

DIRECTORS AND SENIOR MANAGEMENT

OVERVIEW

Our Board consists of ten Directors, comprising three executive Directors, three non-executive Directors and four independent non-executive Directors (including the proposed Director whose appointment will take effect upon the [REDACTED]). Our Directors are appointed for a term of not more than three years and are eligible for re-election upon expiry of their term of office. The independent non-executive Directors shall not hold office for more than six consecutive years pursuant to the relevant PRC laws and regulations. The following table sets forth the key information of our Directors:

DIRECTORS

Name	Age	Position	Date of joining our Group	Date of appointment as Director	Roles and responsibilities
Mr. Tan Xinqiao (譚新喬)	56	Chairman of the Board, executive Director and general manager	December 2017	December 2017	Responsible for the overall strategic planning, business direction and day-to-day operations management of our Group
Mr. Liu Ganjiang (劉干江)	48	Non-executive Director	June 2016	June 2016	Responsible for providing strategic advice on the development of our Group
Mr. Lu Yihao (陸怡皓)	61	Non-executive Director	April 2020	April 2020	Responsible for providing strategic advice on the development of our Group
Mr. Long Shaofei (龍紹飛)	52	Non-executive Director	October 2022	October 2022	Responsible for providing strategic advice on the development of our Group
Mr. Zhao Huaiqiu (趙懷球)	51	Executive Director and executive deputy general manager	June 2016	November 2020	Responsible for the day-to-day operations management of our Group
Ms. Wang Yongmei (汪詠梅)	46	Executive Director and deputy general manager	November 2020	November 2020	Responsible for the internal control management of our Group
Mr. Zhong Chaofan (鍾超凡)	62	Independent non-executive Director	December 2020	December 2020	Responsible for providing independent advice on the operations and management of our Group

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Name	Age	Position	Date of joining our Group	Date of appointment as Director	Roles and responsibilities
Mr. Xia Yunfeng (夏雲峰)	58	Independent non-executive Director	December 2020	December 2020	Responsible for providing independent advice on the operations and management of our Group
Ms. Dai Jing (戴靜)	43	Independent non-executive Director	December 2020	December 2020	Responsible for providing independent advice on the operations and management of our Group
Mr. Wang Fuguo (王付國)	45	Independent non-executive Director	[●] ⁽¹⁾	[●] ⁽¹⁾	Responsible for providing independent advice on the operations and management of our Group

Note:

(1) The appointment will become effective upon the [REDACTED].

DIRECTORS

Executive Directors

Mr. Tan Xinqiao (譚新喬), aged 56, is our chairman of the Board, executive Director and general manager. Mr. Tan has been serving as our Director and chairman of the Board since December 2017 and as our general manager since November 2025.

From September 1995 to September 2000, Mr. Tan successively served as the deputy head of quality inspection department and the deputy factory manager of the finished product branch factory at Electrochem Group. From September 2000 to December 2005, he worked at Xiangtan Electrochem, with his last position being the factory manager of the finished product branch factory. From December 2005 to April 2017, he successively served as a deputy general manager and the general manager of Xiangtan Electrochem. Mr. Tan also served as a director of Electrochem Group from December 2005 to September 2021 and as the chairman of the board of Electrochem Group from January 2013 to July 2021. Mr. Tan also served as a director of Xiangtan Electrochem from August 2006 to November 2021 and as the chairman of the board of Xiangtan Electrochem from January 2013 to July 2021.

Mr. Tan obtained his bachelor’s degree in applied chemistry from Xiangtan University (湘潭大學) in June 1995. Mr. Tan was qualified as an engineer by the Department of Personnel of Hunan Province (湖南省人事廳) in 2002.

Mr. Zhao Huaiqiu (趙懷球), aged 51, is our executive Director and executive deputy general manager. Mr. Zhao has been our Director since November 2020 and our executive deputy general manager since November 2025. He served as our general manager from June 2016 to November 2025.

