technology in the U.S. via distance learning in September 2021.

Ms. Wang served as the executive director, general manager, and legal representative of Huaneng (Liaocheng) Photovoltaic Engineering Co., Ltd.* (環能(聊城)光伏工程有限公司) and Huanneng (Liaocheng) New Energy Co., Ltd.* (環能(聊城)新能源有限公司), which were deregistered and dissolved on 9 January 2026 and 19 December 2025 respectively due to inactivity.

To the best of our Directors' knowledge, information and belief having made reasonable enquiries, there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on the part of Ms. Wang involved in the dissolution of the above companies, and as at the Latest Practicable Date, there was no outstanding liability or ongoing claim or litigation against Ms. Wang prior to their dissolution. Ms. Wang also confirmed that the above companies were solvent at the time of dissolution.

In addition, Ms. Wang holds the following professional qualifications: she is (i) a senior engineer, awarded by the Jinan Municipal Human Resources and Social Security Bureau (濟南市人力資源和社會保障局) in February 2021; (ii) an engineer, awarded by the Shandong Province Engineering Professional Title Intermediate Evaluation Committee* (山東省工程技術職務中級評審委員會) in December 2015; and (iii) an accountant, accredited with a certificate of accounting profession by Licheng District, Jinan Municipal Finance Bureau* (濟南市歷城區財政局) in December 2006.

Immediately following the completion of the **[REDACTED]** (taking no account of any Shares which may be allocated and issued pursuant to the exercise of the **[REDACTED]**), Ms. Wang will be interested in **[REDACTED]**, representing approximately **[REDACTED]** of the issued share capital of our Company within the meaning of Part XV of the SFO.

**Ms. Li Junying (李俊英),** aged 56, is an executive Director and vice general manager of the Company. She is primarily responsible for the overall day-to-day operations and management of the first design department of the Company.

Ms. Li possesses over 34 years of experience in the power engineering industry. Prior to joining the Group, Ms. Li worked at Dezhou Thermal Power Co., Ltd.* (德州熱電有限公司) from July 1992 to May 2011, and was mainly responsible for the construction of thermal power projects.

Ms. Li joined the Group in June 2011. From June 2011 to January 2012, she served as the vice chief engineer of the Company, subsequently served as the chief engineer of our Company from February 2012 to January 2013. From January 2013 to February 2017, Ms. Li served as the vice general manager and chief engineer of the Company.

From December 2015 to the present, Ms. Li has served as the Director. During her tenure as a director, she concurrently served in the following roles of the Group: (i) as the vice general manager and chief engineer of the Conpany from February 2017 to February 2018; and (ii) as the deputy general manager of the Company from March 2018 to the present.

Ms. Li obtained a bachelor's degree in thermal engineering under the department of power engineering from the Shandong University of Technology* currently known as 山東大學 (formerly known as 山東工業大學) in July 1992. She obtained a master's degree of business administration from Beijing Jiaotong University (北京交通大學) in July 2010.

In addition, Ms. Li holds the following professional qualifications: she is (i) an engineering technology application researcher, awarded by the Shandong Province Engineering Professional Title Senior Evaluation Committee* (山東省工程技術職務高級評審委員會) in March 2018; (ii) a registered supervision engineer, awarded by the Ministry of Housing and Urban-Rural Development of the People's Republic of China (中華人民共和國住房及城鄉建設部) in January 2014; (iii) a registered public utility equipment engineer (power), awarded by the Ministry of Housing and Urban-Rural Development of the People's Republic of China in September 2013; (iv) a consultant engineer (investment), awarded by the China National Association of Engineering Consultants (中國工程諮詢協會) in December 2011; and (v) a class II construction engineer, awarded by the Shandong Provincial Department of Housing and Urban-Rural Development (山東省住房及城鄉建設廳) in February 2008.

Immediately following the completion of the **[REDACTED]** (taking no account of any Shares which may be allocated and issued pursuant to the exercise of the **[REDACTED]**), Ms. Li will be interested in **[REDACTED]**, representing approximately **[REDACTED]** of the issued share capital of our Company within the meaning of Part XV of the SFO.

**Mr. Zhang Dan (張丹),** aged 42, is an executive Director and vice general manager of the Group. He is primarily responsible for the overall day-to-day operations and management of the second design department of the Company. He is the son of the chairman of the Board, Mr. Zhang Fuquan.

