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## DIRECTORS AND SENIOR MANAGEMENT

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Our Board currently consists of seven Directors, including four executive Directors and three independent non-executive Directors. Our Board is responsible and has general powers for the management and conduct of our Group’s business.

The table below sets forth certain information regarding our Directors and senior management members:

### Executive Directors and senior management

Name	Age	Present position(s) in our Group	Roles and responsibilities in our Group	Date of joining our Group	Date of appointment as Director	Relationship with other Directors and senior management members
Mr. Guo Jinkui (郭金魁)	48	Chairman of our Board and executive Director	Responsible for the overall strategic planning, major decision making and management of our Group’s business development and operations	December 14, 2012	October 22, 2021	Nil
Mr. Chen Zekai (陳澤凱)	58	Executive Director and general manager	Responsible for the overall strategic planning and administration of our Group	December 14, 2012	October 22, 2021	Nil
Mr. He Gang (賀罡)	48	Executive Director and chief financial officer	Responsible for overseeing our financial reporting, financial planning, treasury and financial control matters	May 8, 2019	March 21, 2022	Nil
Mr. Zhao Yong (趙勇)	56	Executive Director and president of ship management	Responsible for the day-to-day management of the ship management operations of our Group	September 16, 2013	March 21, 2022	Nil

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### Independent non-executive Directors

Name	Age	Present position(s) in our Group	Roles and responsibilities in our Group	Date of joining our Group	Date of appointment as Director	Relationship with other Directors and senior management members
Mr. Fu Junyuan (傅俊元)	61	Independent non-executive Director	Providing independent advice to our Board	[•]	[•]	Nil
Ms. Zhang Xuemei (張雪梅)	51	Independent non-executive Director	Providing independent advice to our Board	[•]	[•]	Nil
Mr. Zhuang Wei (莊煒)	43	Independent non-executive Director	Providing independent advice to our Board	[•]	[•]	Nil

## DIRECTORS

### Executive Directors

**Mr. Guo Jinkui (郭金魁)**, aged 48, is the Chairman of our Board, our executive Director and one of our Controlling Shareholders. He is primarily responsible for the overall strategic planning, major decision making and management of our Group’s business development and operations.

Mr. Guo has more than 25 years of experience in the maritime shipping industry. Prior to joining our Group, he was employed by Shandong Haifeng Ship Management Co., Ltd.\* (山東省海豐船舶管理有限公司), a shipping logistics company, from July 1995 to December 2003, with his last position as manager of the shipping department. From March 2004 to November 2012, he was the director and general manager of Glory Asia Group Limited (香港合豐集團有限公司), a ship management company.

Mr. Guo was nominated as one of the “Top 100 Most Notable Chinese Individuals in Shipping Industry”\* (最受航運界關注的100位中國人) by the China Shipping 100 Organizing Committee\* (中國航運百人組委會) for six consecutive years between 2016 and 2021.

Mr. Guo graduated from the Shanghai Maritime University (上海海事大學) (formerly known as Shanghai Maritime College (上海海運學院)) in China in July 1995, majoring in turbine management\* (輪機管理). He obtained an Executive Master of Business Administration degree from the University of Texas at Arlington in the United States in June 2005.

## DIRECTORS AND SENIOR MANAGEMENT

Mr. Guo was a director or supervisor of the following companies prior to their dissolution/deregistration:

Name of company	Place of incorporation/ establishment	Position held	Date of dissolution/ deregistration	Nature of proceeding	Nature of business before dissolution/ deregistration
Glory Asia Group Limited (香港合豐集團有限公司)	Hong Kong	Director	October 26, 2018	Deregistration <sup>(1)</sup>	Dormant
GLORY HANGZHOU LIMITED (合豐杭州有限公司)	Marshall Islands	Director	July 28, 2021	Dissolution <sup>(2)</sup>	Dormant
Seacon Qingdao Holding Company Limited* (青島洲際之星控股有限公司)	PRC	Director	January 13, 2021	Deregistration <sup>(3)</sup>	Never commenced business
Seacon Crew Manning Limited	Hong Kong	Director	February 4, 2022	Deregistration <sup>(4)</sup>	Never commenced business
SEACON HIGH TECH CO., LIMITED (洲際高新有限公司)	Marshall Islands	Director	April 18, 2019	Dissolution <sup>(5)</sup>	Never commenced business
BAO FENG LTD	Marshall Islands	Director	November 2, 2021	Dissolution <sup>(6)</sup>	Ceased business operation
BAO GLORY LTD	Marshall Islands	Director	November 2, 2021	Dissolution <sup>(7)</sup>	Ceased business operation
BAO GRAND LTD	Marshall Islands	Director	November 2, 2021	Dissolution <sup>(8)</sup>	Ceased business operation
Ningbo Gaoxin District Zhoujie Shipping Company Limited* (寧波高新區洲捷船務有限公司)	PRC	Supervisor	December 12, 2018	Deregistration <sup>(9)</sup>	Never commenced business
Qingdao Dazhouxiang Ship Management Company Limited (青島大舟祥船舶管理有限公司)	PRC	Supervisor	July 6, 2020	Deregistration <sup>(10)</sup>	Ceased business operation
Shin Sunny Ltd	Marshall Islands	Director	March 11, 2021	Dissolution <sup>(11)</sup>	Ceased business operation

