

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board currently consists of seven Directors, comprising four executive Directors, and three independent non-executive Directors.

The table below sets out certain information in relation to our Directors:

Name	Age	Position	Date of joining our Group	Date of appointment as Director	Principal responsibilities
Mr. Jiang Hulin (姜虎林)	51	Chairman of our Board and executive Director	December 2005	December 2005	Responsible for the strategic planning and major decision-making of our Group
Ms. Ye Qiuju (葉秋菊)	45	Executive Director and general manager	December 2005	May 2023	Responsible for the operational and business management of our Group
Ms. Yu Miaorong (于淼蓉)	43	Executive Director and deputy general manager	June 2017	April 2026	Responsible for providing management and strategic advice to our Group
Mr. Sun Liwu (孫立武)	39	Executive Director and general manager of the agricultural department	July 2009	May 2023	Responsible for providing management of the agricultural department and strategic advice to our Group
Mr. Zhu Qingbin (朱清濱)	61	Independent non-executive Director	May 2023	May 2023	Supervising and providing independent advice to our Board
Mr. Zhang Yisheng (張宜生)	74	Independent non-executive Director	May 2023	May 2023	Supervising and providing independent advice to our Board
Ms. Chan Yeuk Wa (陳躍華)	56	Independent non-executive Director	November 2025	November 2025	Supervising and providing independent advice to our Board

Executive Directors

Mr. Jiang Hulin (姜虎林), aged 51, is the chairman of our Board, and an executive Director. He is primarily responsible for the strategic planning and major decision-making of our Group. Prior to being redesignated as our executive Director in November 2025, he had been serving as a Director since December 2005 and was elected chairman of our Board in December 2005.

Mr. Jiang obtained an associate degree in Physical Education from Liaocheng University (聊城大學) in June 1996 and was awarded the title of “Taishan Industry Leading Talent” (泰山產業領軍人才) by the People’s Government of Shandong Province in 2016. Additionally, he has been a representative of the Zibo Municipal Congress of the People’s Republic of China (淄博市人民代表大會) since 2022.

Ms. Ye Qiuju (葉秋菊), aged 45, is an executive Director and general manager of our Company. She is primarily responsible for the operational and business management of our Group. From December 2005 to June 2017, she worked at our Company, where she successively served as assistant to general manager, simultaneously served as general manager of the high-tech zone branch, and deputy general manager. Since June 2017, she has served as deputy general manager and chief marketing officer of our Company. Prior to being redesignated as our executive Director in November 2025, she had been serving as a Director since May 2023. Since

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December 2023, she has served as general manager of our Company. Since February 2025, she has served as chairman of the board of Wuxi Chulei, which is a subsidiary of our Company.

Ms. Ye obtained a part-time master’s degree in Business Administration from Shanghai University (上海大學) in April 2021.

Ms. Yu Miaorong (于淼蓉), aged 43, is an executive Director, and deputy general manager of our Company. She is primarily responsible for providing management and strategic advice to our Group. Since July 2005, she worked at our Company, where she successively served as analyst, director and senior director.

Ms. Yu obtained a master’s degree in Business Administration from Ross Business Institute by way of long distance learning and online courses in June 2023.

Mr. Sun Liwu (孫立武), aged 39, is an executive Director. He is primarily responsible for providing management of the agricultural department and strategic advice to our Group. Since July 2009, he has worked at our Company, where he successively served as manager, deputy general manager of a branch, business unit director, and Director. Since June 2017, he has served as general manager of the agricultural department. Prior to being redesignated as our executive Director in November 2025, he had been serving as a Director since May 2023.

Mr. Sun obtained a bachelor’s degree in International Economics and Trade from Shandong University of Technology (山東理工大學) in July 2008.

Independent Non-executive Directors

Mr. Zhu Qingbin (朱清濱), aged 61, joined our Company as an independent Director in May 2023. He is primarily responsible for supervising and providing independent advice to our Board. He was redesignated as an independent non-executive Director in November 2025.

Since December 2013, Mr. Zhu has served as managing partner of Shanghai Certified Public Accountants (Special General Partnership) (上海會計師事務所(特殊普通合夥)), which is principally engaged in the examination of corporate accounting statements and the issuance of audit reports. Since May 2014 and October 2017, Mr. Zhu has served as the head of the Shandong Branch and the Qingdao Branch of Shanghai Certified Public Accountants (Special General Partnership), respectively. Since May 2023, Mr. Zhu has served as an independent director of Shandong Luyang Energy-Saving Materials Co., Ltd. (山東魯陽節能材料股份有限公司) (listed on the Main Board of the Shenzhen Stock Exchange, stock code: 002088), which is principally engaged in the research and development, manufacturing and sales of energy-saving and environmentally friendly materials.

