

## DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

### BOARD OF DIRECTORS

The Board consists of eight Directors, including four executive Directors and four independent non-executive Directors. The Directors are elected for a term of three years and are subject to re-election, provided that the cumulative term of an independent non-executive Director shall not exceed six years pursuant to the relevant PRC laws and regulations. The following table sets forth certain information regarding the Directors.

Name	Age	Time of joining the Group	Date of appointment as a Director	Existing position in the Company	Responsibilities	Relationship with other Directors, Supervisors and senior management
Mr. JIANG Weiping (蔣衛平) . . . . .	67	December 20, 2007	December 20, 2007	Chairman of the Board and Executive Director	Responsible for the overall strategic planning and business development of the Company, and making major strategy decisions	Father of Ms. JIANG Anqi
Mr. ZOU Jun (鄒軍) . . . . .	49	December 20, 2007	December 20, 2007	Executive Director, executive vice president, chief financial officer	Responsible for the financial, accounting, financing and taxation affairs of the Company	None
Ms. JIANG Anqi (蔣安琪) . . . . .	34	February 10, 2017	February 10, 2017	Vice Chairwoman of the Board and Executive Director	Responsible for assisting the Company in formulating the strategic and investment plans of the Company, and assisting the chairman in making major strategy decisions	Daughter of Mr. JIANG Weiping
Mr. HA, Frank Chun Shing (夏浚誠) . . . . .	50	January 15, 2021	February 1, 2021	Executive Director, chief executive officer	Responsible for the overall and day-to-day management of the Company	None
Mr. PAN Ying (潘鷹) . . . . .	49	February 10, 2017	February 10, 2017	Independent non-executive Director	Responsible for supervising and providing independent advice on the operation and management of the Company	None

## DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

Name	Age	Time of joining the Group	Date of appointment as a Director	Existing position in the Company	Responsibilities	Relationship with other Directors, Supervisors and senior management
Mr. XIANG Chuan (向川) . . . . .	63	February 28, 2020	February 28, 2020	Independent non-executive Director	Responsible for supervising and providing independent advice on the operation and management of the Company	None
Ms. TANG Guo Qiong (唐國瓊) . . . . .	59	November 4, 2020	November 4, 2020	Independent non-executive Director	Responsible for supervising and providing independent advice on the operation and management of the Company	None
Dr. HUANG Wei (黃瑋) . . . . .	53	December 29, 2021 (effective before Listing)	December 29, 2021 (effective before Listing)	Independent non-executive Director	Responsible for offering independent advice to our Board on the operations and management of the Company	None

### BOARD OF SUPERVISORS

The PRC Company Law requires a joint stock company to establish a board of supervisors that is primarily responsible for supervising the performance of the board and senior management and the financial operations, internal control and risk management. The Board of Supervisors consists of three Supervisors including one employee representative Supervisor. The Supervisors are elected for a term of three years and may be subject to re-election. The following table sets forth certain information about the Supervisors.

Name	Age	Time of joining the Group	Date of appointment as a Supervisor	Existing position in the Company	Responsibilities	Relationship with other Directors, Supervisors and senior management
Ms. YAN Jin (嚴錦) . . . . .	47	February 10, 2017	February 10, 2017	Chairman of the Board of Supervisors	Responsible for overall work of the Board of Supervisors and supervising the performance of duties by the Directors and the senior management	None

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Name	Age	Time of joining the Group	Date of appointment as a Supervisor	Existing position in the Company	Responsibilities	Relationship with other Directors, Supervisors and senior management
Ms. CHEN Zemin (陳澤敏) .....	48	September 29, 2021	September 29, 2021	Supervisor	Responsible for supervising the performance of duties by the Directors and the senior management	None
Mr. HU Yi (胡軼) .....	41	March 22, 2021	September 13, 2021	Employee representative Supervisor; head of audit department	Responsible for supervising the performance of duties by the Directors and the senior management on behalf of the employees; in charge of the internal audit department	None

### SENIOR MANAGEMENT

The following table sets out certain information regarding the senior management of the Company.

Name	Age	Time of joining the Group	Date of appointment as a senior management	Existing position in the Company	Responsibilities	Relationship with other Directors, Supervisors and senior management
Mr. HA, Frank Chun Shing (夏浚誠) .....	50	January 2021	February 2021	Executive Director, chief executive officer	Responsible for the overall and day-to-day management of the Company	None
Mr. ZOU Jun (鄒軍) .....	49	December 2007	December 2007	Executive Director, Executive vice president, chief financial officer	Responsible for the financial, accounting, financing and taxation affairs of the Company	None
Mr. GUO Wei (郭維) .....	51	September 2004	May 2009	Executive vice president	Responsible for the operation and management of the Company's operations, projects, procurement, supply chain, process technology, and production and resource bases	None

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<u>Name</u>	<u>Age</u>	<u>Time of joining the Group</u>	<u>Date of appointment as a senior management</u>	<u>Existing position in the Company</u>	<u>Responsibilities</u>	<u>Relationship with other Directors, Supervisors and senior management</u>
Mr. YAN Dong (閻冬) .....	48	June 2013	December 2015	Senior vice president	Responsible for planning and coordinating the sales and marketing activities of the Company	None
Ms. XIONG Wanyu (熊萬渝) .....	46	August 2014	February 2021	Vice president	Responsible for the management of government affairs, corporate administration, information technology, ESG and sustainable development and group work affairs of the Company	None
Ms. LIU Ying (劉瑩) .....	47	November 2017	February 2021	Executive vice president	Responsible for the human resources management, global sales and marketing management, and corporate innovation management of the Company	None
Mr. ZHOU Fu (周複) .....	42	May 2018	February 2021	Vice president	Responsible for the research and development center, and the preparation, scientific research and industrial technology control of enterprise universities of the Company	None

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Name	Age	Time of joining the Group	Date of appointment as a senior management	Existing position in the Company	Responsibilities	Relationship with other Directors, Supervisors and senior management
Mr. ZHANG Wenyu (張文宇) .....	43	December 2021	December 2021	Secretary to the Board of Directors, vice president	Responsible for supervision of the daily affairs of the Board, corporate governance and equity financing etc.	None
Mr. LI Guo (李果) .....	38	June 2015	April 2022	Vice president	Responsible for the corporate development, and the investment and M&A business of the Company	None

Except as disclosed below in this section, none of the Directors, Supervisors and members of senior management is related to other Directors, Supervisors and members of senior management.