*Notes:*

- (1) Glory Asia Group Limited (香港合豐集團有限公司) was deregistered pursuant to section 751 of the Companies Ordinance.
- (2) Pursuant to section 102 of the Business Corporations Act of the laws of the Marshall Islands, the dissolution of GLORY HANGZHOU LIMITED (合豐杭州有限公司) was authorized by a vote of the holders of at least two-thirds of all outstanding shares of GLORY HANGZHOU LIMITED (合豐杭州有限公司) entitled to vote at a meeting of shareholders.

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- (3) Seacon Qingdao Holding Company Limited\* (青島洲際之星控股有限公司) was deregistered under the simplified enterprise deregistration procedures in the PRC.
- (4) Seacon Crew Manning Limited was deregistered pursuant to section 751 of the Companies Ordinance.
- (5) Pursuant to section 102 of the Business Corporations Act of the laws of the Marshall Islands, the dissolution of SEACON HIGH TECH CO., LIMITED (洲際高新有限公司) was authorized by a vote of the holders of at least two-thirds of all outstanding shares of SEACON HIGH TECH CO., LIMITED (洲際高新有限公司) entitled to vote at a meeting of shareholders.
- (6) Pursuant to section 102 of the Business Corporations Act of the laws of the Marshall Islands, the dissolution of BAO FENG LTD was authorized by a vote of the holders of at least two-thirds of all outstanding shares of BAO FENG LTD entitled to vote at a meeting of shareholders.
- (7) Pursuant to section 102 of the Business Corporations Act of the laws of the Marshall Islands, the dissolution of BAO GLORY LTD was authorized by a vote of the holders of at least two-thirds of all outstanding shares of BAO GLORY LTD entitled to vote at a meeting of shareholders.
- (8) Pursuant to section 102 of the Business Corporations Act of the laws of the Marshall Islands, the dissolution of BAO GRAND LTD was authorized by a vote of the holders of at least two-thirds of all outstanding shares of BAO GRAND LTD entitled to vote at a meeting of shareholders.
- (9) Ningbo Gaoxin District Zhoujie Shipping Company Limited\* (寧波高新區洲捷船務有限公司) was deregistered pursuant to section 180(2) of the Company Law of the People’s Republic of China (《中華人民共和國公司法》) (the “PRC Company Law”) with the passing of a resolution on dissolution in a shareholders’ general meeting.
- (10) Qingdao Dazhouxiang Ship Management Company Limited\* (青島大舟祥船舶管理有限公司) was deregistered under the simplified enterprise deregistration procedures in the PRC.
- (11) Pursuant to section 102 of the Business Corporations Act of the laws of the Marshall Islands, the dissolution of Shin Sunny Ltd was authorized by a vote of the holders of at least two-thirds of all outstanding shares of Shin Sunny Ltd entitled to vote at a meeting of shareholders.

Mr. Guo confirmed that each of the above companies was solvent prior to its dissolution or deregistration and had no outstanding liability on or before its dissolution or deregistration. Mr. Guo also confirmed that he is not aware of any actual or potential claim, legal proceedings or litigation which has been or will be made against him as a result of the dissolution or deregistration of the above companies.

**Mr. Chen Zekai (陳澤凱)**, aged 58, is our general manager, our executive Director and one of our Substantial Shareholders. He is primarily responsible for the overall strategic planning and administration of our Group.

Mr. Chen has more than 30 years of experience in the maritime shipping industry. Prior to joining our Group, he was employed by Guangzhou Ocean Shipping Company Limited\* (廣州遠洋運輸有限公司) (formerly known as Guangzhou Ocean Shipping Company\* (廣州遠洋運輸公司)), a shipping logistics company, from 1990 to November 1997, with his last position as second officer. From December 1997 to December 2003, he was employed by Shandong Haifeng Ship Management Company Limited\* (山東省海豐船舶管理有限公司), a shipping logistics company, with his last position as manager of the

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marine department. From March 2004 to November 2012, he was the director and deputy general manager of Glory Asia Group Limited (香港合豐集團有限公司), a ship management company.

Mr. Chen has been appointed as a guest lecturer of turbines engineering technology\* (輪機工程技術) by the Bohai Ships Vocational College\* (渤海船舶職業學院) from May 2020 to May 2023. He has been appointed as an arbitrator by the Qingdao Arbitration Committee\* (青島仲裁委員會) for a period of five years starting from December 2020. Mr. Chen was qualified to be master of ships of 3,000 gross tonnage or more pursuant to the Certificate of Competency for Seafarers of the People’s Republic of China (中華人民共和國海船船員適任證書) issued by the Shandong Maritime Safety Administration of PRC which was valid between November 2016 and November 2021.