Mr. Zhu obtained a master’s degree in Applied Accounting and Finance from Hong Kong Baptist University (香港浸會大學) in November 2010. He holds the PRC qualifications of a certified public accountant, a certified asset valuer, a certified tax advisor and a senior professional accountant.

Mr. Zhang Yisheng (張宜生), aged 74, joined our Company as an independent Director in May 2023. He is primarily responsible for supervising and providing independent advice to our Board. He was redesignated as an independent non-executive Director in November 2025.

From July 2005 to December 2018, Mr. Zhang served as a council member (part-time vice chairman) and the director of the Research and Development Committee of the China Futures Association (中國期貨業協會), which is a nationwide self-regulatory organization of the futures industry. Since January 2019, Mr. Zhang has served as a member of the Strategic Committee and the Academic Committee of the Shanghai Futures and Derivatives Institute (上海期貨與衍生品研究院), which is a professional organization specializing in research in the fields of futures and derivatives. Since December 2011, Mr. Zhang has served as a director of Inner Mongolia Aerospace Energy Co., Ltd. (內蒙古航天能源有限公司). Since March 2010, Mr. Zhang has

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served as a supervisor of Shanghai Puqin Investment Consulting Co., Ltd. (上海浦勤投資諮詢有限公司), which is principally engaged in investment consulting, business consulting and corporate management consulting.

Ms. Chan Yeuk Wa (陳躍華), aged 56, joined the Company as an independent Director in November 2025. She is primarily responsible for supervising and providing independent advice to our Board. She was redesignated as an independent non-executive Director in November 2025.

From May 2006 to June 2009, she served as head of listing corporate banking at Industrial and Commercial Bank of China (Asia) Limited (中國工商銀行(亞洲)有限公司). From July 2012 to August 2019, she was a director at Boda Financial Holdings Limited and its subsidiaries (博大金融控股有限公司及其附屬公司), which is principally engaged in asset management business. Since June 2020, she has served as an independent director of Denox Environment & Technology Holdings Limited (迪諾斯環保科技控股有限公司) (stock code: 1452), which is principally engaged in the design, development, production and sale of denitration catalysts. Since 2022, she has served as the vice president of Shenzhen Private Equity Research Association (深圳市股權投資研究會). Since March 2026, Ms. Chan has served as an independent director of Ningbo Tuopu Group Co., Ltd. (寧波拓普集團股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 601689) that is principally engaged in the manufacture of automotive parts and systems.

Ms. Chan obtained a master’s degree in Business Administration from University of South Australia (澳洲國立南澳大學) in April 2004.

SENIOR MANAGEMENT

Our senior management are responsible for the day-to-day operations and management of our business.

The table below sets out certain information regarding our senior management:

Name	Age	Existing position(s) in our Company	Date of joining our Group	Date of appointment as senior management	Principal responsibilities
Ms. Ye Qiuju (葉秋菊)	45	Executive Director and general manager	December 2005	June 2017	Responsible for the operational and business management of our Group
Mr. Lu Yongjun (路永軍)	45	Chief financial officer and deputy general manager	April 2017	November 2018	Responsible for the financial management of our Group
Mr. Wang Yonghui (王永輝)	39	Deputy general manager, secretary of the Board and head of the investment management department	June 2020	June 2020	Responsible for overseeing the corporate governance practices, investor relations management, investment management and information disclosure of our Group
Ms. Yu Miaorong (于淼蓉)	43	Executive Director and deputy general manager	June 2017	April 2026	Responsible for providing management and strategic advice to our Group

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Name	Age	Existing position(s) in our Company	Date of joining our Group	Date of appointment as senior management	Principal responsibilities
Mr. Sun Liwu (孫立武)	39	Executive Director and general manager of the agricultural department	July 2009	June 2017	Responsible for providing management of the agricultural department and strategic advice to our Group

Ms. Ye Qiuju (葉秋菊), see “– Board of Directors – Executive Directors” for details.

