BOARD OF DIRECTORS

Our Board consists of nine Directors, comprising four executive Directors, two non-executive Directors and three independent non-executive Directors. The following table sets forth the key information about our Directors as of the Latest Practicable Date.

Name	Age	Positions	Roles and responsibilities	Time of first joining our Group	Time of first appointment as a Director
Mr. Zhu Shuangquan (朱雙全)(1)	61	Chairman of the Board and executive Director	Overseeing overall strategic planning and development of our Group	July 2000	July 2000
Mr. Zhu Shunquan (朱順全)(1)	57	Executive Director and general manager	Overseeing management and business development of our Group	July 2000	April 2008
Ms. Yao Hong (姚紅)	49	Executive Director and chief financial officer	Financial and accounting management and capital operation	November 2018	May 2022
Ms. Yang Pingcai (楊平彩)	42	Executive Director, deputy general manager and Board secretary	Management of information disclosure and compliance, and investor relations of our Group	March 2010	May 2021
Dr. Yang Bo (楊波)	56	Non-executive Director	Overseeing the Board affairs and providing advice on strategic development of our Group	March 2006	April 2008
Mr. Luo Deri (羅德日)	40	Non-executive Director and employee representative Director	Overseeing the Board affairs and providing advice on strategic development of our Group	August 2017	May 2025
Dr. Huang Jing (黃靜)	62	Independent non-executive Director	Providing independent opinion and judgment to our Board	May 2022	May 2022
Dr. Xia Xinping (夏新平)	61	Independent non-executive Director	Providing independent opinion and judgment to our Board	May 2023	May 2023
Dr. Luo Wei (羅煒)	51	Independent non-executive Director	Providing independent opinion and judgment to our Board	April 2026	April 2026

Note:

(1) Mr. Zhu Shuangquan is the brother of Mr. Zhu Shunquan.

Executive Directors

Mr. Zhu Shuangquan (朱雙全) is our co-founder, chairman of the Board and executive Director. Founded our Group in July 2000, Mr. Zhu Shuangquan has served as our Director since inception, as our general manager from July 2000 to March 2008, and as chairman of the Board since April 2008. He was re-designated as an executive Director in April 2026. He currently also holds directorship in Qijie Technology, a Major Subsidiary of our Group.

Mr. Zhu Shuangquan was the vice chairman (part time) of the 13th and 14th Wuhan Federation of Industry and Commerce (Executive Committee) (武漢市第十三屆及第十四屆工商業聯合會執行委員會). Prior to founding our Group, he served as an officer of the Hubei Provincial Federation of Trade Unions (湖北省總工會), primarily responsible for trade union theoretical research. Since December 2025, Mr. Zhu Shuangquan has been the chairman of Wuhan Zhongyuan Huadian Science & Technology Co., Ltd. (武漢中元華電科技股份有限公司) (SZSE: 300018).

Mr. Zhu Shuangquan obtained a diploma in Chinese revolutionary history from Wuhan University (武漢大學) in the PRC in June 1987. He also obtained a master's degree in business administration from Guanghua School of Management of Peking University (北京大學光華管理學院) in the PRC in July 2012.

Mr. Zhu Shunquan (朱順全) is our co-founder, executive Director and general manager. Founded our Group in July 2000, Mr. Zhu Shunquan served as a supervisor of our Company from July 2000 to March 2008, and as our Director and general manager since April 2008. He was re-designated as an executive Director in April 2026.

Mr. Zhu Shunquan was a member of the 13th Hubei Provincial Committee of the Chinese People's Political Consultative Conference (中國人民政治協商會議湖北省第十三屆委員會). Prior to founding our Group, from January 1994 to January 1998, he worked at Wuhan Chemicals Import and Export Co., Ltd. (武漢市化工進出口公司). Since December 2025, Mr. Zhu Shunquan has been a director of Wuhan Zhongyuan Huadian Science & Technology Co., Ltd.

Mr. Zhu Shunquan obtained a bachelor's degree in economics from Zhongnan University of Finance and Economics (中南財經大學) (currently known as Zhongnan University of Economics and Law (中南財經政法大學)) in the PRC in July 1992.

