

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board consists of four executive Directors and three independent non-executive Directors. The functions and duties of our Board include, but not limited to, convening the general meetings, reporting on the performance of our Board's work at the general meetings, implementing the resolutions passed at the general meetings, determining business and investment plans, formulating our annual financial budget and final accounts, formulating our proposals for increase or reduction of our capital as well as exercising other powers, functions and duties as conformed in accordance with the Articles of Association.

The following table sets forth the information regarding the members of our Board:

Name	Age	Position	Roles and responsibilities	Date of joining our Group	Date of appointment as Director	Relationship with other Directors and senior management
Ms. Zhang Yuqiu (張玉秋)	47	Chair of the Board and executive Director	Responsible for overseeing operational function of our Group and assisting in the management of our Group's R&D efforts	March 2014	16 May 2022	Spouse of Mr. Shan
Mr. Shan Yuzhu (單玉柱)	49	Chief executive officer and executive Director	Responsible for overseeing overall strategic planning and general management and daily operation of our Group, and leading our Group's R&D efforts	March 2014	1 February 2022	Spouse of Ms. Zhang
Mr. Li Xiquan (李溪泉)	50	Vice president of the administrative department and executive Director	Responsible for overseeing the daily administrative and human resources management of our Group	1 May 2021	16 May 2022	None
Mr. Li Peng (李鵬)	28	Vice president of the production department and executive Director	Responsible for supervising the production operation of our Group	July 2016	16 May 2022	None

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Name	Age	Position	Roles and responsibilities	Date of joining our Group	Date of appointment as Director	Relationship with other Directors and senior management
Mr. Ng Tat Fung (吳達峰). . . .	40	Independent non-executive Director	Responsible for providing independent advice on the business strategies, operations and management of our Board	9 March 2023	9 March 2023	None
Dr. Sun Shulin (孫樹林). . . .	46	Independent non-executive Director	Responsible for providing independent advice on the business strategies, operations and management of our Board	9 March 2023	9 March 2023	None
Dr. Lai King Yin (賴景然). . . .	40	Independent non-executive Director	Responsible for providing independent advice on the business strategies, operations and management of our Board	9 March 2023	9 March 2023	None

DIRECTORS

Executive Directors

Ms. Zhang Yuqiu (張玉秋), aged 47, is the co-founder of our Group. She is the chair of our Board, executive Director, and one of our Controlling Shareholders. Ms. Zhang is also the spouse of Mr. Shan, our executive Director, chief executive officer and one of our Controlling Shareholders. She was appointed as an executive Director and the chair of our Board on 16 May 2022. She currently holds directorship in Jilin Kaishun, a subsidiary of our Company. Ms. Zhang is in charge of the operational function of our Group and assisting in the management of our Group's R&D efforts.

Prior to co-founding our Group in March 2014, Ms. Zhang started her own business in the logistics services industry in December 2004 with Mr. Shan. Together, they co-founded Changchun City Hangtong Logistics Co., Ltd.* (長春市航通物流有限公司) and Changchun Kaishun Logistics Co., Ltd.* (長春開順物流有限公司), both of which were primarily engaged in the provision of cargo transportation service. In June 2012, Ms. Zhang and Mr. Shan established Jilin Insulation Materials, which was initially engaged in the manufacturing and sales of machineries and trading of non-wooden construction materials. Jilin Insulation Materials then expanded into the

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manufacturing and sales of insulation materials for construction, in particular, benzene board and glue, and extrusion board, and construction services for exterior wall insulation. In March 2014, considering that the PRC governmental authorities were promoting environmental protection measures and implementing policies for biodegradable products, they subsequently ventured into the production and R&D of biodegradable materials through Jilin Kaishun in 2015 to exploit the potential new market opportunities on environmental materials business.

Ms. Zhang joined the part-time courses and obtained a diploma in economics and corporate management from Changchun University for Employees (長春市職工大學) in the PRC in July 2002.