Ms. Yu Miaorong (于淼蓉), see “– Board of Directors – Executive Directors” for details.

Mr. Sun Liwu (孫立武), see “– Board of Directors – Executive Directors” for details.

Mr. Lu Yongjun (路永軍), aged 45, joined the Company in April 2017. He is primarily responsible for the financial management of our Group. From April 2017 to November 2018, he served as manager of the finance management department of our Company. He was appointed as chief financial officer in November 2018. He has served as the deputy general manager of our Company since December 2023.

From 2004 to December 2010, Mr. Lu served as the head of the accounting agency department and deputy director of Zibo Chengxin Tax Agents Co., Ltd. (淄博誠信稅務師事務所有限公司), which is primarily engaged in tax-related attestation services. From January 2011 to December 2016, he served as general manager of the business department of Shandong Kailai Capital Management Co., Ltd. (山東開來資本管理股份有限公司), which is primarily engaged in asset and investment management using its own funds. From December 2015 to October 2019, he served as a supervisor of Shandong Kailai Capital Management Co., Ltd.

Mr. Lu obtained a bachelor’s degree in Accounting from China University of Petroleum (中國石油大學) in January 2015 through online courses offered by the university. He holds the qualifications of a certified public accountant and a tax advisor.

Mr. Wang Yonghui (王永輝), aged 39, joined the Company in June 2020. He is primarily responsible for overseeing the corporate governance practices, investor relations management, investment management and information disclosure of our Group. He has served as head of the investment management department of our Company since June 2020. He has served as the deputy general manager of our Company since May 2023. He was appointed as secretary of the Board in May 2023.

From July 2010 to October 2014, he worked as a staff at Cnsig Inner Mongolia Chemical Industry Co., Ltd. (中鹽內蒙古化工股份有限公司), which is primarily engaged in salt-based chemical operations. From November 2014 to January 2020, he served as deputy manager of the securities department and representative for securities affairs at Yantai Dongcheng Biochemicals Co., Ltd. (煙台東誠藥業集團股份有限公司), which is primarily engaged in active pharmaceutical ingredients, pharmaceutical formulations, nuclear medicine and healthcare. From February 2020 to May 2020, he served as director of the board office at Qingdao Haier Biomedical Co., Ltd. (青島海爾生物醫療股份有限公司), which is primarily engaged in integrated digital scenario solutions, including smart laboratories, digital hospitals, smart public health and smart blood management.

Mr. Wang obtained a bachelor’s degree in Business Administration from Inner Mongolia University of Technology (內蒙古工業大學) in July 2010. He holds the qualification of a junior economist.

OTHER INFORMATION IN RELATION TO OUR DIRECTORS AND SENIOR MANAGEMENT

Save as disclosed above, to the best knowledge, information and belief of the 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

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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.

Save as disclosed above, none of the Directors and senior management held any other directorships in any other companies listed in Hong Kong or overseas during the three years immediately preceding the date of this document.

None of our Directors and senior management is related to other Directors and senior management.

JOINT COMPANY SECRETARIES

Mr. Wang Yonghui (王永輝), is the secretary of our Board and was appointed as our joint company secretary in November 2025. For further biographic details of Mr. Wang Yonghui, see “– Senior Management” in this section.

Ms. Au Ching (歐正) was appointed as our joint company secretary in November 2025. She is an assistant manager of the listing services division at TMF Hong Kong Limited (達盟香港有限公司), a company providing corporate accounting and corporate secretarial services in Hong Kong. She has around 10 years of experience in company secretarial profession. Ms. Au is an associate member of both The Hong Kong Chartered Governance Institute (香港公司治理公會) and The Chartered Governance Institute in the United Kingdom (英國特許公司治理公會). Ms. Au received a Bachelor’s Degree in Business Administration from the Hong Kong Shue Yan University (香港樹仁大學) in July 2015 and a Master of Arts in English Language Studies from the Hong Kong Polytechnic University (香港理工大學) in September 2016.

Ms. Au is not an employee of our Company but will coordinate with Mr. Wang Yonghui, the other joint company secretary, in discharging their duties as the joint company secretaries of our Company.

BOARD COMMITTEES

Our Board has established four committees, namely the Audit Committee, the Remuneration and Appraisal Committee, the Nomination Committee and the Strategic Committee, and delegated various responsibilities to these committees, which assist our Board in discharging its duties and overseeing particular aspects of our Company’s activities.