### BOARD OF DIRECTORS

#### Executive Directors

**Mr. JIANG Weiping (蔣衛平)**, aged 67, was appointed as the executive Director and the chairman of the Board of the Company since December 2007. He is primarily responsible for the overall strategic planning and business development of our Company and making major strategic decisions. Mr. Jiang is a member of the Single Largest Group of Shareholders of our Company.

Mr. Jiang has nearly 20 years of experience in the lithium industry. He set up Tianqi Group Company in December 2003, and has acted as the chairman of Tianqi Group Company since its incorporation. Mr. Jiang acquired Shehong Lithium, the predecessor of our Company, through Tianqi Group Company in October 2004, and has been a Director and the chairman of the Board since then. He also served as the general manager of our Company from August 2011 to December 2012. Further, Mr. Jiang has been the vice president of the lithium branch of China Non-Ferrous Metals Industry Association since September 2011; an economic development consultant of Suining Municipal People's Government since March 2017; a representative at the 13th National People's Congress since March 2018; and a council member and the vice president of the Association of Listed Companies of Sichuan Province since August 2018.

Mr. Jiang graduated from Chengdu College of Agricultural Machinery (成都農機學院工學學士) in China with a bachelor's degree in engineering in June 1982. Mr. Jiang was also accredited as an engineer by the Ministry of Machinery and Electronics Industry of the PRC in September 2011.

**Mr. ZOU Jun (鄒軍)**, aged 49, was appointed as an executive Director and the chief financial officer of the Company in December 2007, primarily responsible for the finance, accounting, financing and taxation affairs of the Company.

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Mr. Zou has nearly 20 years of experience in finance and accounting. Prior to joining the Group, Mr. Zou served as auditing assistant, project manager, department manager and senior manager of Chongqing Tianjian Auditing Firm (重慶天健會計師事務所) from September 1998 to July 2007. He then joined the Company as a director and the chief accountant in December 2007. Mr. Zou also held positions in various companies within our Group, serving as (i) a director of Tianqi HK from January 2013 to August 2020; (ii) a supervisor of Shenghe Lithium from January 2014 to November 2019; (iii) a supervisor of Chengdu Tianqi from August 2014 to November 2019; (iv) a director of Tianqi Lithium International from April 2015 to February 2019; (v) a director of Tianqi Lithium (Jiangsu) from April 2015 to September 2020; (vi) a supervisor of Chongqing Tianqi from February 2017 to September 2017; (vii) a supervisor of Tianqi Xinlong from May 2017 to November 2019; and (viii) a director of Tianqi UK Limited, Tianqi Australia Investments 2 and Tianqi Australia Investments 1 respectively from September 2020 to June 2021. Mr. Zou is currently (i) a director of Tianqi Lithium HK since March 2015; (ii) a director of Shigatse Zhabuye since July 2016; (iii) a director of Tianqi Finco since June 2017; and (iv) a director of Tianqi Bond since June 2019.

Mr. Zou obtained a master's degree in accounting from East China Jiaotong University (華東交通大學), China in June 1998. Mr. Zou was also accredited as a PRC-registered public accountant by The Chinese Institute of Certified Public Accountants in November 2000.

**Ms. JIANG Anqi (蔣安琪)**, aged 34, was appointed as an executive Director of the Company in February 2017 and as the vice Chairwoman of the Board in April 2022. She is primarily responsible for assisting our Company in formulating the strategic and investment plans, and assisting the chairman in making major strategic decisions. Ms. Jiang is a member of the Single Largest Group of Shareholders of our Company.

Ms. Jiang has over 6 years of experience in the lithium industry. She holds various positions in Tianqi Group Company and its subsidiaries, serving as (i) an executive director of Chengdu Youcai Science & Technology Co., Limited (成都優材科技有限公司) since April 2015; (ii) a director of Tianqi Group HK since May 2015; (iii) a director of TQC Equipment Inc. Canada in July 2015; (iv) a director of Jiangsu ProteLight Pharmaceutical & Biotechnology Co., Ltd. (江蘇普萊醫藥生物技術有限公司) since December 2015; (v) vice general manager and a director of Tianqi Group Company since February 2016 and July 2018 respectively, and was promoted from vice general manager to general manager since August 2021; (vi) a director of Runfeng Minerals since March 2016; (vii) a director of TQC Canada Company since May 2016; (viii) an executive Director of the Company since February 2017; (ix) the chairman of Chengdu Dengte Dental Technologies Development Co., Limited (成都登特牙科技術開發有限公司) since October 2017; (x) a director of Shanghai Rongheying Material Technology Co., Ltd (上海蓉合盈材料技術有限公司) since April 2019; and (xi) a director of Chengdu Tianqi Addictives Manufacturing Company Ltd. (成都天齊增材智造有限責任公司) since May 2019. Further, Ms. Jiang is currently the director of (i) TLEA; (ii) TLH; (iii) TLA; (iv) TLK; (v) Tianqi Australia Investments 1; and (vi) Tianqi Australia Investments 2 since July 2021.