Mr. Zhang Dan possesses over 16 years of experience in the engineering industry.

From December 2015 to the present, Mr. Zhang Dan served as a Director. During his tenure as a Director, Mr. Zhang Dan served as the deputy general manager of the Company from February 2016 to February 2017.

Mr. Zhang Dan obtained a bachelor's degree in business management from the University of Auckland in July 2009. He obtained a master's degree of business administration from Shandong University (山東大學) in June 2015, and a degree of doctor of finance from the Hong Kong Finance and Economics College (香港財經學院) in September 2020.

Mr. Zhang Dan served as the executive director and legal representative of Shandong Wante New Energy Co., Ltd.* (山東萬特新能源有限公司), which was deregistered and dissolved on 21 May 2019 due to inactivity.

To the best of our Directors' knowledge, information and belief having made reasonable enquiries, there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on the part of Mr. Zhang Dan involved in the dissolution of the above company, and as at the Latest Practicable Date, there was no outstanding liability or ongoing claim or litigation against Mr. Zhang Dan prior to its dissolution. Mr. Zhang Dan also confirmed that the above company was solvent at the time of dissolution.

In addition, Mr. Zhang Dan is an engineer, awarded by the Shandong Province Engineering Professional Title Intermediate Evaluation Committee* (山東省人才服務中心工程技術職務中級評審委員會) in December 2015.

Immediately following the completion of the **[REDACTED]** (taking no account of any Shares which may be allocated and issued pursuant to the exercise of the **[REDACTED]**), Mr. Zhang will be interested in **[REDACTED]**, representing approximately **[REDACTED]** of the issued share capital of our Company within the meaning of Part XV of the SFO.

**Independent non-executive Directors**

**Mr. Wong Wei Hua Derek (王煒華),** aged 54, was appointed as our independent non-executive Director on [•]. He is primarily responsible for supervising and providing independent opinions and advice to our Board.

Mr. Wong possesses 30 years of experience in auditing and financial and corporate management. From 1996 to 2004, he served as audit manager of the audit and business advisory services department at Ernst & Young. Mr. Wong later served as the financial director of Vika International Limited for the period from 2004 to 2009. He served as the chief financial officer and joint company secretary of Ausnutria Dairy Corporation Ltd (澳優乳業股份有限公司), a company listed on the Hong Kong Stock Exchange (stock code: 1717) from 2011 to 2023. From 2025 to present, he serves as the chief financial officer and company secretary of Ningbo Sunny Smart Autotech Company Limited (寧波舜宇智行科技股份有限公司). Since January 2025, Mr. Wong serves as an independent non-executive director of E&P Global Holdings Limited (能源及能量環球控股有限公司), a company listed on the Hong Kong Stock Exchange (stock code: 1142).

Mr. Wong obtained a bachelor's degree in arts from York University in June 1993. He further obtained a bachelor's degree in administrative studies from York University in June 1995.

Mr. Wong served as a director of Puedro Nutrition (HK) Limited, which was deregistered and dissolved on 25 August 2023 due to inactivity.

To the best of our Directors' knowledge, information and belief having made reasonable enquiries, there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on the part of Mr. Wong involved in the dissolution of the above companies, and as at the Latest Practicable Date, there was no outstanding liability or ongoing claim or litigation against Mr. Wong prior to their dissolution. Mr. Wong also confirmed that the above companies were solvent at the time of dissolution.

Mr. Wong has been a member of the Hong Kong Institute of Certified Public Accountants since 2002. Therefore, Mr. Wong possesses appropriate professional accounting or related financial management expertise required under Rule 3.10(2) of the Listing Rules.

**Mr. Liang Rongjin (梁榮進),** aged 66, was appointed as our independent non-executive Director on [•]. He is primarily responsible for supervising and providing independent opinions and advice to our Board.

Mr. Liang possesses over 35 years of experience in the engineering consulting industry. He served at the Shandong Provincial Engineering Consulting Institute* (山東省工程諮詢院) for over 30 years. Mr. Liang held various positions including officer of the energy and transport department* (院能源交通部主任) from September 1999 to March 2003 and deputy chief engineer from March 2003 to December 2017. Mr. Liang later served as officer of the social affairs department* (社會事業部主任) and a Level III senior technical research fellow* (高級專業技術三級研究員) from December 2017 to December 2019.

