

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS AND SENIOR MANAGEMENT

Our Board currently consists of seven Directors, comprising three executive Directors, one non-executive Director and three independent non-executive Directors. The following table sets forth certain information of our Directors:

Name	Age	Present position	Date of appointment as Director	Time of joining our Group	Roles and responsibilities	Relationship with other Directors and senior management
Executive Directors						
Mr. Zhu Boming (朱伯明)	57	Chairman and executive Director	21 May 2019	June 2005	Overall management, strategic development and decision-making of our Group	Father of Ms. Zhu Yi
Mr. Fang Gaisheng (方改生)	47	Executive Director	21 May 2019	June 2005	Management and supervision of production matter of our Group	Cousin-in-law of Mr. Zhang
Mr. Mao Chungen (毛春根)	60	Executive Director	21 May 2019	June 2005	Management of technical application and product development of our Group	Nil
Non-executive Director						
Ms. Zhu Yi (朱奕)	25	Non-executive Director	22 April 2020	March 2020	Assisting the Board in overall management of our Group, handling compliance related matters and participating in decision-making in respect of major matters of our Group	Daughter of Mr. Zhu
Independent non-executive Directors						
Mr. Guan Yuchun (關榆春)	58	Independent non-executive Director	12 October 2021	12 October 2021	Supervising and providing independent judgement to our Board	Nil
Mr. Zhao Xiaoming (趙曉明)	64	Independent non-executive Director	12 October 2021	12 October 2021	Supervising and providing independent judgement to our Board	Nil

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Name	Age	Present position	Date of appointment as Director	Time of joining our Group	Roles and responsibilities	Relationship with other Directors and senior management
Ms. Kung On Yee Annet (龔安怡)	40	Independent non-executive Director	12 October 2021	12 October 2021	Supervising and providing independent judgement to our Board	Nil

The following table sets forth certain information of our senior management member:

Name	Age	Present position	Date of appointment as senior management	Time of joining our Group	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Zhang Wenzhi (張文志)	47	Deputy general manager of the procurement department	June 2005	June 2005	Administering and coordinating the procurement process of our Group	Cousin-in-law of Mr. Fang
Ms. Dai Linxian (戴林仙)	51	Financial manager	October 2011	October 2011	Overseeing the financial management and accounting matters of our Group	Nil

DIRECTORS

Executive Directors

Mr. Zhu Boming (朱伯明), aged 57, is the chairman of the Company and our executive Director. Mr. Zhu was appointed as our Director on 21 May 2019 and was re-designated as our executive Director on 23 April 2020. He is also the chairman of our nomination committee and a member of our remuneration committee. Mr. Zhu is one of the founders of our Group and is primarily responsible for the overall management, strategic development and decision-making of our Group.

Mr. Zhu has over 28 years of experience in the household necessity product industry. Prior to founding the Group in June 2005, Mr. Zhu worked at Zhejiang Dachang Plastic Company Limited* (浙江達昌塑膠有限公司), a company primarily engaged in the sale and production of plastic household products, from 1992 to 2001 in the sales department and was responsible for handling export matters. From September 2001 to June 2004, Mr. Zhu acted as a general manager of

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Hangzhou Yajie Household Products Company Limited* (杭州亞潔日用品有限公司), a company primarily engaged in production of household necessity products, and was responsible for the overall management of its business operation.

Mr. Zhu obtained his bachelor's degree in wireless electrical equipment structure design from the Nanjing Institute of Technology* (南京工學院) in China (now known as Southeast University* (東南大學)) in July 1987. Mr. Zhu also completed the Advanced Seminar for President* (高級工商管理總裁研修班證書) from Zhejiang University* (浙江大學) in January 2006.