Ms. Jiang graduated from Concordia University in Canada with a bachelor's degree in arts in May 2012. Ms. Jiang obtained a master of business administration from Southwestern University of Finance and Economics (西南財經大學) in China in June 2022.

**Mr. HA, Frank Chun Shing (夏浚誠)**, aged 50, was appointed as a chief executive officer of the Company on January 15, 2021 and an executive Director of the Company on February 1, 2021. He is primarily responsible for the overall and day-to-day management of our Company.

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Prior to joining the Group, Mr. Ha worked at Olip Italia S.p.A. from August 1997 to May 2002 and Swarovski (Austria). He also worked at Steyr Motors GmbH from May 2018 to December 2020, in which he acted as the chief operating officer of Steyr Motors GmbH from May 2018 to November 2018, the chief executive officer of Steyr Motors GmbH from November 2018 to August 2019, and the managing director of Steyr Motors Hong Kong Co. Ltd from August 2019 to December 2020. Mr. Ha was also appointed as the general manager of Tianqi Lithium HK in February 2021. Further, Mr. Ha is currently the director of (i) TLEA; (ii) TLH; (iii) TLA; (iv) TLK; (v) Tianqi Australia Investments 1; and (vi) Tianqi Australia Investments 2 since July 2021. Mr. Ha also acted as the executive director, general manager and legal representative of Chengdu Tianqi since July 2021, and acted as the executive director of Tianqichuang Lithium since September 2021.

Mr. Ha obtained (i) a graduate diploma in core business management from the MCI Management Center Innsbruck, Austria in November 2007; (ii) an MBA/EMBA from the Chinese University of Hong Kong Business School in July 2016; and (iii) a master's degree in engineering management from the University of Technology Sydney, Australia in July 2018. Mr. Ha is currently a PhD candidate in enterprise management at the Shanghai University of Finance and Economics (上海財經大學) in China since October 2021.

### Independent Non-executive Directors

**Mr. PAN Ying (潘鷹)**, aged 49, was appointed as an independent non-executive Director of the Company in February 2017. He is primarily responsible for supervising and providing independent advice on the operation and management of our Company.

Mr. Pan has worked at Southwestern University of Finance and Economics (西南財經大學) since March 2005 and has been an associate professor of Southwestern University of Finance and Economics (西南財經大學) since 2014. He has also been acting as an executive director and a general manager of Chengdu Shouwei Enterprise Management & Consultation Co., Ltd. (成都守威企業管理諮詢有限責任公司) since December 2014 and a consultant at Chengdu Minsheng Real Estate Co., Ltd (成都民生置業有限公司) since May 2015. Further, he has been an attorney at Tahota Law Firm (泰和泰律師事務所) since January 2008. Previously, Mr. Pan also worked at the Sichuan Provincial People's Procuratorate (四川省人民檢察院) and served as staff member at the Chengdu Intermediate People's Court (成都市中級人民法院). Mr. Pan has been an independent director at Leshan Electric Power Co., Ltd. (樂山電力股份有限公司) (600644.SH) since May 23, 2022.

Mr. Pan graduated from Southwest Minzu University (西南民族大學) in China with a bachelor's degree in law in June 1995. He then obtained a master's degree in law from Hitotsubashi University in Japan in April 2000. He obtained a Juris Doctor degree from Southwestern University of Finance and Economics (西南財經大學) in China.

Mr. Pan was admitted as a lawyer by the Ministry of Justice of the People's Republic of China (中華人民共和國司法部) in March 2004.

**Mr. XIANG Chuan (向川)**, aged 63, was appointed as an independent non-executive Director of the Company in February 2020. He is primarily responsible for supervising and providing independent advice on the operation and management of our Company.

Prior to joining the Group, Mr. Xiang served as a deputy factory director and a factory director at Daxian Lixin Iron Factory (達縣立新鐵廠) from July 1976 to July 1986, the staff member, the

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principal staff member and the chief deputy of the Daxian People's Government Office (達縣人民政府辦公室) from August 1986 to October 1991, the chairman of the Daxian Economic Association (達縣經協委) from October 1991 to September 1997, and later joined Tongwei Co. Ltd (通威股份有限公司) (600438.SH) in November 1997 where he served as a director and secretary to the board until October 2004. He has also acted as a vice president and secretary to the board of directors at New Hope Liuhe Co., Ltd. (新希望六和股份有限公司) (000876.SZ) from October 2004 to October 2018. Mr. Xiang has been an independent non-executive director at Xi'an Triangle Defense Co., Ltd. (西安三角防務股份有限公司) (300775.SZ) since March 2017, a general manager and chairman at Chengdu Shucui Business Consulting Center (成都蜀采商務諮詢中心) since November 2018, an independent non-executive director at Lonten Semiconductor Co., Ltd. (龍騰半導體股份有限公司) since October 2019, an independent director at Sichuan Qiangshan Agriculture and Animal Husbandry Technology Co., Ltd. (四川省羌山農牧科技股份有限公司) since April 2020 and an independent director at Shanghai Meinong Biotechnology Co., Ltd. (上海美農生物科技股份有限公司) since October 2020.

Mr. Xiang graduated from the College of Economics of the Chinese Communist Party Chongqing Municipal Committee Party School (中國共產黨重慶市委員會黨校經濟專業大專) in July 1988. He then obtained a master of business economics at Graduate School of Chinese Academy of Social Sciences (中國社會科學院研究生院), China in July 1998.

**Ms. TANG Guo Qiong (唐國瓊)**, aged 59, was appointed as an independent non-executive Director of the Company in November 2020. She is primarily responsible for supervising and providing independent advice on the operation and management of our Company.