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Mr. Zhao served as a staff member at Electrochem Group, and as a staff member and deputy factory manager of branch factories at Xiangtan Electrochem from September 1998 to January 2011. He was the head of the manganese sulphate workshop at Jingxi Xiangtan Electrochem Technology Co., Ltd. (靖西湘潭電化科技有限公司) (“**Jingxi Xiangtan Electrochem**”) from January 2011 to February 2015. Mr. Zhao served as the factory manager of the manganese sulphate branch factory at Xiangtan Electrochem from February 2015 to June 2016. He successively served as the external investment manager of the board office at Xiangtan Electrochem, the external investment manager of the investment and development department at Electrochem Group and an assistant to the general manager of Electrochem Group from June 2016 to October 2020.

Mr. Zhao obtained his college diploma in automation (applied electronics) from Xiangtan University in June 1998. Mr. Zhao was qualified as an assistant engineer by the Department of Personnel of Hunan Province in 2001.

Ms. Wang Yongmei (汪詠梅), aged 46, is our executive Director and deputy general manager. Ms. Wang has been our Director since November 2020, and deputy general manager since November 2025. She served as our executive deputy general manager from November 2020 to November 2025, and our secretary of the Board from November 2020 to July 2026.

From July 1998 to September 2000, Ms. Wang served at Electrochem Group. From September 2000 to November 2020, she worked at Xiangtan Electrochem, with her last positions being a director, deputy general manager and secretary of the board. Ms. Wang has also been a director at Tongling Anweining New Energy Technology Co., Ltd. (銅陵安偉寧新能源科技有限公司) since July 2021.

Ms. Wang obtained her master’s degree in public administration from the Party School of Hunan Provincial Committee of CPC (中共湖南省委黨校) in June 2019. Ms. Wang obtained the qualification certificate for secretary of the board issued by the Shenzhen Stock Exchange in 2009. She was qualified as an economist by the Human Resources and Social Security Department of Hunan Province (湖南省人力資源和社會保障廳) in April 2011.

Non-Executive Directors

Mr. Liu Ganjiang (劉干江), aged 48, has been our non-executive Director since June 2016.

From August 1997 to September 2000, Mr. Liu served at Electrochem Group. From September 2000 to July 2021, Mr. Liu worked at Xiangtan Electrochem, successively serving as a staff member of the finished product branch factory, a deputy factory manager at the finished product branch factory, the head of the quality management department, the head of the procurement department, the head of the materials procurement and dispatch center, the marketing director, a deputy general manager, the general manager, a director and the vice chairman of the board. From January 2018 to July 2021, Mr. Liu served as a director, the vice chairman of the board and general manager of Electrochem Group. From January 2018 to June 2023, Mr. Liu served as the chairman of the board of Jingxi Xiangtan Electrochem. From January 2022 to January 2023, Mr. Liu served as the chairman of the board of Hunan Tancheng Financing Guarantee Group Co., Ltd. (湖南潭城融資擔保集團有限公司). In addition, Mr. Liu has been serving as the chairman of the board at Electrochem Group and Xiangtan Electrochem since July 2021, the chairman of the board of Xiangtan Industrial Investment and Development Group Co., Ltd. (湘潭產業投資發展集團有限公司) since November 2021, the executive director of Zhenxiang SAOI since August 2022, and the chairman of the board at Xiangtan Electrochemical Industry Investment Holding Group Co., Ltd. (湘潭電化產投控股集團有限公司) since November 2022. Mr. Liu has also been the chairman of the board at Hunan Kunlun Intrinsic Material Co., Ltd. (湖南昆侖本征材料有限公司) since March 2025, the chairman of the board at Hunan New Energy Material Research Institute Co., Ltd. (湖南省新能源材料研究院有限公司) since October 2025 and the chairman of the board at Xiangtan Economic and Technological Development Zone Xinfazhan Group Co., Ltd. (湘潭經濟技術開發區新發展集團有限公司) since April 2026.

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Mr. Liu obtained his master’s degree in public administration at the Party School of the Hunan Provincial Committee of the CPC in October 2019. He was qualified as an engineer by the Department of Personnel of Hunan Province in 2002, and as a senior logistics specialist by the Occupational Skills Appraisal Centre of the Ministry of Labour and Social Security of the PRC (勞動和社會保障部職業技能鑒定中心) in 2006.