Mr. Zhu was a director, supervisor or manager of the following companies prior to their respective dissolution:

Name of company	Place and date of incorporation	Principal business activity prior to dissolution	Date of dissolution	Means of dissolution	Reasons for dissolution
Zhejiang Lin'an Dadi Chemical Co Ltd* (浙江臨安大地化工有限公司)	PRC, 5 November 2004	Sales of chemical products	8 March 2013	Deregistration	Ceased to carry out business
Better Home Products (Linhai) Co., Ltd* (臨海市百特日用品製造有限公司)	PRC, 23 June 2005	Manufacturing and sale of laundry products, household cleaning tools and kitchen gadgets	31 March 2014	Deregistration	Ceased to carry out business
NSM Company Limited	HK, 25 September 2012	No business activities	27 October 2017	Deregistration	No business activities
Shanghai Zhengte Network Technology Co., Ltd* (上海政特網絡科技有限公司)	PRC, 19 August 2015	Sale of food and alcoholic beverages	11 February 2018	Deregistration	Ceased to carry out business
BHP Huzhou	PRC, 19 August 2013	Sale of food and alcoholic beverages	9 June 2020	Deregistration	Ceased to carry out business

Mr. Zhu confirmed the above companies were solvent with no outstanding liabilities arising from any material non-compliance incidents, claims, litigations or proceedings arising from their operations immediately prior to their dissolutions and there was no wrongful act on his part leading to their dissolutions.

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Mr. Fang Gaisheng (方改生), aged 47, is our executive Director. Mr. Fang was appointed as our Director on 21 May 2019 and was re-designated as our executive Director on 23 April 2020. Mr. Fang is one of the founders of our Group and is primarily responsible for management and supervision of production matter of our Group.

Mr. Fang has over 20 years of experience in the household necessity product industry. Prior to founding the Group in June 2005, Mr. Fang acted as a deputy general manager of Hangzhou Yajie Household Products Company Limited* (杭州亞潔日用品有限公司), a company primarily engaged in production of household necessity products, from September 2001 to September 2005 and was responsible for management of production related matters.

Mr. Fang obtained his bachelor's degree in high polymer material and engineering from Hubei Engineering College* (湖北工學院) in China (now known as Hubei University of Technology* (湖北工業大學)) in June 1999.

Mr. Fang was a supervisor of the following company prior to its dissolution:

<u>Name of company</u>	<u>Place and date of incorporation</u>	<u>Principal business activity prior to dissolution</u>	<u>Date of dissolution</u>	<u>Means of dissolution</u>	<u>Reasons for dissolution</u>
BHP Huzhou	PRC, 19 August 2013	Sale of food and alcoholic beverages	9 June 2020	Deregistration	Ceased to carry out business

Mr. Fang confirmed the above company was solvent with no outstanding liabilities arising from any material non-compliance incidents, claims, litigations or proceedings arising from its operation immediately prior to its dissolution and there was no wrongful act on his part leading to its dissolution.

Mr. Mao Chungun (毛春根), aged 60, is our executive Director. Mr. Mao was appointed as our Director on 21 May 2019 and was re-designated as our executive Director on 23 April 2020. Mr. Mao is one of the founders of our Group and is primarily responsible for the management of technical application and product development of our Group.

Mr. Mao has over 33 years of experience in the household necessity product industry. Prior to founding the Group in June 2005, Mr. Mao worked as a deputy factory manager in Wenling Household Plastic Factory* (溫嶺縣日用工藝塑膠廠) from January 1988 and was responsible for production management. From July 1988 to 1991, Mr. Mao worked in Zhejiang Wenling Feida Industrial Company* (浙江溫嶺飛達實業總公司), a company primarily engaged in the sale and production of plastic products, as a deputy general manager and was responsible for technical and production management. From 1992 to 1994, Mr. Mao worked in Zhejiang Dachang Plastic Company Limited* (浙江達昌塑膠有限公司), a company primarily engaged in sale and production of plastic household products, as an assistant to general manager and was responsible for technical

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and production management. From 1995 to 1996, Mr. Mao worked in Linhai Dahong Plastic Company Limited* (臨海達宏塑膠有限公司), a company primarily engaged in the sale and production of vehicle plastic components, and was responsible for technical management. From 1996 to 1999, Mr. Mao worked at Hangzhou Dalong Plastic Company Limited* (杭州達隆塑膠有限公司), a company primarily engaged in production of sewage pipes, as a chief engineer and was responsible for technical management and product development. From 1999 to 2005, Mr. Mao worked as a chief engineer at Hangzhou Yajie Household Products Company Limited* (杭州亞潔日用品有限公司), a company primarily engaged in production of household cleaning products, and was responsible for technical management and product development.