Prior to joining the Group, Ms. Tang acted as an independent non-executive Director at various companies, including Troy Information Technology Co., Ltd. (創意信息技術股份有限公司) (300366.SZ) from November 2008 to November 2014, Chengdu Leejun Industrial Co., Ltd. (成都利君實業股份有限公司) (002651.SZ) from January 2011 to December 2016, Maoye Commercial Co., Ltd. (茂業商業股份有限公司) (600828.SH) from March 2012 to June 2018, Sichuan Xunyou Network Technology Co., Ltd. (四川迅遊網絡科技股份有限公司) (300467.SZ) from March 2012 to December 2018, Sichuan Western Resources Holding Co., Ltd (四川西部資源控股股份有限公司) (600139.SH) from February 2014 to August 2019, Leshan Electric Power Co., Ltd. (樂山電力股份有限公司) (600644.SH) from April 2015 to April 2021, Tibet New Boom Business Management Chain Co., Ltd (西藏新博美商業管理連鎖股份有限公司) and Chengdu Dongjun Laser Co., Ltd (成都東駿激光股份有限公司) from July 2016 to June 2020. Further, Ms. Tang has served as a Director at Beijing Decentest Technology Corporation Limited (北京世紀德辰通信技術有限公司) (currently known as Beijing Decentest Technology Corporation Limited (北京德辰科技股份有限公司)) since July 2018, Cheng Du Sheng Nuo Biotec Co., Ltd. (成都聖諾生物科技股份有限公司) (688117.SH) since January 2019, SI-TECH Information Technology Co., Ltd. (北京思特奇信息技術股份有限公司) (300608.SZ) since June 2019 and Sichuan Mingxing Electric Power Co., Ltd. (四川明星電力股份有限公司) (600101.SH) since May 2021. Ms. Tang also currently holds positions as the chairperson and member of the audit committee of both SI-TECH Information Technology Co., Ltd. (北京思特奇信息技術股份有限公司) (300608.SZ) and Sichuan Mingxing Electric Power Co., Ltd. (四川明星電力股份有限公司) (600101.SH).

Further, Ms. Tang has been the professor of accounting and director of accounting at the School of Accounting of the Southwestern University of Finance and Economics (西南財經大學) in China since December 2009 and is currently a financial review expert of science and technology project plans at the Science & Technology department of Sichuan province (四川省科技廳).

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Ms. Tang obtained a PhD in accounting from Southwestern University of Finance and Economics (西南財經大學), China in June 2009.

**Dr. HUANG Wei (黃瑋)**, aged 53, was appointed as an independent non-executive Director of the Company in December 29, 2021 (effective before Listing). She is primarily responsible for offering independent suggestion to our Board on the operations and management of the Company.

Prior to joining the Group, Dr. Huang worked at the Foreign Economics Affairs office of the Guangzhou Municipal Government from July 1995 to July 1996, Centaline (China) Property Consultants Limited from October 2002 to April 2004 and Grant Sherman Advisory Limited (中證評估有限公司). She has also been working at Hong Kong Appraisal Advisory Limited (中聯資產評估集團香港分所) since May 2015. Further, Dr. Huang is currently acting as the president of the Hong Kong Young Expert Society Limited, the vice president of the Hong Kong Association of Overseas-Returned Scholars, the vice president and chairperson of the business evaluation committee of the Hong Kong Independent Non-Executive Director Association, the senior advisor of the HK Bio-Med Innotech Association since September 2018, and the panelist (October 2021) and mentor (November 2021 to October 2022) of HK Tech 300 Programme at the City University of Hong Kong.

Dr. Huang obtained a master degree in Mathematics from the School of Science at Sun Yat-sen University (中山大學), China in June 1995 and a PhD in real estate economics from the Real Estate and Construction Department, the Faculty of Architecture at University of Hong Kong in December 2002.

Dr. Huang is an Accredited Senior Appraiser of American Society of Appraisers (ASA) and a Chartered Member of the Royal Institution of Chartered Surveyors (MRICS).

### BOARD OF SUPERVISORS

**Ms. YAN Jin (嚴錦)**, aged 47, is the chairman of the Board of Supervisors appointed in February 2017. She is responsible for overall work of the Board of Supervisors and supervising the performance of duties by the Directors and the senior management.

Ms. Yan has been a partner at Sichuan Xingrong Law Firm (四川興蓉律師事務所) since October 2016, having joined as an attorney at the firm in November 2014. Ms. Yan also served as an attorney at Zhongchuan Dazhong Law Firm Chongqing Branch (中川大眾律師事務所重慶分所) from July 1997 to April 2000 and as an attorney at Chongqing Qingyuan Law Firm (重慶青原律師事務所) from April 2000 to October 2014. Further, she worked at Chengdu Tanyutou Investment Co., Ltd. (成都譚魚頭投資股份有限公司) from October 2000 to December 2013, where she served as a director and the secretary to the board of directors from September 2008 to December 2013.

Ms. Yan graduated from Southwest Minzu University (西南民族大學) in China with a bachelor's degree in law in July 1995. Ms. Yan was admitted as a lawyer by Ministry of Justice of the People's Republic of China (中華人民共和國司法部) in August 1996.

**Ms. CHEN Zemin (陳澤敏)**, aged 48, is a Supervisor of our Company appointed in September 2021. She is primarily responsible for supervising the performance of duties by the Directors and the senior management.

During December 2001 to December 2012, Ms. Chen held various positions at TQMMM, including as a financial director from December 2001 to April 2005 and a financial manager since May

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2005. Ms. Chen subsequently joined Tianqi Group Company and served roles as a manager of the funding department from January 2013 to March 2013 and a manager of the financial department from April 2013 to January 2017. Further, Ms. Chen has been a financial director of Tianqi Group Company from February 2017 to December 2021.

