

DIRECTORS AND SENIOR MANAGEMENT

SUMMARY OF DIRECTORS AND SENIOR MANAGEMENT

Name	Age	Present position	Date of appointment as Director/senior management	Date of joining our Group	Roles and responsibilities	Relationship with other Director(s), and/or senior management
Executive Directors						
Mr. Chan Wai Ming (陳偉明先生)	50	Chief executive officer of our Group and Executive Director	28 September 2017	December 2005	Overall management and formulation of business strategies of our Group	Nil
Mr. Chiu Wai Kwong (趙維光先生)	55	Executive Director and company secretary of our Company	28 September 2017	December 2005	Overall management, formulation of business strategies and financial management of our Group	Nil
Ms. Tang Mei Wah (鄧美華女士)	45	Executive Director	28 September 2017	December 2005	Overall management, formulation of business strategies and administration of our Group	Nil
Mr. Yu Kwok Wai (俞國偉先生)	42	Executive Director	28 September 2017	December 2005	Overall management, formulation of business strategies and marketing management of our Group	Nil
Non-executive Directors						
Dr. Chan Kam Kwong Charles (陳鑑光博士)	61	Chairman of our Board and non-executive Director	28 September 2017	December 2005	Providing strategic advice to our Board	Spouse of Ms. Cheng
Ms. Cheng Yuk Sim Connie (鄭玉嬋女士) (also known as Ms. Cheng Yuk Yee Connie (鄭玉而女士))	62	Non-executive Director	28 September 2017	December 2005	Providing strategic advice to our Board	Spouse of Dr. Chan and aunt of Mr. Lee Kwok Ho
Independent non-executive Directors						
Mr. Chan Ping Yim (陳炳炎先生)	72	Independent non-executive Director	3 October 2019	3 October 2019	Providing independent advice to our Board	Nil
Mr. Choi Chi Leung Danny (蔡志良先生)	65	Independent non-executive Director	3 October 2019	3 October 2019	Providing independent advice to our Board	Nil
Mr. Chan Shing Jee (陳承志先生)	33	Independent non-executive Director	3 October 2019	3 October 2019	Providing independent advice to our Board	Nil

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Name	Age	Present position	Date of appointment as Director/senior management	Date of joining our Group	Roles and responsibilities	Relationship with other Director(s), and/or senior management
Senior management						
Mr. Leung Yat Cheong, Albert (梁鑑昌先生)	57	Quality director of our Group	April 2014	December 2005	Quality management of our Group	Nil
Mr. Lee Pak Man (李伯文先生)	48	Research and development director of our Group	March 2013	December 2005	Research and development of our Group	Nil
Mr. Chu Ming Tak (朱明德先生)	56	Engineering director of our Group	April 2013	December 2005	Product development of our Group	Nil
Mr. Poon Ching Ching, Kelvin (潘正正先生)	51	Design director of our Group	April 2013	December 2005	Product design development of our Group	Nil
Mr. Tong Wai Hung (湯偉雄先生)	55	Sales and marketing director of our Group	April 2013	April 2007	Sales and marketing of our Group	Nil
Mr. Lee Kwok Ho (李國豪先生)	38	Engineering sales manager of our Group	September 2015	December 2005	Product development and project management of our Group	Nephew of Ms. Cheng

DIRECTORS

Our Board consists of nine Directors, comprising four executive Directors, two non-executive Directors and three independent non-executive Directors.

Executive Directors

Mr. Chan Wai Ming (陳偉明先生), aged 50, was appointed as a Director on 28 September 2017 and was re-designated as an executive Director on 28 February 2019. He also serves as the chief executive officer of our Group. He is primarily responsible for the overall management and formulation of business strategies of our Group. He is also a director of all our subsidiaries, namely Town Ray Investments (BVI), Town Ray Development, Town Ray Enterprises, Town Ray Hong Kong, Tunbow Group and Town Ray (Huizhou).

Mr. Chan has over 20 years of experience in accounting. He was a staff accountant at Ernst & Young, certified public accountants in Hong Kong, from October 1997 to January 2000. He was an accountant from February 2000 to December 2000 and the chief accountant from January 2001 to March 2002 of China Sci-Tech Holdings Limited (currently known as CST Group Limited) (stock code: 985), a company listed on the Stock Exchange, respectively. He was also the financial controller of Full Apex (Holdings) Limited, a company listed on the Singapore Exchange Limited, from March 2002 to

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September 2004. He worked as the financial controller of Tunbow Industries Limited from August 2004 to December 2004 and Tunbow Electrical Limited from January 2005 to April 2016. Mr. Chan joined Tunbow Group as corporate finance and business development officer in May 2016.

