
DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

The Board consists of nine Directors, including four executive Directors, two non-executive Directors and three independent non-executive Directors. The following table sets forth certain information of the Directors.

Name	Age	Position	Date of appointment as Director	Date of joining the Group	Responsibilities	Relationships with other Directors, Supervisors and senior management
Executive Directors						
Mr. Liu Zhiguang (劉志光)	40	Chairman and executive Director	6 December 2010	17 December 2010	Responsible for formulating corporate strategy, planning, business development and supervising the overall operations of the Group, chairman of the nomination committee and a member of the remuneration committee	Son of Mr. Liu Xuejing
Mr. Xiao Dongsheng (肖東生)	48	Executive Director and general manager	1 November 2018	17 December 2010	Responsible for the sales and marketing functions of the Group	None
Mr. Ow Weng Cheong (區永昌)	59	Executive Director and vice general manager	1 November 2018	1 January 2018	Responsible for the strategic planning and meat procurement functions of the Group	None
Mr. Wang Jinsheng (王進聖)	57	Executive Director, vice general manager and general manager of the breeding department	15 October 2013	30 September 2013	Responsible for the breeding function of the Group	None
Non-executive Directors						
Mr. Liu Xuejing (劉學景)	68	Non-executive Director	6 December 2010	22 April 1997	Providing advice to the Board	Father of Mr. Liu Zhiguang
Mr. Zhang Chuanli (張傳立)	58	Non-executive Director	6 December 2010	22 April 1997	Providing advice to the Board	None

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Independent non-executive Directors

Name	Age	Position	Date of appointment	Date of joining the Group	Responsibilities	Relationships with other Directors, Supervisors and senior management
Mr. Guo Tianyong (郭田勇)	51	Independent non-executive Director	8 August 2019	8 August 2019	Providing independent advice to the Board, chairman of the remuneration committee and a member of the audit committee and the nomination committee	None
Mr. Zhang Ye (張擘)	48	Independent non-executive Director	8 August 2019	8 August 2019	Providing independent advice to the Board, a member of the audit committee and the nomination committee	None
Mr. Chung Wai Man (鍾偉文)	56	Independent non-executive Director	8 August 2019	8 August 2019	Providing independent advice to the Board, chairman of the audit committee and a member of the remuneration committee	None

Executive Directors

Mr. Liu Zhiguang (劉志光), aged 40, the chairman of the Board and an executive Director. He was appointed as the chairman of the Board on 1 November 2018 and a Director on 6 December 2010. He is primarily responsible for formulating corporate strategy, planning, business development and supervising the overall operations of the Group. He is the chairman of the nomination committee and a member of the remuneration committee.

Mr. Liu Zhiguang has over 16 years of experience in corporate and business management and nine years of experience in the poultry industry. He joined the Group in December 2010. Prior to joining the Group, he was an assistant to the general manager and vice general manager of Fengxiang Group from July 2002 to September 2005 and from December 2006 to October 2009, respectively. He was an assistant to the general manager of Xiangguang Copper from September 2005 to December 2006 and has been a general manager of Xiangguang Copper since December 2006. Mr. Liu Zhiguang has been the vice-chairman of the board of directors and president of GMK Holdings since October 2009. He also has been the deputy secretary of party committee (黨委副書記) of GMK Holdings since December 2017. He was a representative of the Twelfth and the Thirteenth Shandong Provincial People's Congress (山東省人民代表大會).

Mr. Liu Zhiguang obtained a bachelor's degree in economics from Central University of Finance and Economics (中央財經大學) in the PRC in June 2002. Mr. Liu Zhiguang also graduated from the University of Cambridge in the United Kingdom with a master's degree in philosophy in July 2006.

Mr. Liu Zhiguang is one of the Controlling Shareholders and the son of Mr. Liu Xuejing.

Mr. Xiao Dongsheng (肖東生), aged 48, an executive Director and the general manager of the Company. He was appointed as a Director on 1 November 2018. He is primarily responsible for the

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sales and marketing functions of the Group. He is also a director of Fengxiang Food and Japan Fengxiang.

Mr. Xiao has over 22 years of experience in corporate and business management. He joined the Group in December 2010. He was a manager of business department in Qingdao division of the Company from December 2010 to December 2011. He has been a general manager and the general manager of international marketing centre of Fengxiang Food Development since December 2011. He has also been a general manager of Fengxiang Food since June 2019.

Prior to joining the Group, Mr. Xiao worked as a manager of business department in Qingdao division of Fengxiang Group from June 1996 to December 2010.

Mr. Xiao obtained a bachelor's degree in engineering from Nanjing University of Chemical Technology (南京化工學院) (currently known as Nanjing Tech University (南京工業大學)) in the PRC in July 1994.

Mr. Ow Weng Cheong (區永昌), aged 59, an executive Director and a vice general manager of the Company. He was appointed as a Director on 1 November 2018. He is primarily responsible for the strategic planning and meat procurement functions of the Group.

Mr. Ow has over 25 years of experience in business and procurement management. He joined the Group in January 2018 as a vice general manager of the Company. He also served several positions at Yum Restaurant Consulting (Shanghai) Company Limited (百勝諮詢(上海)有限公司), a company principally engaged in providing management, business and trade consultation services for the catering industry in China, from April 1994 to December 2017 and his last position was a vice president for procurement management.

Mr. Ow completed a course of management studies approved by the Institute of Supervisory Management (currently known as the Institute of Leadership and Management), which is a provider of leadership, coaching and management qualifications in the United Kingdom in November 1984. He also completed the executive development programme from The Wharton School of the University of Pennsylvania in the United States in May 2013.

Mr. Wang Jinsheng (王進聖), aged 57, an executive Director, a vice general manager, and a general manager of the breeding department of the Company. He was appointed as a Director on 15 October 2013. He is primarily responsible for the breeding function of the Group. Mr. Wang is also a director of Fengxiang Food Development, Fengxiang Industrial and Yanggu Xiangyu Organic Fertiliser.

