

DIRECTORS AND SENIOR MANAGEMENT

OVERVIEW

Our Board comprises seven Directors, including four executive Directors, and three independent non-executive Directors, namely:

Name	Age	Position	Date of joining our Group	Date of appointment as Director	Roles and responsibilities	Relationship with other Directors and members of senior management
Mr. Du Jianghua (杜江華)	53	Executive Director and chairman of the Board	September 17, 2009	September 17, 2009	Overseeing the overall management, strategic planning and decision-making for key business and operation matters of our Group	N/A
Mr. Zhou Houqiang (周後強)	49	Executive Director and general manager	September 17, 2009	August 14, 2015	Overseeing the execution of strategic plans and research and development matters of our Group	N/A
Mr. Ruan Jialin (阮佳林)	48	Executive Director, vice general manager and secretary of the Board	September 17, 2009	August 14, 2015	Overseeing the securities matters, strategic investment and investor relations matters of our Group	N/A
Mr. Luo Zhimin (羅志敏)	45	Executive Director and vice general manager	September 17, 2009	August 14, 2015	Overseeing the market expansion and marketing management of our Group	N/A
Dr. Xie Chunxiao (謝春曉)	45	Independent Non-executive Director	August 16, 2021	August 16, 2021	Providing independent advice on the operations and management of our Group	N/A
Dr. Yi Zhihong (伊志宏)	61	Independent Non-executive Director	August 16, 2021	August 16, 2021	Providing independent advice on the operations and management of our Group	N/A
Mr. Lee Chi Sum (李志深)	42	Independent Non-executive Director	June 17, 2026	June 17, 2026	Providing independent advice on the operations and management of our Group	N/A

DIRECTORS

Executive Directors

Mr. Du Jianghua (杜江華), aged 53, is our founder and has served as a Director of our Company since September 2009 and as the chairman of the Board since August 2015, and served as our general manager from September 2009 to August 2022. Mr. Du was re-designated as our executive Director in June 2026 with effect from the [REDACTED]. He has also served as director and senior management in various subsidiaries of our Company, including as an executive director and the general manager at POCO Magnetic Materials from September 2010 to May 2020, and an executive director at POCO Industrial from November 2015 to May 2020, respectively.

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Mr. Du has more than 27 years of experience in corporate management. Mr. Du invested in various companies, and served as a supervisor therein, including Qingdao Yatu Power Systems Co., Ltd. (青島雅圖電源系統有限公司) (“**Qingdao Yatu**”) from January 1999 to December 2003, which was engaged in the manufacturing and trading of electromechanical equipment; Dongguan Yichuang Electronics Co., Ltd. (東莞市易創電子有限公司) from July 2001 to June 2015, which was engaged in the sales of electronic products, instruments, electronic anti-theft materials, and information consumables; Dongguan Yuke Electronics Technology Co., Ltd. (東莞市宇科電子科技有限公司) (formerly known as Dongguan Nayu Electronics Technology Co., Ltd. (東莞市納宇電子科技有限公司)) from December 2003 to June 2016, which was engaged in the development of automation control systems and the sale of electronic and industrial products; and Dongguan Yichuang Printing Materials Co., Ltd. (東莞市易創印刷材料有限公司) from July 2007 to June 2015, which was engaged in the sale of printing materials and equipment.

Mr. Du obtained his MBA degree from Hong Kong Baptist University (香港浸會大學) in November 2006.

Mr. Du was a supervisor and owned 25% equity interest of Qingdao Yatu whose business license was revoked in December 2003 due to failure to conduct annual inspection on a timely manner under PRC laws. As confirmed by our PRC Legal Advisor, such revocation of business license would not affect Mr. Du’s suitability to serve as a director of our Company. Mr. Du confirmed that (i) he did not incur any debt and/or liabilities because of such revocation of business license; (ii) Qingdao Yatu was not involved in any non-compliance or litigation prior to the revocation of business license; and (iii) the revocation of business license did not have any negative effect on our Group.

Mr. Zhou Houqiang (周後強) (former name: Guo Xiongzhi (郭雄志)), aged 49, joined our Company in September 2009 and served as a supervisor and head of R&D department from September 2009 to August 2015, and has been our Director since August 2015, our general manager since August 2022. Mr. Zhou was re-designated as our executive Director in June 2026 with effect from the [REDACTED]. Mr. Zhou also served as the supervisor of our subsidiary, POCO Magnetic Materials, from September 2010 to March 2026.