Mr. Chan graduated from the University of Hawaii, Honolulu in December 1995 with a bachelor's degree in business administration with a major in accounting. He has been a member of the Hong Kong Institute of Certified Public Accountants since January 1999. He also became a certified public accountant of the Washington State Board of Accountancy in April 1998 and is currently an inactive certified public accountant. Mr. Chan has been awarded an associateship (electrical appliance industry) of The Professional Validation Council of Hong Kong Industries since November 2012. He is currently a member of the American Institute of Certified Public Accountants.

Further, Mr. Chan was the vice president of the 6th council and has been the executive vice president of the 7th council of the Huizhou City Huicheng District Foreign Investment Enterprise Association (惠州市惠城區外商投資企業協會) from November 2015 to October 2016 and since November 2016, respectively. He has been the vice president of the 6th and 7th council of the Huizhou City Foreign Investment Enterprise Association (惠州市外商投資企業協會) since July 2015. He was the executive vice president of the management committee of the 1st council and has been the executive vice president of the management committee of the 2nd council of the Huizhou Ganghui Love Foundation (惠州市港惠愛心基金會) from March 2016 to March 2019 and since March 2019, respectively. He has been an executive committee member of the Huizhou Division of the Federation of Hong Kong Industries of Pearl River Delta Council (香港工業總會珠三角工業協會惠州分部) since September 2015.

Mr. Chiu Wai Kwong (趙維光先生), aged 55, was appointed as a Director on 28 September 2017 and was re-designated as an executive Director on 28 February 2019. He is the company secretary of our Company and also serves as the finance director of our Group. He is primarily responsible for the overall management, formulation of business strategies and overall financial management of our Group. He is also a director of all our subsidiaries, namely Town Ray Investments (BVI), Town Ray Development, Town Ray Enterprises, Town Ray Hong Kong, Tunbow Group and Town Ray (Huizhou).

Mr. Chiu has over 30 years of experience in accounting and finance. He worked at the Inland Revenue Department as an assistant assessor from June 1987 to July 1991. He was the financial controller of Oceania Brothers Manufacturing Co., Ltd from August 1991 to November 1997. He worked at Tunbow Industries Limited as the financial controller from January 1998 to December 2004 and Tunbow Electrical Limited as the finance director from January 2005 to March 2009. He joined Tunbow Group as a director in November 2007 and as finance director in April 2009.

Mr. Chiu graduated from the University of Hong Kong in November 1987 with a bachelor's degree of social sciences. He has been a fellow of the Association of Chartered Certified Accountants (formerly known as the Chartered Association of Certified Accountants) since May 1996, a fellow of the Hong Kong Institute of Certified Public Accountants since October 2004 and a chartered financial analyst of the CFA Institute since September 2006.

Mr. Chiu has been awarded an associateship (electrical appliance industry) of The Professional Validation Council of Hong Kong Industries since November 2012.

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Ms. Tang Mei Wah (鄧美華女士), aged 45, was appointed as a Director on 28 September 2017 and was re-designated as an executive Director on 28 February 2019. She also serves as the managing director of our Group. She is primarily responsible for the overall management, formulation of business strategies and overall administration of our Group. She is also a director of Tunbow Group and Town Ray (Huizhou).

Ms. Tang has over 20 years of experience in the household appliances industry. From September 1998 to January 2005, Ms. Tang worked at Tunbow Industries Limited with the last position as account manager. From January 2005 to April 2009, Ms. Tang worked at Tunbow Electrical Limited with the last position as marketing manager. She joined Tunbow Group as a director in November 2007 and was promoted to managing director in March 2013.

Ms. Tang graduated from Hong Kong Shue Yan College in July 1998 with a diploma in business administration. She subsequently obtained a master's degree in business administration from the University of Louisiana at Monroe through long distance learning in December 2001.

Ms. Tang was one of the 16 recipients of the Outstanding Businesswomen Award 2018 awarded in December 2018 by Hong Kong Commercial Daily.

Mr. Yu Kwok Wai (俞國偉先生), aged 42, was appointed as a Director on 28 September 2017 and was re-designated as an executive Director on 28 February 2019. He also serves as the marketing director of our Group. He is primarily responsible for the overall management, formulation of business strategies and overall marketing management of our Group. He is also a director of Tunbow Group and Town Ray (Huizhou).