Mr. Lu Yihao (陸怡皓), aged 61, has been our non-executive Director since April 2020.

Mr. Lu served as a lecturer at the faculty of applied chemistry and deputy secretary of the youth league committee in Shanghai Jiao Tong University (上海交通大學) from July 1985 to April 1991. He served as the manager of trade department at Shanghai Far East Aviation Technology Import Company (上海遠東航空技術進口公司) from April 1991 to October 2001, during which he was also a trade representative of the United States and Canada. Mr. Lu served as a general manager at Shanghai Zhangjiang Hi-Tech Industrial Park Import and Export Company (上海市張江高新技術產業園進出口公司) from November 2001 to December 2002, a director and the general manager at Shanghai Zhangjiang Hi-Tech Park Development Co., Ltd. (上海張江高科技園區開發股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 600895)) from January 2003 to July 2008, an assistant to the general manager at Shanghai Zhangjiang (Group) Co., Ltd. (上海張江(集團)有限公司) from August 2008 to December 2014, and a director of China Fortune Properties Group Co., Ltd. (華鑫置業(集團)有限公司) from November 2017 to December 2024.

Mr. Lu has been a director of Shanghai Pudong Tangcheng Investment Development Co., Ltd. (上海浦東唐城投資發展有限公司) since September 2014, the executive director of Shanghai Chuanghuo Chuangban Network Technology Co., Ltd. (上海創夥創伴網絡科技有限公司) since March 2015, a director of Shanghai Huitianran Asset Management Co., Ltd. (上海惠天然資產管理有限公司) since May 2015, the general manager of Shanghai Huitianran Investment Holding Group Co., Ltd. (上海惠天然投資控股集團有限公司) since January 2015, the executive director at Shanghai Chuangban Investment Management Co., Ltd. (上海創伴投資管理有限公司) since October 2015, the general manager and chairman of the board of Shanghai Chengwei Private Equity Fund Management Co., Ltd. (上海成為私募基金管理有限公司) since October 2022 and September 2024, respectively, a director of Chengwei Investment Management Consulting (Shanghai) Co., Ltd. (成為投資管理諮詢(上海)有限公司) since October 2022, an executive director and the general manager at Hefei Chengwei Equity Investment Co., Ltd. (合肥成為股權投資有限公司) since December 2022, and a managing director at Chengwei HK Management Company Limited since November 2025.

Mr. Lu obtained his bachelor’s degree in applied chemistry from Shanghai Jiao Tong University (上海交通大學) in July 1985 and his master’s degree in business administration from Tulane University in the United States in May 2004. He was qualified as a senior economist by the Personnel Bureau of Shanghai Municipality (上海市人事局) in 2004.

Mr. Long Shaofei (龍紹飛), aged 52, has been our non-executive Director since October 2022.

From August 1997 to January 2009, Mr. Long successively served as a staff member of the finished product branch factory at Electrochem Group, a staff member, a deputy factory manager and the factory manager of the finished product branch factory and head of the production department at Xiangtan Electrochem. From January 2009 to February 2016, Mr. Long successively served as the executive deputy general manager and the general manager at Jingxi Xiangtan Electrochem. Since February 2016, He has held various positions at Xiangtan Electrochem, serving as, including, (i) a marketing director from February 2016 to December 2022; (ii) a deputy general manager from April 2017 to March 2022; (iii) an executive deputy general manager from March 2022 to January 2023; (iv) a director since November 2021; (v) the general manager from January 2023 to August 2025; and (vi) the vice chairman of the board since August 2025. He also served as a director of Guangxi Lijing New Material Co., Ltd. (廣西立勁新材料有限公司) from January 2021 to January 2026, a director of Xiangtan Lijing New Material Co., Ltd. (湘潭立勁新材料有限公司) from February 2022 to December 2025, the chairman of the board of Jingxi Xiangtan Electrochem from June 2023 to December 2025, and an executive director of Xiangtan Shunzhong Trading Co., Ltd. (湘潭順中貿易有限責任公司) from June 2024 to April 2026. He also has been serving as a director of Hunan Kunlun Intrinsic Material Co., Ltd. since March 2025, a director and