Mr. Wang has over 30 years of experience in the poultry industry. He joined the Group in September 2013. He was a general manager of the breeding department of the Company from September 2013 to August 2015 before the internal department restructuring and has been a vice general manager of the Company since September 2013. He then served as the general manager of the Company from August 2015 to November 2018.

Prior to joining the Group, he served as a technician and farm head in the breeder farms of experiment field at Beijing Agricultural University (北京農業大學) (currently known as China Agricultural University (中國農業大學)) from May 1989 to September 1992. He also served as a vice general manager and general manager of Chia Tai Broiler Development Centre (正大肉雞發展中心) at Beijing Agricultural University from September 1992 to July 2003. Mr. Wang served various positions at Chia Tai Group Agro-Industry and Food Business (China Area) (正大集團農牧食品企業(中國區)) from

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July 2003 to September 2013 as an assistant vice president to the office of chief director and a president and deputy chairman of the poultry business division (China Area). He also served as the head of Beijing Comprehensive Test Station of National Broilers Industry Technology System (國家肉雞產業技術體系北京綜合試驗站) from June 2009 to September 2013.

He completed his education specialising in livestock farming from Zhangjiakou Agricultural College (張家口農業專科學校) in China in July 1985. He completed his education specialising in business administration from the Agriculture and Rural Development College (農業與農村發展學院) of Renmin University of China (中國人民大學) in the PRC in January 2011. He also obtained a qualification certificate for senior livestock farming specialist (高級畜牧師) issued by Shandong Agricultural Technology Professional Evaluation Committee (山東省農業技術職務高級評審委員會) in March 2017.

Non-executive Directors

Mr. Liu Xuejing (劉學景), aged 68, the founder of the Company and a non-executive Director. He was appointed as a Director on 6 December 2010. He is primarily responsible for providing advice to the Board.

Mr. Liu Xuejing has over 35 years of experience in corporate and business management and 28 years of experience in the poultry industry. He served as a director of Fengxiang Food Development from April 1997 to December 2000. He was the chairman of the Board from 6 December 2010 to 1 November 2018.

Prior to founding the Group, Mr. Liu Xuejing worked as a cotton planting worker and technician in Yanggu Anle Town Liumiao Village (陽穀縣安樂鎮劉廟村) from August 1971 to September 1983. Mr. Liu Xuejing served as a factory manager of Yanggu Vegetable Oil Processing Factory (陽穀縣植物油加工廠) from February 1985 to October 1991. He then worked as a manager for Shandong Yanggu Xumu Company Limited (山東陽穀畜牧實業公司) from October 1991 to June 1994. Mr. Liu Xuejing served as the chairman of the board of directors of Fengxiang Group since June 1994. He has also been the chairman of the board of directors of Xiangguang Copper since December 2005. Mr. Liu Xuejing has been the chairman of the board of directors and secretary of party committee (黨委書記) of GMK Holdings since October 2009 and December 2012, respectively. He was a representative of the Ninth, the Tenth, the Eleventh, the Twelfth and the Thirteenth National People's Congress (全國人民代表大會).

Mr. Liu Xuejing completed his high school education at Yanggu County Anlezhen High School (陽穀縣安樂鎮中學) in China in July 1969.

Mr. Liu Xuejing is one of the Controlling Shareholders and the father of Mr. Liu Zhiguang.

Mr. Zhang Chuanli (張傳立), aged 58, a non-executive Director. He was appointed as a Director on 6 December 2010. He is primarily responsible for providing advice to the Board.

Mr. Zhang has over 23 years of experience in corporate and business management. He served as a director of Fengxiang Food Development from April 1997 to December 2000.

Prior to joining the Group, he was a teacher at Yanggu County Experimental High School (陽穀縣實驗中學), formerly known as Yanggu County Chengzhen High School (陽穀縣城鎮中學), from September 1980 to September 1990. He worked as an administrative staff at the Yanggu County Development and Reform Bureau (陽穀縣發展和改革局) from September 1990 to August 1995. He

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served as a vice general manager of Fengxiang Group from August 1995 to August 2001. He has been a director of Zhongke Fengxiang Biotechnology Co., Ltd. (中科鳳祥生物工程股份有限公司) since August 2001. Mr. Zhang has been a director of GMK Holdings, Luxinan Hospital Co., Ltd. (魯西南醫院有限公司) and Fengxiang Group since March 2015, October 2015 and December 2016, respectively.

Mr. Zhang graduated from Liaocheng Teachers College (聊城師範專科學校) in mathematics in the PRC in January 1981. He completed a three-year part-time course in economic management at Shandong Ganbu Hanshou University (山東幹部函授大學) in the PRC in June 1993.

Independent Non-executive Directors

Mr. Guo Tianyong (郭田勇), aged 51, an independent non-executive Director. He was appointed as a Director on 8 August 2019. He is the chairman of the remuneration committee and a member of the audit committee and the nomination committee.

Mr. Guo has nearly 30 years of experience in banking and finance industry. His work experience includes:

Name of Company	Principal business activity	Position and responsibilities	Period of services
Yantai central sub-branch of the People's Bank of China (中國人民銀行煙台市中心支行)	Operating as a commercial bank	Worker for the computer department and clearing centre	From July 1990 to August 1993
Central University of Finance and Economics (中央財經大學)	A university	Professor	From September 1999 to present
Fangda Carbon New Material Technology Co., Ltd. (方大炭素新材料科技股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600516)	Provision of graphite and carbon products	Independent director	From January 2009 to March 2012
Beijing Shiji Information Technology Co., Ltd. (北京中長石基信息技術股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 002153)	Engaging in the development and sale of hotel information management system software	Independent director	From November 2010 to November 2013
Digiwin Software Co., Ltd. (鼎捷軟件股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300378)	Provision of software solution	Independent director	From May 2014 to May 2020