Mr. Yu has over 15 years of experience in the sales and marketing of household appliances. Mr. Yu was a sales executive of Sweda Limited from October 1994 to September 1995, a marketing and sales executive of Hon Hing Computer and Machinery Company Limited from February 1996 to May 1997 and a marketing assistant of Joint Publishing (Hong Kong) Company Limited from August 1997 to July 1998. He joined Tunbow Industries Limited as a sales executive from July 2002 to December 2004 and Tunbow Electrical Limited as a marketing manager from January 2005 to March 2009. He joined Tunbow Group as a director in November 2007 and as a marketing director in April 2009.

Mr. Yu graduated from Bond University in June 2002 with a bachelor's degree of arts. He subsequently obtained a master's degree of social sciences in applied psychology from the City University of Hong Kong in October 2013. Mr. Yu further obtained an international award in barista skills (Chinese) from The City and Guilds of London Institute in December 2016 and a certification in barista skills intermediate from The Specialty Coffee Association in July 2017. Since July 2017 and September 2019, Mr. Yu has been appointed as a committee member of the Hong Kong Mould and Product Technology Association and a member of the 12th council of the Hong Kong Federation of Innovative Technologies and Manufacturing Industries, respectively.

Non-executive Directors

Dr. Chan Kam Kwong Charles (陳鑑光博士), aged 61, is one of the founders of our Group. He was appointed as a Director on 28 September 2017 and was re-designated as a non-executive Director on 28 February 2019. He also serves as the chairman of our Board. He is primarily responsible for

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providing strategic advice to our Board. He is also a director of all our subsidiaries, namely Town Ray Investments (BVI), Town Ray Development, Town Ray Enterprises, Town Ray Hong Kong, Tunbow Group and Town Ray (Huizhou). Dr. Chan is the husband of Ms. Cheng, a non-executive Director.

Dr. Chan has over 40 years of experience in the household appliances industry. He worked at Dixons Stores Group (Far East) Limited from January 1977 to October 1993 with the first position as assistant buyer and last positions as senior buyer and director. He was a director of Town Ray International Limited from July 1994 to April 2015. He was a director of Tunbow Limited from July 1992 to November 1993 and rejoined as a director since March 1994. He has been a director of Tunbow Industries Limited and Tunbow Electrical Limited since November 1993 and July 1995, respectively. He has been a director of Tunbow (Huizhou) and Tunbow Electronics Limited since December 2005 and April 2007, respectively. He became a director of Tunbow Group in September 2017.

Dr. Chan became a fellow of the Hong Kong Institute of Directors in January 2007 and of the Canadian Chartered Institute of Business Administration in September 2009. In May 2010, Dr. Chan was awarded the 12th World Outstanding Chinese Award (世界傑出華人獎) by the World Chinese Business Investment Foundation (世界華商投資基金會). He also won the Outstanding Entrepreneurship Award at the Asia Pacific Entrepreneurship Awards 2011 organised by Enterprise Asia in July 2011. Since July 2019 and September 2019, Dr. Chan has been appointed as the president of the committee of the Hong Kong Mould and Product Technology Association and the vice president of the 12th council of the Hong Kong Federation of Innovative Technologies and Manufacturing Industries, respectively. Dr. Chan was conferred an honorary doctorate degree in engineering from Lincoln University in September 2009. Dr. Chan attended secondary education till 1977.

Ms. Cheng Yuk Sim Connie (鄭玉嫻女士) (also known as Ms. Cheng Yuk Yee Connie (鄭玉而女士)), aged 62, is one of the founders of our Group. She was appointed as a Director on 28 September 2017 and was re-designated as a non-executive Director on 28 February 2019. She is primarily responsible for providing strategic advice to our Board. She is also a director of all our subsidiaries, namely Town Ray Investments (BVI), Town Ray Development, Town Ray Enterprises, Town Ray Hong Kong, Tunbow Group and Town Ray (Huizhou). Ms. Cheng is the spouse of Dr. Chan, chairman of our Board and a non-executive Director, and the aunt of Mr. Lee Kwok Ho, a member of our senior management.