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the general manager of Xiangtan Electrochemical Industry Investment Holding Group Co., Ltd. (湘潭電化產投控股集團有限公司) since October 2025, an executive director of Xiangtan Chanrong International Trading Co., Ltd. (湘潭產融國際貿易有限公司) since October 2025, a director and the general manager of Xiangtan Industrial Investment and Development Group Co., Ltd. (湘潭產業投資發展集團有限公司) since November 2025, and a director and manager of Electrochem Group since October 2025. He has been serving as the chairman of the board of Hunan Liquid Sunshine Energy Technology Co., Ltd. (湖南液態陽光能源科技有限公司) since April 2025.

Mr. Long obtained his bachelor’s degree in industrial automation from Xiangtan University in June 1997. He was qualified as an electrical engineer by the Department of Personnel of Hunan Province in 2002.

Independent Non-Executive Directors

Mr. Zhong Chaofan (鍾超凡), aged 62, has been our independent non-executive Director since December 2020.

Mr. Zhong has been serving at Xiangtan University since June 1988, where he successively served as a lecturer and professor.

Mr. Zhong obtained his doctoral degree in polymer chemistry and physics from Xiangtan University in June 2013. Mr. Zhong obtained a teacher qualification certificate issued by the Education Commission of Hunan Province (湖南省教育委員會) in 1996. He was accredited as a professor by the Department of Personnel of Hunan Province in 2009.

Mr. Xia Yunfeng (夏雲峰), aged 58, has been our independent non-executive Director since December 2020.

Mr. Xia has over 30 years of experience in accounting, finance and corporate governance. Mr. Xia served as a lecturer at the School of Business, Hunan University of Science and Technology (湖南科技大學) from July 1989 to July 2002. Mr. Xia also served as an independent director at Geo-Jade Petroleum Corporation (洲際油氣股份有限公司) (a company listed on the Shanghai Stock Exchange (Stock Code: 600759)) from July 2019 to July 2025, and an independent director of Hunan Hengchang Pharmaceutical Group Co., Ltd. (湖南恒昌醫藥集團股份有限公司) from August 2020 to November 2025.

Mr. Xia has been serving at the School of Business, Xiangtan University since July 2002, where he successively served as a lecturer and professor. He was accredited as a professor by Xiangtan University in October 2006. Mr. Xia obtained his doctoral degree in accounting from Southwestern University of Finance and Economics (西南財經大學) in June 2005.

Ms. Dai Jing (戴靜), aged 43, has been our independent non-executive Director since December 2020.

Ms. Dai served at Hunan Xiangjin Law Firm (湖南湘晉律師事務所) from December 2010 to October 2024, with her last positions being a senior partner and a deputy director.

She has been serving as a senior partner of Beijing DHH Law Firm (Xiangtan) (北京德和衡(湘潭)律師事務所) since October 2024 and currently also serves as its executive director.

Ms. Dai obtained her bachelor’s degree in law from Xiangtan University in December 2005. She obtained her master’s degree in law from Hunan University (湖南大學) in December 2025. She obtained the Grade III Lawyer professional title (intermediate level) from the Human Resources and Social Security Bureau of Xiangtan Municipality (湘潭市人力資源和社會保障局) in 2022.

Mr. Wang Fuguo (王付國), aged 45, was appointed as our independent non-executive Director in August 2026, with effect from the [REDACTED].

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Mr. Wang has over 25 years in accounting and financial management experience through his academic background and extensive professional experience. Mr. Wang served as the accounting director of Renrenle Commercial Group Co., Ltd. (人人樂連鎖商業集團股份有限公司) (a company formerly listed on the Shenzhen Stock Exchange (stock code: 002336)) from January 2001 to March 2011, where he was primarily responsible for financial management and listing operations. He served as the board secretary of Yifeng Pharmacy Chain Co., Ltd. (益豐大藥房連鎖股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 603939)) from April 2011 to December 2020, where he was primarily responsible for the review of financial statements, the preparation and disclosure of annual reports, corporate governance, capital markets transactions, securities issuance, market capitalization management, and legal and public affairs. He served as a deputy general manager of Hebei Zhitong Biomedical Co., Ltd. (河北智同生物醫藥股份有限公司) from December 2020 to July 2022, where he was primarily responsible for operations relating to the initial public offering, and a vice president of Weiyuan Technology Co., Ltd. (偉源科技有限公司) from October 2022 to August 2023, where he was primarily responsible for financial management, internal control, corporate governance and capital operations.