Mr. Mao obtained his associate's degree in business enterprise operation management from Zhejiang Radio & TV University* (浙江廣播電視大學) in China in July 2000. Mr. Mao also obtained his master's degree in business administration from Renmin University of China* (中國人民大學) in October 2008. Mr. Mao received the qualification as an intermediate engineer* (工程師(中級)), which was granted by Hangzhou Corporate Engineer Committee* (杭州市鄉鎮企業工程技術人員中評委) in November 1998.

Mr. Mao was a director, supervisor or manager of the following companies prior to their respective dissolution:

Name of company	Place and date of incorporation	Principal business activity prior to dissolution	Date of dissolution	Means of dissolution	Reasons for dissolution
Shanghai Yuanlin Dafu Plastics Co., Ltd* (上海園林達富塑膠有限公司)	PRC, 11 February 1999	No business activities	11 December 2000	Revocation of business licence	No business activities and did not attend to annual inspection
Better Home Products (Linhai) Co., Ltd* (臨海市百特日用品製造有限公司)	PRC, 23 June 2005	Manufacturing and sale of laundry products, household cleaning tools and kitchen gadgets	31 March 2014	Deregistration	Ceased to carry out business
BHP Huzhou	PRC, 19 August 2013	Sale of food and alcoholic beverages	9 June 2020	Deregistration	Ceased to carry out business

Mr. Mao confirmed the above companies were solvent with no outstanding liabilities arising from any material non-compliance incidents, claims, litigations or proceedings arising from their operations immediately prior to their dissolutions and there was no wrongful act on his part leading to their dissolutions.

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Non-executive Director

Ms. Zhu Yi (朱奕), aged 25, is the daughter of Mr. Zhu, one of our founders, Controlling Shareholders and executive Directors, and was appointed as our Director on 22 April 2020 and re-designated as our non-executive Director on 23 April 2020. She is primarily responsible for assisting our Board in overall management of our Group, handling compliance related matters and participating in decision-making in respect of major matters of our Group.

From June 2019 to February 2020, Ms. Zhu worked as a fund accountant in State Street Corporation Hangzhou Branch, a company primarily engaged in investment business, and was responsible for capital statement analysis for private equity in North America, Singapore and Ireland.

Ms. Zhu graduated from University of California San Diego with a bachelor's degree in science in March 2019.

Ms. Zhu did not hold any directorship position in any companies which were subsequently dissolved.

Independent non-executive Directors

Mr. Guan Yuchun (關榆春), aged 58, was appointed as our independent non-executive Director on 12 October 2021 and is primarily responsible for supervising and providing independent judgement to our Board. He is also a member of our audit committee, remuneration committee and nomination committee.

Mr. Guan has over 40 years of experience in finance and banking. He joined the Xishan Road Office of Industrial and Commercial Bank of China as a bank officer at the savings department in December 1981 and was later promoted to the position of an economist of the headquarter office at the bank. From December 1993 to April 1998, he worked as a manager at the savings department of the North Jianshe Road Office of Industrial and Commercial Bank of China and was mainly responsible for overseeing the operation of the savings department. From April 1998 to June 2018, he worked as a bank officer at the savings department of Bank of Tangshan and was later promoted to the position of general manager of the business department of the Caofeidian office* (曹妃甸事業部). During his employment at the Caofeidian office* (曹妃甸事業部) of Bank of Tangshan, he was mainly responsible for the overall sales and management of the department.

Mr. Guan graduated from Hebei Radio and TV University* (河北廣播電視大學) in China with a diploma in finance in July 1989. He also obtained a diploma in English from Hebei Normal College* (河北師範學院) in China (now known as Hebei Normal University* (河北師範大學) in June 1995.

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Mr. Guan did not hold any directorship position in any companies which were subsequently dissolved.

Mr. Zhao Xiaoming (趙曉明), aged 64, was appointed as our independent non-executive Director on 12 October 2021 and is primarily responsible for supervising and providing independent judgement to our Board. He is also the chairman of our remuneration committee and a member of our audit committee.