Ms. Cheng has over 35 years of experience in management and marketing in the household appliances industry. Ms. Cheng joined Goodway Electrical Company, Limited in 1978 as a quality inspector and was a director from April 1989 to June 1994. She has been a director of Tunbow Electrical Limited since September 1994. She has been a director of Tunbow (Huizhou) and Tunbow Electronics Limited since December 2005 and April 2007, respectively. She became a director of Tunbow Group in September 2017.

In May 2010, Ms. Cheng was awarded the 12th World Outstanding Chinese Award (世界傑出華人獎) by the World Chinese Business Investment Foundation (世界華商投資基金會). Since October 2010, Ms. Cheng has been appointed as an honorary vice president of the Hong Kong Electrical Appliance Industries Association (formerly known as the Hong Kong Electrical Appliances Manufacturers Association). She was awarded with the Medal of Honor by the Hong Kong Government in 2014. Ms. Cheng attended secondary education till 1979.

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Independent non-executive Directors

Mr. Chan Ping Yim (陳炳炎先生), aged 72, was appointed as an independent non-executive Director on 3 October 2019. He is the chairman of our audit committee and a member of our remuneration committee and nomination committee.

Mr. Chan has over 40 years of experience in accounting. From May 1969 to September 1974, Mr. Chan worked at Ling-McCann Erickson Limited (currently known as McCann-Erickson (HK) Limited) as an account executive. He worked at Arthur Young & Company as a junior audit assistant from October 1974 and as a semi-senior auditor from April 1976 to August 1976, at John Leung & Company as an audit senior from September 1976 to May 1977 and at Andrew Ma & Company as a senior audit assistant from June 1977 to September 1981. Mr. Chan joined Investment Consolidated Limited as an accountant from September 1981 to December 1984. He practised as a principal of Dominic P.Y. Chan & Co. from January 1985 to March 1999 and as a partner of W.Y. Lam, Dominic Chan & Co. Certified Public Accountants from July 1998 to September 2007 before practising as the principal of Dominic P.Y. Chan, Certified Public Accountant since October 2007. He has also been the chief risk officer of Euto Capital Partners Limited since July 2017.

Mr. Chan completed his secondary education in 1967. He has been an associate of the Association of Chartered Certified Accountants (formerly known as the Chartered Association of Certified Accountants) since November 1984 and of the Hong Kong Institute of Certified Public Accountants (formerly known as the Hong Kong Society of Accountants) since January 1985. In July 2010, Mr. Chan became an associate and a certified tax adviser of the Taxation Institute of Hong Kong.

Mr. Choi Chi Leung Danny (蔡志良先生), aged 65, was appointed as an independent non-executive Director on 3 October 2019. He is the chairman of our nomination committee and a member of our audit committee and remuneration committee.

Mr. Choi has approximately 35 years of experience in the electrical products industry. He worked as a clerk at Electrical & Electronics Limited from September 1973 to February 1979. He was a founder and director of Ronford Industrial Limited, a company engaging in manufacturing and sale of electrical products, from January 1981 to July 1984 and of Neumax Industrial Limited, a company engaging in manufacturing and sale of electrical products, from September 1984 to September 2018. From October 2014 to August 2019, he was a director of Naree International Limited, a company providing environmental consulting services.

Mr. Choi completed his secondary education in 1972.

Mr. Chan Shing Jee (陳承志先生), aged 33, was appointed as an independent non-executive Director on 3 October 2019. He is the chairman of our remuneration committee and a member of our audit committee and nomination committee.

Mr. Chan has over 5 years of work experience. He was a junior client service associate of Morgan Stanley from January 2010 to March 2011 and a client servicing officer of Bank of East Asia from March 2011 to March 2013. He also works as a business manager of Prudential Hong Kong Limited since March 2015. He worked at Mega Marketing & Media Company Limited as senior project director from March 2016 to August 2016 and at Cobot Business Strategy Limited as an investment manager from September 2016 to April 2017. He was a project director of Vibes Management Company Limited

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from November 2016 to July 2018. He has been an administration executive of Fleming International Limited, a wholly-owned subsidiary of Hyfusin Group Holdings Limited (stock code: 8512) since August 2018.

Mr. Chan graduated from University College London with a bachelor's degree in chemical engineering in August 2008 and obtained a level 4 foundation diploma in art and design from the University of the Arts London in August 2008. He subsequently obtained a master's degree of science in technology entrepreneurship in November 2009.