Ms. Zhang was previously a director of the following companies at the time of their respective dissolution:

<u>Name of company</u>	<u>Place of incorporation</u>	<u>Nature of business</u>	<u>Date of dissolution</u>	<u>Status</u>	<u>Reasons of dissolution</u>
Changchun City Hangtong Logistics Co., Ltd* (長春市航通物流有限公司)	The PRC	Provision of cargo transportation service	10 November 2021	Deregistration	Cessation of business
Kaishun Insulation Materials ^(Note)	The PRC	Manufacturing and sales of insulation materials	2 March 2016	Deregistration	Completion of merger of assets and liabilities with Jilin Kaishun
Jilin Province Bangni Medical Equipment Technology Co., Ltd* (吉林省邦尼醫療器械科技有限公司)	The PRC	Has not commenced any operation since its establishment	11 August 2020	Deregistration	No business operation

Note: Immediately prior to the disposal, Kaishun Insulation Materials was engaged in the manufacturing and sales of insulation materials for construction. As Ms. Zhang and Mr. Shan decided to focus on the management and expansion of Jilin Kaishun, the construction materials business of Kaishun Insulation Materials was scaled down, and through merger, the parcel of land and building (i.e. Lot 1) held by Kaishun Insulation Materials became owned by Jilin Kaishun in May 2016. Our Directors confirm that Jilin Kaishun has never been involved in the insulation materials business before or after the merger.

Ms. Zhang confirmed that (i) to the best of her knowledge, information and belief after making reasonable enquiries, each of the above companies was solvent immediately prior to its dissolution; (ii) there is no wrongful act on her part leading to the dissolutions of each of the above companies; (iii) she is not aware of any actual or potential claim that has been or will be

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made against her as a result of the dissolutions of each of the above companies; and (iv) no misconduct or misfeasance had been involved on her part in the dissolution of each of the above companies.

Mr. Shan Yuzhu (單玉柱), aged 49, is an executive Director, the chief executive officer of our Group and one of our Controlling Shareholders. Mr. Shan is also the spouse of Ms. Zhang, our executive Director and one of our Controlling Shareholders. He was appointed as a Director on 1 February 2022 and was re-designated as an executive Director on 16 May 2022. Mr. Shan was also appointed as the chief executive officer of our Company on 16 May 2022. He holds directorship in each of the subsidiaries of our Group. Mr. Shan is responsible for overseeing overall strategic planning and general management and daily operation of our Group, and leading our Group's R&D efforts. Mr. Shan is also a member of each of the Remuneration Committee and the ESG Committee.

Prior to co-founding our Group in March 2014, Mr. Shan served as a driver in the Chinese People's Armed Police Force Fire Brigade Changchun Branch (中國人民武裝員警部隊長春市消防支隊) from December 1991 to December 1993. From March 1995 to March 2000, Mr. Shan was attached to Changchun City Transportation Operation Company* (長春市運輸經營總公司) and provided logistics services. Mr. Shan started his own business in the logistics services industry in December 2004 with Ms. Zhang. Together, they co-founded Changchun City Hangtong Logistics Co., Ltd* (長春市航通物流有限公司) and Changchun Kaishun Logistics Co., Ltd* (長春開順物流有限公司), both of which were primarily engaged in the provision of cargo transportation service. In June 2012, Ms. Zhang and Mr. Shan then established Jilin Insulation Materials, which was initially engaged in the manufacturing and sales of machineries and trading of non-wooden construction materials. Jilin Insulation Materials then expanded into the manufacturing and sales of insulation materials for constructions, in particular, benzene board and glue, and extrusion board, and construction services for exterior wall insulation. In March 2014, considering that the PRC governmental authorities were promoting environmental protection measures and implementing policies for biodegradable products, they subsequently ventured into the production and R&D of biodegradable materials through Jilin Kaishun in 2015 to exploit the potential new market opportunity on environmental materials business. In addition to his work experiences, Mr. Shan was also recognised in the biodegradable plastic industry. Mr. Shan was one of the drafters and participated in the drafting of the GB/T 38082-2019 standard in the PRC, a standard for biodegradable plastic shopping bags issued by the SAMR and the Standardisation Administration of the PRC (國家標準化管理委員會) in October 2019.

Mr. Shan obtained a bachelor's degree in industrial and commercial management from Heilongjiang Industry and Commerce Technology Institute (黑龍江工商職業技術學院) in the PRC in July 2006.

