BAIC
北京汽车

北京汽車股份有限公司
BAIC MOTOR CORPORATION LIMITED*

(A joint stock company incorporated in the People's Republic of China with limited liability)

(Stock Code: 1958)

CHANGE OF DIRECTORS AND PRESIDENT

The board (the "**Board**") of directors (the "**Director(s)**") of BAIC Motor Corporation Limited (the "**Company**") held a meeting on 29 November 2025 and hereby announces that, due to work adjustment, (i) Mr. Hu Hanjun will no longer be a non-executive Director, a member of the strategy and sustainability committee of the Board (the "**Strategy and Sustainability Committee**") and a member of the audit committee of the Board (the "**Audit Committee**"); (ii) Mr. Chen Hongliang will no longer be a non-executive Director and a member of the Strategy and Sustainability Committee; (iii) Mr. Song Wei will no longer be an executive Director, a member of the Strategy and Sustainability Committee, a member of the remuneration committee of the Board (the "**Remuneration Committee**") and a member of the nomination committee of the Board (the "**Nomination Committee**"); and (iv) Mr. Peng Jin will no longer be a non-executive Director and a member of the Strategy and Sustainability Committee, above changes all with effect from the date of approval of the appointment of new Directors. Mr. Song Wei has also ceased to be the president of the Company (the "**President**"), with effect from 29 November 2025.

Each of Mr. Hu Hanjun, Mr. Chen Hongliang, Mr. Song Wei and Mr. Peng Jin confirmed that he had no disagreement with the Board in any respect and there were no other matters relating to his resignation that would need to be brought to the attention of the shareholders of the Company (the "**Shareholders**").

The Company and the Board would like to express their sincere appreciation to the Directors above for their important contributions made to the development of the Company during their tenures of office.

The Board proposed to appoint (i) Mr. Gu Xin (顧鑫) as a non-executive Director and a member of each of the Strategy and Sustainability Committee and the Audit Committee; (ii) Mr. Chen Geng (陳更) as an executive Director and a member of each of the Strategy and Sustainability Committee, the Remuneration Committee and the Nomination Committee; and (iii) Ms. Zhu Yan (朱雁) as an executive

Director and a member of the Strategy and Sustainability Committee, all for a term commencing from the date of approval at the Shareholders' meeting until the expiration of the term of the fifth session of the Board.

The Board held a meeting on 29 November 2025, and Mr. Chen Geng has been appointed as the President for a term commencing on 29 November 2025 until the expiration of the term of the fifth session of the Board.

The biographical details of each of Mr. Gu Xin, Mr. Chen Geng and Ms. Zhu Yan required to be disclosed pursuant to the Rule 13.51(2) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Listing Rules**") are as follows:

(1) Mr. Gu Xin

Mr. Gu Xin, born in September 1976, is a master of business administration. He currently serves as the secretary to the board of directors and the director of the capital operation department (the office of the board of directors) of Beijing Automotive Group Co., Ltd. (北京汽車集團有限公司) (the "**BAIC Group**"), and the secretary of the party committee and the director of BAIC Group Industrial Investment Co., Ltd. (北京汽車集團產業投資有限公司).

Mr. Gu Xin has extensive experience in capital operation and enterprise management and he has successively served as a director of the capital operations department at BAIC Group, a director of BAIC BluePark New Energy Technology Co., Ltd. (北汽藍谷新能源科技股份有限公司), a director of Beiqi Foton Motor Co., Ltd. (北汽福田汽車股份有限公司) and a director of Bohai Automotive Systems Co., Ltd. (渤海汽車系統股份有限公司).

(2) Mr. Chen Geng

Mr. Chen Geng, born in June 1976, is a master of management. He is currently the deputy secretary of the party committee of the Company.

Mr. Chen Geng possesses extensive corporate management experience. He successively served as the deputy secretary of the party committee and the president of Beijing Hainachuan Automotive Parts Co., Ltd. (北京海納川汽車部件股份有限公司), and the secretary of the party committee and the chairman of Bohai Automotive Systems Co., Ltd..

(3) Ms. Zhu Yan

Ms. Zhu Yan, born in December 1986, is a master of business administration and is a senior accountant. She is currently the vice president and the chief financial officer of the Company.

Ms. Zhu Yan has extensive experience in financial management. She successively served as a junior auditor and a senior auditor of Ernst & Young Hua Ming, a senior commissioner, manager, senior head of financial analysis and vice head of the finance department of BAIC Group and a supervisor of the Company.

Save as disclosed above, each of Mr. Gu Xin, Mr. Chen Geng and Ms. Zhu Yan confirmed that, (1) he/she does not hold any other positions in the Company or any of its subsidiaries and also has not served as a director in any other listed companies in the past three years; (2) he/she does not have any relationship with any other directors, supervisors, senior management or substantial or controlling shareholders of the Company or any of its subsidiaries; (3) he/she does not have any interest in any shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) as at the date of this announcement; (iv) there is no other information that needs to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules; and (v) there are no other matters concerning the appointment of each of them as a Director that need to be brought to the attention of the Shareholders.

If the proposed appointment of each of Mr. Gu Xin, Mr. Chen Geng and Ms. Zhu Yan as a Director is approved at the Shareholders' meeting, the Company will enter into relevant Director's service contract with each of them as soon as possible. Each of them will not receive any remuneration from the Company for his/her role as a Director. Mr. Chen Geng will receive remuneration as senior management of the Company according to relevant regulations.

The Company will send the circular and notice of Shareholders' meeting in relation to the proposed appointment of Directors to the Shareholders in due course.

By Order of the Board
BAIC Motor Corporation Limited
Yu Dan
Secretary to the Board and Company Secretary

Beijing, the PRC, 30 November 2025

As at the date of this announcement, the Board comprises Mr. Wang Hao, as Chairman of the Board and executive Director; Mr. Hu Hanjun and Mr. Chen Hongliang, as non-executive Directors; Mr. Song Wei, as executive Director; Mr. Peng Jin, Mr. Ye Qian, Mr. Paul Gao, Mr. Kevin Walter Binder, Mr. Gu Tiemin and Mr. Sun Li, as non-executive Directors; and Ms. Yin Yuanping, Mr. Xu Xiangyang, Mr. Tang Jun, Mr. Edmund Sit and Mr. Ji Xuehong, as independent non-executive Directors.

* *For identification purpose only*