Ms. Yao Hong (姚紅) is our executive Director and the chief financial officer. Joined our Group in November 2018, she has served as our deputy general manager of finance till April 2019 when she was promoted to our chief financial officer. She was re-designated as an executive Director in April 2026.

Prior to joining our Group, Ms. Yao successively held various positions in finance at China Resources Snow Breweries (Wuhan) Co., Ltd. (華潤雪花啤酒(武漢)有限公司) and China Resources Snow Breweries (Anhui) Co., Ltd. (華潤雪花啤酒(安徽)有限公司), both of which are subsidiaries of China Resources Beer (Holdings) Company Limited (華潤啤酒(控股)有限公司) (HKSE: 291 (HKD counter) and 80291 (RMB counter)).

Ms. Yao obtained a bachelor's degree in economics from Zhongnan University of Finance and Economics in June 1999. She is a Certified Management Accountant (CMA) accredited by the Institute of Management Accountants in the U.S.

Ms. Yang Pingcai (楊平彩) is our executive Director, deputy general manager and Board secretary. Joined our Group in March 2010, she successively served as the securities affairs representative, deputy general manager of the investment and securities center, and assistant to the chairman of the Board until December 2020. Since January 2021, she has served as our deputy general manager and Board secretary. She was re-designated as an executive Director in April 2026. She currently also holds directorship in Qijie Technology, a Major Subsidiary of our Group.

Ms. Yang obtained a master's degree in economics from Zhongnan University of Economics and Law in June 2008. She holds the Securities Practitioner Qualification and the Board Secretary Qualification in the PRC.

Non-executive Directors

Dr. Yang Bo (楊波) was re-designated as a non-executive Director in April 2026.

Since July 2006, Dr. Yang has been serving at the School of Economics of Zhongnan University of Economics and Law, where he has successively served as a lecturer and a professor. Dr. Yang was also appointed as a director of Hubei Engineering Consulting Co., Ltd. (湖北省工程諮詢股份有限公司) in November 2024.

Dr. Yang obtained a bachelor's degree in engineering from Chengdu University of Science and Technology (成都科技大學) (currently known as Sichuan University (四川大學)) in the PRC in July 1992, an MBA degree from Zhongnan University of Economics and Law in June 2001, and a doctoral degree in economics from Huazhong University of Science and Technology (華中科技大學) in the PRC in June 2006.

Mr. Luo Deri (羅德日) is our non-executive Director and employee representative Director. Joined our Group in August 2017, he has been serving as our legal director of our Company since then and was appointed as the employee representative Director in May 2025. He was re-designated as a non-executive Director in April 2026. He currently also holds directorship in Hao Fei, a Major Subsidiary of our Group.

Prior to joining our Group, from December 2008 to March 2014, he worked at Jointown Pharmaceutical Group Co., Ltd. (九州通醫藥集團股份有限公司) (SHSE: 600998).

Mr. Luo obtained a bachelor's degree in laws from Central China Normal University (華中師範大學) in the PRC in June 2008, and a master's degree in laws from Beijing Institute of Technology (北京理工大學) in the PRC in March 2014. He holds the legal professional qualification certificate in PRC and the Board Secretary Qualification as certified by the Shenzhen Stock Exchange.

Independent Non-executive Directors

Dr. Huang Jing (黃靜) was re-designated as an independent non-executive Director in April 2026.

Dr. Huang joined Wuhan University in July 1984 and currently serves as a professor and doctoral supervisor of its School of Economics and Management.

Concurrently, Dr. Huang has been an independent non-executive director of Hangzhou SF Intra-city Industrial Co., Ltd. (杭州順豐同城實業股份有限公司) (HKSE: 9699) since June 2022. She was also an independent director of Zhongbai Holdings Group Co., Ltd. (中百控股集團股份有限公司) (SZSE: 000759) from May 2016 to May 2022.

Dr. Huang obtained a bachelor's degree in economics from Hubei Institute of Finance and Economics (湖北財經學院) (currently known as Zhongnan University of Economics and Law) in July 1984. She obtained a master's degree in economics and a doctoral degree in management both from Wuhan University in the PRC in August 1993 and June 2002, respectively. Dr. Huang has obtained the Certificate of Independent Non-executive Director of Listed Companies issued by the Shanghai Stock Exchange in March 2013.