Audit Committee

We have established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code as set out in Appendix C1 to the Listing Rules.

The primary duties of the Audit Committee are to review and supervise our financial reporting process and internal control system of our Company, risk management and internal audit, provide advice and comments to our Board and perform other duties and responsibilities as may be assigned by our Board. The Audit Committee consists of three members, namely Mr. Zhu Qingbin, Mr. Zhang Yisheng and Ms. Chan Yeuk Wa. The chairman of the Audit Committee is Mr. Zhu Qingbin, who is our independent non-executive Director with appropriate professional qualifications.

Remuneration and Appraisal Committee

We have 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 as set out in Appendix C1 of the Listing Rules.

The primary duties of the Remuneration and Appraisal Committee are to establish, review and provide advices to our Board on our policy and structure concerning remuneration of our Directors and senior management and on the establishment of a formal and transparent procedure for developing policies concerning such remuneration, make recommendations to our Board the terms of the specific remuneration package of each executive Director and senior management and review and approve performance-based remuneration by reference to corporate goals and objectives resolved by our Directors from time-to-time. The Remuneration and Appraisal

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Committee consists of three members, namely Mr. Zhu Qingbin, Mr. Zhang Yisheng and Mr. Sun Liwu. The chairman of the Remuneration and Appraisal Committee is Mr. Zhu Qingbin.

Nomination Committee

We have established a nomination committee with written terms of reference in compliance with the Corporate Governance Code as set out in Appendix C1 of the Listing Rules.

The primary duties of the nomination committee are to review the structure, size and composition and diversity of our Board at least annually, assist the Board in maintaining a board skills matrix, and make recommendations to our Board on any proposed changes to the Board to complement the corporate strategy of the Company; develop the criteria for identifying and assessing the qualifications of and evaluating candidates for directorship, including but not limited to assessing the balance of talents, skills, knowledge, experience, background as well as diversification of Board members, and based on the assessment results, to prepare a description of the roles and capabilities required for individual appointments; identify individuals suitably qualified to become members of the Board and to select or make recommendations to our Board on the selection of individuals nominated for directorships; assess the independence of our independent non-executive Directors; make recommendations to our Board on the appointment or re-appointment of directors and succession planning for directors, in particular the chairman and the chief executive; support the Company’s regular evaluation of the Board’s performance; review the Board’s diversity policy, as appropriate; review the measurable objectives that the Board has set for implementing the Board’s diversity policy, and the progress of achieving the objectives; make disclosure of its review results in the Corporate Governance Report annually; and do any such things to enable the Nomination Committee to perform its powers and functions conferred on it by the Board. The Nomination Committee consists of four members, namely Mr. Zhu Qingbin, Mr. Zhang Yisheng, Mr. Jiang Hulin and Ms. Ye Qiuju. The chairman of the Nomination Committee is Mr. Zhang Yisheng.

Strategic Committee

We have established a strategic committee with written terms of reference.

The primary duties of the strategic committee of our Company include reviewing the overall development strategy plan of our Company, including our ESG development strategy, and advising our Board accordingly, evaluating the overall development of each business unit of our Company and making recommendations to our Board regarding any adjustments, reviewing our Company’s business investment and financing plans, and making recommendations to our Board and handling other matters required by laws, rules and regulations of the jurisdictions where our Shares are [REDACTED], our Articles of Association, or as authorized by our Board. The strategic committee consists of four members, namely Mr. Jiang Hulin, Mr. Zhang Yisheng, Ms. Yu Miaorong and Ms. Ye Qiuju. The chairman of the strategic committee is Mr. Jiang Hulin.

CORPORATE GOVERNANCE

Our Company aims to achieve high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. To accomplish this, we expect to comply with the Corporate Governance Code set out in Appendix C1 to the Listing Rules after the [REDACTED].

BOARD DIVERSITY POLICY

We have adopted a board diversity policy, which sets out the criteria in selecting candidates to our Board, to achieve and maintain diversity of our Board in order to enhance the effectiveness of our Board and to maintain a high standard of corporate governance. Our Board currently consists both female and male Directors with a mix of cultural and education. We believe they can contribute different knowledge, skills and industry experience, such as overall management, strategic development, financial and accounting, investment and legal compliance.