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Mr. Shan was previously a director and/or supervisor of the following companies at the time of their respective dissolution:

Name of company	Place of incorporation	Nature of business	Date of dissolution	Status	Reasons of dissolution
Changchun City Hangtong Logistics Co., Ltd* (长春市航通物流有限公司)	The PRC	Provision of cargo transportation service	10 November 2021	Deregistration	Cessation of business
Kaishun Insulation Materials ^(Note)	The PRC	Manufacturing and sales of insulation materials	2 March 2016	Deregistration	Completion of merger of assets and liabilities with Jilin Kaishun
Jilin Province Bangni Medical Equipment Technology Co., Ltd* (吉林省邦尼醫療器械科技有限公司)	The PRC	Has not commenced any operation since its establishment	11 August 2020	Deregistration	No business operation

Note: Immediately prior to the disposal, Kaishun Insulation Materials was engaged in the manufacturing and sales of insulation materials for construction. As Ms. Zhang and Mr. Shan decided to focus on management and expansion of Jilin Kaishun, the construction materials business of Kaishun Insulation Materials was scaled down, and through merger, the parcel of land and building (i.e. Lot 1) held by Kaishun Insulation Materials became owned by Jilin Kaishun in May 2016. Our Directors confirm that Jilin Kaishun has never been involved in the insulation materials business before or after the merger.

Mr. Shan confirmed that (i) to the best of his knowledge, information and belief after making reasonable enquiries, each of the above companies was solvent immediately prior to its dissolution; (ii) there is no wrongful act on his part leading to the dissolutions of each of the above companies; (iii) he is not aware of any actual or potential claim that has been or will be made against him as a result of the dissolutions of each of the above companies; and (iv) no misconduct or misfeasance had been involved on his part in the dissolution of each of the above companies.

Mr. Li Xiquan (李溪泉), aged 50, is an executive Director, the vice president of the administrative department of our Group and one of the Pre-IPO Investors. Mr. Li joined our Group in May 2021 as the vice president of our administrative department, responsible for overseeing the daily administrative and human resources management of our Group. Mr. Li is also a director of Jilin Kaishun, a subsidiary of our Company. He was appointed as an executive Director on 16 May 2022. Mr. Li is also a member of the Nomination Committee.

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Mr. Li has over 10 years of investment experience and almost 20 years of corporate management experience in different industries. From 1995 to 2001, Mr. Li worked at Shenyang Military Region Insurance Service Centre (瀋陽軍區保險服務中心). From April 2004 to April 2010, he worked as administrative manager of Heilongjiang Province Jingwei Cultural Communication Co., Ltd.* (黑龍江省經緯文化傳播有限公司), which was principally engaged in advertisement design and information consultation. From April 2010 to December 2020, Mr. Li co-invested with his friend in the hotel business in Qitaihe City, Heilongjiang province, including Qitaihe City Taoshan District Xilong Hotel (七台河市桃山區禧龍賓館). From April 2010 to February 2021, Mr. Li worked as the administrative general manager of Jiamusi City Oriental Hospital Co., Ltd (佳木斯市東方醫院有限責任公司) and was principally responsible for general administrative management. In May 2021, Mr. Li invested in Jilin Kaishun and has since acted as the vice president of the administrative department of our Group.

Mr. Li obtained a bachelor's degree in economics and management from Heilongjiang University of Finance and Economics (黑龍江財經學院) in the PRC in June 2012.

Mr. Li Peng (李鵬), aged 28, is an executive Director and the vice president of our production department. Mr. Li joined our Group after his graduation from university in July 2016. He was appointed as an executive Director on 16 May 2022. Mr. Li is responsible for supervising the production operation of our Group. Mr. Li is also a member of the ESG Committee.

Mr. Li joined Jilin Kaishun in July 2016 as an assistant to the chair of the board of directors of Jilin Kaishun, who at the relevant time was Mr. Shan. Mr. Li assisted Mr. Shan to manage Jilin Kaishun, including (i) assisted Mr. Shan in organizing discussions among different departments of our Group covering strategic development plans, tendering and sales, and R&D, production and quality control of our products; (ii) assisted Mr. Shan in formulating corporate governance measures and policies; and (iii) acted as the liaison between our Board and competent governmental authorities or external parties. In July 2018, after accumulated experiences by working closely with Mr. Shan, Mr. Li was promoted to the vice president of our production department. Our Directors believe that although Mr. Li is relatively inexperienced in the beginning, through his work experience with us, he is able to understand better of our operations, and provide our Board a more diversified view, especially with a younger mindset and ideas for initiatives of biodegradable products.