Dr. Xia Xinping (夏新平) was re-designated as an independent non-executive Director in April 2026.

Dr. Xia has solid academic background and extensive experience in finance. He has been serving as a professor at the School of Management of Huazhong University of Science and Technology since May 2000.

Concurrently, Dr. Xia has been holding directorships in multiple listed companies, including an independent non-executive director of (i) Gemdale Properties and Investment Corporation Limited (金地商置集團有限公司) (HKSE: 0535) since May 2019; and (ii) Kindstar Globalgene Technology, Inc. (康聖環球基因技術有限公司) (HKSE: 9960) since June 2021.

Dr. Xia obtained a bachelor's degree in engineering, a master's degree in management and a doctoral degree in management all from Huazhong Institute of Technology (華中工學院) (subsequently renamed Huazhong University of Science and Technology (華中理工大學), and currently known as Huazhong University of Science and Technology (華中科技大學)) in the PRC in July 1985, June 1990 and June 2000, respectively.

Dr. Luo Wei (羅煒) was appointed as an independent non-executive Director in April 2026.

Since July 2025, Dr. Luo has been serving as an associate professor of teaching (accounting and law) at the University of Hong Kong. Prior to that, from August 2005 to June 2025, he served at Guanghua School of Management of Peking University (北京大學), where he successively held the positions of associate professor of accounting department and part-time lecturer. From January 2020 to January 2021, he was a visiting research professor at the Stern School of Business of New York University.

Dr. Luo has held or has been holding directorships in multiple listed companies, including an independent director and chairman of audit committee of (i) Southwest Securities Co., Ltd. (西南證券股份有限公司) (SHSE: 600369) from May 2017 to December 2023; (ii) Hi-Think Technology Corporation (信華信技術股份有限公司) (NEEQ: 832715) (previously known as Dalian Hi-Think Computer Technology Company Ltd. (大連華信電腦技術股份有限公司)) from December 2020 to December 2024; and (iii) Thunisoft Corporation Limited (北京華宇軟件股份有限公司) (SZSE: 300271) since August 2022.

Dr. Luo obtained a bachelor's degree in economics from Wuhan University in July 1996, a master's degree in management from Zhongnan University of Finance and Economics in June 1999, and a doctoral degree in philosophy from the University of Pittsburgh in August 2005.

SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management of our business. The following table sets forth the key information about our senior management (other than those who are Directors) as of the Latest Practicable Date.

Name	Age	Positions	Roles and Responsibilities	Time of first joining our Group	Time of first appointment as a senior management
Mr. Huang Jinhui (黃金輝)	57	Deputy general manager	Project development planning and implementation, intellectual property management, and the development and maintenance of information and intelligent manufacturing systems of our Group	March 2003	March 2003
Dr. Xiao Guilin (肖桂林)	46	Deputy general manager	Management of R&D and production of our Group	July 2008	February 2016

For biographies of Mr. Zhu Shunquan, Ms. Yao Hong and Ms. Yang Pingcai, see "— Board of Directors — Executive Directors" in this section.

Mr. Huang Jinhui (黃金輝) is our deputy general manager of our Company. Joined our Group in March 2003, he has been serving as our deputy general manager since then.

Mr. Huang obtained dual bachelor's degrees in chemistry and economic management from Nankai University (南開大學) in the PRC in July 1990. He is also a senior engineer.

Dr. Xiao Guilin (肖桂林) is our deputy general manager. Joined our Group in July 2008, he previously held positions in R&D and production management within our Company, and has been our deputy general manager since February 2016. He currently also holds directorship in Rouxian Science and Technology, a Major Subsidiary of our Group.

Dr. Xiao obtained a bachelor's degree in chemistry from Hubei University (湖北大學) in the PRC in June 2003. He further obtained a doctoral degree in physical chemistry from Wuhan University in June 2009.

Dr. Xiao has led or participated in a number of significant research and development projects. His projects have received the First Prize of the Hubei Provincial Technological Invention Award (湖北省技術發明一等獎) and the Major Technological Invention Award (重大技術發明獎) granted by the former Ministry of Information Industry. He has also led and participated in key projects under the National High-Tech Research and Development Program (國家高技術研究發展計劃) (863 Program) (863計劃). In addition, he was selected for the Yellow Crane Talent Program (黃鶴英才計劃) of Wuhan, Hubei Province.