Prior to joining our Group, Mr. Zhou worked at Hongfujin Precision Industry (Shenzhen) Co., Ltd. (鴻富錦精密工業(深圳)有限公司) from January 2001 to February 2002. He worked at Arnold Magnetics (Shenzhen) Ltd. (阿諾德磁材(深圳)有限公司) from March 2002 to October 2008. Mr. Zhou also worked as a supervisor at Shenzhen Hongxinze Technology Co., Ltd. (深圳市鴻信澤科技有限公司) until June 2015.

Mr. Zhou obtained his bachelor’s degree in engineering from Northwestern Polytechnical University (西北工業大學) in the PRC in July 2000. He was a member of New Energy Power Conversion Technology Professional Committee of the China Power Supply Society (中國電源學會 新能源電能變換技術專業委員會) from 2015 to 2019, and a member of the youth engineer working group of Power Electronics Professional Committee of the China Electrotechnical Society (中國電工技術學會電力電子專業委員會) from 2020 to 2023. Mr. Zhou was awarded the first prize of the China Nonferrous Metals Industry Science and Technology Award (中國有色金屬工業科學技術獎) by China Nonferrous Metals Industry Association (中國有色金屬工業協會) and China Nonferrous Metals Society (中國有色金屬學會) in December 2018. He was also recognized as a local-level talent (深圳市地方級領軍人才) by Human Resources and Social Security Administration of Shenzhen Municipality (深圳市人力資源和社會保障局) in March 2019.

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Mr. Ruan Jialin (阮佳林), aged 48, has been our Director and secretary of the Board since August 2015 and a vice general manager of our Company since September 2009. Mr. Ruan was re-designated as our executive Director in June 2026 with effect from the [REDACTED]. Since June 2023, Mr. Ruan has served as the general partner at Huizhou Xingan Tiancheng Venture Capital Partnership (Limited Partnership) (惠州新感天成創業投資合夥企業(有限合夥))¹ (“**Huizhou Xingan Tiancheng**”), a limited liability partnership which engaged in venture capital investment and other investment activities. Since August 2023, Mr. Ruan has also served as an executive director at Beijing Paipu Private Equity Fund Management Co., Ltd. (北京滄圃私募基金管理有限公司), which is engaged in private equity fund management and venture capital fund management services and is also the general partner of Jiaxing Paipu Chunzhiyang Venture Capital Partnership (Limited Partnership) (嘉興滄圃春之陽創業投資合夥企業(有限合夥)) (in which our Company held a 32% limited partnership interest as of the Latest Practicable Date). Mr. Ruan has also served as the executive director and director of several of our subsidiaries, including POCO Industrial since May 2020, POCO Magnetic Materials since May 2020, POCO Heyuan since February 2021, POCO New Inductor Technology since June 2023, POCO Thailand since November 2024 and New Materials Sales since February 2025.

Prior to joining our Group, Mr. Ruan worked at Hongfujin Precision Industry (Shenzhen) Co., Ltd. (鴻富錦精密工業(深圳)有限公司) (currently known as Foxconn Technology Group Co., Ltd. (富士康科技集團有限公司)) from January 2001 to September 2002. From October 2002 to March 2006, he worked at Shenzhen Futaihong Precision Industry Co., Ltd. (深圳富泰宏精密工業有限公司). From August 2007 to June 2015, Mr. Ruan worked at Shenzhen Hongxinze Technology Co., Ltd. (深圳市鴻信澤科技有限公司).

Mr. Ruan obtained his bachelor’s degree in engineering from Northwestern Polytechnical University (西北工業大學) in the PRC in July 2000. He was a deputy director member of the Magnetic Technology Professional Committee of the China Power Supply Society (中國電源學會磁技術專業委員會) from 2014 to 2017. He was recognized as a reserve talent (深圳市後備級人才) by Human Resources and Social Security Administration of Shenzhen Municipality (深圳市人力資源和社會保障局) in July 2014. He was also awarded the first prize of the China Nonferrous Metals Industry Science and Technology Award (中國有色金屬工業科學技術獎) by China Nonferrous Metals Industry Association (中國有色金屬工業協會) and China Nonferrous Metals Society (中國有色金屬學會) in December 2018.

Mr. Luo Zhimin (羅志敏), aged 45, has been our Director since August 2015 and a vice general manager of our Company since September 2009. Mr. Luo was re-designated as our executive Director in June 2026 with effect from the [REDACTED]. Mr. Luo was the supervisor of POCO Industrial from November 2015 to June 2026 and has been the manager of POCO New Materials Sales since February 2025.