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Name of Company	Principal business activity	Position and responsibilities	Period of services
Hundsun Technologies Inc. (恒生電子股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600570)	Provision of financial software and network service	Independent director	From October 2014 to present
Bank of Tianjin Co., Ltd. (天津銀行股份有限公司), a company listed on the Main Board of the Stock Exchange (stock code: 01578)	Operating as a commercial bank	Independent non-executive director	From December 2014 to June 2018
Hebei Sitong New Metal Material Co Ltd (河北四通新型金屬材料股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300428)	Engaging in the research and development, manufacture and sales of aluminium based functional master alloys	Independent director	From February 2014 to April 2017
Jiangxi Bank Co., Ltd. (江西銀行), a company listed on the Main Board of the Stock Exchange (stock code: 01916)	Operating as a commercial bank	Independent non-executive director	From March 2016 to May 2019
Ping An Bank Co., Ltd. (平安銀行股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 000001)	Provision of services in retail and corporate banking	Independent director	From November 2016 to present
Bank of Guiyang Co., Ltd. (貴陽銀行股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 601997)	Operating as a commercial bank	Independent director	From March 2010 to July 2017
Zhejiang Orient Holdings Co., Ltd. (浙江東方金融控股集團股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600120)	Operating as a comprehensive enterprise group integrating commercial circulation, financial investment and real estate development	Independent director	From October 2017 to present

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Name of Company	Principal business activity	Position and responsibilities	Period of services
Ping An Healthcare and Technology Company Limited (平安健康醫療科技有限公司), a company listed on the Main Board of the Stock Exchange (stock code: 01833)	Provision of one-stop healthcare ecosystem platform	Independent non-executive director	From May 2018 to present
Aa Industrial Belting (Shanghai) Co Ltd (艾艾精密工業輸送系統(上海)股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 603580)	Engaging in the research and development, production and sales of conveyor belts	Independent director	From October 2018 to present

Mr. Guo completed his education specialising in control science from Shandong University (山東大學) in the PRC in July 1990. He obtained a master's degree in economics from Renmin University of China (中國人民大學) in the PRC in July 1996. He also obtained a doctoral degree in economics from the Financial Research Institute of the People's Bank of China (中國人民銀行總行金融研究所) in the PRC in September 1999.

The Directors and the Sole Sponsor have considered Mr. Guo's concurrent directorships and other positions in listed companies. The Directors are of the view that Mr. Guo would be able to commit sufficient time to the affairs of the Company, having regard to the following factors:

- (a) while Mr. Guo is holding positions in five listed companies currently, his role with the Company is as an independent non-executive Director for providing independent advice to the Board. Mr. Guo has confirmed to the Company that he has the capacity and ability to devote sufficient time to discharge his duties and responsibilities as an independent non-executive Director, taking into account his experience and positions that he has previously held in different listed companies;
- (b) Mr. Guo has held different directorships in Hong Kong, Shenzhen and Shanghai listed companies since 2009, and the Directors believe that he has demonstrated his ability to handle multiple demands with his time. He has confirmed that he has not encountered any difficulty in devoting and managing his time among different listed companies that he has been involved in, and none of the listed companies that he participated in had questioned or complained about his time devoted to any of them; and
- (c) in addition, pursuant to the Corporate Governance Code and Corporate Governance Report as set out in Appendix 14 to the Listing Rules, the Board will regularly review whether each of the Directors is spending sufficient time in performing his/her responsibilities. The Board will, from time to time, review the Directors' attendance record of their meetings with the Board and its committee. The Board will be regularly appraised of any significant changes to the time commitments of the Directors, and in the event that any concerns arise, the Board will seek to resolve such concerns with the relevant Director. At the time when any Director is proposed to be re-elected, we will also set out in the circular to the Shareholders and/or explanatory statements accompanying the notice of the relevant general meeting as to the reasons why the Board believes such individual should be elected, and if appropriate or otherwise required, whether such individual would be able to devote sufficient time to the Board.

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On the basis of the factors as set out above, the Sole Sponsor concurs with the Directors' view on Mr. Guo's ability to commit sufficient time to his duties as an independent non-executive Director.

Mr. Zhang Ye (張曄), aged 48, an independent non-executive Director. He was appointed as a Director on 8 August 2019. He is a member of the audit committee and the nomination committee.

Mr. Zhang has over 26 years of experience in corporate and business management. Mr. Zhang worked as a manager in Samsung Corporation, Shanghai office (三星物產上海辦事處) from July 1993 to May 1999. He then worked as a chief executive officer of Reed Information (SH) Co., Ltd. (睿也德信息(上海)有限公司) (formerly known as CBI (Shanghai) Co., Ltd. (易貿資訊(上海)有限公司)), a company principally engaged in providing consultancy services in investment information, scientific and technological information, and business management, from June 1996 to October 2010. Mr. Zhang has been the chairman of Shanghai Enmore Technology Holdings Co., Ltd. (上海易貿科技控股有限公司), a company principally engaged in providing information consultancy services, business exhibition, transaction brokerage, supply chain management and financing services, since November 2010. He has also been a director of Shanghai Yiguo E-commerce Co., Ltd. (上海易果電子商務有限公司), a company principally engaged in providing fresh food sales and distribution services, since January 2016. Mr. Zhang was a non-executive director of Lianhua Supermarket Holdings Co., Ltd., a company listed on the Main Board of the Stock Exchange (stock code: 00980), from March 2017 to August 2017. He also has been a non-independent executive director and a chief executive officer of Sunmoon Food Company Limited, a company listed on the Singapore Exchange Limited (stock code: AAJ), since December 2018.

Mr. Zhang obtained a bachelor's degree in engineering from Shanghai Jiao Tong University (上海交通大學) in the PRC in July 1993. He obtained an executive master of business administration degree from Cheung Kong Graduate School of Business (長江商學院) in the PRC in June 2009. He completed his education specialising in entrepreneurship in Hupan University (湖畔大學) in the PRC in March 2019.