Mr. Chen graduated from the Qingdao Ocean Shipping Mariners College\* (青島遠洋船員學院) in China in July 1990, majoring in marine navigation\* (航海系船舶駕駛專業). He obtained a Master of Business Administration degree from the National University of Singapore in July 2013, and a Doctor of Business Administration degree from the University of Management and Technology in the United States in December 2016.

Mr. Chen was a director or supervisor of the following companies prior to their dissolution/deregistration:

Name of company	Place of incorporation/ establishment	Position held	Date of dissolution/ deregistration	Nature of proceeding	Nature of business before dissolution/ deregistration
Carnaval Capital Inc. Pte. Ltd.	Singapore	Director	December 7, 2021	Struck off <sup>(1)</sup>	Never commenced business
Glory Asia Group Limited (香港合豐集團有限公司)	Hong Kong	Director	October 26, 2018	Deregistration <sup>(2)</sup>	Dormant
Seacon Crew Manning Limited	Hong Kong	Director	February 4, 2022	Deregistration <sup>(3)</sup>	Never commenced business
SEACON HIGH TECH CO., LIMITED (洲際高新有限公司)	Marshall Islands	Director	April 18, 2019	Dissolution <sup>(4)</sup>	Never commenced business
Seacon Shipping Limited (洲際航運有限公司)	Hong Kong	Director	February 4, 2022	Deregistration <sup>(5)</sup>	Never commenced business
Seacon Qingdao Holding Company Limited* (青島洲際之星控股有限公司)	PRC	Supervisor	January 13, 2021	Deregistration <sup>(6)</sup>	Never commenced business
Shin Sunny Ltd	Marshall Islands	Director	March 11, 2021	Dissolution <sup>(7)</sup>	Ceased business operation
SEACON TANKER SHIPMANAGE LTD.	Liberia	Director	December 8, 2021	Dissolution <sup>(8)</sup>	Never commenced business

Notes:

- (1) Carnaval Capital Inc. Pte. Ltd. was struck off pursuant to section 344A of the Companies Act of Singapore.
- (2) Glory Asia Group Limited (香港合豐集團有限公司) was deregistered pursuant to section 751 of the Companies Ordinance.

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- (3) Seacon Crew Manning Limited was deregistered pursuant to section 751 of the Companies Ordinance.
- (4) Pursuant to section 102 of the Business Corporations Act of the laws of the Marshall Islands, the dissolution of SEACON HIGH TECH CO., LIMITED (洲際高新有限公司) was authorized by a vote of the holders of at least two-thirds of all outstanding shares of SEACON HIGH TECH CO., LIMITED entitled to vote at a meeting of shareholders.
- (5) Seacon Shipping Limited (洲際航運有限公司) was deregistered pursuant to section 751 of the Companies Ordinance.
- (6) Seacon Qingdao Holding Company Limited\* (青島洲際之星控股有限公司) was deregistered under the simplified enterprise deregistration procedures in the PRC.
- (7) Pursuant to section 102 of the Business Corporations Act of the laws of the Marshall Islands, the dissolution of Shin Sunny Ltd was authorized by a vote of the holders of at least two-thirds of all outstanding shares of Shin Sunny Ltd entitled to vote at a meeting of shareholders.
- (8) SEACON TANKER SHIPMANAGE LTD. was dissolved pursuant to the filing of the Articles of Dissolution endorsed in accordance with section 11.1 of the Business Corporation Act of the laws of Liberia.

Mr. Chen confirmed that each of the above companies was solvent prior to its dissolution or deregistration and had no outstanding liability on or before its dissolution or deregistration. Mr. Chen also confirmed that he is not aware of any actual or potential claim, legal proceeding or litigation which has been or will be made against him as a result of the dissolution or deregistration of the above companies.

**Mr. He Gang (賀罡)**, aged 48, is our executive Director and chief financial officer. Mr. He is responsible for overseeing our financial reporting, financial planning, treasury and financial control matters.

Mr. He has over 25 years of experience in the maritime shipping industry. Prior to joining our Group in May 2019, Mr. He was employed by COSCO Shipping (Qingdao) Company Limited\* (中遠海運(青島)有限公司) (formerly named Qingdao Ocean Transportation Company\* (青島遠洋運輸公司)), a shipping company, from July 1996 to June 1999 as a division staff at the finance division of the finance department. From June 1999 to February 2002, he served as deputy chief of the finance department of Qingdao Huiquan Shipping Company\* (青島匯泉船務公司), a shipping company. Between February 2002 and October 2013, Mr. He was employed by COSCO Shipping (Singapore) Pte. Ltd., a shipping company, with deputy general manager and manager of the finance department as his last positions held. From October 2013 to April 2019, he was the deputy general manager of the finance department of COSCO Shipping (Qingdao) Company Limited\* (中遠海運(青島)有限公司), a shipping company.