Ms. Chen graduated from the Southern Western of Finance and Economics (西南財經大學) with a degree in accounting in December 1994. She also obtained a bachelor's degree in accounting jointly from The Open University of China (中央廣播電視大學) and Beijing Technology and Business University (北京工商大學), China in July 2005 through online distant learning. She was also accredited as accountant by Ministry of Finance (財政部) in 1997.

**Mr. HU Yi (胡軼)**, aged 41, is an employee representative Supervisor appointed in September 2021. He is responsible for supervising the performance of duties by the Directors and the senior management, managing the audit team to conduct audit mission based on annual audit plan and to ensure compliance with external regulation and internal policies and procedures and reporting regularly and directly to the Audit and Risk Committee. Mr. Hu has also been appointed as the director of the audit department since May 2021.

During July 2002 to July 2006, Mr. Hu served as an audit project manager, a senior audit manager and an audit assistant general manager at Chongqing Pan-China Certified Public Accountants LLP (重慶天健會計師事務所). He worked at Ernst & Young from January 2007 to December 2009, Fullerton Credit (富登信貸公司) from January 2010 to September 2015, Mashang Consumer Finance Co., Ltd (馬上消費金融股份有限公司) as an audit director in October 2015, followed by a French sole proprietorship named Microcred (美興小額貸款公司) as the audit representative of the PRC region from September 2016 to April 2019. He then served as the audit director of Suning Finance Group (蘇寧金融集團) in 2019.

Mr. Hu graduated from Central South University (中南大學), China with a degree in computerized accounting in July 2002. Further, he obtained an MBA/EMBA from Sichuan University (四川大學), China in September 2015.

### SENIOR MANAGEMENT

For biographical details of **Mr. HA, Frank Chun Shing (夏浚誠)** and **Mr. ZOU Jun (鄒軍)**, please see “—Board of Directors—Executive Directors” in this section.

**Mr. GUO Wei (郭維)**, aged 51, is an executive vice president of our Company appointed in April 2022, primarily responsible for the operation and management of the Company's operations, projects, procurement, supply chain, process technology, and production and resource bases.

Mr. Guo has over 17 years of experience in the lithium industry. Mr. Guo held various positions at Chengdu Machinery, Hardware and Mineral Import and Export Co., Ltd (成都市機械五金礦產進出口公司), TQMMM and Tianqi Group Company respectively. Mr. Guo joined our Company in September 2004 where he served as the head of supply department of our Company from September 2004 to November 2006, the assistant to general manager of our Company from November 2006 to May 2009 and the vice president (deputy general manager) from May 2009 to February 2021. Mr. Guo is currently a member of the Chinese People's Political Consultative Conference Standing Committee of Shehong District since July 2016 and a representative at the People's Congress of Suining City since September 2021 as well.

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Mr. Guo graduated from Sichuan University (四川大學), China in July 1996. Mr. Guo was also accredited as an engineer by Suining Title Reform Work Leading Group Office in August 2006.

**Mr. YAN Dong (閻冬)**, aged 48, is a senior vice president of our Company appointed in February 2021, primarily responsible for planning and coordinating the sales and marketing activities of the Company.

Mr. Yan served as the head of the sales branch of the Company from June 2013 to December 2014, the general sales manager of Chengdu Tianqi from December 2014 to December 2015 and the deputy general manager of Chengdu Tianqi from August 2014 to July 2020. Mr. Yan also served as the vice president (deputy general manager) of the Company from December 2015 to February 2021, and has been the senior vice president of the Company since February 2021.

Mr. Yan graduated from Suzhou Institute of Silk Textile Technology (蘇州絲綢工學院), China in July 1995 with a bachelor's degree in textile machinery and Southwestern University of Finance and Economics (西南財經大學), China with a master's degree in business administration in December 2003.

**Ms. XIONG Wanyu (熊萬渝)**, aged 46, is a vice president of our Company, primarily responsible for the management of government affairs, corporate administration, ESG and sustainable development and group business work of our Company.

Ms. Xiong worked at Chengdu Tianqi Import and Export Co., Ltd (成都天齊進出口公司) and TQMMM (成都天齊機械五礦進出口有限責任公司) during April 2008 to August 2014. Subsequently, she joined our Company in August 2014 and acted as head of administration department till February 2021. Ms. Xiong has also been a member of the Chinese People's Political Consultative Conference of Shuangliu District, Chengdu City, Sichuan Province since December 2012.

Ms. Xiong graduated from the Southwestern University of Finance and Economics (西南財經大學), China with a bachelor's degree in accounting in 1996. She is currently pursuing a postgraduate degree at Southwestern University of Finance and Economics (西南財經大學) in China.

**Ms. LIU Ying (劉瑩)**, aged 47, is an executive vice president of our Company appointed in April 2022, primarily responsible for the human resources management, global sales and marketing management, and corporate innovation management of our Company.

During December 2004 to April 2012, Ms. Liu served various roles at Walmart Inc. including human resources manager, regional personnel manager, senior regional personnel manager and human resources director of the Western China region. She then acted as a human resources director at the Coca Cola Company (Sichuan) between May 2012 to October 2017 (可口可樂(四川)飲料有限公司). Subsequently, Ms. Liu joined our Company as a human resources director in November 2017.

Ms. Liu graduated from Southwest University of Political Science & Law (西南政法大學) in China with a bachelor's degree in law in 1996 and obtained a master's degree in human resource management from the University of Hertfordshire, United Kingdom in 2004. She also received professional certification from The Chartered Institute of Personnel and Development in 2004.