Mr. Chung Wai Man (鍾偉文), aged 56, an independent non-executive Director. He was appointed as a Director on 8 August 2019. He is the chairman of the audit committee and a member of the remuneration Committee.

Mr. Chung has over 26 years of experience in accounting, taxation and finance. His work experience includes:

Name of Company	Principal business activity	Position and responsibilities	Period of services
Deloitte Touche Tohmatsu	Certified public accountants	Various, with his last position as manager II	From August 1993 to August 2000
Artel Solutions Group Holdings Limited (currently known as China LNG Group Limited, a company listed on the Main Board of the Stock Exchange (stock code: 00931))	Provision of computing, multimedia and networking solutions and digital products	Chief financial officer	From August 2000 to August 2002
Venturepharm Laboratories Limited (currently known as China Health Group Inc., a company listed on GEM of the Stock Exchange (stock code: 08225))	Provision of integrated pharmaceutical service and terminal medical service	Chief financial officer and company secretary	From August 2002 to September 2003

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Name of Company	Principal business activity	Position and responsibilities	Period of services
Silver Base International Development Co. Limited (銀基國際發展有限公司)	Engaging in trading the Chinese liquor in the wholesale market	Chief financial officer	From May 2004 to September 2007
Silver Base Group Holdings Limited, a company listed on the Main Board of the Stock Exchange (stock code: 00886)	Distribution and sale of high-end liquors	Executive director and chief financial officer	From September 2007 to September 2010
KVB Kunlun International (HK) Limited	Provision of diversified financial products to overseas Asian community	Corporate finance director	From June 2012 to January 2013
E Lighting Group Holdings Limited, a company listed on the GEM of the Stock Exchange (stock code: 08222)	Retail chain business in lighting and household products	Independent non-executive director	From September 2014 to present
Legend Strategy International Holdings Group Company Limited, a company listed on the Main Board of the Stock Exchange (stock code: 01355)	Provision of hotel operations, hotel consultations and management services	Independent non-executive director	From June 2015 to November 2016
		Chief financial officer, company secretary, authorised representative and process agent	From November 2016 to February 2017
Net Pacific Financial Holdings Limited, a company listed on the Singapore Exchange Securities Trading Limited (stock code: 5QY)	Provision of financing services to small and medium-sized companies in the PRC, Hong Kong, Australia and beyond	Non-executive director	From February 2017 to November 2017
		Independent non-executive director	From June 2018 to present

Mr. Chung also served as a chief financial officer of Yongkai International Holding Limited from December 2010 to January 2012, and a vice general manager and chief financial officer of China Taihe Group Limited from February 2017 to May 2019. He has also been a vice general manager and chief financial officer of Huapei Global Capital Limited since June 2019 and a director of Wenhua Renpei Group Holding Limited (文華仁沛集團控股有限公司) since May 2020.

Mr. Chung obtained a bachelor's degree in social sciences from University of Hong Kong in Hong Kong in December 1989 and a master's degree in international business management from City University of Hong Kong in Hong Kong in November 1998. Mr. Chung has been an associate member of the Hong Kong Institute of Certified Public Accountants since April 1995 and a fellow of The Association of Chartered Certified Accountants in the United Kingdom since November 1999.

BOARD OF SUPERVISORS

The Board of Supervisors consists of three Supervisors, comprising one employees representative and two shareholders representatives. Among the three Supervisors, the employees representative was elected by the employees while the shareholders representatives were elected by the Shareholders, all for a term of three years and can be extended upon re-election.

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The following table sets forth certain information of the Supervisors.

Name	Age	Position	Date of appointment	Date of joining the Group	Responsibilities	Relationships with other Directors, Supervisors and senior management
Mr. Kong Xiangwei (孔祥偉)	42	Chairman of the board of Supervisors and shareholders representative Supervisor	16 September 2019	9 October 2014	Exercising supervisory duties in accordance with regulatory requirements and the Articles of Association	None
Mr. Chen Dehe (陳德賀)	31	Shareholders representative Supervisor	1 November 2018	1 February 2013	Exercising supervisory duties in accordance with regulatory requirements and the Articles of Association	None
Ms. Lian Xianmin (廉憲敏)	33	Employees representative Supervisor	16 September 2019	1 March 2012	Exercising supervisory duties in accordance with regulatory requirements and the Articles of Association	None

Mr. Kong Xiangwei (孔祥偉), aged 42, the chairman of the board of Supervisors and a shareholders representative Supervisor. He was appointed and reappointed as a Supervisor on 9 January 2016 and 16 September 2019, respectively.

Mr. Kong joined the Group in October 2014. He has been a supervisor of Yanggu Xiangyu Organic Fertiliser since October 2014. He also was a human resources administration manager of Fengxiang Food Development from October 2015 to October 2017.

Prior to joining the Group, Mr. Kong was a manager of Yanggu Yijia Service Co., Ltd. (陽穀益佳服務有限公司) from February 2012 to October 2015. He also worked as landscape garden manager of Shandong Xiangtai Yongan Engineering Technology Co., Ltd. (山東祥泰永安工程技術有限公司) from October 2017 to April 2019. Mr. Kong has been a director of corporate management department in Yanggu County Agricultural Development Co., Ltd. (陽穀縣農業開發有限公司) since April 2019.

Mr. Kong obtained a bachelor's degree in dyeing and weaving art design from Shandong University of Art & Design (山東工藝美術學院) in the PRC in June 2002.

Mr. Chen Dehe (陳德賀), aged 31, a shareholders representative Supervisor. He was appointed as a Supervisor on 1 November 2018.

Mr. Chen joined the Group in February 2013. He was a management officer of the Company from February 2013 to December 2013. Mr. Chen served as a secretary to the general manager of the

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Company from December 2013 to October 2016 and a vice manager of the administrative department of the Company from October 2016 to March 2018. He also served as an executive manager of the Company from March 2018 to April 2019. He has been a deputy director of Yanggu Xiangyu Organic Fertiliser from April 2019 to September 2019. He has been the supervisor of Fengxiang Food Development, Fengxiang Industrial and Fengxiang Food since January 2016.