Mr. He graduated from the Jilin University of Finance and Economics\* (吉林財經大學) (formerly known as Changchun Taxation College\* (長春稅務學院)) in China in July 1996, majoring in accounting and statistics. He obtained a Master of Business Administration degree from the Shanghai Jiao Tong University in China in March 2005. He was certified as a senior accountant by China Ocean Shipping (Group) Company (中國

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遠洋運輸(集團)總公司) in December 2006. He was also certified as a non-practicing member of the Shandong Institute of Certified Public Accountants\* (山東省註冊會計師協會) in December 2009.

**Mr. Zhao Yong (趙勇)**, aged 56, is our executive Director and president of ship management. Mr. Zhao is responsible for the day-to-day management of the ship management operations of our Group.

Mr. Zhao has over 20 years of experience in the maritime shipping industry. Prior to joining our Group in July 2013, he was employed by Qingdao Ocean Shipping Company Limited\* (中遠海運(青島)有限公司) (formerly known as Qingdao Ocean Shipping Company\* (青島遠洋運輸公司)), a shipping company, from January 2000 to April 2005 as captain. From May 2005 to October 2005, he worked at Qingdao Ocean Hualin International Ships Management Company Limited\* (青島遠洋華林國際船舶管理有限公司), a ship management company, as marine superintendent. From November 2005 to July 2013, he was employed by Qingdao Sea Star Ships Management Company Limited\* (青島海之星船舶管理有限公司), a ship management company, with his last position as deputy general manager.

Mr. Zhao holds a Certificate of Competency for Seafarers of the People’s Republic of China (中華人民共和國海船船員適任證書) issued by the Shandong Maritime Safety Administration of PRC, certifying Mr. Zhao’s capability to act as master on ships of 3,000 gross tonnage or more, which was issued in July 2019.

Mr. Zhao graduated from the Qingdao Ocean Shipping Mariners College (青島遠洋船員職業學院) (formerly known as Qingdao Ocean Shipping Mariners College (青島遠洋船員學院)) in China in July 1993, majoring in ship navigation\* (船舶駕駛). He obtained an Executive Master of Business Administration degree from the Ocean University of China (中國海洋大學) in China in July 2012.

Mr. Zhao served as director of the following companies prior to their dissolution/deregistration:

Name of company	Place of establishment	Date of dissolution/deregistration	Nature of proceeding	Nature of business before dissolution/deregistration
Qingdao Anjie International Ship Management Company Limited* (青島安捷國際船舶管理有限公司)	PRC	November 1, 2018	Deregistration <sup>(1)</sup>	Ceased business operation
SEACON TANKER SHIPMANAGE LTD.	Liberia	December 8, 2021	Dissolution <sup>(2)</sup>	Never commenced business

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*Notes:*

- (1) Qingdao Anjie International Ship Management Company Limited\* (青島安捷國際船舶管理有限公司) was deregistered pursuant to section 180(2) of the PRC Company Law with the passing of a resolution of dissolution in a shareholders’ general meeting.
- (2) SEACON TANKER SHIPMANAGE LTD. was dissolved pursuant to the filing of the Articles of Dissolution endorsed in accordance with section 11.1 of the Business Corporation Act of the laws of Liberia.

Mr. Zhao confirmed that the above companies were solvent prior to their dissolution or deregistration and had no outstanding liability on or before their dissolution or deregistration. Mr. Zhao also confirmed that he is not aware of any actual or potential claim, legal proceedings or litigation which has been or will be made against him as a result of the dissolution or deregistration of the above companies.

### Independent non-executive Directors

**Mr. Fu Junyuan (傅俊元)**, aged 61, joined our Group as an independent non-executive Director on [•]. Mr. Fu is responsible for providing independent advice to our Board.

Mr. Fu has more than 25 years of experience in accounting and management. Prior to joining our Group, he held a number of positions in the entities set out below:

Name of entity	Principal business	Last/current position	Period of services
China Communications Construction Company Limited (中國交通建設股份有限公司) (Stock Exchange: 1800; Shanghai Stock Exchange: 601800)	Infrastructure construction	Director and chief financial officer	September 1996 to September 2018
Zhenhua Heavy Industries Company Limited (上海振華重工(集團)股份有限公司) (Shanghai Stock Exchange: 600320/900947)	Heavy equipment manufacturing	Director	August 1997 to May 2011
China Harbour Engineering Company (Group)* (中國港灣建設(集團)總公司) (a predecessor of China Communications Construction Group Corporation Limited (中國交通建設集團有限公司))	Infrastructure construction	Chief accountant	October 1998 to December 2005