Mr. Zhao has over 25 years of experience in the legal industry. In June 1996, Mr. Zhao founded Heilongjiang Daming Law Firm* (黑龍江達明律師事務所) and has been the supervisor of the same from June 1996 to July 2016. From July 2016 to December 2018, Mr. Zhao was a partner of Hainan Huihai Law Firm* (海南惠海律師事務所). Since January 2019, Mr. Zhao has been a partner of Deheng Law Offices (Sanya)* (北京德恒(三亞)律師事務所).

Mr. Zhao obtained his bachelor's degree in political economics from Heilongjiang University* (黑龍江大學) in China in July 1984 and further obtained a master's degree in law from the same university in July 2002. Mr. Zhao became a qualified lawyer in the PRC since October 1995.

Mr. Zhao was a director of the following company prior to its dissolution:

Name of company	Place and date of incorporation	Principal business		Means of dissolution	Reasons for dissolution
		activity prior to dissolution	Date of dissolution		
Harbin Diwang Real Estate Broker Co., Ltd* (哈爾濱地王房地產經紀有限公司)	PRC, 19 May 2005	No business activities	4 May 2012	Revocation of business licence	No business activities and did not attend to annual examination

Mr. Zhao confirmed the above company was solvent with no outstanding liabilities arising from any material non-compliance incidents, claims, litigations or proceedings arising from its operation immediately prior to its dissolution and there was no wrongful act on his part leading to its dissolution.

Ms. Kung On Yee Annet (龔安怡), aged 40, was appointed as our independent non-executive Director on 12 October 2021 and is primarily responsible for supervising and providing independent judgement to our Board. She is also the chairman of our audit committee and a member of our nomination committee.

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Ms. Kung has over 15 years of experience in finance and accounting. The following table sets out the previous professional experience of Ms. Kung:

Company	Principal business activities	Position	Responsibilities	Service period
Baker Tilly Hong Kong Business Services Limited	Providing accounting and advisory services	Auditor III, subsequently promoted to Senior Auditor III	Handling matters in relation to financial accounting and auditing	July 2006 to August 2008
Man Sang Jewellery Company Limited, a company whose then holding company was listed on the Stock Exchange (stock code: 0938)	Purchasing, processing and wholesaling of pearls	Internal auditor	Handling matters in relation to the audit compliance requirements under the Sarbanes-Oxley Act	February 2009 to January 2011
Fuqi International, Inc., a company whose shares were formerly traded on the Nasdaq Stock Market (stock code: FUQI) and was later delisted in March 2011	Producing and selling luxurious jewellery	Assistant internal audit manager	Handling matters in relation to the audit compliance requirements under the Sarbanes-Oxley Act	January 2011 to January 2012
China Trillion Capital Limited	Providing capital market consultancy services	Vice president	Performing due diligence reviews of potential listing projects and assisting companies to meet the listing requirements with regards to financial and audit compliance	November 2012 to November 2017

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Company	Principal business activities	Position	Responsibilities	Service period
Anphil Company Limited (formerly known as Anphil Accounting and Professional Consultancy Services Limited)	Providing accounting and consultancy services	Director and company secretary	Providing accounting and company secretarial services	September 2014 to present

Ms. Kung graduated from the University of Melbourne with a bachelor's degree in commerce in December 2004. She further obtained a master's degree in corporate governance from the Hong Kong Polytechnic University in September 2016.

Ms. Kung has been admitted as a member of the Hong Kong Institute of Certified Public Accountants since July 2009, the Institute of Internal Auditors since August 2009, the Taxation Institute of Hong Kong since January 2010 and the Institute of Chartered Secretaries and Administrators of Hong Kong since December 2016.

Ms. Kung did not hold any directorship position in any companies which were subsequently dissolved.

Our Directors are of the view that the role of an independent non-executive Director includes but not limited to:

- (i) contributing to the performance function of our Board by bringing his/her general and/or specialist knowledge, experience, expertise, insights and access to relevant outside resources or connections on the issues facing our Board;
- (ii) supervising management, in particular to ensure conformance with our Group's established policies, procedures and plans;
- (iii) ensuring that the interests of all Shareholders, and not only the interests of a particular group, are taken into account by our Board;
- (iv) counter-balancing any situation involving conflict of interest of any Directors and protect the interests of the independent Shareholders; and
- (v) performing their duties as chairpersons/members of the audit committee, nomination committee and/or remuneration committee.

