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潍柴動力股份有限公司

WEICHAI POWER CO., LTD.

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

(Stock Code: 2338)

ANNOUNCEMENT

CHANGE OF INDEPENDENT NON-EXECUTIVE DIRECTOR

The Board announces that Mr. Zhao Fuquan has tendered his resignation as an independent non-executive Director, a member of the audit committee and remuneration committee of the Company with effect from the appointment of the new independent non-executive Director becoming effective at the EGM.

The Board further announces that Ms. Zhang Weili was nominated as an independent non-executive Director, with effect from the date of approval by the shareholders of the Company at the EGM and until the conclusion of the annual general meeting of the Company for the year ending 31 December 2026, which is the expiration of the term of the current session of the Board.

RESIGNATION OF INDEPENDENT NON-EXECUTIVE DIRECTOR

The board (the “**Board**”) of directors (the “**Directors**”) of Weichai Power Co., Ltd. (the “**Company**”, together with its subsidiaries, the “**Group**”) announces that Mr. Zhao Fuquan (“**Mr. Zhao**”) has tendered his resignation as an independent non-executive Director and a member of the audit committee and remuneration committee of the Company with effect from the appointment of the relevant new independent non-executive Director becoming effective at the forthcoming general meeting of the Company (the “**EGM**”) due to personal work arrangements.

Mr. Zhao has confirmed that he has no disagreement with the Board, and there is no matter relating to his resignation that needs to be brought to the attention of the shareholders of the Company (“**Shareholders**”) or The Stock Exchange of Hong Kong Limited.

The Board would like to take this opportunity to express its sincere gratitude to Mr. Zhao for his valuable contribution to the Company during his term of service.

PROPOSED APPOINTMENT OF INDEPENDENT NON-EXECUTIVE DIRECTOR

The Board further announces that Ms. Zhang Weili (“**Ms. Zhang**”) was nominated as an independent non-executive Director, with effect from the date of approval by the Shareholders at the EGM and until the conclusion of the annual general meeting of the Company for the year ending 31 December 2026, which is the expiration of the term of the current session of the Board.

Ms. Zhang Weili will enter into a letter of appointment with the Company in respect of her service as an independent non-executive Director. The allowances for Ms. Zhang Weili as an independent non-executive Director is RMB200,000 per annum. The allowances for Ms. Zhang is determined by the Board after considering the recommendation by the remuneration committee of the Company which has taken into account the allowances for all independent non-executive Directors and the responsibilities and duties of Ms. Zhang in the Company.

The biographical details of Ms. Zhang are set out below:

Ms. Zhang Weili (張偉麗), Chinese, aged 51, holds a master’s degree in human resources management. Ms. Zhang is currently a consultant at the talent development institute of Sailun Group Co., Ltd.* (賽輪集團股份有限公司), and previously held positions including the director of human resources of Alibaba Group Holding Limited (Yahoo in China) (阿里巴巴集團控股有限公司 (中國雅虎)), a senior manager of human resources at Amazon China Co., Ltd.* (亞馬遜中國有限公司), the chief human resources officer at Alibaba Pictures Group Limited (阿里巴巴影業集團有限公司), and a deputy general manager at COL Group Co., Ltd.* (中文在線集團股份有限公司).

As at the date of this announcement, save as disclosed herein, Ms. Zhang (i) has not been a director of any public companies the shares of which are listed on any securities market in Hong Kong or overseas in the past three years, (ii) has no relationship with any Directors, senior management or substantial shareholders or controlling shareholders (as defined respectively in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Hong Kong Listing Rules**”)) of the Company, (iii) is not interested or deemed to be interested in shares or underlying shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong), and (iv) does not hold any other major positions within the Company or other members of the Group.

Save as disclosed herein, there is no other matter relating to the election of Ms. Zhang as an independent non-executive Director that will need to be brought to the attention of the Shareholders and there is no other information which is required to be disclosed pursuant to Rules 13.51(2)(h) to 13.51(2)(v) of the Hong Kong Listing Rules.

A circular containing, among other things, details of the proposed appointment of Ms. Zhang Weili together with a notice convening the EGM will be despatched to the Shareholders pursuant to the Hong Kong Listing Rules.

By order of the Board of Directors
Weichai Power Co., Ltd.
Ma Changhai
Chairman

Hong Kong, 19 December 2025

As at the date of this announcement, the executive Directors of the Company are Mr. Ma Changhai, Mr. Wang Decheng, Mr. Sun Shaojun, Mr. Yuan Hongming and Mr. Ma Xuyao; the employee representative Director of the Company is Mr. Huang Weibiao; the non-executive Directors of the Company are Mr. Zhang Liangfu, Mr. Richard Robinson Smith and Mr. Michael Martin Macht; and the independent non-executive Directors of the Company are Ms. Jiang Yan, Mr. Chi Deqiang, Mr. Zhao Fuquan, Mr. Xu Bing and Mr. Tao Huaan.

* *For identification purposes only*