On 29 July 2022, Mr. Li was appointed as the committee member of the expert committee of Jilin Province Packaging Technology Association* (吉林省包裝技術協會), a provincial industry association governed by the Jilin Province Department of Civil Affairs* (吉林省民政廳). Mr. Li obtained a bachelor's degree in mechatronics technology from Heilongjiang Industry and Commerce Technology Institute (黑龍江工商職業技術學院) in the PRC in July 2016.

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Independent Non-executive Directors

Mr. Ng Tat Fung (吳達峰), aged 40, was appointed as our independent non-executive Director on 9 March 2023. Mr. Ng is responsible for providing independent advice on the business strategies, operations and management of our Board. He is also the chairman of the Audit Committee.

Mr. Ng has over 10 years of experience in the accounting and finance industry. From September 2007 to September 2008, he worked as an auditor at W.H. Tse & Company, a CPA firm in Hong Kong. From September 2008 to April 2010, he worked as an auditor at K.P. Cheng & Co., a CPA firm in Hong Kong. From July 2010 to December 2011, he became an audit senior of K.P. Cheng & Co.. From January 2012 to November 2013, he worked as an audit senior at Mazars CPA Limited, a CPA firm in Hong Kong with a focus on providing audit, accountancy, advisory, tax and legal services. Since October 2013, he has been a director of NGP Business Advisory Limited (怡峰商業顧問有限公司) (formerly known as Lloyds Chartered Company Limited), a company principally engaged in the provision of business consulting services. In March 2017, Mr. Ng founded Ng & Partners CPA Limited (怡峰會計師事務所有限公司), a CPA firm in Hong Kong, and has been its director since then. Mr. Ng has also been an independent non-executive director of Haina Intelligent Equipment International Holdings Limited (海納智慧裝備國際控股有限公司) (stock code: 1645), a company listed on the Stock Exchange, a manufacturer engaging in the design and production of automated machines for manufacturing disposable hygiene products, including baby diapers, adult diapers and lady sanitary napkins in the PRC, since 4 May 2020.

Mr. Ng obtained his bachelor's degree in finance, accounting and management from the University of Nottingham in the United Kingdom in July 2007. Mr. Ng has been a member of the Hong Kong Institute of Certified Public Accountants since March 2016, and is currently a member of The Institute of Chartered Accountants in England and Wales and The Society of Chinese Accountants & Auditors.

Dr. Sun Shulin (孫樹林), aged 46, was appointed as our independent non-executive Director on 9 March 2023. Dr. Sun is responsible for providing independent advice on business strategies, operation and management of our Board. He is also the chairman of each of the Remuneration Committee and the ESG Committee, and a member of each of the Audit Committee and Nomination Committee.

After Dr. Sun's graduation from Changchun Institute of Applied Chemistry Chinese Academy of Sciences (中國科學院長春應用化學研究所) in March 2006, he has since worked in Changchun University of Technology (長春工業大學) and is currently a professor and a mentor to doctor students of Changchun University of Technology. Dr. Sun is also the vice-dean of National & Local United Engineering Laboratory for Polymer Material Synthetic Technology (高分子材料合成

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技術國家地方聯合工程實驗室). He also works as a part-time technology consultant of China Petroleum Jihua Group Co., Ltd.* (中國石油吉化集團公司), a comprehensive petrochemical production company.

He is a commentator of National Natural Science Fund Project (國家自然科學基金專案). In 2012, he was awarded the honorary titles of Jilin Top Innovative Talents (吉林省拔尖創新人才). In 2013, he was awarded the honorary title of Jilin Discipline Leading Professor (吉林省學科領軍教授). He has published 25 scientific papers in journals such as the Chemical Engineering Journal and ACS Sustainable Chemistry & Engineering Journal. Dr. Sun won Second Class Prize for Jilin Provincial Science and Technology (吉林省科學技術二等獎) in December 2010 and Second Class Prize for Jilin Provincial Natural Science Academic Achievement (吉林省自然科學學術成果二等獎) in November 2012. He is also the owner of five invention patents relating to biomaterial.