From June 2021 to September 2025, Mr. Liang served as an independent non-executive director of Standard Development Group Limited (標準發展集團有限公司), a company listed on the Hong Kong Stock Exchange (stock code: 1867), where he performs duties and exercises powers including overseeing and reviewing the company's strategies, performance and control. Additionally, from May 2021 to present, Mr. Liang serves as an outside director of Shandong Silk Road Investment and Development Group Co., Ltd. (山東省絲路投資發展集團有限公司).

Throughout his career, Mr. Liang has received multiple first, second, and third-class awards for outstanding engineering consulting achievements from China National Association of Engineering Consultants (中國工程諮詢協會) and Shandong Provincial Association of Engineering Consults (山東省工程諮詢協會), as well as a first-class award for an outstanding scientific and technological paper from the Shandong Association for Science and Technology (山東省科技諮詢協會).

Mr. Liang obtained a college diploma in anti-chemical staff from PLA Army Chemical Defense College (中國人民解放軍陸軍防化學院) in July 1986. He later obtained a bachelor's degree in economic management from the Shandong Provincial Economic Management Cadres College* (山東省經濟管理幹部學院) in July 1996.

Mr. Liang served as the legal representative and a shareholder of Jiyang Huaneng Economic and Trade Co., Ltd.* (濟陽華能經貿有限責任公司), which was dissolved by revocation on 7 July 2004 due to prolonged inactivity. In addition, Mr. Liang served as the executive director, general manager, legal representative, and a shareholder of Beijing Huanengyuan Economic and Trade Co., Ltd.* (北京華能源經貿有限公司), which was dissolved by revocation on 20 September 2002 due to prolonged inactivity.

To the best of our Directors' knowledge, information and belief having made reasonable enquiries, there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on the part of Mr. Liang involved in the dissolution of the above companies, and as at the Latest Practicable Date, there was no outstanding liability or ongoing claim or litigation against Mr. Liang prior to their dissolution. Mr. Liang also confirmed that the above companies were solvent at the time of dissolution.

In addition, Mr. Liang holds the following professional qualifications, including (i) Registered Supervision Engineer of the Ministry of Transport of the PRC (中華人民共和國交通部註冊監理工程師) in May 1998; and (ii) Registered Consulting Engineer (Investment) in the PRC (中華人民共和國註冊諮詢工程師(投資)) in April 2005. Mr. Liang was appointed as a Specialist of China National Association of Engineering Consultants (中國工程諮詢協會) from December 2009 to December 2011 and was appointed as the Vice Chairman of the Sixth Committee of the Thermal Power Professional Committee of the Chinese Society for Electrical Engineering (中國電機工程學會熱電專業委員會) in December 2016.

**Mr. Li Baocun (李寶存),** aged 49, was appointed as our independent non-executive Director on [•]. He is responsible for supervising and providing independent opinions and advice to our Board.

Mr. Li possesses more than 20 years of experience in the accounting and administrative industries. Mr. Li worked at Shinewing CPA Limited (Jinan Branch)* (信永中和會計師事務所有限公司濟南分所 (formerly known as 中和正信會計師事務所山東分所)) for the period from January 2004 to October 2006. He served as the sales director of the investment banking division of Zhongtai Securities Co., Ltd (中泰證券股份有限公司)from January 2010 to January 2013. From March 2012 to April 2014, Mr. Li worked at Northeast Securities Co., Ltd. Jinan Jingshi East Road Securities Business Department* (東北證券股份有限公司濟南經十東路證券營業部). From May 2014 to March 2017, Mr. Li worked at the Northeast Securities Co., Ltd (Shandong Branch) (東北證券股份有限公司山東分公司). From May 2017 to April 2018, Mr. Li worked at Beijing Jingyuan Wanlong Investment Management Co., Ltd (北京京元萬隆投資管理有限責任公司). From May 2018 to October 2020, Mr. Li worked at Beijing Dexinyida Trade Co., Ltd. (北京德信億達貿易有限責任公司). From January 2021 to present, Mr. Li worked at Xiehe (Shandong) Private Equity Fund Management Co., Ltd* (勰合(山東)私募基金管理有限公司).

Mr. Li obtained a bachelor's degree in accountancy from Jilin University of Finance and Economics (吉林財經大學(formerly known as 長春稅務學院)) in July 2002. He further obtained a master of business administration from the University of Management and Technology in December 2020.