Mr. Wang has been serving as the general manager of Guangdong Kezhuo Semiconductor Equipment Co., Ltd. (廣東科卓半導體設備有限公司) since January 2024, where he is primarily responsible for commercialization, financial management, corporate governance and capital operations, and a director of Ever Fortune Trustee Limited (鑫源信託有限公司) since December 2025.

Mr. Wang obtained his college diploma in accounting from Shenzhen University (深圳大學) in March 2007, his bachelor’s degree in accounting from Hunan University (湖南大學) in June 2012, and obtained his EMBA degree from Chinese University of Hong Kong (香港中文大學) in July 2026. Mr. Wang obtained the board secretary qualification certificate issued by the Shenzhen Stock Exchange in 2010 and the board secretary qualification certificate issued by the Shanghai Stock Exchange in 2015. He obtained the intermediate-level professional qualification in accounting by the Ministry of Finance of the PRC (中華人民共和國財政部) in 2010. He is a member of the expert committee of Guangdong Integrated Circuit Industry Association (廣東省集成電路行業協會) since January 2026.

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 as senior management	Roles and responsibilities
Mr. Tan Xinqiao (譚新喬)	56	Chairman of the Board, executive Director and general manager	December 2017	November 2025	Responsible for the overall strategic planning, business direction and day-to-day operations management of our Group
Mr. Zhao Huaiqiu (趙懷球)	51	Executive Director and executive deputy general manager	June 2016	June 2016	Responsible for the day-to-day operations management of our Group
Ms. Wang Yongmei (汪詠梅)	46	Executive Director and deputy general manager	November 2020	November 2020	Responsible for the internal control management of our Group

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Name	Age	Position	Date of joining our Group	Date of Appointment as senior management	Roles and responsibilities
Mr. Zhou Shouhong (周守紅)	53	Deputy general manager	December 2020	January 2021	Responsible for the research and development, production and day-to-day operations management of our Group
Mr. Liang Kai (梁凱)	43	Deputy general manager	September 2017	September 2017	Responsible for the research and development, production and day-to-day operations management of our Group
Mr. Li Xinzan (李新贊)	53	Deputy general manager	November 2020	November 2020	Responsible for the project construction and day-to-day operations management of our Group
Mr. Chen Zhibin (陳質斌)	54	Deputy general manager	February 2019	February 2019	Responsible for the production and day-to-day operations management of our Group
Mr. Li Honghui (李洪輝)	47	Deputy general manager	December 2020	January 2021	Responsible for the production and day-to-day operations management of our Group
Ms. Wang Jie (王潔)	56	Chief financial officer	June 2016	March 2019	Responsible for the overall financial management of our Group
Mr. Zhou Zhihui (周智慧)	48	Deputy general manager	November 2020	November 2020	Responsible for the production and day-to-day operations management of our Group
Mr. Hu Debo (胡德波)	35	Secretary of the Board	June 2026	July 2026	Responsible for the Board matters, capital market and corporate governance of our Group

For the biographies of Mr. Tan Xinqiao, Mr. Zhao Huaiqiu and Ms. Wang Yongmei, see “— Directors — Executive Directors” in this section.

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Mr. Zhou Shouhong (周守紅), aged 53, has been our deputy general manager since January 2021. Mr. Zhou has been serving as the general manager of Guangxi Yuning New Energy Material Co., Ltd. (formerly known as Jingxi Xiangtan Electrochem New Energy Material Co., Ltd. (靖西湘潭電化新能源材料有限公司)) since July 2015.

Mr. Zhou successively served at Electrochem Group and Xiangtan Electrochem from July 1997 to March 2006. Mr. Zhou has been an executive director and the general manager of Nanning Chuda Technology Co., Ltd. (南寧市楚達科技有限公司) since March 2015.