Dr. Sun obtained his bachelor and master's degrees in polymer material and engineering (高分子材料與工程) and chemical engineering (化學工程) from Changchun University of Technology in the PRC in July 1999 and April 2002, respectively. Dr. Sun obtained a doctorate degree of science from Changchun Institute of Applied Chemistry Chinese Academy of Sciences in the PRC in March 2006.

Dr. Lai King Yin (賴景然), aged 40, was appointed as our independent non-executive Director on 9 March 2023. Dr. Lai is responsible for providing independent advice on the business strategies, operations and management of our Board. He is also the chairman of the Nomination Committee, and a member of each of the Audit Committee, Remuneration Committee and the ESG Committee.

Dr. Lai has more than 15 years of research experience and more than five years corporate management experience. In June 2014, Dr. Lai co-founded Novus Life Sciences Limited (薪創生命科技有限公司) (“**Novus**”), a graduated company of the Incu-Bio Programme of Hong Kong Science and Technology Parks Corporation, which is primarily engaged in the R&D and production of biomaterials for use in orthopaedics. Since February 2015, Dr. Lai has served as an executive director of Novus responsible for management of daily operation of Novus. He also took a leading role in establishing a French branch office of Novus in France in 2017. Dr. Lai was trained as a researcher in the State Key Laboratory of Emerging Infectious Diseases, The University of Hong Kong (“**HKU**”), a laboratory established by the Ministry of Science and Technology of the PRC in recognition of the outstanding contribution made by HKU scientists in response to the Severe Acute Respiratory Syndrome outbreak during 2003/2004.

In October 2021, Dr. Lai joined HKU School of Professional and Continuing Education and has since served as a part-time lecturer for the bachelor's degree course in Pharmaceutical Science. In 2021, Dr. Lai founded Research Institute for Technology Application Limited, a company

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principally engaged in providing consulting service in technology application and business strategy, assisting enterprises in researching innovation and technology demands and upgrading and transformation strategies under the support of the Government of the HKSAR and the Angel Investment Foundation, and has since served as a director.

Dr. Lai obtained a Bachelor of Science degree with a major in animal and plant biotechnology, a Master of Medical Sciences, a Master of Philosophy degree in Microbiology and a Doctor of Philosophy degree in Surgery from HKU, in December 2005, December 2006, November 2010 and in November 2015, respectively. Dr. Lai was awarded the French Tech Ticket and granted a “Passeport Talent” in 2017 by the French Government. From 2009 to 2018, Dr. Lai published more than ten research journal articles and was invited to write for a book chapter in biomedicine area. Dr. Lai is also an inventor of three patents relating to biotechnology application area.

Dr. Lai was previously a director of the following companies at the time of their respective dissolutions:

<u>Name of Company</u>	<u>Place of incorporation</u>	<u>Nature of business</u>	<u>Date of dissolution</u>	<u>Status</u>	<u>Reasons of dissolution</u>
Novus Medical Limited.	Hong Kong	Research and development of biomaterials	27 March 2020	Deregistration	Cessation of business
Aeva Life Sciences Limited.	Hong Kong	Development of medical device	15 December 2017	Deregistration	Cessation of business

Dr. Lai confirmed that (i) to the best of his knowledge, information and belief after making reasonable enquiries, each of the above companies was solvent immediately prior to its dissolution; (ii) there is no wrongful act on his part leading to the dissolutions of each of the above companies; (iii) he is not aware of any actual or potential claim that has been or will be made against him as a result of the dissolutions of each of the above companies; and (iv) no misconduct or misfeasance had been involved on his part in the dissolution of each of the above companies.

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

Save as disclosed above, none of our Directors:

- (i) held any other positions in our Company or other members of our Group as at the Latest Practicable Date;

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- (ii) had any other relationship with any Directors, senior management or substantial Shareholders or Controlling Shareholders as at the Latest Practicable Date; and
- (iii) held any other directorships in listed public companies in the three years prior to the Latest Practicable Date and other major appointments and professional qualifications.

Save as disclosed in the section headed “Substantial Shareholders” in this prospectus and “Statutory and General Information — E. Disclosure of Interests” in Appendix V to this prospectus, none of our Directors has any interest in the Shares within the meaning of Part XV of the SFO or is a director or an employee of a company which has an interest or short position in the Shares and underlying Shares of our Company. Each of our Directors has confirmed that none of them is engaged in, or interested in, any business (other than our Group) which, directly or indirectly, competes or may compete with our business.