Mr. Li served as the person in charge of finance of Shandong Changcheng Supply Chain Co., Ltd.* (山東暢成供應鏈有限公司) and as a shareholder of Qingdao Wankang Hospital Management Co., Ltd.* (青島萬康醫院管理有限公司), which were deregistered and dissolved on 4 June 2026 and 29 June 2026 respectively due to inactivity. In addition, Mr. Li served as the executive partner and a shareholder of Jinan Yongjian Smart Technology Partnership Enterprise (Limited Partnership)* (濟南永建智慧科技合夥企業(有限合夥)) and Jinan Dahan Jianying Asset Management Partnership Enterprise (Limited Partnership)* (濟南大漢健贏資產管理合夥企業(有限合夥)), respectively, which were deregistered and dissolved on 25 March 2022 and 25 July 2025 respectively due to inactivity. Mr. Li served as the executive partner and a shareholder of Jinan Dahan Dingxin Asset Management Partnership Enterprise (Limited Partnership)* (濟南大漢鼎信資產管理合夥企業(有限合夥)), which was deregistered and dissolved on 14 January 2026 due to voluntary liquidation. Mr. Li was also a shareholder of Qingdao Haoyunlai Hospital Management Co., Ltd.* (青島好孕來醫院管理有限公司), which was dissolved by revocation on 23 December 2019 due to prolonged inactivity.

To the best of our Directors' knowledge, information and belief having made reasonable enquiries, there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on the part of Mr. Zhang Guanzhou involved in the dissolution of the above companies, and as at the Latest Practicable Date, there was no outstanding liability or ongoing claim or litigation against Mr. Zhang Dan prior to their dissolution. Mr. Zhang Dan also confirmed that the above companies were solvent at the time of dissolution.

In addition, Mr. Li has been a Certificated Public Accountant (中國註冊會計師), awarded by the Certified Public Accountant Examination Committee of the Ministry of Finance* (財政部註冊會計師考試委員會) since July 2003.

### Other disclosure pursuant to Rule 13.51(2) of the Listing Rules

Save as disclosed above, each of our Directors (i) did not hold other positions in our Company or other members of our Group as at the Latest Practicable Date; (ii) had no other relationship with any Directors, senior management, Controlling Shareholders or substantial Shareholders of our Company as at the Latest Practicable Date; (iii) did not hold any other directorships in public listed companies of which the securities are listed on any securities market in Hong Kong and/or overseas in the three years prior to the Latest Practicable Date; and (iv) did not have any interests in any business apart from business of our Group which competes or is likely to compete, either directly or indirectly, with business of our Group.

As at the Latest Practicable Date, save as disclosed in the section headed "Substantial Shareholders" and the paragraph headed "Further information about our Directors and substantial shareholders" in Appendix VI to this document, each of our Directors did not hold other long positions or short positions in the Shares, underlying Shares, debentures of our Company or any associated corporation within the meaning of Part XV of the SFO.

## SENIOR MANAGEMENT

In addition to our Directors, our Company has the following senior management members who are responsible for the day-to-day management and operation of our business. The following table sets out certain information relating to members of our senior management team:

| Name | Age | Senior Management – Position | Roles and responsibilities | Date of Joining our Group | Relationships with other Directors and senior management |
|---|---|---|---|---|---|
| Ms. Wang Youmei (王友梅) | 43 | general manager and chief financial officer | Responsible for the overall daily management and operations of the Group; overseeing the comprehensive operations of the Group's branch companies and Shandong Zhongneng; and primarily responsible for major financial matters and external relations | October 2003 | Nil |
| Ms. Li Junying (李俊英) | 56 | vice general manager | Responsible for overseeing the comprehensive day-to-day operations and management of our first design department | April 2011 | Nil |
| Mr. Zhang Dan (張丹) | 42 | vice general manager | Responsible for overseeing the comprehensive day-to-day operations and management of our second design department | February 2009 | Son of Mr. Zhang Fuquan (張福泉) |

## JOINT COMPANY SECRETARIES

**Ms. Lau Mei Wah (劉美華)** ("**Ms. Lau**") has been appointed as one of the joint company secretaries with effect from [•].