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Our Board is of the view that our Board achieves the board diversity requirement in our board diversity policy. Our Nomination Committee will review and assess the composition of our Board and make recommendations to our Board on appointment of members of our Board and ensure the diversity of our Board members. The Nomination Committee will also include in successive annual reports a summary of our Board Diversity Policy and the progress on achieving these objectives.

CONFIRMATION FROM OUR DIRECTORS

Each of our Directors confirms that as of the Latest Practicable Date, he or she did not have any interest in a business which materially competes or is likely to compete, directly or indirectly, with our business, and requires disclosure under Rule 8.10 of the Listing Rules.

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 20 November 2025 or 21 July 2026; and (ii) understands his or her obligations as a director of a [REDACTED] on the Stock Exchange 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 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 appointment.

DIRECTORS’ AND SENIOR MANAGEMENT’S REMUNERATION

We offer our Directors and senior management, who are also employees of our Company, emolument in the form of fees, salaries and allowances, performance related bonuses, and equity-settled share-based payment. The independent non-executive Directors receive emolument based on their respective duties and responsibilities (including being members or chairperson of Board committees). The remuneration (including fees, salaries and allowances, performance related bonuses, and equity-settled share-based payment) paid to our Directors in aggregate for each of the three years ended 31 December 2023, 2024, 2025 and the six months ended 30 June 2026 were approximately RMB4.49 million, RMB7.16 million, RMB7.12 million and RMB3.18 million, respectively. None of our Directors had waived or agreed to waive any remuneration during the Track Record Period. Saved as disclosed above, no other payments have been paid or are payable by our Company to our Directors for each of the three years ended 31 December 2025 and the six months ended 30 June 2026. The aggregate amount of salaries and other allowances, performance related bonus, retirement benefit scheme schemes contributions and equity-settled share-based payments paid to the five highest-paid individuals of our Group for the three years ended 31 December 2023, 2024, 2025 and the six months ended 30 June 2026 were approximately RMB5.60 million, RMB8.76 million, RMB9.21 million and RMB3.91 million, respectively. The five highest paid employees during the three years ended 31 December 2023, 2024, 2025 and the six months ended 30 June 2026 included 3, 3, 2 and 2 Directors, respectively. The aggregate amount of salaries and other allowances, performance related bonus, retirement benefit scheme contributions and equity-settled share-based payments paid to the remaining highest paid employees for the three years ended 31 December 2023, 2024, 2025 and the six months ended 30 June 2026 were approximately RMB2.45 million, RMB2.06 million, RMB3.41 million and RMB1.43 million, respectively. For each of the three years ended 31 December 2023, 2024, 2025 and the six months ended 30 June 2026, no emolument was paid by us to our Directors or the five highest paid individuals as an inducement to join or upon joining

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our Company, and no compensation was made by us to our Directors for the loss of office for each of the three years ended 31 December 2023, 2024, 2025 and the six months ended 30 June 2026.

Pursuant to the existing arrangements that are currently in force as of the date of this document, the amount of remuneration (excluding share-based payments and discretionary bonuses) payable to our Directors by our Company for the year ending 31 December 2026 is estimated to be RMB4.93 million in aggregate.

Save as disclosed in this document, no other payments had been made, or are payable, by any member of our Company to our Directors or the five highest paid employees during the Track Record Period. See “Accountants’ Report – Note 12” in Appendix I to this document for additional information on our Directors’ remuneration during the Track Record Period as well as information on the highest paid individuals.

COMPLIANCE ADVISER

Our Company has appointed Rainbow Capital (HK) Limited as our compliance adviser upon the [REDACTED] of our Shares on the Stock Exchange pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, the compliance adviser will base on the agreement advise us on the following circumstances: before the publication of any regulatory announcement, circular or financial report; where a transaction, which might be a notifiable or connected transaction, is contemplated including share issues and share repurchases; where we propose to use the [REDACTED] of the [REDACTED] in a manner different from that detailed in this document or where our business activities, developments or results deviate from any forecast, estimate or other information in this document; and where the Stock Exchange makes an inquiry of us under Rule 13.10 of the Listing Rules.

Pursuant to Rule 3A.24 of the Listing Rules, the Compliance Adviser will, on a timely basis, inform our Company of any amendment or supplement to the Listing Rules that are announced by the Hong Kong Stock Exchange. The Compliance Adviser will also inform our Company of any new or amended law, regulation or code in Hong Kong applicable to us, and advise us on the continuing requirements under the Listing Rules and applicable laws and regulations.

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