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Name of entity	Principal business	Last/current position	Period of services
China Merchants Bank Holdings Co., Ltd. (招商銀行股份有限公司) (Stock Exchange: 03968; Stock Exchange preference share: 04614; Shanghai Stock Exchange: 600036)	Banking and finance	Non-executive director	March 2000 to August 2015
China Communications Construction Group Corporation Limited (中國交通建設集團有限公司)	Infrastructure construction	Non-executive director	December 2005 to November 2006
China Poly Group Corporation Limited (中國保利集團有限公司)	International trade, real estate development, light industry research and development and engineering services etc.  Parent company of 7 listed companies	Company party secretary and general accountant	September 2018 to September 2021
Poly Developments and Holdings Group Co., Ltd. (保利發展控股集團股份有限公司) (Shanghai Stock Exchange: 600048)	Real estate development and operations	Director	October 2019 to October 2021
China Railway Signal & Communication Corporation Limited (中國鐵路通信信號股份有限公司) (Stock Exchange: 03969; Sci-tech Innovation Board of the Shanghai Stock Exchange: 688009)	Design and integration of rail transportation projects, signal and communication equipment manufacturing, rail control system implementation	Independent non-executive director	February 2022 up to present

Mr. Fu graduated with a bachelor’s degree in economics from the Shanghai Maritime University (上海海事大學) (formerly named Shanghai Maritime College\* (上海海運學院)) in July 1983. Mr. Fu was awarded a Master of Business Administration degree by the Asia International Open University (Macau) (亞洲(澳門)國際公開大學) (now renamed City University of Macau (澳門城市大學)) in Macau in August 2001. He also obtained a doctoral degree in management from the Beijing Jiaotong University (北京交通大學) in China in July 2008. Mr. Fu was appraised as a professor level senior accountant by the Competent Appraising and Approval Committee of the China Communications Construction Company Ltd (中國交通建設股份有限公司評審單位) in December 2015.

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**Ms. Zhang Xuemei (張雪梅)**, aged 51, joined our Group as an independent non-executive director on [•]. Ms. Zhang is responsible for providing independent advice to our Board.

Ms. Zhang has over 20 years of experience in human resources. Since December 2000 up to present, she has been the vice president of operations and human resources at SOHU.com\* (搜狐集團), a media and internet company, where she is responsible for overseeing the human resources department, administration department and enterprise information department, and other matters, such as, media content, real estate media and technology affairs department.

Ms. Zhang graduated with a bachelor’s degree in chemical engineering from the Anhui University of Technology (安徽工業大學) (formerly known as the East China University of Metallurgy\* (華東冶金學院)) in China in July 1994. She graduated with an executive master of business administration degree from the University of Texas at Arlington in the United States in May 2005. She obtained an executive master of business administration degree from Tsinghua University (清華大學) in China in January 2015.

Ms. Zhang was a director of the following companies prior to their deregistration:

Name of company	Place of establishment	Date of deregistration	Nature of proceeding	Nature of business before deregistration
Beijing Sohu Dianjin Information Technology Company Limited* (北京搜狐點金信息技術有限公司)	PRC	February 15, 2017	Deregistration <sup>(1)</sup>	Information technology; technology consulting, marketing and services; technology and software development; computer servicing
Beijing Yihe Jiaxun Information Technology Company Limited* (北京怡和佳訊信息技術有限責任公司)	PRC	March 9, 2018	Deregistration <sup>(2)</sup>	Technology development, consulting and services; telecommunication services

*Notes:*

- (1) Beijing Sohu Dianjin Information Technology Company Limited\* (北京搜狐點金信息技術有限公司) was deregistered pursuant to section 180(2) of the PRC Company Law with the passing of a resolution on dissolution in a shareholders’ general meeting.
- (2) Beijing Yihe Jiaxun Information Technology Company Limited\* (北京怡和佳訊信息技術有限責任公司) was deregistered pursuant to section 180(2) of the PRC Company Law with the passing of a resolution on dissolution in a shareholders’ general meeting.

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Ms. Zhang confirmed that each of the above companies was solvent prior to its deregistration and had no outstanding liability on or before its deregistration. Ms. Zhang also confirmed that she is not aware of any actual or potential claim, legal proceedings or litigation which has been or will be made against her as a result of the deregistration of the above companies.

**Mr. Zhuang Wei (莊煒)**, aged 43, joined our Group as an independent non-executive director on [•]. Mr. Zhuang is responsible for providing independent advice to our Board.

Mr. Zhuang has over 10 years of experience in the shipping industry. Since October 2010, he has been employed by BIMCO, an international shipping organization, and his current position is the General Manager of Asia, where he is responsible for BIMCO’s Asia-Pacific affairs. From September 2001 to January 2010, he was employed as a lecturer at the Shanghai Maritime University (上海海事大學) (formerly known as Shanghai Maritime College\* (上海海事學院)) in the PRC, an academic institution.