Ms. Lau has over 15 years of experience in corporate governance and company secretarial service fields. She possesses extensive experience in providing professional corporate secretarial services to companies listed on the Stock Exchange. Currently, she also serves as the company secretary, authorised representative and process agent of Radiance Global Group Holdings Limited (stock code: 8208), a company listed on the GEM of the Stock Exchange.

Ms. Lau obtained a bachelor's degree of science from the University of Bradford in United Kingdom in July 2009 and holds a degree of Master in Corporate Governance from The Hong Kong Polytechnic University in September 2016. She is an associate member of The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in United Kingdom.

**Ms. Wang Youmei (王友梅),** our executive Director, general manager and chief financial officer, was appointed as one of the joint company secretaries with effect from [•]. For details of her background, see "Executive Directors" above of this section.

## BOARD COMMITTEES

Our Board delegates certain responsibilities to various Board committees. In accordance with the relevant PRC laws and regulations, the Articles of Association and the Listing Rules, we have established our audit committee, remuneration committee, and nomination committee.

### Audit Committee

We have established our Audit Committee with the 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 ("**CG Code**") as set out in Appendix C1 to the Listing Rules.

The primary responsibilities of the Audit Committee include but not limited to: assisting our Board by providing an independent view of the effectiveness of the financial reporting process, internal control and risk management systems of our Company, overseeing the audit process and performing other duties and responsibilities as assigned by the Board.

The Audit Committee comprises three members, namely Mr. Wong Wei Hua Derek, Mr. Liang Rongjin and Ms. Wang. Mr. Wong Wei Hua Derek has been appointed as the chairman of the Audit Committee, and is our independent non-executive Director possessing the appropriate professional qualifications or financial management expertise as required under Rule 3.10(2) of the Listing Rules.

### Remuneration Committee

We have established our Remuneration Committee with the terms of reference in compliance with Rule 3.25 of the Listing Rules and paragraph E.1 of the CG Code as set out in Appendix C1 of the Listing Rules.

The primary responsibilities of the Remuneration Committee include but not limited to: making recommendations to the Board on our policy and structure for all remuneration of Directors and senior management and on the establishment of a formal and transparent procedure for developing the policy on such remuneration, determining the specific remuneration packages of all Directors and senior management, and reviewing and approving performance-based remuneration by reference to corporate goals and objectives resolved by the Board from time to time.

The Remuneration Committee comprises three members, namely Mr. Liang Rongjin, Mr. Li Baocun and Mr. Zhang Guanzhou. Mr. Liang Rongjin has been appointed as the chairman of the Remuneration Committee.

**Nomination Committee**

We have established our Nomination Committee with the terms of reference in compliance with Rule 3.27A of the Listing Rules and paragraph B.3 of the CG Code as set out in Appendix C1 of the Listing Rules.

The primary responsibilities of the Nomination Committee include but not limited to: reviewing the structure, size and composition of the Board at least annually (including the skills, knowledge and experience of the Directors), making recommendations on any proposed changes to the Board to complement corporate strategies of the Company, assessing the independence of independent non-executive Directors, identifying suitability qualified individuals for and making recommendations to the Board on matters relating to the appointment and re-appointment of Directors, and supporting the Company's evaluation of the Board's performance.

The Nomination Committee comprises five members, namely Mr. Zhang Fuquan, Mr. Wong Wei Hua Derek, Mr. Li Baocun, Mr. Liang Rongjin and Ms. Wang. Mr. Zhang Fuquan has been appointed as the chairman of the Remuneration Committee.

## REMUNERATION POLICY AND EMOLUMENT OF OUR DIRECTORS AND SENIOR MANAGEMENT

Our Group offers our executive Directors and senior management members, who are employees of our Company, remuneration in the form of salaries, allowance, bonus and benefits in kind and contributions to defined contribution plans. Our independent non-executive Directors receive emolument-based on their responsibilities (including being members or chairman of the Board committees). We adopt a market and incentive based employee emolument structure and implement a multi-layered evaluation system which focuses on performance and management goals.

For the three years ended 31 December 2023, 2024 and 2025, the aggregate emolument (including the aggregate amount of fees, salaries, discretionary bonus, social welfare contribution plans, housing, other allowances and other benefits in kind) of our Directors were approximately RMB2.7 million, RMB2.4 million and RMB2.7 million, respectively.

