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哈尔滨电气股份有限公司

HARBIN ELECTRIC COMPANY LIMITED

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

(Stock Code: 1133)

RESIGNATION AND APPOINTMENT OF INDEPENDENT NON-EXECUTIVE DIRECTORS AND LIST OF DIRECTORS AND THEIR ROLES AND FUNCTIONS

The Board hereby announces that, with effect from the date of this announcement:

- (1) Mr. Pan Qi-long has resigned as an independent non-executive Director of the Company and as a member of the audit committee, remuneration committee, strategy development committee, and nomination committee of the Company; and
- (2) Mr. Li Xie-hua has been appointed as an independent non-executive Director of the Company and as a member of the audit committee, remuneration committee, strategy development committee, and nomination committee of the Company.

RESIGNATION OF INDEPENDENT NON-EXECUTIVE DIRECTOR

The board (the “**Board**”) of directors (the “**Director(s)**”) of Harbin Electric Company Limited (the “**Company**”) hereby announces that Mr. Pan Qi-long (“**Mr. Pan**”) has resigned as an independent non-executive Director of the Company and as a member of the audit committee, remuneration committee, strategy development committee, and nomination committee of the Company due to change of work arrangement. Such resignation will be effective from the date of this announcement.

Mr. Pan confirms that he has no disagreement with the Board or the supervisory committee of the Company, and there are no other matters relating to his resignation that need to be brought to the attention of the shareholders of the Company.

During his term of office, Mr. Pan has been diligent and conscientious in performing his duties, making outstanding contributions to the reform and development of the Company. The Company hereby expresses its sincere gratitude to Mr. Pan.

APPOINTMENT OF INDEPENDENT NON-EXECUTIVE DIRECTOR

The Board further announces that pursuant to the authorization granted at the 2024 annual general meeting of the Company, the Company held a board meeting (the “**Board Meeting**”) on 2 December 2025 and resolved to appoint Mr. Li Xie-hua (“**Mr. Li**”) as an independent non-executive Director of the Company and a member of the audit committee, remuneration committee, strategy development committee, and nomination committee of the Company. Such appointments shall take effect from the date of this announcement to the conclusion of the next annual general meeting of the Company. Mr. Li will not receive any Director’s remuneration from the Company.

Biographical details of Mr. Li are as follows:

Mr. Li Xie-hua, born in 1971, aged 54, holds a Doctorate in Engineering and the professional title of senior engineer. He currently serves as a full-time external director of a central enterprise and as an external director of BGRIMM Technology Group (礦冶科技集團有限公司). Mr. Li graduated from the University of Science and Technology Beijing in 1993 with a Bachelor of Engineering degree in Mechanical Manufacturing Technology and Equipment, and subsequently obtained a Doctorate in Engineering from Northeastern University in Materials Processing Engineering. Mr. Li has held positions including deputy general manager of Fujian Ruimin Aluminum Plate Limited Company*(福建瑞閩鋁板帶有限公司), deputy general manager of Chinalco Ruimin Aluminum Plate Limited Company*(中鋁瑞閩鋁板帶有限公司), and deputy general manager of Chinalco Ruimin Co., Ltd.*(中鋁瑞閩股份有限公司). In January 2015, he was appointed as the director, general manager, and deputy party committee secretary of Chinalco Ruimin Co., Ltd.*. In July 2017, he served as the chairman and party committee secretary of Chinalco Ruimin Co., Ltd.*. In April 2018, he served as the general manager of Chinalco Innovation Development Investment Co., Ltd.*(中鋁創新開發投資有限公司). In November 2018, he served as the executive director of Chinalco Leap Industrial Fund Management Co., Ltd.*(中鋁跨越產業基金管理有限公司). In July 2019, he served as the executive director and party committee secretary of Chinalco Innovation Development Investment Co., Ltd.*. In September 2020, he served as the director, party committee secretary, and general manager of Chinalco Advanced Manufacturing Co., Ltd. In August 2021, he served as the chairman of Chongqing Guochuang Light Alloy Research Institute Co. Ltd.*(重慶國創輕合金研究院有限公司). In February 2023, he assumed the roles of director, general manager, and deputy party committee secretary of Chinalco Advanced Manufacturing Co., Ltd. In September 2024, he served as the full-time director of a subsidiary of Aluminum Corporation of China*(中國鋁業集團有限公司) and a director of Chinalco Advanced Manufacturing Co., Ltd. From November 2024 to October 2025, he served as the non-executive director of Aluminum Corporation of China Limited*(中國鋁業股份有限公司) (listed on the Main Boards of the Shanghai Stock Exchange and The Stock Exchange of Hong Kong Limited, stock codes: 601600. SH and 02600. HK, respectively). Since September 2025, he has served as a full-time external director of a central enterprise and as an external director of BGRIMM Technology Group since November 2025.

Save as disclosed above, (i) Mr. Li has not held any directorship in any other listed companies in Hong Kong or overseas, nor has he held any other major appointments or professional qualifications in the past three years; (ii) Mr. Li does not hold any other positions in the Company or any of its subsidiaries; (iii) Mr. Li does not have any interests in the shares of the Company as defined in Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong); and (iv) Mr. Li has no relationship with other Directors, supervisors, senior management, substantial shareholders, or controlling shareholders of the Company.

Furthermore, Mr. Li has confirmed that there is no other information relating to his appointment that is required to be disclosed pursuant to Rules 13.51(2) (h) to (v) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”), nor is there any other matter relating to his appointment that needs to be brought to the attention of the shareholders of the Company.

Mr. Li has also confirmed that (i) he meets the independence criteria relating to each of the factors set out in Rules 3.13(1) to (8) of the Listing Rules; (ii) he has no past or present financial or other interests in the business of the Company or its subsidiaries, nor is he connected with any of the core connected persons of the Company (as defined in the Listing Rules); and (iii) there are no other factors at the time of his appointment that may affect his independence.

The Board hereby welcomes Mr. Li to the Board.

LIST OF DIRECTORS AND THEIR ROLES AND FUNCTIONS

Following Mr. Pan’s resignation and Mr. Li’s appointment as an independent non-executive Director of the Company, the members of the Board are as follow:

Executive Directors: Mr. Huang Wei (Chairman), Mr. Liu Qing-yong and Mr. Du Xing-kai

Independent non-executive Directors: Mr. He Yu, Ms. Niu Xiang-chun, Mr. Gao Yi-bin and Mr. Li Xie-hua

Following Mr. Pan’s resignation and Mr. Li’s appointment as a member of the audit committee, remuneration committee, strategy development committee and nomination committee of the Company, the positions held by each Board member in each of the special committees are as follows:

Committee Director	Audit Committee	Remuneration Committee	Strategy Development Committee	Nomination Committee
Mr. Huang Wei				Chairman
Mr. Liu Qing-yong			Chairman	
Mr. Du Xing-kai				Member
Mr. He Yu	Member	Chairman	Member	Member
Ms. Niu Xiang-chun	Member	Member	Member	Member
Mr. Gao Yi-bin	Chairman	Member	Member	Member
Mr. Li Xie-hua	Member	Member	Member	Member

By order of the Board
Harbin Electric Company Limited
Company Secretary
Ai Li-song

Harbin, PRC
2 December 2025

As at the date of this announcement, the executive Directors of the Company are Mr. Huang Wei, Mr. Liu Qing-yong and Mr. Du Xing-kai; and the independent non-executive Directors of the Company are Mr. He Yu, Ms. Niu Xiang-chun, Mr. Gao Yi-bin and Mr. Li Xie-hua.