In addition, Mr. Chan is active in charitable activities. Mr. Chan has been an executive committee member of The Yuen Yuen Institute since February 2005 and a director of Yan Chai Hospital since April 2017. He has also been a director of The Hong Kong Taoist Association since January 2015, a school manager of Hong Kong Taoist Association The Yuen Yuen Institute No. 1 Secondary School since May 2014, a school manager of Hong Kong Taoist Association The Yuen Yuen Institute No. 2 Secondary School from May 2014 to May 2019, a school manager of Hong Kong Taoist Association The Yuen Yuen Institute No. 3 Secondary School since May 2014, a school manager of The Yuen Yuen Institute MFBM Nei Ming Chan Lui Chung Tak Memorial College since July 2013, a school manager of Hong Kong Taoist Association The Yuen Yuen Institute Chan Lui Chung Tak Memorial School since September 2013, a school manager of Hong Kong Taoist Association Yuen Yuen Kindergarten (Fu Shin Estate) since July 2016 and a school manager of Hong Kong Taoist Association Yuen Yuen Kindergarten since July 2016. Mr. Chan also acted as a director of Lifeline Express Hong Kong Foundation from January 2013 to December 2018.

Each of our Directors has not held any directorship in the last three years in any public company the securities of which is listed on any securities market in Hong Kong or overseas.

DISCLOSURE REQUIRED UNDER RULE 13.51(2) OF THE LISTING RULES

Our Directors were directors of the following companies prior to their respective dissolution. Each of the relevant Directors confirmed that the companies were solvent and inactive at the time of their dissolution and that their dissolution had not resulted in any liability or obligation against them. The following are details of the aforementioned dissolved companies:

Relevant Directors	Name of company	Place of incorporation	Principal business activity prior to cessation of business	Date of dissolution	Means of dissolution
Mr. Chan, Dr. Chan	Bright Sky Properties Limited	Hong Kong	Dormant	3 October 2008	Deregistration
Mr. Chan	Oriental Purchasing Limited	Hong Kong	Logistics services and trading of raw materials	14 December 2018	Deregistration
Mr. Chan	RHT Life Products Limited	Hong Kong	Trading of environmental improvement products and materials	20 March 2015	Deregistration
Mr. Chan, Mr. Chiu	Wealth Global Finance Limited	Hong Kong	Dormant	29 June 2012	Deregistration

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Relevant Directors	Name of company	Place of incorporation	Principal business activity prior to cessation of business	Date of dissolution	Means of dissolution
Mr. Chan, Mr. Chiu	維可高貿易(深圳) 有限公司	PRC	Trading of consumer electronics	5 March 2015	Deregistration
Mr. Yu	Top Design & Innovation Limited	Hong Kong	Product graphic design	22 July 2016	Deregistration
Dr. Chan, Ms. Cheng	Wylie Corporation Limited	Hong Kong	Property holding	9 June 2006	Deregistration
Dr. Chan, Ms. Cheng	Tunbow Electronics Limited	Hong Kong	Dormant	6 June 2019	Deregistration
Dr. Chan, Ms. Cheng	東保橋電器(惠州) 有限公司	PRC	Manufacturing and sale of electrothermic household appliances	28 March 2013	Deregistration
Ms. Cheng	Sky Team Ventures Limited	BVI	Investment in securities	2 May 2017	Striking off
Ms. Cheng	Tiara (BVI) Limited	BVI	Investment in securities	3 May 2016	Striking off
Ms. Cheng	Blessing Star Entertainment Limited	Hong Kong	Entertainment business	22 August 2014	Deregistration
Mr. Chan Ping Yim	Wifi Hotel Management Limited	Hong Kong	Hotel management	15 September 2016	Deregistration
Mr. Chan Ping Yim	Royal Star Hotel Limited	Hong Kong	Hotel business	12 May 2017	Deregistration
Mr. Chan Ping Yim	Jade Shine Investment Limited	Hong Kong	Dormant	4 April 2003	Striking off
Mr. Chan Ping Yim	Gateway Alliance Limited	British Virgin Islands	Investment holding	1 November 2016	Striking off
Mr. Choi Chi Leung Danny	Conmax International Holdings Limited	Hong Kong	Sale of shampoo and conditioner	8 April 2009	Members' voluntary winding up
Mr. Choi Chi Leung Danny	Rusk (China) Limited	Hong Kong	Sale of shampoo and conditioner	8 April 2009	Members' voluntary winding up