Save as disclosed above, to the best of the knowledge, information and belief of our Directors after having made all reasonable enquiries, there was no other matter with respect to the appointment of our Directors that needs to be brought to the attention of our Shareholders and there was no information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules as at the Latest Practicable Date.

SENIOR MANAGEMENT

Our senior management team consists of five members, namely, four executive Directors (being Ms. Zhang, Mr. Shan, Mr. Li and Mr. Li Peng) and Mr. Wang Hao (王浩), the finance manager of our Group, and is responsible for the day-to-day management and operation of our Group. For details of biographies of Ms. Zhang, Mr. Shan, Mr. Li and Mr. Li Peng, please refer to the paragraph headed “— Directors — Executive Directors” above.

Mr. Wang Hao (王浩), aged 42, is the finance manager of our Group. Mr. Wang joined our Group in November 2017 and is responsible for assisting in the financial reporting and management matters of our Group.

From August 2003 to August 2009, Mr. Wang served as an accountant of Jiamusi City Jiasi Motor Co., Ltd.* (佳木斯市佳四電機有限責任公司), which is principally engaged in manufacturing of motor and motor parts. From September 2009 to October 2017, he served as financial officer of Jiamusi Electronic Fan Co., Ltd.* (佳木斯佳電風機有限公司), which was deregistered in August 2021 and was then principally engaged in the manufacturing of electronic fans prior to its deregistration. In November 2017, he joined Jilin Kaishun and has since acted as the finance manager of our Group.

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Mr. Wang obtained a diploma in computerised accounting from Jiamusi City United Staff College* (佳木斯市聯合職工大學) in the PRC in July 2003.

COMPANY SECRETARY

Mr. Yeung Kwong Wai (楊光偉), aged 49, was appointed as the company secretary of our Company on 16 May 2022. Mr. Yeung is a director of corporate services of Ascent Corporate Services Limited and is responsible for assisting listed companies in professional corporate secretarial work. He has over 23 years of auditing, accounting, financial management and corporate governance experience. Mr. Yeung graduated from Concordia University, Montreal, Canada in October 1997 with a major in accounting. He is a Certified Public Accountant (Practising) of HKICPA and a member of the American Institute of Certified Public Accountants. He is also a CFA charterholder.

BOARD COMMITTEES

Audit Committee

The Audit Committee was established by our Board pursuant to a resolution of our Board on 9 March 2023 with written terms of reference in compliance with the Corporate Governance Code. The primary duties of the Audit Committee are to make recommendations to our Board on the appointment and dismissal of the external auditor, monitor and review the financial statements and information and oversee the financial reporting system, risk management and internal control systems of our Company. The members of the Audit Committee are Mr. Ng Tat Fung, Dr. Lai King Yin and Dr. Sun Shulin, all of whom are independent non-executive Directors. Mr. Ng Tat Fung is the chairman of the Audit Committee.

Remuneration Committee

The Remuneration Committee was established by our Board pursuant to a resolution of our Board on 9 March 2023 with written terms of reference in compliance with the Corporate Governance Code. The primary duties of the Remuneration Committee are to make recommendation to our Board on the overall remuneration policy and structure for all Directors and senior management of our Group, review remuneration and ensure that none of our Directors determine their own remuneration. The members of the Remuneration Committee are Dr. Sun Shulin, Mr. Shan and Dr. Lai King Yin. Dr. Sun Shulin is the chairman of the Remuneration Committee.

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Nomination Committee

The Nomination Committee was established by our Board pursuant to a resolution of the Board on 9 March 2023 with written terms of reference in compliance with the Corporate Governance Code. The primary duties of the Nomination Committee are to review the structure, size, composition and diversity of our Board at least annually and make recommendation to our Board regarding candidates to fill vacancies on our Board and/or in senior management. The members of the Nomination Committee are Dr. Lai King Yin, Mr. Li Xiquan and Dr. Sun Shulin. Dr. Lai King Yin is the chairman of the Nomination Committee.