For the three years ended 31 December 2023, 2024 and 2025, the aggregate amount of emolument of the five highest-paid individual of our Group excluding Directors were approximately RMB488,000, nil and RMB530,000, respectively.

It is estimated that remuneration equivalent to approximately RMB2.7 million in aggregate will be paid to our Directors for the year ending 31 December 2026, based on the arrangements in force as at the Latest Practicable Date.

During the Track Record Period, no remuneration was paid to, or receivable by, our Directors or the five highest-paid individuals of our Company as an inducement to join or upon joining our Company, or as a compensation for loss of office in the Track Record Period. In addition, none of our Directors had waived any emolument during the same 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 of our Company for the Track Record Period.

## BOARD DIVERSITY POLICY

Our Company has adopted a board diversity policy which sets out the approach to achieve diversity of the Board. Our Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level, including gender diversity, as an essential element in maintaining the Company's competitive advantage and enhancing its ability to attract, retain and motivate employees from the widest possible pool of available talent. Pursuant to the board diversity policy, in reviewing and assessing suitable candidates to serve as a Director, the Nomination Committee will consider a number of aspects, including but not limited to gender, age, cultural and educational background, professional qualifications, skills, knowledge, and industry and regional experience. In particular, our Company currently has two female Directors in the Board and will continue to work towards enhancing the gender diversity of the Board. The Directors have a balanced mix of knowledge and skills, and the Company has five executive Directors and three independent non-executive Directors, with different industry backgrounds. Taking into account the Group's existing business model and specific needs as well as the different background of the Directors, the composition of the Board satisfies the Company's board diversity policy. Pursuant to the board diversity policy, the Nomination Committee will discuss periodically and when necessary, agree on the measurable objectives for achieving diversity, including gender diversity, on the Board and recommend them to the Board for formal adoption.

Pursuant to our Company's board diversity policy, our Company aims to maintain at least one female representation in the Board and the current composition of the Board satisfies such target gender ratio. Our Company will implement policies to ensure gender diversity when nominating Directors to develop a pipeline of potential female successors to the Board. Our Company will strive to enhance the female representation in the Board and achieve appropriate balance of gender diversity after the **[REDACTED]** with reference to the stakeholders' expectation and international and local recommended best practices, including those set out in the CG Code as set out in Appendix C1 to the Listing Rules. Furthermore, our Company will implement comprehensive programs aimed at identifying and training the female staff who display leadership and potential, with the goal of nominating them to the Board.

## COMPLIANCE ADVISOR

Our Company has appointed Eddid Capital Limited as our compliance advisor pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, our compliance adviser will advise us in the following circumstances:

(1) before the publication of any regulatory announcement, circular or financial report;

(2) where a transaction, which might be a notifiable or connected transaction under the Listing Rules, is contemplated, including share issues and share repurchases;

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

(4) where the Stock Exchange makes an inquiry of our Company regarding unusual movements in the price or trading volume of the securities of our Company or any other matters under Rule 13.10 of the Listing Rules.

The term of the appointment shall commence on the **[REDACTED]** and end on the date on which we distribute our annual report in respect of our financial results for the first full financial year commencing after the **[REDACTED]** and such appointment may be subject to extension by mutual agreement.

## CORPORATE GOVERNANGE CODE

Our Group is committed to achieving high standards of corporate governance with a view to safeguarding the interests of our shareholders. To accomplish this, our Group has adopted the code provisions of the CG Code as our code on corporate governance. Our Directors will review and monitor the practices of our Company from time to time with an aim to maintain and improve the standard of our corporate governance practices. We intend to comply with the code provisions of the CG Code upon **[REDACTED]**.

## CONFIRMATION FROM OUR DIRECTORS

### Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (1) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on 25 June 2026; and (2) understands his or her obligations as a director of a **[REDACTED]** under the Listing Rules.

### Rule 3.13 of the Listing Rules

Each of the independent non-executive Directors confirms (1) his independence as regards each of the factors referred to in Rule 3.13(1) to (8) of the Listing Rules; (2) that he has no past or present financial or other interest in the business of our Company or our subsidiaries or any connection with any core connected person of our Company under the Listing Rules as at the Latest Practicable Date; and (3) that there are no other factors that may affect his independence at the time of his appointment.

### Rule 8.10 of the Listing Rules

Please see "Relationship with our Controlling Shareholders – Competition" in this document for further details.