Prior to joining our Group, Mr. Luo worked at Fujin Precision Industry (Shenzhen) Co., Ltd. (富金精密工業(深圳)有限公司) from November 1999 to January 2001 and from January 2006 to November 2007, and at Hongfujin Precision Industry (Shenzhen) Co., Ltd. (鴻富錦精密工業(深圳)有限公司) (currently known as Foxconn Technology Group Co., Ltd. (富士康科技集團有限公司)) from February 2002 to December 2005. After that, Mr. Luo worked at Shenzhen Hongxinze Technology Co., Ltd. (深圳市鴻信澤科技有限公司).

Mr. Luo obtained a college diploma of business management from China University of Geosciences (中國地質大學) in the PRC in January 2012 through online course. Mr. Luo was a member of the New Energy Vehicle Charging and Drive Professional Committee of the China Power Supply Society (中國電源學會新能源車充電與驅動專業委員會) from 2016 to 2018.

¹ Huizhou Xingan Tiancheng previously held 20.0% equity interest in our subsidiary, POCO New Inductor Technology, between June 2023 and January 2026, immediately prior to the acquisition of such equity interest by our Company in January 2026.

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Independent Non-executive Directors

Dr. Xie Chunxiao (謝春曉), aged 45, has been our independent Director since August 2021, and was re-designated as an independent non-executive Director in June 2026 with effect from the [REDACTED].

Dr. Xie has been working at Dongguan University of Technology (東莞理工學院) since September 2006, where he was promoted to lecturer in materials science and engineering in November 2009, to associate professor in mechanical engineering in December 2016 and to professor in mechanical engineering in July 2024. Dr. Xie has been serving as an independent director at Opt Machine Vision Tech Co., Ltd (廣東奧普特科技股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 688686)) since November 2024.

Dr. Xie obtained his bachelor’s degree in engineering from Southern Metallurgical College (南方冶金學院, currently known as Jiangxi University of Science and Technology (江西理工大學)) in the PRC in June 2003, master’s degree in engineering from Jiangxi University of Science and Technology (江西理工大學) in the PRC in June 2007 and doctoral degree in engineering from Guangdong University of Technology (廣東工業大學) in the PRC in December 2013, respectively.

Dr. Yi Zhihong (伊志宏), aged 61, has been our independent Director since August 2021, and was re-designated as an independent non-executive Director in June 2026 with effect from the [REDACTED].

Dr. Yi has been working at Renmin University of China (中國人民大學) since July 1989, where she successively served as a teaching assistant, a lecturer and an associate professor, and has been a professor since June 2001, concurrently served as the dean of the school of business from December 2005 to December 2013, and the vice president of the university from May 2012 to August 2017. Dr. Yi also served as an independent director at Qianjiang Water Conservancy Development Co., Ltd. (錢江水利開發股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 600283)) from November 2020 to May 2026, and has been working as an independent director at China Asset Management Co., Ltd. (華夏基金管理有限公司) since May 2024.

Dr. Yi obtained her bachelor’s degree, master’s degree and doctoral degree in economics from Renmin University of China (中國人民大學) in the PRC in July 1986, July 1989 and January 2000, respectively. Dr. Yi was granted the Special Government Allowances of the State Council (國務院特殊津貼) by the Ministry of Human Resources and Social Security of the People’s Republic of China (中華人民共和國人力資源和社會保障部) in September 2018.

Mr. Lee Chi Sum (李志深), aged 42, has been our independent Director since June 2026, and was re-designated as an independent non-executive Director in June 2026 with effect from the [REDACTED].

From September 2007 to July 2010, Mr. Lee successively worked as a staff accountant and semi-senior accountant at SHINEWING (HK) CPA Limited (信永中和香港會計師事務所有限公司). From July 2010 to December 2021, he worked at Deloitte Touche Tohmatsu (德勤•關黃陳方會計師行) with his last position as the senior manager in audit and assurance function. From January 2022 to November 2022, he worked at Deloitte Touche Tohmatsu Certified Public Accountants LLP Guangzhou Branch (德勤華永會計師事務所(特殊普通合夥)廣州分所) with his last position as a director in audit and assurance department. In February 2023, he joined ZHONGHUI ANDA CPA Limited (中匯安達會計師事務所有限公司) as an audit principal and has been serving as audit partner since July 2024.

Mr. Lee obtained his degree in bachelor of business administration in accountancy from City University of Hong Kong (香港城市大學) in Hong Kong in November 2007. Mr. Lee has been a Certified Public Accountant qualified by The Hong Kong Institute of Certified Public Accountants (香港會計師公會) since May 2012, a member of The Association of Chartered Certified Accountants (特許公認會計師公會) since June 2022, a member of Certified Practising Accountant Australia (澳洲

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會計師公會) since January 2024, a fellow Certified Public Accountant by The Hong Kong Institute of Certified Public Accountants (香港會計師公會) since May 2025, and a Certified Public Accountant (Practising) registered with the Accounting and Financial Reporting Council of Hong Kong (香港會計及財務匯報局).