Prior to joining the Group, Mr. Chen worked as a construction site representative and commissioner for the company system construction at Shandong Fengxiang LDC, Corporation Ltd. (山東鳳祥-愛迪西股份有限公司) from July 2011 to May 2012 and from May 2012 to February 2013, respectively.

Mr. Chen obtained a bachelor's degree in mathematics and applied mathematics from Suihua College (綏化學院) in the PRC in June 2011.

Ms. Lian Xianmin (廉憲敏), aged 33, an employees representative Supervisor. She was appointed and reappointed as a Supervisor on 1 November 2018 and 16 September 2019, respectively.

Ms. Lian joined the Group in March 2012. She was a worker of Fengxiang Food Development from March 2012 to November 2012. She then served as the planning clerk and the head of the comprehensive department at Fengxiang Food Development from November 2012 to November 2013 and from November 2013 to March 2014, respectively. She worked as the head of the planning division and a manager of the planning department at Fengxiang Industrial from March 2014 to January 2015 and from January 2015 to May 2016, respectively. She then worked as a manager of the operational planning department of the Company from May 2016 to September 2016. She also worked as a manager of production planning department and a manager of operational planning department at Fengxiang Food Development from September 2016 to July 2017 and from July 2017 to September 2018, respectively. She has been a director of the operational planning department at Fengxiang Food Development since September 2018.

Ms. Lian completed her education (by way of distance learning) specialising in accounting from Shandong University of Science and Technology (山東科技大學) in the PRC in July 2016.

SENIOR MANAGEMENT

The senior management is responsible for the day-to-day management of the business. The following table sets forth certain information of the members of the senior management of the Company.

Name	Age	Position	Date of appointment	Date of joining the Group	Responsibilities	Relationships with other Directors, Supervisors and senior management
Mr. Xiao Dongsheng (肖東生)	48	General manager	7 February 2018	17 December 2010	Responsible for the sales and marketing functions of the Group	None

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Name	Age	Position	Date of appointment	Date of joining the Group	Responsibilities	Relationships with other Directors, Supervisors and senior management
Mr. Ow Weng Cheong (區永昌)	59	Vice general manager	7 February 2018	1 January 2018	Responsible for the strategic planning and meat procurement functions of the Group	None
Mr. Wang Jinsheng (王進聖)	57	Vice general manager and general manager of the breeding department	7 February 2018	30 September 2013	Responsible for the breeding function of the Group	None
Mr. Wang Zhixian (汪之琨)	54	Vice general manager	7 February 2017	1 August 2001	Responsible for the food safety and quality management functions of the Group	None
Mr. Meng Tao (孟濤)	52	Vice general manager	7 February 2018	1 February 2013	Responsible for the operational planning and supply chain centre of the Group	None
Ms. Zhou Jinying (周勁鷹)	47	Vice general manager	7 February 2018	1 February 2018	Responsible for the marketing and brand building functions of the Group	None
Mr. Shi Lei (石磊)	34	Chief financial officer, secretary to the Board and joint company secretary	7 February 2018, 8 August 2019	17 June 2013	Responsible for the financial aspects of the Group	None

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Name	Age	Position	Date of appointment	Date of joining the Group	Responsibilities	Relationships with other Directors, Supervisors and senior management
Mr. Luo Pingtao (羅平濤)	56	Vice general manager of the breeding centre	20 June 2017	1 October 2013	Responsible for the day-to-day management of the breeding centre of the Company	None
Mr. Su Xiaolong (蘇小龍)	39	E-commerce officer	10 December 2018	1 December 2018	Responsible for the day-to-day operation of e-commerce department of the Company	None
Mr. Ikeda Yoshiaki	66	Chief consultant	1 July 2017	1 July 2017	Responsible for the operation of the Group's Japan research and development centre	None
Mr. Li Libo (李立波)	47	General manager of the domestic affair department	1 July 2018	1 July 2012	Responsible for domestic sales	None

For biographical details of Mr. Xiao Dongsheng (肖東生), Mr. Ow Weng Cheong (區永昌) and Mr. Wang Jinsheng (王進聖), see “— Board of Directors — Executive Directors”.

Mr. Wang Zhixian (汪之現), aged 54, a vice general manager of the Company. He is primarily responsible for the food safety and quality management functions of the Group.

Mr. Wang has over 18 years of experience in food safety and quality management industry. He joined the Group in August 2001. He was a vice general manager of Fengxiang Food Development from August 2001 to August 2011. He served as a vice general manager of food business department of Fengxiang Food Development from August 2011 to July 2016. Mr. Wang served as a general manager and an executive director of Xingwen Tianyang from July 2016 to October 2019 and from May 2016 to October 2019, respectively, and served as an executive director and general manager of Yanggu Xiangyu Organic Fertiliser from October 2014 to May 2017. He has been a general manager of Fengxiang Industrial since December 2011.

Prior to joining the Group, he also worked as a factory director of the refrigerated processing plant of Fengxiang Group from July 1996 to August 2001.

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Mr. Wang completed his education specialising in Chinese enterprise operator project from Peking University (北京大學) in the PRC in July 2017. He also completed his education specialising in refrigeration from Shandong Commercial School (山東省商業學校) in the PRC in July 1986.

Mr. Meng Tao (孟濤), aged 52, a vice general manager of the Company. He is primarily responsible for the operational planning and supply chain centre of the Group.

Mr. Meng has over 30 years of experience in meat product industry. He joined the Group in February 2013. He was a vice general manager of production department of Fengxiang Food Development from February 2013 to November 2013. He served as a general manager of production department of Fengxiang Industrial from November 2013 to September 2016. Mr. Meng served as a vice general manager of Fengxiang Food Development from September 2016 to February 2018.