**Mr. ZHOU Fu (周複)**, aged 42, is a vice president of our Company since February 2021, primarily responsible for the research and development center, information technology management, and preparation, scientific research and industrial technology control of enterprise universities of our Company.

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## DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

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Prior to joining our Company, Mr. Zhou taught at the China University of Petroleum (中國石油大學) between July 2006 to June 2007 and worked as a postdoctoral research scientist at Dalhousie University under Professor Jeff Dahn's group. He then worked as an R&D Group Leader at The Dow Chemical Company and an R&D Senior Manager at A123 Systems. Subsequently, Mr. Zhou joined our Company in May 2018 and worked as a director of research and development.

Mr. Zhou received a bachelor's degree in chemistry and a PhD degree in material chemistry from the University of Science and Technology of China (中國科學技術大學) in 2001 and 2006 respectively.

Mr. Zhou submitted his resignation application to our Company in June 2022, and his last day of employment with our Company will be determined in accordance with the terms of his employment contract, our Company's internal policies, and the applicable laws and regulations.

**Mr. ZHANG Wenyu (張文宇)**, aged 43, is the secretary to the Board and a vice president of our Company since December 2021, primarily responsible for supervision of the daily affairs of the Board, corporate governance and equity financing etc. Mr. Zhang has also been appointed as a director and an authorized representative of ITS since January 2022. Further, he is currently the chairman of Windfield since April 2022.

Mr. Zhang has around 20 years of experience in areas of legal, investment, accounting and taxation. Prior to joining the Group, Mr. Zhang worked as a senior tax associate at PricewaterhouseCoopers China (普華永道) from August 2004 to February 2005, a legal and tax manager at the Internet Technology Group from March 2005 to December 2007, a business and tax manager at PricewaterhouseCoopers Hong Kong (羅兵咸永道) from April 2008 to March 2010, a partner at MWE China Law Offices (元達律師事務所) from April 2010 to May 2015 and the director and managing director of Dajia Overseas Holdings Co. Limited from June 2015 to May 2019 and from May 2019 to November 2021, respectively.

Mr. Zhang graduated from the South China University of Technology (華南理工大學), China with a double bachelor's degree in laws and arts in July 2002. He then obtained a part-time MBA master degree from the Sun Yat-sen University (中山大學), China in June 2009, a Master of Laws degree from the Northwestern University, United States in May 2015 and a part-time Master of Laws degree from the New York University, United States in September 2019. He is currently a Ph.D. candidate at Faculty of Law, the University of Hong Kong.

Further, Mr. Zhang obtained the qualification of PRC Legal Professional (non-practicing) in 2002. He has been accredited with the qualification of Certified International Investment Analyst (CIIA) since November 2010, the qualification of Certified Public Accountant (CPA, non-practicing) since April 2012 and the qualification of the Chartered Financial Analyst (CFA) since September 2018. He has been admitted as an attorney in the State of New York since June 2016. He has also been accredited as a Fellow of the Chartered Governance Institute UK with the designations of Chartered Secretary and Chartered Governance Professional since March 2020 and a Fellow of the Hong Kong Institute of Chartered Secretaries with the designation of Chartered Secretary since March 2020.

**Mr. LI Guo (李果)**, aged 38, is a vice president of the Company since April 2022, primarily responsible for the corporate development, and the investment and M&A business of the Company.

Mr. Li has 7 years of experience in the lithium industry. He joined our Company as an investment and development manager in June 2015. Subsequently, Mr. Li served as a manager of the strategic

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## DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

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development department from October 2016, and has been the director of strategic development since January 2021. Further, Mr. Li is currently a director of Shanghai Aerospace Power Technology Co., Ltd. (上海航天電源技術有限責任公司) (“**Shanghai Aerospace**”) since January 2016. His role as a director of Shanghai Aerospace is of a non-executive nature and is therefore not a full-time role.

Mr. Li graduated from Chongqing Technology and Business University (重慶工商大學) with a bachelor’s degree in finance in July 2006 and obtained a master’s degree in business administration from Waseda University (早稻田大學) in March 2015.

Except as disclosed in the section headed “Directors, Supervisors, Senior Management and Employees” in this Prospectus, each of the Directors, Supervisors and members of the senior management of our Company (i) did not hold other positions in the Group as of the Latest Practicable Date; (ii) did not hold any other directorship in other public companies, the securities of which are listed on any securities markets in Hong Kong or overseas, in the three years prior to the Latest Practicable Date. For the Directors’ and Supervisors’ interests in the Shares within the meaning of Part XV of the SFO, please see “Appendix VIII—Statutory and General Information”.

None of the Directors are interested in any business, apart from the Company’s business, which competes or is likely to compete, either directly or indirectly, with the Company’s business under Rule 8.10(2) of the Listing Rules.

Mr. HA, Frank Chun Shing served as a director of Steyr Motors GmbH from November 2018 to February 2019. Steyr Motors GmbH went into liquidation pursuant to an order of the court of Austria in February 20, 2019, and was subsequently sold to Thales Group (France) in 2019. Mr. Ha took over the role of chief executive officer of Steyr Motors GmbH from November 2018 until August 2019 as the company was experiencing financial difficulties and the former chief executive officer stepped down, during which Mr. Ha negotiated the refinancing and liquidation arrangements with relevant stakeholders and arranged a smooth transition for the subsequent sale to Thales Group (France).

Further, on September 4, 2020, Mr. JIANG Weiping and Mr. ZOU Jun received a decision of public criticism by the Shenzhen Stock Exchange. Please refer to “History and Corporate Structure—Our A Share Listing and Reasons for the Listing” in this Prospectus for further details.