Mr. Zhou obtained his bachelor’s degree in applied chemistry from Chongqing University (重慶大學) in June 1997.

Mr. Liang Kai (梁凱), aged 43, has been our deputy general manager since November 2020. Mr. Liang served as our executive deputy general manager from September 2017 to November 2020.

Mr. Liang successively served as a process engineer at the branch factory, a process engineer at the technology development department, a process engineer at the electrolysis branch factory, the deputy factory manager of the finished product branch factory, and the factory manager of the finished product branch factory of Xiangtan Electrochem from July 2007 to August 2017. From August 2017 to October 2020, he served as the external investment manager of the office of the board at Xiangtan Electrochem, the external investment manager of the investment development department, and the deputy chief engineer of the Electrochem Group.

Mr. Liang obtained his bachelor’s degree in chemical engineering and technology from Hunan University of Science and Technology in June 2007. He obtained the qualification of associate senior engineer by the Human Resources and Social Security Department of Hunan Province in December 2024.

Mr. Li Xinzan (李新贊), aged 53, has been our deputy general manager since November 2020.

Mr. Li served as a staff member at Electrochem Group from July 1996 to October 2000. From October 2000 to October 2020, he worked at Xiangtan Electrochem, with his last position being a deputy chief engineer.

Mr. Li obtained his bachelor’s degree in chemical equipment and machinery from Xiangtan University in June 1996. He was qualified as a senior engineer in inorganic chemical engineering by the Human Resources and Social Security Department of Hunan Province in 2020.

Mr. Chen Zhibin (陳質斌), aged 54, has been our deputy general manager since February 2019.

Mr. Chen successively served at Xiangtan Electrochemical Plant (湘潭電化廠), Electrochem Group and the machine repair branch factory of Xiangtan Electrochem from January 1989 to October 2006. Mr. Chen worked at the production department of Xiangtan Electrochem from October 2006 to December 2010. From December 2010 to August 2017, Mr. Chen successively served as a supervisor of the finished products workshop and the head of the finished products workshop of Jingxi Xiangtan Electrochem. Mr. Chen served as the factory manager of the finished product branch factory of Xiangtan Electrochem from August 2017 to February 2019, and an external investment manager of the investment development department of Electrochem Group from February 2019 to October 2020.

Mr. Chen obtained his college diploma in economic management from Xiangtan Vocational College of Science and Technology (湘潭職業技術學院) in June 2004. Mr. Chen was qualified as a senior logistics specialist by the Human Resources and Social Security Department of Hunan Province in 2006.

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Mr. Li Honghui (李洪輝), aged 47, has been our deputy general manager since October 2023. He previously served as the assistant to our general manager from January 2021 to October 2023. Mr. Li has been the executive deputy general manager of Guangxi Yuning New Energy Material Co., Ltd. since June 2016.

Mr. Li served at finished product branch factory of Xiangtan Electrochem from January 2001 to March 2006. Mr. Li served as a supervisor of the electrolytic finished products workshop of Jingxi Xiangtan Electrochem from March 2006 to January 2009 and its head of the finished product workshop from January 2009 to January 2013. Mr. Li served as the factory manager of the finished product branch factory of Xiangtan Electrochem from January 2013 to January 2016, the general manager of Xiangtan Electrochem New Energy Material Co., Ltd. (湘潭電化新能源材料有限公司) from January 2016 to June 2016. Mr. Li served as the external investment manager of the investment development department of Electrochem Group from February 2016 to October 2020.

Mr. Li obtained his bachelor’s degree in marketing from Xiangtan University (湘潭大學) in June 2019.

Ms. Wang Jie (王潔), aged 56, has been our chief financial officer since March 2019. Ms. Wang previously served as a supervisor of our Company from June 2016 to April 2020.