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Our Directors are of the view that our independent non-executive Directors, though not having prior experience in our Group's industry or other listed companies, can fulfil the abovementioned functions and bring valuable insights, knowledge and experience to our Board which is not confined by the know-how or skill sets in our Group's industry given that they possess ample experience in their respective field of work. For instance, with over 40 years of experience in finance and banking, Mr. Guan is well-equipped to provide independent judgement to our Board on financing and transactional matters. Mr. Zhao, being a partner of a law firm who possesses over 25 years of experience in the legal industry, can assist in supervising our Group's legal compliance and advise our Board on legal matters. Ms. Kung, who has been a member of the Hong Kong Institute of Certified Public Accountants since July 2009 with considerable experience in handling audit and compliance matters, can lead our Group's audit committee to perform its duties including overseeing the audit process and internal control systems of our Group. In addition, to make an informed judgement and in order to be effective during board deliberation of strategic and commercial issues, our independent non-executive Directors will spend time learning about our Group's background, its business and the industry in which it operates. Our Group will also organise induction for our independent non-executive Directors that will cover such areas.

Disclosure required under Rule 13.51(2) of the Listing Rules

Save as disclosed in this section, each of our Directors confirms with respect to him/her that: (a) he/she has not held 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 prior to the Latest Practicable Date; (b) he/she did not hold other positions in our Company or other members of our Group as at the Latest Practicable Date; (c) he/she did not have any relationship with any other Directors, senior management, substantial Shareholder or Controlling Shareholder of our Company as at the Latest Practicable Date; (d) he/she does not have any interests in our Shares within the meaning of Part XV of the SFO, save as disclosed in the section headed "Statutory and general information — C. Further information about our Directors and substantial Shareholders — 1. Interests and/or short positions of our Directors and chief executive in the Shares, underlying Shares and debentures of our Company or its associated corporations" in Appendix V to this prospectus; (e) he/she does not have any interest in any business which competes or is likely to compete, directly or indirectly, with us, which is discloseable under the Listing Rules; and (f) to the best of the knowledge, information and belief of our Directors having made all reasonable enquiries, there was no additional information relating to our Directors or senior management that was required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules and no other matter with respect to their appointments that needed to be brought to the attention of our Shareholders as at the Latest Practicable Date.

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Mr. Zhang Wenzhi (張文志), age 47, is one of the founders and Controlling Shareholders of our Group and is currently the deputy general manager of the procurement department of our Group. Mr. Zhang is not a director of the Company due to his own preference. Mr. Zhang is primarily responsible for administering and coordinating the procurement process of our Group.

Mr. Zhang has over 21 years of experience in the household necessity product industry. Mr. Zhang began his career in 1999 in the production department of Hangzhou Dalong Plastic Company Limited* (杭州達隆塑膠有限公司), a company primarily engaged in production of plastic household products, and was responsible for overseeing the production process. From 2001 to 2004, Mr. Zhang worked in the production department of Hangzhou Yajie Household Products Company Limited* (杭州亞潔日用品有限公司), a company primarily engaged in production of household necessity products, and was responsible for overseeing the production process.

Mr. Zhang obtained his certificate in business administration from Zhejiang Radio & TV University* (浙江廣播電視大學) in China in June 2002.

Mr. Zhang was a director, supervisor or manager of the following companies prior to their respective dissolution:

<u>Name of company</u>	<u>Place and date of incorporation</u>	<u>Principal business activity prior to dissolution</u>	<u>Date of dissolution</u>	<u>Means of dissolution</u>	<u>Reasons for dissolution</u>
Shanghai Dafu Decoration Materials Co., Ltd* (上海達富裝飾材料有限公司)	PRC, 5 January 1998	Sales of building materials, decoration materials, metal materials and others	11 December 2000	Revocation of business licence	Ceased to carry out business and did not attend to annual inspection
Shanghai Yuanlin Dafu Plastics Co., Ltd* (上海園林達富塑膠有限公司)	PRC, 11 February 1999	No business activities	11 December 2000	Revocation of business licence	No business activities and did not attend to annual inspection