On August 12, 2020, Ms. WU Wei (our then executive Director and president) resigned due to personal reasons. There has been no disagreement, unresolved dispute or ongoing litigation between Ms. WU Wei and our Company or the Board.

Except as disclosed in this Prospectus, to the best of the knowledge, information and belief of the Directors and Supervisors, having made all reasonable inquiries, there were no additional matters with respect to the appointment of the Directors or Supervisors that need to be brought to the attention of the Shareholders and there were no additional information relating to the Directors or Supervisors that are required to be disclosed pursuant to Rules 13.51(2)(h) to (v) of the Listing Rules as of the Latest Practicable Date.

### JOINT COMPANY SECRETARIES

**Mr. ZHANG Wenyu (張文宇)** is a joint company secretary of the Company. For biographical details of Mr. Zhang, please see “—Senior Management” in this section.

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## DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

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**Ms. WONG Hoi Ting (黃凱婷)**, aged 34, is a joint company secretary of the Company, appointed in December 2021.

Ms. Wong has over 8 years of work experience in the corporate secretarial field and is currently responsible for providing corporate secretarial and compliance services to listed companies.

Ms. Wong graduated with a degree in social sciences from Lingnan University in 2009 and a masters of science in professional accounting and corporate governance from City University of Hong Kong in 2014. Ms. Wong has been accredited as a member of The Chartered Governance Institute since 2016 and The Hong Kong Chartered Governance Institute (formerly known as The Hong Kong Institute of Chartered Secretaries) since 2016.

### BOARD DIVERSITY POLICY

The Company adopted a board diversity policy (the “**Board Diversity Policy**”) setting out the approach to achieve diversity on the Board.

The nomination and governance committee reviews and assesses the Board composition on behalf of the Board and recommends the appointment of new Directors, taking into account a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, industry and regional experience, and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board. The nomination and governance committee will disclose the composition of the Board annually in the corporate governance report and monitor the implementation of the Board Diversity Policy. The nomination and governance committee will review the Board Diversity Policy and assess its effectiveness, and where necessary, make any revisions that may be required and recommend any such revisions to the Board for consideration and approval.

The Board has a balanced mix of experiences and industry background. The Directors have a diverse education background including engineering, economics, law, accounting, business administration and management, as well as different industry backgrounds and professional qualifications. We have four independent non-executive Directors with different industry backgrounds, representing more than one third of the members of our Board. Furthermore, our Board has two female independent non-executive Directors, and has a wide age range comprising members from their 30s to 60s. Taking into account our Company’s business model and the backgrounds and abilities of our Directors, the composition of the Board satisfies the Board Diversity Policy.

The nomination and governance committee of the Company is responsible for ensuring the diversity of the Board and will use its best efforts to identify and recommend suitable candidates for the Board’s consideration, subject to the Directors being satisfied with the qualification and experience of the relevant candidates after a reasonable review process based on the relevant criteria, and fulfilling their fiduciary duties to act in the best interests of the Company and the Shareholders as a whole when making the relevant appointments.

For details of the composition of the nomination committee of the Board, please refer to the paragraph headed “– Board committees – Nomination and Governance committee” in this section.

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## **DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES**

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### **COMMITTEES UNDER THE BOARD OF DIRECTORS**

The Company currently has five special committees under the Board, which are the strategy and investment committee, the audit and risk committee, the nomination and governance committee, the remuneration and appraisal committee and the ESG and sustainable development committee. These committees operate in accordance with their respective terms of reference established by the Board.

#### **Strategy and Investment Committee**

Our Company has established a strategy and investment committee with written terms of reference. The strategy and investment committee consists of five Directors, being Mr. PAN Ying, Ms. TANG Guo Qiong, Mr. JIANG Weiping, Ms. JIANG Anqi and Mr. HA, Frank Chun Shing. The chairperson of the strategy and investment committee is Mr. PAN Ying. The primary duties of the strategy and investment committee are to evaluate and make recommendations on (i) long-term development strategies and plans; (ii) major financing proposals where Board approval is required by our Articles of Association; (iii) major capital expenditures or investments where Board approval is required by our Articles of Association; and (iv) other key matters that may affect the development of our Company.

#### **Audit and Risk Committee**

The Company has established an audit and risk committee with written terms of reference in compliance with the requirements with Rule 3.21 of the Listing Rules and the Corporate Governance Code. The audit and risk committee consists of three Directors, being Mr. PAN Ying, Ms. TANG Guo Qiong and Mr. XIANG Chuan. The chairperson of the audit and risk committee is Ms. TANG Guo Qiong. The primary duties of the audit and risk committee are to review and supervise our financial reporting process and internal control system of our Group, risk management and internal audit, provide advice and comments to our Board and perform other duties and responsibilities as may be assigned by our Board.

#### **Nomination and Governance Committee**

The Company has established a nomination and governance committee with written terms of reference in compliance with the requirements under the Listing Rules. The nomination and governance committee consists of three Directors, being Mr. PAN Ying, Mr. XIANG Chuan and Mr. JIANG Weiping. The chairperson of the nomination and governance committee is Mr. PAN Ying. The primary duties of the nomination committee are to review the structure, size and composition of our Board on a regular basis and make recommendations to the Board regarding any proposed changes to the composition of our Board; identify, select or make recommendations to our Board on the selection of individuals nominated for directorship, and ensure the diversity of our Board members; assess the independence of our independent non-executive Directors and make recommendations to our Board on relevant matters relating to the appointment, reappointment and removal of our Directors and succession planning for our Directors.