Save as disclosed above, each of our Directors confirms with respect to him/her that: (a) he/she does not hold other positions in our Company or other members of our Group as at the Latest Practicable Date; (b) he/she does not have any relationship with any other Directors, senior management, Substantial Shareholder or Controlling Shareholder of our Company as at the Latest Practicable Date; (c) he/she does not have any interest in our Shares within the meaning of Part XV of the SFO, save as disclosed in the paragraph headed “C. Further information about our Directors and Substantial Shareholders — 1. Disclosure of interests” in Appendix IV to this prospectus; (d) he/she does not have any interest in any business which competes or is likely to compete, directly or indirectly, with our

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Group, which is disclosable under the Listing Rules; and (e) to the best knowledge, information and belief of our Directors having made all reasonable enquiries, there is no additional information relating to our Directors or senior management that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules and no other matter with respect to their appointments that needs to be brought to the attention of our Shareholders as at the Latest Practicable Date.

COMPLIANCE WITH THE CORPORATE GOVERNANCE CODE

Our Company will comply with the Corporate Governance Code after the Listing. Our Directors will review our corporate governance policies and compliance with the Corporate Governance Code each financial year and comply with the “comply or explain” principle in our corporate governance report, which will be included in our annual reports subsequent to the Listing.

SENIOR MANAGEMENT

Mr. Leung Yat Cheong, Albert (梁鑑昌先生), aged 57, is the quality director of our Group. He is responsible for the quality management of our Group. He is also the legal representative of Town Ray (Huizhou).

Mr. Leung has over 35 years of experience in engineering and factory management. Mr. Leung worked at Yangtzekiang Garment Manufacturing Company Limited (currently known as Yangtzekiang Garment Limited) (stock code: 294) from June 1979 to April 1981 as a despatch in its suits production department. He was an inspector at McRink Surveyors Company Limited from April 1981 to April 1982, a technician at Wirley Electrical Manufacturing Company Limited from May 1982 to October 1983 and a technical engineering inspector at Roy Fair Manufacturing Company Limited from November 1983 to August 1985. He was an engineer at Goodway Electrical Company, Limited from September 1985 to June 1988, at Ngai Leung Electrical Limited from July 1988 to December 1989 and rejoined Goodway Electrical Company, Limited from January 1990 to August 1994 as chief engineer and production manager. He worked at Tunbow Electrical Limited from September 1994 as factory manager and left in March 2009 as general manager. He joined Tunbow Group as general manager in March 2009 and became our quality director in April 2014.

Mr. Leung completed his secondary education in 1979. He completed the ISO9000 its contents and application training course and the logistics and supply chain management course held by the Hong Kong Productivity Council in March 1992 and June 2002, respectively. He has been awarded an associateship (electrical appliance industry) of The Professional Validation Council of Hong Kong Industries since November 2010.

Mr. Lee Pak Man (李伯文先生), aged 48, is the research and development director of our Group. He is responsible for the research and development of our Group.

Mr. Lee has over 25 years of experience in product engineering, inspection and development. He joined our Group as research and development director in March 2013. Mr. Lee was an engineer of Yi Kyun Electronics Company Limited* (二權電子有限公司) from March 1992 to April 1993 and an inspector of Dixons Stores Group (Far East) Limited from April 1993 to June 1996. He worked at Tunbow Electrical Limited as an inspector from June 1996 to June 1998, as an engineer from June 1998

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to June 2003 and as a senior engineer from June 2003 to April 2009. From April 2009 to March 2013, he was the research and development director of Young Tigers R&D Limited. He joined Tunbow Group as research and development director in March 2013.

Mr. Lee completed his secondary vocational education in 1991.

Mr. Chu Ming Tak (朱明德先生), aged 56, is the engineering director of our Group. He is responsible for the product development of our Group.

Mr. Chu has over 25 years of experience in product engineering, inspection and development. Mr. Chu was a project engineer of Yip Tat Industrial Limited from March 1989 to March 1990, a senior engineer of Goodway Electrical Company, Limited from March 1991 to March 1994 and a senior project engineer of Nice Win Electrical Limited from March 1994 to October 1994. He worked at Tunbow Electrical Limited as engineer director from October 1994 to March 2009. From April 2009 to March 2013, he was the engineer director of Young Tigers R&D Limited. He joined Tunbow Group as engineering director in April 2013.

Mr. Chu was granted a diploma in business management by the Hong Kong Polytechnic University and the Hong Kong Management Association in September 1997. He has been awarded an associateship (electrical appliance industry) of The Professional Validation Council of Hong Kong Industries since November 2010.