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Name of company	Place and date of incorporation	Principal business activity prior to dissolution	Date of dissolution	Means of dissolution	Reasons for dissolution
Hangzhou Economic and Technological Development Zone Dafu Building Decoration Materials Co., Ltd* (杭州經濟技術開發區達富建築裝飾材料有限公司)	PRC, 19 December 1996	Wholesale and retail of building materials, decoration materials, plastic products and others	30 October 2001	Revocation of business licence	Ceased to carry out business and did not attend to annual inspection
Shanghai Dafu Cleaning Products Co., Ltd First Branch* (上海達富清潔用品有限公司第一分公司)	PRC, 6 August 2003	Sales of plastic cleaning products	8 December 2005	Revocation of business licence	Ceased to carry out business and did not attend to annual inspection

Mr. Zhang confirmed the above companies were solvent with no outstanding liabilities arising from any material non-compliance incidents, claims, litigations or proceedings arising from their operations immediately prior to their dissolutions and there was no wrongful act on his part leading to their dissolutions.

Mr. Zhang does not have any current or past directorships in any listed companies in the last three years prior to the Latest Practicable Date.

Ms. Dai Linxian (戴林仙), age 51, joined our Group in October 2011 and is currently our financial manager. Ms. Dai is primarily responsible for overseeing the financial management and accounting matters of our Group.

Ms. Dai has over 28 years of experience in the accounting practice. From December 1992 to August 2003, Ms. Dai worked as a cost accountant in Xinshi Colour Printing Factory* (新市彩印蠟紙廠) and was responsible for cost accounting and budgeting. From March 2001 to October 2011, Ms. Dai worked in Deqing Nongken Juanfang Co. Ltd* (德清縣農墾絹紡有限責任公司) as an account manager and was responsible for the overall management of financial and accounting matters. From December 2006 to October 2011, Ms. Dai was also the supervisor of Deqing Hongsen Electric Automotive Parts Manufacturing Co., Ltd* (德清宏森電動車配件製造有限公司) and was responsible for accounting and tax filing.

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Ms. Dai obtained her certificate in accounting from Zhejiang University of Technology* (浙江工業大學) in China in July 2002.

Ms. Dai does not have any current or past directorships in any listed companies in the last three years prior to the Latest Practicable Date.

JOINT COMPANY SECRETARIES

Ms. Lam Shi Ping (林仕萍) is one of the joint company secretaries of our Company and was appointed on 23 April 2020 by an engagement letter made between the Company and Boardroom Corporate Services (HK) Limited dated 4 June 2019, pursuant to which the latter has agreed to provide certain corporate secretarial services to the Company. Ms. Lam has over 10 years of experience in company secretarial field, which is gained from her working experience with various companies listed in Hong Kong.

Ms. Lam has been an associate member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom since April 2015. Ms. Lam graduated from the Australian Institute for University Studies with a diploma of commerce in December 2001. She further obtained a bachelor's degree of business administration from Curtin University of Technology in July 2003 and a master's degree of corporate governance from the Hong Kong Polytechnic University in October 2014.

Mr. Leung Man Hang (梁敏行) is one of the joint company secretaries of our Company and was appointed on 23 April 2020. Mr. Leung has over nine years of experience in audit and accounting. From September 2012 to April 2015, Mr. Leung worked as an associate in Victor W. N. Ngai & Co. and was principally responsible for handling assurance and accounting matters. From May 2015 to December 2015, Mr. Leung worked as a semi-senior associate in CCS & Company, Certified Public Accountants and was principally responsible for the planning and execution of audit fieldwork. He has been an audit manager of Sinno International CPA Limited since January 2016 and is principally responsible for managing the auditing and accounting teams of the same.

Mr. Leung has been a member of the Hong Kong Institute of Certified Public Accountants since October 2019. Mr. Leung graduated from Hong Kong Shue Yan University with a bachelor's degree of commerce (Hons) in accounting in July 2012.