Mr. Zhuang graduated from the Shanghai Maritime University (formerly known as Shanghai Maritime College\* (上海海運學院)) in China with a bachelor’s degree in international economic law in July 2001, and he graduated from the Shanghai Maritime University with a master’s degree in international law in March 2004. He then obtained a PhD in international law from the East China University of Political Science and Law (華東政法大學) in China in December 2011. Mr. Zhuang currently holds a legal profession qualification certificate\* (法律職業資格證) (part time category) issued by the Shanghai Municipal Bureau of Justice (上海市司法局) in the PRC in October 2021.

Mr. Zhuang was awarded the Shanghai Pudong New Area “Hundred People Scheme” Talent Award\* (上海市浦東新區“百人計劃”人才獎) issued by the Shanghai Pudong New Area People’s Government\* (上海市浦東新區新區人民政府) in April 2013. Mr. Zhuang was awarded the Shanghai “Lujiazui Top Ten Overseas Educated Persons” Award\* (上海“陸家嘴十大海歸精英”獎) issued by The China (Shanghai) Pilot Free Trade Zone Administration Committee Lujiazui Management Bureau\* (中國(上海)自由貿易試驗區管理委員會陸家嘴管理局) in September 2017, which was the award’s launching year.

Mr. Zhuang was appointed as a member of the Chinese People’s Political Consultative Conference Shanghai Pudong New Area Committee\* (上海浦東新區政協委員) for its sixth term, and he has been re-appointed as a member for its seventh term. He is currently an arbitrator with the China Maritime Arbitration Commission (中國海事仲裁委員會). Mr. Zhuang is currently an expert committee member of the Shanghai International Shipping Institute. Mr. Zhuang has also been a guest professor at the Shanghai Maritime University since May 2021.

### DIRECTORS’ INTEREST

Save as disclosed in this section and “Statutory and General Information — C. Further information about our Directors and Substantial Shareholders — 1. Directors” in Appendix IV to this document, each of our Directors (i) did not hold other position in our Company or other members of our Group as at the Latest Practicable Date; (ii) had no other relationship with any Director, senior management, Substantial Shareholders or

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Controlling Shareholders of our Company as at the Latest Practicable Date; and (iii) did not hold any directorship in listed public companies in the three years prior to the Latest Practicable Date. As at the Latest Practicable Date, save as those disclosed in “Statutory and General Information — C. Further information about our Directors and Substantial Shareholders — 1. Directors” in Appendix IV to this document, each of our Directors did not have any interest in our Shares within the meaning of Part XV of the SFO. Save as disclosed herein, to the best of the knowledge, information and belief of our Directors 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 Rules 13.51(2)(h) to (v) of the Listing Rules as at the Latest Practicable Date.

### BOARD DIVERSITY POLICY

In order to enhance the effectiveness of our Board and to maintain the high standard of corporate governance, we have adopted a board diversity policy which sets out the objectives and approaches to achieve and maintain diversity of our Board. It provides that our Company should endeavour to ensure that our Board members have the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy. Pursuant to the board diversity policy, our Nomination 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 factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, industry and regional experience, and length of service. The ultimate decision of the appointment will be based on merits and the contribution which the selected candidates will bring to our Board.

Our Nomination Committee will disclose the composition of the Board annually in the corporate governance report and monitor the implementation of the board diversity policy. Our Nomination 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 our Board for consideration and approval.

Our Board comprises six male members and one female member, with four executive Directors and three independent non-executive Directors. We consider that our Board has a balanced mix of experiences and industry background, including industry experiences in maritime shipping, accounting and management, and human resources. Our independent non-executive Directors have a diverse education background and industry background in law, shipping, accounting and human resources, and have obtained professional qualifications.

Taking into account our Company’s business model and the background and abilities of our Directors, we believe the composition of our Board satisfies the board diversity policy. Our Company will continue to take steps to promote gender diversity at all levels of our Group, including at the senior management level. Our Company will continue to apply the principle of appointments based on merits with reference to the board diversity policy as a whole.

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## DIRECTORS AND SENIOR MANAGEMENT

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### SENIOR MANAGEMENT

Our senior management consists of four members, namely, Mr. Guo, Mr. Chen, Mr. He Gang and Mr. Zhao Yong, all of whom are our executive Directors. For details of their biographies, see “Directors — Executive Directors” above in this section.

Save as disclosed in this section and “Statutory and General Information — C. Further information about our Directors and Substantial Shareholders — 1. Directors” in Appendix IV to this document, each of the members of our senior management confirmed with respect to himself that: (i) as at the Latest Practicable Date, he had no interests in our Shares within the meaning of Part XV of the SFO; (ii) he did not have any relationships with any Directors, members of our senior management, Substantial Shareholders or Controlling Shareholders as at the Latest Practicable Date; and (iii) he did not hold any directorships in any public company the securities of which were listed on any securities market in Hong Kong and/or overseas in the last three years prior to the Latest Practicable Date.