ESG Committee

The ESG Committee was established by our Board pursuant to a resolution of our Board on 9 March 2023 with written terms of reference. The primary duties of the ESG Committee are to support our Board in targets and strategies, conducting materiality assessments of environmental-related, climate-related, social-related risks and assessing how our Group adapts its business in light of climate change, collecting ESG data from different parties while preparing for the ESG report, and continuous monitoring of the implementation of measures to address our Group's ESG-related risks and responsibilities. It is also responsible for the investigation of deviation from targets and liaising with the responsible party or functional department to take prompt rectification actions. The ESG Committee reports to our Board on a half-yearly basis via Board meeting on the ESG performance of our Group and the effectiveness of these ESG systems. The members of the ESG Committee are Dr. Sun Shulin, Mr. Shan, Mr. Li Peng and Dr. Lai King Yin. Dr. Sun Shulin is the chairman of the ESG Committee.

COMPENSATION OF THE DIRECTORS AND SENIOR MANAGEMENT

Our Directors and senior management receive compensation in the form of directors' fees, salaries, discretionary bonus, allowances, benefits in kind and contributions to defined contribution plans.

The aggregate remuneration paid to our Directors for FY2019, FY2020, FY2021 and 9M2022 were approximately RMB351,000, RMB397,000, RMB708,000 and RMB548,000, respectively.

The aggregate remuneration paid to the five highest paid individuals of our Group, excluding our Directors, for FY2019, FY2020, FY2021 and 9M2022 were approximately RMB364,000, RMB318,000, RMB356,000 and RMB189,000, respectively.

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No remuneration was paid by our Group to our Directors or the five highest paid individuals as an inducement to join or upon joining our Group or as a compensation for loss of office during the Track Record Period.

Under the arrangement currently in force, the aggregate amount of remuneration payable to our Directors for the year ended 31 December 2022 is estimated to be approximately RMB687,000 (excluding any discretionary bonus).

THE SHARE OPTION SCHEME

We have conditionally adopted the Share Option Scheme. The principal terms of the Share Option Scheme are summarised in the section headed “Statutory and General Information — F. Share Option Scheme” in Appendix V to this prospectus.

COMPLIANCE ADVISER

Pursuant to Rule 3A.19 of the Listing Rules, our Company has agreed to appoint Soochow Securities International Capital Limited as our compliance adviser. The compliance adviser will advise us on the following matters pursuant to Rule 3A.23 of the Listing Rules:

- (i) 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 and share repurchases;
- (iii) where our Company proposes to use the proceeds of 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 of this prospectus; and
- (iv) where the Stock Exchange makes an inquiry of our Company regarding unusual movements in the price or trading volume of our Shares, the possible development of a false market in its securities, or any other matters.

The term of this appointment will commence on the Listing Date and is expected to end on the date on which we comply with Rule 13.46 of the Listing Rules on the distribution of our annual report in respect of the financial results of the first full financial year commencing after the Listing Date.

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CORPORATE GOVERNANCE CODE

Board Diversity

We have adopted a board diversity policy which sets out the approach to achieve and maintain an appropriate balance of skills, experience and 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.

Our Board comprises seven members, including four executive Directors and three independent non-executive Directors. Our Directors have a balanced mix of age, gender, knowledge and experiences, including business and corporate management, strategic development, R&D of polymer material and construction materials supplement experiences. Our Board members also obtained degrees and/or diplomas in various majors including economics and corporate management, finance, accounting, polymer material and engineering, chemical engineering, science and mechatronics technology. Furthermore, the ages of our Directors range from 28 years old to 50 years old. We have also taken, and will continue to take steps to promote gender diversity at all levels of our Company, including but without limitation at our Board and senior management levels. While we recognised that gender diversity at the Board level and we do not have a single gender board, Our Board is chaired by a female Director, namely, Ms. Zhang with the remaining of the Board comprises six male Directors.

We are also committed to adopting similar approach to promote diversity at the senior management level to enhance the effectiveness of our corporate governance.

Our Nomination Committee is responsible for ensuring the diversity of our Board. After the Listing, our Nomination Committee will review the board diversity policy (including gender balance) from time to time to ensure its continued effectiveness and we will disclose the implementation of the board diversity policy in our corporate governance report on an annual basis. We will continue to appoint Directors to the Board based on recommendations from our Nomination Committee, who will consider the Directors' merits with reference to our board diversity policy as a whole.