Prior to joining the Group, Mr. Meng served as the head of processing factory, a deputy manager of meat production department and a general manager of feed business department of the Beijing Dafa Zhengda Co., Ltd. (北京大發正大有限公司), a company principally engaged in broiler production and food production and processing, from August 1989 to November 2010. He also worked as a general manager of Inner Mongolia Grassland Development Co., Ltd. (內蒙古草原興發股份有限公司), a company principally engaged in prairie meat production, from November 2010 to December 2011. He also served as the head of supply chain management department and social breeding department of the COFCO Meat (Suqian) Co., Ltd. (中糧肉食(宿遷)有限公司), a company principally engaged in operating poultry breeding farms, breeder farms, broiler farms and slaughtering and processing plants, from December 2011 to December 2012.

Mr. Meng completed his education specialising in mechanical engineering from Beijing Union University (北京聯大機械工程學院) in the PRC in August 1989. Mr. Meng was awarded the Post-Experience Certificate in engineering business management from The University of Warwick in the United Kingdom in November 2002.

Ms. Zhou Jinying (周勁鷹), aged 47, a vice general manager of the Company. She is primarily responsible for the marketing and brand building functions of the Group.

Ms. Zhou has over 22 years of experience in marketing and media industry. She joined the Group in February 2018. She has been a vice general manager of the Company since February 2018.

Prior to joining the Group, Ms. Zhou served as a reporter of the China Central Television (中國中央電視台) from April 1998 to June 2005. She also worked as a director and general manager of the public affairs department, a senior general manager of business planning department of Inner Mongolia Yili Industrial Group Co., Ltd. (內蒙古伊利實業集團股份有限公司), a company whose shares are listed on the Shanghai Stock Exchange (stock code: 600887), from July 2005 to March 2016. Ms. Zhou served as a general manager of the brand management centre and a chief brand officer at GMK Holdings from September 2016 to April 2018. She was a vice general manager and chief brand officer of GMK Holdings from April 2018 to January 2019.

Ms. Zhou obtained a bachelor's degree in cultural business management from Beijing Film Academy (北京電影學院) in the PRC in June 1998.

Mr. Shi Lei (石磊), aged 34, the chief financial officer, the secretary to the Board and a joint company secretary of the Company. He is primarily responsible for the financial aspects of the Group.

Mr. Shi has over 10 years of experience in finance, accounting and management. He joined the Group in June 2013. He was a vice general manager of financial budget and analysis department of

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the Company from June 2013 to November 2013. He served as a financial manager of the Company from November 2013 to December 2015. He then served as an assistant director of financial centre of the Company from December 2015 to February 2018. He has been a supervisor of Xingwen Tianyang and Yucheng Fengming since May 2016 and August 2017, respectively.

Prior to joining the Group, He worked for the finance department of the Qingdao Zhengda Co., Ltd. (青島正大有限公司) from January 2008 to June 2010. He worked as a supervisor of the finance department of OSI Group (Weihai) Poultry Development Co., Ltd (福喜(威海)農牧發展有限公司) from June 2010 to June 2013.

Mr. Shi obtained a bachelor's degree in financial management from Qingdao Agricultural University (青島農業大學) in the PRC in July 2007. He also completed his education specialising in Chinese manager project from Peking University (北京大學) in the PRC in April 2017. He obtained a qualification certificate for accountant issued by Qingdao Southern District Finance Bureau (青島市南區財政局) in July 2008. He completed a chief financial officer programme of the China Europe International Business School (中歐國際工商學院) in China in November 2018.

Mr. Luo Pingtao (羅平濤), aged 56, a vice general manager of the breeding centre of the Company. He is primarily responsible for the day-to-day management of the breeding centre of the Group.

Mr. Luo has over 30 years of experience in the chicken breeding industry. He joined the Group in October 2013. He was a vice general manager of breeding centre of the Company from October 2013 to August 2015. He then served as a general manager of breeding centre of the Company from August 2015 to June 2017 before the internal department restructuring.

Prior to joining the Group, Mr. Luo served as a technician and an assistant general manager of the Beijing Poultry Breeding Co., Ltd. (北京家禽育種有限公司) from October 1988 to January 2007 and from January 2007 to October 2013, respectively.

Mr. Luo obtained a doctoral degree in animal genetics, breeding and reproduction from China Agricultural University (中國農業大學) in the PRC in June 2006. He also obtained a qualification certificate for senior livestock farming specialist (高級畜牧師) issued by Beijing Senior Professional Technical Position Review Committee (北京市高級專業技術職務評審委員會) in September 1997.

Mr. Su Xiaolong (蘇小龍), aged 39, an e-commerce officer of the Company. He is primarily responsible for managing the day-to-day operation of the e-commerce department of the Company.

Mr. Su has around 18 years of experience in e-commerce industry. He joined the Group in December 2018 as an e-commerce officer of the Company.

Prior to joining the Group, Mr. Su served as a marketing commissioner at IBM Blue Express Computer Technology Co., Ltd. (IBM藍色快車計算機技術有限公司) from September 2001 to September 2005. He worked as a marketing manager and business manager at Acorn International Inc. (橡果國際股份有限公司), a company whose shares are listed on the New York Stock Exchange (stock code: ATV), from October 2005 to January 2008. He was an officer of Beijing Golden Egg E-commerce Co., Ltd. (北京金蛋電子商務有限公司) and Cotton Times Technology Co., Ltd. (全棉時代科技有限公司) from February 2008 to September 2009 and October 2009 to October 2011, respectively. He also served as a general manager at Kangmei Kerry (Beijing) Trading Co., Ltd. (康美可瑞(北京)商貿有限公司) from April 2012 to November 2018.

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Mr. Su completed his education specialising in mine surveying from Beijing Polytechnic College (北京工業職業技術學院) in the PRC in July 2001.

Mr. Ikeda Yoshiaki (池田良曉), aged 66, a chief consultant of the Company. He is primarily responsible for managing the operation of the Group's Japan research and development centre. He is a chief adviser of Japan Fengxiang.

Mr. Ikeda has over 42 years of experience in research and development of chicken meat products. He joined the Group in July 2017 as the Japan research and development officer of the Company.