OTHER INFORMATION IN RELATION TO OUR DIRECTORS AND SENIOR MANAGEMENT

As of the Latest Practicable Date, save as disclosed in "Appendix VI — Statutory and General Information," each of our Directors did not have (i) any interest in the Shares within the meaning of Part XV of the SFO, or (ii) any existing or proposed service contract with our Company or any of its subsidiaries other than contracts expiring or determinable by the relevant member of our Company within one year without payment of compensation (other than statutory compensation).

Save as disclosed above, to the best knowledge, information and belief of our Directors having made all reasonable inquiries, there are no material matters relating to their appointment as a Director that need to be brought to the attention of our Shareholders and there is no other information in relation to his or her appointment which is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules as of the Latest Practicable Date.

JOINT COMPANY SECRETARIES

Ms. Ma Yibing (馬一冰) has been appointed as one of our joint company secretaries with effect from the [REDACTED]. Since May 2025, she has been serving as an investor relations assistant of the securities department of our Company, where she is primarily responsible for assisting in investor relations, corporate governance and compliance-related matters. Since joining our Company, Ms. Ma has been working under the supervision of the Board secretary of our Company and has become familiar with the business operations, corporate governance and compliance requirements of our Group through her daily involvement in the securities and investor relations functions. Ms. Ma obtained a bachelor's degree in electronic information engineering from China University of Geosciences (中國地質大學) in the PRC in June 2020 and a master's degree in finance from the University of Technology Sydney in August 2023. Ms. Ma has obtained the Board Secretary Qualification as certified by the Shenzhen Stock Exchange.

Ms. Fung Sin Ting Karin (馮羨婷) has been appointed as one of our joint company secretaries with effect from the [REDACTED]. Ms. Fung is an executive of the listing services division at TMF Hong Kong Limited and is responsible for provision of corporate secretarial and compliance services to listed company clients. She has over four years of experience in company secretarial profession. Ms. Fung is an associate member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom. Ms. Fung received a bachelor's degree in business administration from the Hang Seng University of Hong Kong in December 2021 and a Master of Corporate Governance from The Hong Kong Polytechnic University in October 2025.

BOARD COMMITTEES

We have established four committees under the Board in accordance with the relevant laws and regulations, applicable provisions of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules, and the Articles of Association.

Audit Committee

The primary duties of the Audit Committee are to review and supervise our financial information disclosure, internal and external audit work and internal control system of our Group; and provide advice and comments to our Board. The Audit Committee comprises two independent non-executive

Directors and one non-executive Director, namely, Dr. Luo Wei, Dr. Xia Xinping and Dr. Yang Bo. Dr. Luo Wei is the chairman of the Audit Committee. He holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules.

Strategy and Sustainability Committee

The primary duties of the Strategy and Sustainability Committee are to make recommendations to our Board on the long-term development strategy and major investments and projects of our Company, and to review our sustainable development and ESG strategy and goals, our ESG related reports. The Strategy and Sustainability Committee comprises two executive Directors and one independent non-executive Director, namely, Mr. Zhu Shuangquan, Mr. Zhu Shunquan and Dr. Xia Xinping. Mr. Zhu Shuangquan is the chairman of the Strategy and Sustainability Committee.

Nomination Committee

The primary duties of the Nomination Committee are to assess the candidates and review selection criteria and procedures for Directors and senior management, and to make recommendations to our Board. The Nomination Committee comprises one executive Director and two independent non-executive Directors, namely, Dr. Huang Jing, Mr. Zhu Shunquan and Dr. Luo Wei. Dr. Huang Jing is the chairlady of the Nomination Committee.

Remuneration and Appraisal Committee

The primary duties of the Remuneration and Appraisal Committee are to review and make recommendations to our Board regarding the terms of remuneration packages, bonuses and other compensation payable to our Directors and senior management. The Remuneration and Appraisal Committee comprises one executive Director and two independent non-executive Directors, namely, Dr. Xia Xinping, Mr. Zhu Shunquan and Dr. Luo Wei. Dr. Xia Xinping is the chairman of the Remuneration and Appraisal Committee.