SENIOR MANAGEMENT

Our senior management team is responsible for the day-to-day management and operations of our business. The following table provides information about members of the senior management of our Company:

Name	Age	Position	Date of joining our Group	Date of appointment of senior management	Roles and responsibilities	Relationship with other Directors and members of senior management
Mr. Zhou Houqiang (周後強)	49	Executive Director and general manager	September 17, 2009	August 25, 2022	Overseeing the execution of strategic plans and research and development of our Group	N/A
Mr. Ruan Jialin (阮佳林)	48	Executive Director, vice general manager and secretary of the Board	September 17, 2009	September 17, 2009	Overseeing the securities matters, strategic investment and investor relations of our Group	N/A
Mr. Luo Zhimin (羅志敏)	45	Executive Director and vice general manager	September 17, 2009	September 17, 2009	Overseeing the market expansion and marketing management of our Group	N/A
Mr. You Xin (游欣)	39	Financial director	September 17, 2009	October 26, 2020	Overseeing financial operations and management of our Group	N/A

For the biographies of Mr. Zhou Houqiang, Mr. Ruan Jialin, and Mr. Luo Zhimin, see “— Directors — Executive Directors” in this section.

Mr. You Xin (游欣), aged 39, joined our Company as financial manager in September 2009 and has been our financial director since October 2020. Mr. You has served as the financial director at several of our subsidiaries since their respective establishments, including POCO New Inductor Technology, POCO Heyuan and POCO New Materials Sales.

Mr. You obtained his bachelor’s degree in management from Jiangxi University of Finance and Economics (江西財經大學) in the PRC in July 2009.

JOINT COMPANY SECRETARIES

Mr. Ruan Jialin (阮佳林), the secretary of the Board, was appointed as one of our joint company secretaries in June 2026 with effect from the [REDACTED]. For the biographical details of Mr. Ruan, see “— Directors — Executive Directors” in this section.

Ms. Zhao Na (趙娜), was appointed as one of our joint company secretaries in June 2026 with effect from the [REDACTED].

Ms. Zhao serves as an assistant manager of company secretarial services of Tricor Services Limited. She has approximately six years of experience in the corporate governance field. She has been providing corporate secretarial and compliance services to Hong Kong listed companies as well as multinational, private and offshore companies. Ms. Zhao is an associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

Ms. Zhao obtained a master’s degree in corporate governance from The Hong Kong Polytechnic University.

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OTHER INFORMATION

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

Each of the independent non-executive Directors confirms (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 has no past or present financial or other interest in the business of the Company or its subsidiaries or any connection with any core connected person of our Company; 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 confirms that he or she does not have any interest in a business apart from the business of our Group which competes or is likely to compete, whether directly or indirectly, with our business, which would require disclosure under Rule 8.10 of the Listing Rules.

Except as disclosed above, none of our Directors or members of senior management held any other directorships in public companies, the securities of which are listed on any securities market in Hong Kong or overseas in the last three years immediately preceding the Latest Practicable Date. Except as disclosed above, none of our Directors or members of senior management is related to other Directors or members of senior management.

Except as disclosed above, to the best knowledge, information and belief of the Directors having made all reasonable inquiries, there was no information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules, and there were no other matters with respect to the appointment of the Directors that need to be brought to the attention of the Shareholders.

MANAGEMENT AND CORPORATE GOVERNANCE

Board Committees

Audit Committee

Our Board has established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules (the “**Corporate Governance Code**”). The primary duties of the Audit Committee are to review and supervise the financial reporting process and internal control system of our Group, review and approve connected transactions and provide advice and comments to the Board. The Audit Committee comprises Mr. Lee Chi Sum, Dr. Xie Chunxiao and Dr. Yi Zhihong, with Mr. Lee Chi Sum (being our independent non-executive Director with appropriate professional qualifications) as the chairperson.

Remuneration and Appraisal Committee

Our Board has established the Remuneration and Appraisal Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code. The primary duties of the Remuneration and Appraisal Committee are to review and make recommendations to the Board on the terms of remuneration packages, bonuses and other compensation payable to our Directors and senior management. The Remuneration and Appraisal Committee comprises Dr. Xie Chunxiao, Mr. Ruan Jialin and Dr. Yi Zhihong, with Dr. Xie Chunxiao as the chairperson.