#### **Remuneration and Appraisal Committee**

The Company has established a remuneration and appraisal committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code. The remuneration and appraisal committee consists of three Directors, being Mr. XIANG Chuan, Mr. PAN

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## **DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES**

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Ying and Ms. JIANG Anqi. The chairperson of the remuneration and appraisal committee is Mr. XIANG Chuan. The primary duties of the remuneration and appraisal committee are to establish, review and provide advices to our Board on our policy and structure concerning remuneration of our Directors and senior management and on the establishment of a formal and transparent procedure for developing policies concerning such remuneration, determine the terms of the specific remuneration package of each executive Director and senior management and review and approve performance-based remuneration by reference to corporate goals and objectives resolved by our Directors from time-to-time.

### **ESG and Sustainable Development Committee**

The Company has established an ESG and sustainable development committee with written terms of reference in compliance with the requirements under the Listing Rules. The ESG and sustainable development committee consists of Ms. JIANG Anqi, Mr. HA, Frank Chun Shing and Mr. XIANG Chuan. The chairperson of the sustainable development committee is Ms. JIANG Anqi. The primary duties of the ESG and sustainable development committee are to assess the Company's environmental, social and governance responsibilities and risks and opportunities, and to formulate the Company's environmental, social and governance vision, objectives and strategies.

### **COMPENSATION OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT**

The compensation and remuneration of the Directors, Supervisors and members of the senior management of the Company are determined by the Shareholders' general meetings and the Board, in the form of salaries and bonuses. The Company also reimburses them for expenses which are necessary and reasonably incurred in providing services to the Company or discharging their duties in relation to the operations of the Company. When reviewing and determining the specific remuneration packages for the Directors, Supervisors and members of the senior management of the Company, the Shareholders' meetings and the Board take into account factors such as salaries paid by comparable companies, time commitment, level of responsibilities, employment elsewhere in the Group and performance. As required by the relevant PRC laws and regulations, the Company also participates in various defined contribution plans organized by relevant provincial and municipal government authorities and welfare schemes for employees of the Company, including medical insurance, injury insurance, unemployment insurance, pension insurance, maternity insurance and housing provident fund.

The Company offers executive Directors, employee representative Supervisors and senior management members, who are also employees, compensation in the form of salaries, bonuses, social security plans, housing provident fund plans and other benefits. The independent non-executive Directors and external Supervisors receive compensation based on their responsibilities.

The aggregate amounts of remuneration before tax granted to the Directors, the Supervisors and the senior management in 2019, 2020 and 2021 were RMB12.97 million, RMB9.49 million and RMB16.72 million respectively.

The aggregate amounts of remuneration before tax granted to the five highest paid individuals in 2019, 2020 and 2021 were RMB10.74 million, RMB11.41 million and RMB9.21 million, respectively.

It is estimated that remuneration equivalent to approximately RMB8.92 million, RMB1.18 million and RMB9.76 million will be paid to the Directors, Supervisors and senior management

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## DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

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(excluding those who are also Directors or Supervisors), respectively, by the Company for the year ended December 31, 2022 based on the arrangements in force as of the date of this Prospectus.

No remuneration was paid by the Company to the Directors, Supervisors or the five highest paid individuals as inducement to join or upon joining the Company or as a compensation for loss of office during the Track Record Period. Furthermore, none of the Directors or Supervisors had waived or agreed to waive any remuneration during the same periods.

Save as disclosed hereinabove, no other payments have been made or are payable in respect of the Track Record Period by any member of the Group to any of our Directors or Supervisors.

### INCENTIVE PLAN FOR SENIOR MANAGEMENT AND KEY EMPLOYEES

The Company adopted a restricted share incentive plan on August 28, 2015 (the “**2015 Plan**”), for the purpose of promoting the success and enhance the value of the Company, by linking the personal interests of the members of the Board, senior management and key employees to those of the shareholders of the Company and, by providing an incentive for outstanding performance, to generate superior returns for the shareholders of the Company. Under the 2015 Plan, 3,010,000 restricted ordinary shares (including 2,709,000 issued and 301,000 reserved) were issued and granted to 72 employees. Each of Mr. ZOU Jun, Mr. GUO Wei and Mr. YAN Dong from our senior management was granted 360,000 Shares, 120,000 Shares, 120,000 Shares respectively, under the 2015 Plan.

For details of the 2015 Plan, please refer to “Appendix VIII—Statutory and General Information—1. Further Information about our Company—D. Incentive plan for senior management and key employees.”

### COMPLIANCE ADVISOR

The Company has appointed Somerley Capital Limited as the compliance advisor pursuant to Rule 3A.19 and 19A.05 of the Listing Rules. Our compliance advisor will provide us with guidance and advice as to compliance with the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, the compliance advisor will advise the Company in the following circumstances.

- before the publication of any regulatory announcement, circular or financial report;
- where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;
- where the Company proposes to use the proceeds of the Global Offering in a manner that is different from that detailed in this Prospectus or where the Company’s business activities, developments or results deviate from any forecasts, estimates or other information in this Prospectus; and
- where the Stock Exchange makes an inquiry of the Company regarding unusual movements in the price or trading volume of the H Shares, the possible development of a false market in the H Shares or any other matters under Rule 13.10 of the Listing Rules.

Meanwhile, pursuant to Rule 19A.06(3) of the Listing Rules, the compliance advisor shall inform us on a timely basis of any amendment or supplement to the Hong Kong Listing Rules issued by the Hong Kong Stock Exchange from time to time and any new or amended law, regulation or code

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**DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES**

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in Hong Kong applicable to our Company. The compliance advisor shall also provide advice to us on the continuing requirements under the Listing Rules and applicable laws and regulations.

The terms of the appointment of the compliance advisor will commence on the Listing Date and end on the date of distribution of the annual report of the financial results of our Group for the first full financial year commencing after the Listing Date or on the date of the termination of the service contract, whichever is earlier.