Prior to joining the Group, Mr. Ikeda was the head of research and development department and quality and assurance department at Yokohama Co., Ltd. (横浜共立倉庫株式会社) from January 1977 to March 2001. He served various positions in the food research and development department and the products development department at the Foodlink Corporation (フードリンク株式会社) from May 2001 to March 2017 and his last position is the assistant of the head of business department and executive Director.

Mr. Ikeda completed his education specialising in marine navigation from Toyama National College of Maritime Technology (国立富山商船高等専門学校) in Japan in September 1976. He obtained a chef certificate issued by Nagasu Kazuji, Governor of Kanagawa in October 1992.

Mr. Li Libo (李立波), aged 47, a general manager of the domestic affairs department of the Company. He is primarily responsible for the domestic sales.

Mr. Li has over 24 years of experience in logistics and distribution. He joined the Group in July 2012. He then held various positions in Fengxiang Food Development. He served as a vice general manager of food business department, a general manager of the procurement centre, vice general manager, officer of the distribution channel department and general manager of the procurement department and the distribution channel department of Fengxiang Food Development from July 2012 to July 2018. He has been the general manager of the domestic affair department of the Company since July 2018.

Prior to joining the Group, he worked as a manager of delivery centre and a manager of production and sales department of Fengxiang Group from July 1995 to July 2012.

Mr. Li completed his education specialising in overseas economic management from Shandong Light Industry Economic Management School (山東省輕工業經濟管理學校) in the PRC in July 1995. He completed his education specialising in business management from Peking University (北京大學) in the PRC in October 2006. He also completed his education specialising in Chinese Enterprise Operator Project in Guanghua School of Management of Peking University (北京大學) in the PRC in July 2017.

Save as disclosed above and in "Appendix VII — Statutory and General Information — D. Further Information about the Directors and the Supervisors — 3. Miscellaneous", each of the Directors and Supervisors confirms with respect to him/her that: (i) he/she has not held any directorships in the last three years in other public companies the securities of which are listed on any securities market in Hong Kong or overseas; (ii) he/she does not hold any other position in the Company or any of the subsidiaries; (iii) he/she does not have any interests in the Shares within the meaning of Part XV of the SFO; (iv) there is no other information that should be disclosed for him/her pursuant to Rule 13.51(2) of the Listing Rules; and (v) to the best of the knowledge, information and belief of the Directors and Supervisors having made all reasonable enquiries, there are no other matters with

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respect to the appointment of the Directors and Supervisors that needs to be brought to the attention of the Shareholders.

JOINT COMPANY SECRETARIES

Mr. Shi Lei (石磊), one of our joint company secretaries, is also the chief financial officer of the Company. See “— Senior Management” above for his biographical details.

Ms. Mok Ming Wai (莫明慧), one of our joint company secretaries, is a director and the head of listing corporate services department of Trident Corporate Services (Asia) Limited (“**Trident**”), a global professional services firm.

She has over 20 years of professional and in-house experience in company secretarial field. Prior to joining Trident, she worked as a director and the head of listing services at TMF Group from January 2011 to October 2018. She is a fellow member of the Institute of Chartered Secretaries and Administrators in the United Kingdom and the Hong Kong Institute of Chartered Secretaries. She obtained a master degree of science in applied accounting and finance from the Hong Kong Baptist University in 2011. She is currently the company secretary of companies, whose shares are listed on the Stock Exchange, including China Yongda Automobiles Services Holdings Limited (中國永達汽車服務控股有限公司) (stock code: 03669), SPT Energy Group Inc. (華油能源集團有限公司) (stock code: 01251), China Fortune Financial Group Limited (中國富強金融集團有限公司) (stock code: 00290) and Sihuan Pharmaceutical Holdings Group Ltd. (四環醫藥控股集團有限公司) (stock code: 00460).

BOARD COMMITTEES

Audit committee

The Company established an audit committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code and Corporate Governance Report as set out in Appendix 14 to the Listing Rules. The audit committee consists of three independent non-executive Directors, being Mr. Guo Tianyong, Mr. Zhang Ye and Mr. Chung Wai Man. The chairman of the audit committee is Mr. Chung Wai Man, who holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules. The primary duties of the audit committee are to review and supervise the financial reporting process and internal control risk management system of the Group, oversee the audit process and perform other duties and responsibilities as assigned by the Board.

Nomination committee

The Company established a nomination committee with written terms of reference in compliance with the Corporate Governance Code and Corporate Governance Report as set out in Appendix 14 to the Listing Rules. The nomination committee consists of two independent non-executive Directors, being Mr. Guo Tianyong and Mr. Zhang Ye, and one executive Director, being Mr. Liu ZG. The chairman of the nomination committee is Mr. Liu ZG. The primary duties of the nomination committee are to review the structure, size and composition of the Board, assess the independence of independent non-executive Directors and make recommendations to the Board on the appointment and removal of the Directors and senior management of the Company, and the implementation of the board diversity policy of the Company.

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Remuneration committee

The Company established a remuneration committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code and Corporate Governance Report as set out in Appendix 14 to the Listing Rules. The remuneration committee consists of two independent non-executive Directors, being Mr. Guo Tianyong and Mr. Chung Wai Man, and one executive Director, being Mr. Liu ZG. The chairman of the remuneration committee is Mr. Guo Tianyong. The primary duties of the remuneration committee are to establish and review the policy and structure of the remuneration for the Directors and senior management and make recommendations on employee benefit arrangement.

BOARD DIVERSITY POLICY

We have adopted the board diversity policy which sets out the objective and approach to achieve and maintain diversity on the Board. The board diversity policy provides that the Company should endeavour to ensure that the Board members have the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of the Group's business strategy. Pursuant to the board diversity policy, we seek to achieve Board diversity through the consideration of a number of factors, including but not limited to professional experience, skills, knowledge, age, gender, cultural and education background, ethnicity and length of service.