Ms. Wang successively served as a staff member of the finance division of Xiangtan Electrochemical Plant (湘潭電化廠) and a deputy head of the finance department of Electrochem Group from July 1989 to December 1997. Ms. Wang worked at Hunan Xiangjin Electrochemical Co., Ltd. (湖南湘進電化有限公司) from January 1998 to February 2015, with her last position being the head of finance department. She served as the head of the supervision and audit department of Xiangtan Electrochem from February 2015 to March 2019, and an external investment manager of the investment development department of Electrochem Group from March 2019 to October 2020.

Ms. Wang obtained her college diploma in business administration from Hunan Textile College (湖南紡織高等專科學校), currently known as Hunan Institute of Engineering (湖南工程學院), in July 1999. She was qualified as an intermediate accountant by the Ministry of Personnel of the PRC (中華人民共和國人事部) in May 2002.

Mr. Zhou Zhihui (周智慧), aged 48, has been our deputy general manager since October 2023. Mr. Zhou joined our Group in November 2020. He previously served as our deputy chief engineer from November 2020 to October 2023.

Mr. Zhou served at Electrochem Group from July 1998 to February 2006. Mr. Zhou successively served at Xiangtan Electrochem as a supervisor and deputy head of the technology development department from March 2006 to November 2016, the deputy head of the engineering department from December 2016 to October 2020.

Mr. Zhou obtained his bachelor’s degree in architecture from Huazhong University of Science and Technology (華科技大學) in January 2008.

Mr. Hu Debo (胡德波), age 35, joined our Group in June 2026 and has been our secretary of the Board since July 2026. He was appointed as one of our joint company secretaries in July 2026 with effect from the date on which our Company passes the hearing of the Hong Kong Stock Exchange.

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Mr. Hu served as an auditor at PricewaterhouseCoopers Zhong Tian LLP Shenzhen Branch (普華永道中天會計師事務所(特殊普通合夥)深圳分所) from October 2013 to July 2015. Mr. Hu served at China Securities Co., Ltd. (中信建投證券股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 601066) and the Stock Exchange (stock code: 6066)) from July 2015 to June 2026, with his last position being a director of its investment banking business management committee.

Mr. Hu obtained his bachelor’s degree in packaging engineering from Wuhan University (武漢大學) in June 2010, and his master’s degree in national economics from Zhongnan University of Economics and Law (中南財經政法大學) in June 2013.

JOINT COMPANY SECRETARIES

Mr. Hu Debo (胡德波), our secretary of the Board, was appointed as one of our joint company secretaries in July 2026 with effect from the date on which our Company passes the hearing of the Hong Kong Stock Exchange. For the biography of Mr. Hu, see “— Senior Management” in this section.

Ms. Hau Hei Man Sonya (侯珝文), was appointed as one of our joint company secretaries in July 2026 with effect from the date on which our Company passes the hearing of the Hong Kong Stock Exchange.

Ms. Hau is currently a vice president of SWCS Corporate Services Group (Hong Kong) Limited. She has extensive experience in corporate secretarial, corporate governance and compliance matters for companies listed on the Stock Exchange, and has previously served as the company secretary of a number of Hong Kong-listed companies.

Ms. Hau is an associate of both The Chartered Governance Institute and The Hong Kong Chartered Governance Institute, holding chartered secretary and chartered governance professional designations. She holds a bachelor’s degree in laws (honors) from Manchester Metropolitan University in United Kingdom and a master’s degree in professional accounting and corporate governance from City University of Hong Kong.

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 in July 2026; and (ii) understands his or her obligations as a director of a listed 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, 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.

DIRECTORS AND SENIOR MANAGEMENT

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, risk management and internal controls system of our Group, review and approve connected transactions and provide advice and comments to the Board. The Audit Committee comprises Mr. Xia Yunfeng, Mr. Zhong Chaofan, Ms. Dai Jing, and Mr. Wang Fuguo, with Mr. Xia Yunfeng as the chairperson. Taking into consideration of Mr. Wang Fuguo’s extensive experience in accounting, financial management and financial reporting across several companies, the Board considers that Mr. Wang Fuguo possesses the appropriate accounting and financial management expertise required under Rule 3.10(2) of the Listing Rules.

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 Mr. Zhong Chaofan, Mr. Tan Xinqiao and Ms. Dai Jing, with Mr. Zhong Chaofan as the chairperson.