Ms. Lam and Mr. Leung will be assigned with different responsibilities as our joint company secretaries. Ms. Lam, with over 10 years of experience in company secretarial field, is the authorised representative of the Company. She will be focusing on advising our Board on compliance related matters and be primarily responsible for (i) assisting our Board in complying with statutory filing requirements, regulatory requirements and the continuing obligations of the

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Listing Rules and the Takeovers Code; (ii) monitoring all relevant legislative, regulatory, and corporate governance updates which are relevant to our Group's operations; and (iii) arranging for convening annual general meetings, general meetings and preparing the agenda to be considered at the meetings. Mr. Leung, with nine years of experience in audit and accounting and being a member of the Hong Kong Institute of Certified Public Accountants, will be responsible for (i) assisting our Group in preparing management accounts with due regard to the requirements under the HKFRS; (ii) reviewing our overall tax position and handling tax related matters including the preparation of tax returns of our Group's subsidiaries in Hong Kong; and (iii) assisting the Board in liaising with potential investors and other professional working parties in Hong Kong upon Listing.

Our joint company secretaries have not been a director of any public company, the securities of which are listed on any securities market in Hong Kong or overseas in the three years immediately preceding the Latest Practicable Date.

BOARD COMMITTEES

Audit Committee

We have established an audit committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code. Our audit committee consists of three members, comprising all the independent non-executive Directors, namely Ms. Kung On Yee Annet, Mr. Guan Yuchun and Mr. Zhao Xiaoming. Ms. Kung On Yee Annet is the chairman of our audit committee.

The primary duties of the audit committee are mainly (i) to review and supervise the financial reporting process and to oversee the audit process of our Group; (ii) to oversee internal control procedures and corporate governance of our Group; (iii) to supervise internal control systems of our Group; and (iv) and to monitor any continuing connected transactions.

Remuneration Committee

We have established a remuneration committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code. Our remuneration committee consists of three members, namely Mr. Zhao Xiaoming, Mr. Guan Yuchun and Mr. Zhu. Mr. Zhao Xiaoming is the chairman of our remuneration committee.

The primary duties of the remuneration committee are mainly (i) to develop a transparent policy in relation to remuneration; (ii) to review the remuneration policy and the structure relating to all Directors and senior management of our Group; (iii) to review the remuneration of our

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Directors and senior management of our Group based on their performance; and (iv) to make recommendations on other remuneration-related arrangement, such as, housing allowance and bonuses payable to Directors and senior management of our Group.

Nomination Committee

We have established a nomination committee with written terms of reference in compliance with the Corporate Governance Code. Our nomination committee consists of three members, namely Mr. Zhu, Ms. Kung On Yee Annet and Mr. Guan Yuchun. Mr. Zhu is the chairman of our nomination committee.

The primary duties of the nomination committee are (i) to review the structure, size and composition of our Board on a regular basis; (ii) to make recommendations to our Board relating to the appointment and removal of Directors; (iii) to identify individuals suitably qualified to become members of our Board; and (iv) to assess the independence of our independent non-executive Directors.

REMUNERATION OF DIRECTORS AND FIVE HIGHEST PAID INDIVIDUALS

For each of the years ended 31 December 2018, 2019 and 2020 and the four months ended 30 April 2021, the total remuneration (including salaries and discretionary bonus, retirement benefit scheme contributions and other benefits) paid by us to our Directors amounted to approximately RMB1.0 million, RMB1.1 million, RMB1.0 million and RMB0.5 million, respectively. The aggregate emoluments (including salaries, discretionary bonus, retirement benefit scheme contributions and other benefits) of the five highest individuals of our Group, excluding our Directors, were approximately RMB0.5 million, RMB0.7 million, RMB0.7 million and RMB0.3 million, respectively.

Under the arrangements currently in force, the aggregate remuneration (including benefits in kind but excluding any commission or discretionary bonus) to be paid by us to our Directors for the years ending 31 December 2021, 2022 and 2023 is estimated to be approximately RMB1.5 million, RMB3.1 million and RMB3.1 million, respectively. Such increase in our Directors' remuneration is commensurate with the additional works and duties to be taken up by our executive Directors before and after the Listing and our non-executive Directors and independent non-executive Directors after the Listing, which would include, among others, duties for compliance matters relating to the Listing Rules and all other laws and regulations and the additional work relating to the implementation of our expansion plans with the proceeds from the Listing.