Mr. Poon Ching Ching, Kelvin (潘正正先生), aged 51, is the design director of our Group. He is responsible for the product design development of our Group.

Mr. Poon has over 25 years of experience in product design development. He worked at Willas International Limited as a product designer from September 1992 to September 1994. He worked at Moulin Optical Manufactory Limited (currently known as Moulin Global Eyecare Trading Limited) from September 1994 and left as new product development manager in August 2000. He worked at Tunbow Electrical Limited as design director from September 2000 to March 2013. He joined Tunbow Group as a director in July 2010 and as design director in April 2013.

Mr. Poon was granted a high diploma in industrial design by the Tokyo Designer Gakuin College in March 1992, with a distinction award in his graduation project. He further obtained merit awards for Tunbow Electrical Limited at the 9th and 10th Hong Kong Household Electrical Appliances Design and Innovation Competition organised by the Hong Kong Electrical Appliances Manufacturers Association and the Hong Kong Productivity Council in November 2007 and November 2008, respectively. He has been awarded an associateship (electrical appliance industry) and a fellowship (electrical appliance industry) of The Professional Validation Council of Hong Kong Industries since November 2010 and December 2014, respectively.

Mr. Tong Wai Hung (湯偉雄先生), aged 55, is the sales and marketing director of our Group. He is responsible for the sales and marketing of our Group. He is also a director of Tunbow Group.

Mr. Tong has over 25 years of experience in product sourcing and sales and marketing. Mr. Tong was a commercial trainee of Dixons Stores Group in the United Kingdom from November 1991 to July 1992. He worked in Dixons Stores Group (Far East) Limited from July 1992 to June 1997 with his last position as senior product manager. From July 1997 to March 1999, he was the vice president-

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households of Pricerite Stores Limited. He was a senior product manager of Polyconcept Hong Kong Limited from April 1999 to August 2006. He worked at Tunbow Electronics Limited as sales and marketing director from April 2007 to March 2013. He joined Tunbow Group as sales and marketing director in April 2013.

Mr. Tong graduated from the Middlesex Polytechnic with a bachelor of science in mathematics for business degree in June 1990 and further obtained a master's degree of science in operational research and information systems from the London School of Economics and Political Science in July 1991.

Mr. Lee Kwok Ho (李國豪先生), aged 38, is the engineering sales manager of our Group. He is responsible for the product development and project management of our Group. He is a nephew of Ms. Cheng, a non-executive Director.

Mr. Lee has over 5 years of experience in product development and project management. He worked at Tunbow Electrical Limited as a management trainee from June 2003 to June 2004 and an operation officer from June 2004 to March 2008. He worked as an operation officer of Young Tigers R&D Limited from April 2009 to March 2013. He joined Tunbow Group as project manager in April 2013 and has been promoted to engineering sales manager since September 2015.

Mr. Lee graduated from the Hong Kong University of Science and Technology with a bachelor of engineering in industrial engineering and engineering management (with a minor in information technology) degree in November 2003 and further obtained a master's degree of science in technology management from the Hong Kong Polytechnic University in October 2011.

Each of the senior management has not held any directorship in the last three years in any public company the securities of which is listed on any securities market in Hong Kong or overseas.

COMPANY SECRETARY

Mr. Chiu is our company secretary for the purposes of Rule 8.17 of the Listing Rules. For details of his background, please refer to the paragraph headed "Directors" above in this section.

BOARD COMMITTEES

Audit committee

Our Company established an audit committee with written terms of reference in compliance with Rule 3.22 of the Listing Rules and paragraph C.3.3 of the Corporate Governance Code pursuant to a resolution of our Directors passed on 3 October 2019. The primary duties of the audit committee are, among others, to make recommendations to our Board on the appointment, reappointment and removal of external auditors, review the financial statements and provide material advice in respect of financial reporting, oversee the financial reporting process, internal control, risk management systems and audit process of our Group and perform other duties and responsibilities assigned by our Board.

At present, the audit committee comprises of Mr. Chan Ping Yim, Mr. Choi Chi Leung Danny and Mr. Chan Shing Jee, all being independent non-executive Directors. Mr. Chan Ping Yim is the chairman of the audit committee.

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Remuneration committee

Our Company established a remuneration committee on 3 October 2019 with written terms of reference in compliance with Rule 3.26 of the Listing Rules and paragraph B.1.2 of the Corporate Governance Code. The primary duties of the remuneration committee are to review and approve the management's remuneration proposals, make recommendations to our Board on the remuneration package of our Directors and senior management and ensure none of our Directors determines his/her own remuneration.