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Nomination Committee

Our Board has established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code. The primary duty of the Nomination Committee is to make recommendations to our Board on the appointment of Directors and management of Board succession. The Nomination Committee comprises Dr. Yi Zhihong, Mr. Luo Zhimin and Mr. Lee Chi Sum, with Dr. Yi Zhihong as the chairperson.

Strategy and ESG Committee

Our Board has established the Strategy and ESG Committee with written terms of reference. The primary duties of the Strategy and ESG Committee are to conduct research and provide recommendations on the company’s long-term development strategy, ESG and major investment decisions. The Strategy and ESG Committee comprises Mr. Du Jianghua, Mr. Zhou Houqiang and Dr. Yi Zhihong, with Mr. Du Jianghua as the chairperson.

Corporate Governance

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 all applicable provisions of the Corporate Governance Code upon [REDACTED].

Board Diversity

Our Company has adopted a board diversity policy which sets out the approach to achieve diversity of the Board. We recognize and embrace the benefits of having a diverse Board and see increasing diversity at the Board level, including gender diversity, as an essential element in maintaining our competitive advantage and enhancing our ability to attract, retain and motivate employees from the widest possible pool of available talents. 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 experience.

Our Board consists of one female Director and six male Directors, ranging from 42 to 61 years old with a balanced mix of knowledge and skills, including, but not limited to, overall management and strategic development, accounting and corporate governance. They obtained degrees in various majors including business management, materials science and engineering, engineering, economics and accountancy. Taking into account our existing business model and specific needs, as well as the diverse background of our Directors, the composition of our Board satisfies the board diversity policy.

Our 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 adoption.

REMUNERATION OF OUR DIRECTORS AND SENIOR MANAGEMENT

Our Company provides remuneration to our Directors and senior management in the form of salaries, allowances and other benefits, as well as discretionary bonuses and retirement scheme contributions.

For the years ended December 31, 2023, 2024, 2025 and the three months ended March 31, 2026, the total remuneration paid to Directors amounted to RMB4.7 million, RMB4.7 million, RMB3.3 million and RMB0.58 million, respectively.

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The five highest-paid individuals of our Group for the years ended December 31, 2023, 2024 and 2025 and the three months ended March 31, 2026 included four, three, one and nil Directors respectively. For the years ended December 31, 2023, 2024, and 2025 and the three months ended March 31, 2026, the total remuneration paid to the five highest-paid individuals (including Directors) amounted to RMB5.9 million, RMB6.2 million, RMB5.7 million and RMB1.2 million, respectively.

The remuneration of our Directors and senior management is determined with reference to industry salary levels, the responsibilities and performance of their respective roles, as well as the annual operating results of our Company. Under the arrangements currently in effect, our Company estimates that the total pre-tax remuneration payable to our Directors (including share-based remuneration) for the year ending December 31, 2026 will be approximately RMB4.8 million.

During the Track Record Period, no remuneration was paid to any Director or any of the five highest-paid individuals as an inducement to join, or upon joining, our Group. During the Track Record Period, no compensation was paid to, or receivable by, any Director, former Director or any of the five highest-paid individuals for the loss of office as a director of any member of our Group or for the loss of any other office in connection with the management of the affairs of any member of our Group. During the Track Record Period, no Director waived any remuneration. Save as disclosed above and Appendix I of this document, during the Track Record Period, no other amounts were paid or payable by our Group to any Director or any of the five highest-paid individuals.

For further information on our Directors’ remuneration during the Track Record Period and information on the five highest paid individuals, see Note 9 and 10 to the Accountants’ Report in Appendix I to this document.

COMPLIANCE ADVISOR

Our Company has appointed Yue Xiu Capital Limited as its Compliance Advisor pursuant to Rule 3A.19 of the Listing Rules. The Compliance Advisor will provide guidance and advice to our Company on compliance with the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, the Compliance Advisor will provide advice to our Company in the following circumstances (among others):

- (a) prior to the publication of any regulated announcement, circular or financial report;
- (b) where a transaction (which may be a notifiable transaction or a connected transaction) is contemplated, including the issuance of shares, the sale or transfer of treasury shares, and the repurchase of shares;
- (c) where our Company proposes to use the [REDACTED] from the [REDACTED] in a manner different from that detailed in this document, or where the business activities, developments or performances of our Group differ from any forecast, estimate or other information contained in this document; and
- (d) when the Stock Exchange makes an enquiry pursuant to Rule 13.10 of the Listing Rules regarding unusual movements in the price or [REDACTED] of our [REDACTED] securities or any other matters.

The term of appointment of the Compliance Advisor shall commence on the [REDACTED] and is expected to end on the date on which our Company complies with Rule 13.46 of the Listing Rules in respect of its financial results for the first full financial year commencing after the [REDACTED].