CORPORATE GOVERNANCE CODE

We recognize the importance of incorporating elements of good corporate governance in our management structure and internal control procedures so as to achieve effective accountability. We intend to comply with all code provisions in Part 2 of the Corporate Governance Code after the [REDACTED].

BOARD DIVERSITY POLICY

Our Board has adopted a diversity policy to support our strategic goals and sustainable growth. We value diversity in areas such as gender, age, background, experience, and skills. Director candidates are selected based on merit and their alignment with our business needs, with diversity as an important consideration. We place particular emphasis on gender diversity. After [REDACTED], our Board will comprise three female Directors out of a total of nine Directors and we aim to gradually increase the number of female directors by identifying and maintaining a pool of qualified female candidates with diverse expertise. Female investor representatives are also considered, and we promote gender balance in mid- to senior-level recruitment to build a pipeline of future female leaders. We will provide training to high-potential female employees in areas such as operations, management, finance, and compliance, to prepare them for leadership roles. Our Nomination Committee oversees board diversity and will review the policy annually. Progress and measurable outcomes will be disclosed in our corporate governance report.

REMUNERATION

Our Directors and senior management receive remuneration, including basic payments and performance-related payments, including fee, salaries, allowances, benefits in kind and equity-settled share-based payments. When reviewing and determining their specific remuneration packages, we take into account factors such as salaries paid by comparable companies, time commitment, level of responsibilities, employment elsewhere in our Group and desirability of performance-based remuneration. As required by the relevant PRC laws and regulations, our Company also participates in various defined contribution plans organized by relevant provincial and municipal government authorities and welfare schemes for employees of our Company, including medical insurance, injury insurance, unemployment insurance, pension insurance, maternity insurance and housing provident fund.

For the years ended December 31, 2023, 2024 and 2025 and the four months ended April 30, 2026, the aggregate remuneration paid by us to our Directors amounted to RMB2.77 million, RMB4.86 million, RMB5.04 million and RMB1.25 million, respectively.

For the years ended December 31, 2023, 2024 and 2025 and the four months ended April 30, 2026, the aggregate remuneration paid by us to our five highest paid individuals (excluding nil, nil, nil and one Director) amounted to RMB12.00 million, RMB14.60 million, RMB14.86 million and RMB3.81 million, respectively.

According to existing effective arrangements, the total aggregate remuneration to be paid by us to our Directors for the financial year ending December 31, 2026 is expected to be RMB4.22 million. The actual remuneration of our Directors in 2026 may be different from the expected remuneration.

During the Track Record Period, (i) no remuneration was paid to or receivable by our Directors or the five highest paid individuals as an inducement to join or upon joining our Company or as compensation for loss of office; (ii) none of our Directors waived any remuneration; and (iii) save as disclosed above, no other payments have been or are payable by us or any of our subsidiaries to our Directors or the five highest paid individuals.

CONFIRMATIONS FROM OUR DIRECTORS

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules in May 2026 and (ii) understands his or her obligations as a director of a [REDACTED] under the Listing Rules.

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

Each of our Directors (other than our independent non-executive Directors) confirms that as of the Latest Practicable Date, he or she did not have any interest in a business which competes or is likely to compete, directly or indirectly, with our business and requires disclosure under Rule 8.10 of the Listing Rules. From time to time our non-executive Directors may serve on the boards of both private and public companies within the broader semiconductor materials industries. However, as the non-executive Directors are not member of our executive management team, we do not believe that their interests in such companies as directors would render us incapable of carrying on our business independently from the other companies in which the non-executive Directors may hold directorships from time to time.

COMPLIANCE ADVISOR

We have appointed First Shanghai Capital Limited as our Compliance Advisor pursuant to Rule 3A.19 of the Listing Rules. Our Compliance Advisor will provide us with guidance and advice as to compliance with the Listing Rules and applicable Hong Kong laws and will perform its duties pursuant to Rules 3A.23 and 3A.24 of the Listing Rules. The term of appointment of our Compliance Advisor shall commence on the [REDACTED] and is expected to 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].