At present, the remuneration committee comprises Mr. Chan Ping Yim, Mr. Choi Chi Leung Danny and Mr. Chan Shing Jee, all being independent non-executive Directors. Mr. Chan Shing Jee is the chairman of the remuneration committee.

Nomination committee

Our Company established a nomination committee on 3 October 2019 with written terms of reference in compliance with paragraph A.5.2 of the Corporate Governance Code. The primary duties of the nomination committee are, among others, to review the structure, size and composition of our Board, and select or make recommendations on the selection of individuals nominated for directorships.

At present, the nomination committee comprises Mr. Chan Ping Yim, Mr. Choi Chi Leung Danny and Mr. Chan Shing Jee, all being independent non-executive Directors. Mr. Choi Chi Leung Danny is the chairman of the nomination committee.

COMPLIANCE ADVISER

Our Company has appointed Alliance Capital Partners Limited as the compliance adviser pursuant to Rule 3A.19 of the Listing Rules for the term commencing on the Listing Date and ending on the date on which our Company distributes our annual report in respect of our financial results for the first full financial year commencing after the Listing Date.

Pursuant to Rule 3A.23 of the Listing Rules, our Company shall seek advice from the compliance adviser on a timely basis in 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 proceeds of the Listing in a manner different from that detailed in this prospectus or where our business activities, developments or results deviate to a material extent from any forecast, estimate, or other information in this prospectus; and
- where the Stock Exchange makes an inquiry of us regarding unusual movements in the price or trading volume of our Shares.

DIRECTORS AND SENIOR MANAGEMENT

REMUNERATION POLICY

Our Directors and senior management receive compensation in the form of salaries and discretionary bonuses related to their performance. Our Group also reimburses them for expenses which are necessarily and reasonably incurred in relation to all business and affairs carried out by our Group from time to time or for providing services to our Group or executing their functions in relation to our Group's business and operations. Our Group regularly reviews and determines the remuneration and compensation package of our Directors and senior management by reference to, among other things, market level of salaries paid by comparable companies, the respective responsibilities of our Directors and performance of our Group.

After the Listing, our Directors and senior management may also receive options to be granted under the Share Option Scheme.

REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

For FY2016, FY2017, FY2018 and 4M2019, the aggregate remuneration including basic salaries, allowance, other benefits and contribution to retirement benefit scheme, paid to our Directors by our Group was approximately HK\$4.6 million, HK\$12.6 million, HK\$5.6 million and HK\$1.8 million, respectively.

For FY2016, FY2017, FY2018 and 4M2019, the aggregate remuneration including basic salaries, allowance, other benefits and contribution to retirement benefit scheme, paid to the five highest paid individuals (including our Directors) by our Group was approximately HK\$5.4 million (including one Director), HK\$13.4 million (including four Directors), HK\$6.0 million (including two Directors) and HK\$2.0 million (including two Directors), respectively.

Save as disclosed in this prospectus, no other emoluments have been paid, or are payable, by our Group to our Directors and the five highest paid individuals in respect of each of FY2016, FY2017, FY2018 and 4M2019.

Under the arrangements currently in force, we estimate that the aggregate remuneration payable to, and benefits in kind receivable by, our Directors (excluding discretionary bonus) for FY2019 will be approximately HK\$6.8 million. Upon completion of the Listing, the remuneration committee will make recommendations on the remuneration of our Directors taking into account the performance of our Directors and market standards and the remuneration will be subject to approval by our Shareholders. Accordingly, the historical remuneration to our Directors during the Track Record Period may not reflect the future levels of remuneration of our Directors.

During the Track Record Period, no remuneration was paid by our Group to, or received by, our Directors or the five highest individuals as an inducement to join or upon joining our Group or as compensation for loss of office. There was no arrangement under which a director waived or agreed to waive any remuneration during the Track Record Period.

For additional information on Directors' remuneration during the Track Record Period as well as information on the five highest paid individuals, please refer to the Accountants' Report set out in Appendix I to this prospectus.

DIRECTORS AND SENIOR MANAGEMENT
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SHARE OPTION SCHEME

Our Company has conditionally adopted the Share Option Scheme. Further information on the Share Option Scheme is set forth in the paragraph headed “D. Share Option Scheme” in Appendix IV to this prospectus.