### JOINT COMPANY SECRETARIES

**Ms. Sun Yufeng (孫玉峰)**, aged 35, is one of our joint company secretaries.

Ms. Sun has more than 10 years of experience in the maritime shipping industry. Ms. Sun has been the manager of the general operations department of Seacon Ships Qingdao since April 2013 and the general manager of the operations management centre of our Group since March 2022. Prior to joining our Group, she was employed by Qingdao Sea Star Ships Management Company Limited\* (青島海之星船舶管理有限公司), a ship management company, from March 2010 to December 2012, with her last position as assistant of the ships technology department.

Ms. Sun graduated with a bachelor’s degree in economics (international economy and trade) and a bachelor’s degree in engineering (measurement and control technology and instrument) from the Shandong University of Science and Technology (山東科技大學) in China in June 2009. She then obtained a master’s degree in business administration from the Shandong University (山東大學) in China in June 2016.

Ms. Sun was awarded Shandong Province Water Transport System Female Worker’s Successful Model\* (山東省水運系統女職工建功立業標兵) by the China Seamen’s Trade Union Shandong Province Committee\* (中國海員工會山東省委員會) in March 2020. She was named Top Ten Women in the PRC Shipping Industry in 2022\* (2022年度中國航運界十大傑出女性) by the China Shipping 100 Organizing Committee\* (中國航運百人組委會) in March 2022. Ms. Sun has also been a member of the Shandong Seamen Trade Union Female Worker Committee\* (山東海員工會女職工委員會) since March 2021.

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## DIRECTORS AND SENIOR MANAGEMENT

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**Ms. Chan Sze Ting (陳詩婷)**, aged 40, is one of our joint company secretaries.

Ms. Chan has joined Tricor Services Limited since April 2006 and she currently serves as an associate director of the corporate services division of Tricor Services Limited, which is a global professional services supplier specializing in integrated business, corporate and investor services. Ms. Chan has over 15 years of experience in the corporate secretarial field and has been providing professional corporate services to Hong Kong listed companies. Ms. Chan is currently the company secretary/joint company secretary of seven companies listed on the Stock Exchange, namely, Shenzhen Hepalink Pharmaceutical Group Co., Ltd. (stock code: 9989), Sinopec Shanghai Petrochemical Company Limited (stock code: 338), Sunfonda Group Holdings Limited (stock code: 1771), Modern Media Holdings Limited (stock code: 72), Century Sage Scientific Holdings Limited (stock code: 1450), Vico International Holdings Limited (stock code: 1621) and Alpha Era International Holdings Limited (stock code: 8406).

Ms. Chan is a Chartered Secretary (CS), a Chartered Governance Professional (CGP) and an Associate of both The Hong Kong Chartered Governance Institute (HKCGI) and The Chartered Governance Institute (CGI) in the United Kingdom. Ms. Chan obtained a bachelor’s degree in laws from the University of London in the United Kingdom in August 2008.

### AUTHORIZED REPRESENTATIVES

Mr. He Gang and Ms. Chan Sze Ting are our authorized representatives under Rule 3.05 of the Listing Rules.

### COMPLIANCE ADVISER

We have appointed Zhongtai International Capital Limited as our compliance adviser in compliance with Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, we will consult with and seek advice from our compliance adviser in the following circumstances:

- (a) before the publication of any regulatory announcement, circular or financial report;
- (b) where a transaction, which might be a notifiable or connected transaction under Chapters 14 and/or 14A of the Listing Rules, is contemplated including share issues and share repurchases;
- (c) where we propose to use the [REDACTED] of the [REDACTED] in a manner different from that detailed in this document or where our business activities, developments or results of operations deviate from any information in this document; and
- (d) where the Stock Exchange makes an inquiry of us regarding unusual movements in the price or trading volume of our Shares or any other matters under Rule 13.10 of the Listing Rules.

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## DIRECTORS AND SENIOR MANAGEMENT

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The term of the engagement will commence on the [REDACTED] and end on the date on which we distribute our annual report as required under Rule 13.46 of the Listing Rules for the first full financial year commencing after the [REDACTED], or when the appointment of Zhongtai International Capital Limited is terminated, whichever is earlier. Such appointment may be subject to extension by mutual agreement.

### **BOARD COMMITTEES**

We have established the following committees in our Board: the Audit Committee, the Nomination Committee, the Remuneration Committee, the Risk Management Committee and the ESG Committee.

#### **Audit Committee**

We established an Audit Committee in compliance with Rule 3.21 of the Listing Rules and with the written terms of reference in compliance with the Corporate Governance Code. The primary duties of our Audit Committee are to assist our Board by providing an independent view of the effectiveness of the financial reporting process, internal control and risk management systems of our Group, oversee the audit process and perform other duties and responsibilities as assigned by our Board. Our Audit Committee currently consists of Mr. Fu Junyuan, Ms. Zhang Xuemei and Mr. Zhuang Wei. Mr. Fu Junyuan is the chairperson of our Audit Committee.