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 duties of the Nomination Committee are to make recommendations to our Board on the appointment of Directors and management of Board succession. The Nomination Committee comprises Ms. Dai Jing, Mr. Tan Xinqiao and Mr. Zhong Chaofan, with Ms. Dai Jing as the chairperson.

Strategy Committee

Our Board has established the Strategy Committee with written terms of reference. The primary duties of the Strategy Committee are to conduct research and provide recommendations on the company’s long-term development strategy, major investment decision-related matters. The Strategy Committee comprises Mr. Tan Xinqiao, Mr. Liu Ganjiang, Mr. Lu Yihao, Mr. Zhao Huaqiu and Ms. Wang Yongmei, with Mr. Tan Xinqiao as the chairperson.

Corporate Governance

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. Our Company intends to comply with all code provisions in the Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules after the [REDACTED] apart from code provision C.2.1 of Part 2 of the Corporate Governance Code, which provides that the roles of chairman of the Board and chief executive should be separate and should not be performed by the same individual.

The roles of chairman of the Board and general manager of our Company are currently performed by Mr. Tan Xinqiao (“**Mr. Tan**”). In view of Mr. Tan’s substantial contribution to our Group and his extensive experience, we consider that having Mr. Tan acting as both our chairman of the Board and general manager will provide strong and consistent leadership to our Group and facilitate the efficient execution of our business strategies. We consider it appropriate and beneficial to our business development

DIRECTORS AND SENIOR MANAGEMENT

and prospects that Mr. Tan continues to act as both our chairman of the Board and general manager after the [REDACTED], and therefore currently do not propose to separate the functions of chairman of the Board and general manager. While this would constitute a deviation from code provision C.2.1 of Part 2 of the Corporate Governance Code, the Board believes that this structure will not impair the balance of power and authority between the Board and the management of our Company, given that: (a) there are sufficient checks and balances in the Board, as a decision to be made by our Board requires approval by at least a majority of our Directors, and our Board comprises four independent non-executive Directors (including the proposed Director whose appointment will take effect upon the [REDACTED]), which is in compliance with the requirement under the Listing Rules; (b) Mr. Tan and the other Directors are aware of and undertake to fulfill their fiduciary duties as Directors, which require, among other things, that they act for the benefit and in the best interests of our Company and will make decisions for our Group accordingly; and (c) the balance of power and authority is ensured by the operations of the Board which comprises experienced and high caliber individuals who meet regularly to discuss issues affecting the operations of our Company. Moreover, the overall strategic and other key business, financial, and operational policies of our Group are made collectively after thorough discussion at both Board and senior management levels. The Board will continue to review the effectiveness of the corporate governance structure of our Group in order to assess whether the separation of the roles of chairman of the Board and general manager is necessary.

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 talent. 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.

Our Board currently consists of two female Directors and eight male Directors ranging from 43 to 62 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 applied chemistry, accounting, law, public administration, and business administration. 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 benefits in kind, as well as performance bonuses and contributions to pension schemes. 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. Our independent non-executive Directors receive remuneration based on their respective positions and responsibilities.

For the years ended December 31, 2023, 2024 and 2025 and the three months ended March 31, 2026, the total remuneration paid to Directors amounted to RMB7.6 million, RMB4.5 million, RMB6.9 million and RMB0.6 million, respectively. Under the arrangements currently in effect, our Company estimates that the total pre-tax remuneration payable to our Directors for the year ending December 31, 2026 will be approximately RMB6.9 million.

DIRECTORS AND SENIOR MANAGEMENT

For the years ended December 31, 2023, 2024 and 2025 and the three months ended March 31, 2026, the five highest paid individuals included three, three, two and two Directors. For the same periods, the total remuneration paid to the remaining individuals (excluding Directors) amounted to RMB3.9 million, RMB6.1 million, RMB14.6 million and RMB2.7 million, respectively.

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 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 to 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.

COMPLIANCE ADVISOR

Our Company has appointed China Securities (International) Corporate Finance Company 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 performance 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] volume 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]. Such appointment may be extended by mutual agreement.