We have three independent non-executive Directors with diverse industry backgrounds, representing over one-third of the members of the Board. Taking into account the existing business model, industry nature and specific needs as well as the different background of the Directors, the Directors consider that the composition of the Board upon Listing satisfies the board diversity policy while the Board recognises that the gender diversity at the board level can be further improved given its current composition of all-male directors.

The Company will continue to take steps to promote gender diversity of the Board and senior management. Under the board diversity policy, the Board shall increase the proportion of female members over time when selecting and making recommendation on suitable candidates for Board appointments, so as to generally achieve gender diversity with reference to stakeholders' expectation and international and local recommended best practices, with the ultimate goal of bringing greater gender diversity to the Board. In recognising the particular importance of gender diversity, we are committed to identify suitable female candidate(s) for future appointments to the Board and shall provide career development and training opportunities to our female staff such that they will be eligible for managerial and board-level positions in future. The nomination committee will, within two years from the Listing Date, identify and recommend one female candidate to the Board for its consideration on her appointment a director of the Company. While we recognise that gender diversity at the Board level can be improved given its current composition of all-male Directors, we will continue to apply the principle of appointment based on merits with reference to the diversity policy as a whole.

The nomination committee is delegated by the Board to be responsible for compliance with relevant code governing board diversity under the Corporate Governance Code as set out in Appendix 14 to the Listing Rules. After Listing, the nomination committee will review the board diversity policy from time to time to ensure its continued effectiveness and we will disclose in our corporate governance report about the implementation of the board diversity policy on an annual basis.

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REMUNERATION POLICY

The Directors, Supervisors and senior management receive compensation in the form of fees, salaries, allowances, discretionary bonus, pension scheme contribution and other benefits in kind (if applicable) with reference to those paid by comparable companies, time commitment and the performance of the Company. The Company also reimburses the Directors, Supervisors and senior management for expenses which are necessarily and reasonably incurred for the provision of services to the Company or executing their functions in relation to the operations of the Company. We regularly review and determine the remuneration and compensation packages (including incentive plans) of the Directors, Supervisors and senior management, by reference to, among other things, market level of remuneration and compensation paid by comparable companies, the respective responsibilities of the Directors, Supervisors and senior management and the performance of the Company.

COMPENSATION OF THE DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

For the four years ended 31 December 2016, 2017, 2018 and 2019, the aggregate amount of fees, salaries, allowances and benefits in kind and pension scheme contributions (if applicable) paid by the Company to the Directors and Supervisors were approximately RMB1.9 million, RMB2.1 million, RMB7.4 million and RMB7.4 million, respectively. The Directors' and Supervisors' remuneration is determined with reference to salaries paid by comparable companies, their experience, their responsibilities and their performance.

For the four years ended 31 December 2016, 2017, 2018 and 2019, the aggregate amount of fees, salaries, allowances and benefits in kind and pension scheme contributions (if applicable) paid by the Company to the senior management were approximately RMB4.0 million, RMB4.6 million, RMB11.2 million and RMB7.5 million, respectively. The senior management's remuneration is determined with reference to salaries paid by comparable companies, their experience, their responsibilities and their performance.

The salaries, allowances and benefits in kind and pension scheme contributions (if applicable) payable by the Company to the top five highest paid individuals who are neither a Director nor chairman of the Board for the four years ended 31 December 2016, 2017, 2018 and 2019 were approximately RMB6.0 million, RMB3.9 million, RMB2.7 million and RMB3.6 million, respectively.

During the Track Record Period, no remuneration was paid by the Company to, or receivable by, the Directors, Supervisors or the five highest-paid individuals as an inducement to join or upon joining the Company. No compensation was paid by us to, or receivable by, the Directors, past Directors, the Supervisors, past Supervisors or the five highest-paid individuals for the Track Record Period for the loss of any office in connection with the management of the affairs of any subsidiary of the Company.

None of the Directors or Supervisors had waived any remuneration during the Track Record Period. Save as disclosed above, no other payments have been paid, or are payable, by the Company or any of the subsidiaries to the Directors, Supervisors or the five highest-paid individuals during the Track Record Period.

It is estimated that under the arrangements currently in force, the aggregate amount of compensation (including salaries and benefits in kind) payable to the Directors and Supervisors for the year ending 31 December 2020 will be approximately RMB7.5 million.

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COMPLIANCE ADVISER

The Company has appointed Southwest Securities (HK) Capital Limited as the compliance adviser upon Listing pursuant to Rules 3A.19 and 19A.05 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, the compliance adviser will advise the Company in the following circumstances:

- (a) before the publication of any regulatory announcement, circular or financial report;
- (b) where a transaction, which might be a notifiable or connected transaction, is contemplated including but not limited to share issues and share repurchases;
- (c) where the Company proposes to use the proceeds of the Global Offering in a manner different from that detailed in this prospectus or where the business activities, developments or results of operation of the Group deviate from any forecast, estimate, or other information in this prospectus; and
- (d) where the Stock Exchange makes an inquiry of the Company regarding unusual movements in the price or trading volume of the Shares or any other matters under Rule 13.10 of the Listing Rules.

Pursuant to Rule 19A.06 of the Listing Rules, Southwest Securities (HK) Capital Limited will, in a timely manner, inform us of any amendment or supplement to the Listing Rules that are announced by the Stock Exchange. Southwest Securities (HK) Capital Limited will also inform us of any amendment or supplement to applicable laws and guidelines in Hong Kong.

The term of the appointment will commence on the Listing Date and end on the date on which we comply with Rule 13.46 of the Listing Rules in respect of the financial results for the first full financial year commencing after Listing.

CORPORATE GOVERNANCE CODE

The Company expects to comply with the Corporate Governance Code set out in Appendix 14 to the Listing Rules. The Directors will review the corporate governance policies and compliance with the Corporate Governance Code each financial year and comply with the “comply or explain” principle in the corporate governance report which will be included in the annual reports upon Listing.