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

Save as disclosed in this prospectus, no other payments had been made, or are payable, by any member of our Group to our Directors during the Track Record Period.

None of our Directors had waived or agreed to waive any remuneration during the Track Record Period.

REMUNERATION POLICY

Our Directors and senior management receive compensation in the form of director fees, salaries, benefits in kind and/or discretionary bonuses with reference to those paid by comparable companies, time commitment and the performance of our Group. Our Group also reimburses our Directors and senior management for expenses which are necessarily and reasonably incurred for the provision of services to our Group or executing their functions in relation to the operations of our Group. We regularly review and determine the remuneration and compensation packages of our Directors and senior management, by reference to, among other things, market level of remuneration and compensation paid by comparable companies, the respective responsibilities of our Directors and the performance of our Group.

CORPORATE GOVERNANCE

Our Company intends to comply with all the Corporate Governance Code as set out in Appendix 14 to the Listing Rules 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.

BOARD DIVERSITY POLICY

We have adopted a board diversity policy which sets out the approach to achieve and maintain an appropriate balance of diversity perspectives of our Board that are relevant to our business growth. Pursuant to our board diversity policy, selection of Board candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, professional qualifications, skills, knowledge and industry experience. The ultimate decision will be based on merit and contribution that the selected candidates will bring to our Board with reference to our board diversity policy.

DIRECTORS AND SENIOR MANAGEMENT

Our nomination committee is responsible for ensuring the diversity of our Board. After the Listing, our nomination committee will review our board diversity policy from time to time to ensure its continued effectiveness and we will disclose the implementation of our board diversity policy in our corporate governance report on an annual basis.

Our Directors have a balanced mix of knowledge and skills, including knowledge and experience in the areas of household products manufacturing, business management, legal, auditing and accounting. We have three independent non-executive Directors with different backgrounds, representing more than one-third of the members of our Board. Our Directors, with two females and five males, range from 25 years old to 64 years old and are able to bring a balance of diversity perspectives to our Board. We will take steps to promote gender diversity at all levels of our Company, including but without limitation at the Board and senior management levels. While we recognise that gender diversity at the Board level can be improved given its current composition of a majority of male Directors, we will continue to apply the principle of appointments based on merits with reference to our board diversity policy as a whole.

Upon the Listing, two out of seven of our Directors are female. Under the objectives of the board diversity policy, we will give preference to female candidates on the succession planning of Directors. We intend to appoint at least one additional female to our Board and achieve a target gender ratio of at least one-third of our Board are female Directors by 31 December 2022. We will ensure there is gender diversity when recruiting staff for middle to senior level so that we will have a pipeline of female senior management and potential successors to our Board in near future and engage more resources in training female staff who have long and relevant experience in our business, with the aim of promoting them to the senior management or directorship of our Group, noting that we currently already have one female senior management member. As female representation in senior roles throughout the industry and the pool of qualified females keeps growing, we expect to have more female members who would be qualified to sit on our Board in the future.

COMPLIANCE ADVISER

We have appointed Giraffe Capital Limited as our compliance adviser in accordance with Rule 3A.19 of the Listing Rules. The term of appointment shall 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 our financial results for the first full financial year after the Listing. The compliance adviser fee payable to Giraffe Capital Limited shall be HK\$780,000 per annum.

DIRECTORS AND SENIOR MANAGEMENT

Pursuant to Rule 3A.23 of the Listing Rules and the terms of the agreement with our compliance adviser, we will consult with and, if necessary, seek advice from our compliance adviser in the following circumstances:

- (i) before the publication of any regulatory announcement, circular or financial report;
- (ii) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues or share repurchase;
- (iii) where we propose to use the net proceeds from the Global Offering in a manner different from that detailed in this prospectus or where our business activities, developments or results deviate from any forecast, estimate, or other information in this prospectus; and
- (iv) where the Stock Exchange makes an inquiry to our Company under Rule 13.10 of the Listing Rules.