#### **Nomination Committee**

We established a Nomination Committee with written terms of reference in compliance with paragraph A.5 of the Corporate Governance Code. The primary duties of our Nomination Committee are to review the structure, size and composition of our Board, assess the independence of independent non-executive Directors, formulate and review the board diversity policy of our Company, and make recommendations to our Board on matters relating to the appointment of our Directors. Our Nomination Committee currently consists of Mr. Guo, Mr. Chen, Mr. Fu Junyuan, Ms. Zhang Xuemei and Mr. Zhuang Wei. Mr. Guo is the chairperson of our Nomination Committee.

#### **Remuneration Committee**

We established a Remuneration Committee in compliance with Rule 3.25 of the Listing Rules and with the written terms of reference in compliance with the Corporate Governance Code. The primary duties of our Remuneration Committee are (i) to make recommendations to our Board on our policy and structure for all remuneration of Directors and senior management and on the establishment of a formal and transparent procedure for developing policy on such remuneration; (ii) to determine the specific remuneration packages of all Directors and senior management; and (iii) to review and approve performance-based remuneration by reference to corporate goals and objectives resolved by our Board from time to time. Our Remuneration Committee currently consists of Ms. Zhang Xuemei, Mr. Chen and Mr. Zhuang Wei. Ms. Zhang Xuemei is the chairperson of our Remuneration Committee.

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## DIRECTORS AND SENIOR MANAGEMENT

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### Risk Management Committee

Our Company has established a Risk Management Committee. The functions of our Risk Management Committee are to deliberate risk management related policies and procedures and review the effectiveness of risk management activities. Our Risk Management Committee currently consists of Mr. Guo, Mr. He Gang, Mr. Fu Junyuan, Ms. Zhang Xuemei and Mr. Zhuang Wei. Mr. Guo is the chairperson of our Risk Management Committee.

### ESG Committee

Our Company has established a ESG Committee with written terms of reference. The functions of our ESG Committee are to assist our Board in guiding and supervising the development and implementation of environmental, social and governance works of our Group to ensure compliance with relevant legal and regulatory requirements. Our ESG Committee currently consists of Mr. Guo, Mr. Zhao Yong and Mr. Zhuang Wei. Mr. Guo is the chairperson of our ESG Committee.

## REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors and senior management receive compensation in the form of salaries, bonuses, share options and other allowances and benefits-in-kind, including our Company’s contribution to the pension scheme on their behalf. We determine the salaries of our Directors based on each Director’s responsibilities, qualification, position and seniority.

For the years ended December 31, 2019, 2020 and 2021, and the five months ended May 31, 2022, the aggregate amount of compensation paid by us to our Directors (including salaries, bonus, social benefits and share-based compensation) were approximately US\$366,000, US\$420,000, US\$6,234,000 and US\$211,000, respectively. Save for the aforesaid compensation, no other amounts have been paid or are payable by any member of our Group to our Directors during the Track Record Period.

For the years ended December 31, 2019, 2020 and 2021, and the five months ended May 31, 2022, the aggregate amount of emoluments (including salaries, bonus, social security contribution and other welfare expenses) paid by our Group to the five highest paid individuals (including three, two, and two and two Directors in the years ended December 31, 2019, 2020 and 2021, and the five months ended May 31, 2022, respectively) were approximately US\$760,000, US\$769,000, US\$7,215,000 and US\$366,000, respectively. For details of the emoluments of our Directors and the five highest paid individuals of our Group during the Track Record Period, please refer to Note 8 in Appendix I to this document.

No remuneration was paid to our Directors or the five highest paid individuals as an inducement to join, or upon joining, our Group. No compensation was paid to, or receivable by, our Directors or past Directors during the Track Record Period for the loss of office as director of any member of our Group or of any other office in connection with the management of the affairs of any member of our Group. None of our Directors waived any emoluments during the same period.



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## DIRECTORS AND SENIOR MANAGEMENT

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The expected amount of compensation paid by us to our Directors (including salaries, bonus and welfare expenses) for the financial year ending December 31, 2022 will be approximately US\$973,000 in aggregate. Our Board will review and determine the remuneration and compensation packages of our Directors and senior management and, following the [REDACTED], will receive recommendation from the Remuneration Committee which will take into account salaries paid by comparable companies, time commitment and responsibilities of our Directors and performance of our Group.

### SHARE OPTION SCHEME AND SHARE AWARD PLAN

Our Company has conditionally adopted the Share Option Scheme on [ • ] under which certain selected classes of participants (including, among others, full-time employees and Directors) may be granted options to subscribe for our Shares. The principal terms of the Share Option Scheme are summarized in “Statutory and General Information — D. Share Option Scheme” in Appendix IV to this document. Our Company has also adopted the Share Award Plan for the benefit of certain grantees under the Share Award Plan. The principal terms of the Share Award Plan are summarized in “Statutory and General Information — E. Share Award Plan” in Appendix IV to this document.