

## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

### BOARD OF DIRECTORS

Our Board consists of nine Directors, comprising five executive Directors, one non-executive Director and three independent non-executive Directors. The table below sets forth certain information of each of our Directors:

Name	Age	Position	Time of joining our Group	Date of appointment as Director	Roles and responsibilities
Mr. CAI Jianyong (蔡建勇) <sup>(1)</sup> .....	51	Founder, Executive Director and Chairman of the Board	January 2009 (when our Company was founded)	January 5, 2011	Responsible for the overall management of our Group and in particular, on our resourcing, trading and investment business and the public relations department of our Company.
Mr. JIANG Xinfang (江新芳) .....	48	Executive Director and General Manager	January 2018	September 16, 2021	Responsible for the laterite nickel ore project and the daily operation and management of our Group.
Ms. FEI Feng (費鳳) .....	45	Executive Director, Deputy General Manager and Secretary of the Board	July 2009	September 16, 2021	Responsible for the coordination and management of our Company's day-to-day operation.
Mr. CAI Jianwei (蔡建威) <sup>(1)</sup> .....	50	Executive Director and Deputy General Manager	February 2009	September 16, 2021	Responsible for managing the trade affairs of our Company.
Mr. YU Weijun (余衛軍) .....	53	Executive Director and Deputy General Manager	August 2011	September 16, 2021	Responsible for managing financial affairs and providing professional support to our Company's day-to-day operation.
Mr. Lawrence LUA Gek Pong .....	65	Non-executive Director	December 7, 2021	December 7, 2021	Responsible for providing guidance and advice on corporate and business strategies.
Dr. HE Wanpeng (何萬篷) .....	48	Independent non-executive Director	December 7, 2021	December 7, 2021	Responsible for providing independent advice to the Board.
Ms. ZHANG Zhengping (張爭萍) .....	42	Independent non-executive Director	December 7, 2021	December 7, 2021	Responsible for providing independent advice to the Board.
Dr. WANG James Jixian (王緝憲) .....	68	Independent non-executive Director	December 7, 2021	December 7, 2021	Responsible for providing independent advice to the Board.

*Note:*

(1) Mr. Cai, one of our executive Directors and the chairman of the Board, is the brother of Mr. Cai Jianwei, one of the executive Directors and deputy general managers of our Company.

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### Executive Directors

**Mr. CAI Jianyong (蔡建勇)**, aged 51, is our founder, chairman of the Board, and an executive Director of our Company. Mr. Cai is primarily responsible for the overall management of the Group and in particular, on our resourcing, trading and investment business and the public relations department of our Company. Mr. Cai was first appointed as our Director on January 5, 2011 and was redesignated as our executive Director on December 16, 2021.

Mr. Cai also holds the following positions in other members of our Group:

Other members of the Group (relationship with the Group)	Positions held with other members of the Group	Date of appointment
Lygend Shanghai (a wholly-owned subsidiary)	Chairman of the board	June 2018
Ningbo Lygend New Energy Co., Ltd. (寧波力勤新能源有限公司) (a wholly-owned subsidiary)	Executive director and general manager	September 2020
Ningbo Huiran (a wholly-owned subsidiary)	Executive director and general manager	June 2017
Jiangsu Wisdom (a wholly-owned subsidiary)	Director	April 2015
Ningbo Baoxin Special Steel Technology Co., Ltd. (寧波寶鑫特鋼科技有限公司) (a wholly-owned subsidiary)	Executive director and general manager	October 2021
Ningbo Lygend Industrial Park Management Co., Ltd. (寧波力勤園區管理有限公司) (a wholly-owned subsidiary)	Executive director and general manager	June 2021
Lygend Golden Power (Hong Kong) Limited (力勤鑫動力(香港)有限公司) (a wholly-owned subsidiary)	Director	July 2021
Lygend New Power (Hong Kong) Limited (力勤新動力(香港)有限公司) (a wholly-owned subsidiary)	Director	July 2021
Lygend Source Power (Hong Kong) Limited (力勤源動力(香港)有限公司) (a wholly-owned subsidiary)	Director	December 2021
Hong Kong Bwhale (a wholly-owned subsidiary)	Director	March 2016
Lygend Singapore (a wholly-owned subsidiary)	Director	August 2018
HPL (a non-wholly-owned subsidiary)	President commissioner	November 2021

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Other members of the Group (relationship with the Group)	Positions held with other members of the Group	Date of appointment
PT Dharma Cipta Mulia (a non-wholly-owned subsidiary)	President commissioner	August 2021
ONC (a non-wholly-owned subsidiary)	President commissioner	August 2021
PT Obi Stainless Steel (a non-wholly-owned subsidiary)	President commissioner	November 2021
KPS (a non-wholly-owned subsidiary)	President commissioner	November 2021

Prior to the establishment of our Company, Mr. Cai had nearly 10 years of experience in international commodity trade. He worked at Zhejiang Grand Resources Import and Export Co., Ltd. (浙江遠大進出口有限公司) (the predecessor of Grand Resources Group Co., Ltd. (遠大物產集團有限公司)) from April 2000 to December 2007, focusing on commodity export, import and domestic trade. He subsequently worked at Ningbo Future Import and Export Co., Ltd. (寧波前程進出口有限公司) from January 2008 to December 2008, focusing on international commodity trade with experience in relation to ore trading activities. Since founding our Group, Mr. Cai has brought in industry expertise and leveraged his reputation and relationship from his previous experience in building our business.

Mr. Cai graduated from Shanghai Institute of Building Materials Industry (上海建築材料工業學院) (later merged into Tongji University) in May 1992 with a specialization in financial accounting.

**Mr. JIANG Xinfang (江新芳)**, aged 48, is an executive Director and the general manager of our Company. Mr. Jiang is primarily responsible for the laterite nickel ore project and the daily operation and management of our Group. He joined our Company as the chief project manager in January 2018 and was in charge of the overall implementation of the Company's projects in Indonesia. He was appointed as the president of our Company in September 2020, and has become our general manager since September 2021. Mr. Jiang was appointed as our Director on September 16, 2021 and was redesignated as our executive Director on December 16, 2021.

Mr. Jiang also holds the following positions in other members of our Group:

Other members of the Group (relationship with the Group)	Positions held with other members of the Group	Date of appointment
Lygend Shanghai (a wholly-owned subsidiary)	Director	June 2018
HPL (a non-wholly-owned subsidiary)	Commissioner	November 2021
PT Dharma Cipta Mulia (a non-wholly-owned subsidiary)	Commissioner	August 2021
ONC (a non-wholly-owned subsidiary)	Commissioner	August 2021

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Other members of the Group (relationship with the Group)	Positions held with other members of the Group	Date of appointment
PT Obi Stainless Steel (a non-wholly-owned subsidiary)	Commissioner	November 2021
KPS (a non-wholly-owned subsidiary)	Commissioner	November 2021

Mr. Jiang has more than 20 years of experience in metal-related production industry. Prior to joining our Company, he worked at Baoshan Iron & Steel Co., Ltd. (寶山鋼鐵股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600019) from August 1998 to June 2002. Mr. Jiang also held various positions within Tsingshan Holding Group Co., Ltd. (青山控股集團有限公司). He worked at Tsingshan Holding Group Shanghai International Trading Co., Ltd. (青山控股集團上海國際貿易有限公司) from May 2005 to November 2007, and subsequently worked at Shanghai Tsingshan Mineral Co., Ltd (上海青山礦產品有限公司) from December 2007 to December 2010. He then worked at Shanghai Tsingshan Mining Investment Co., Ltd. (上海青山礦業投資有限公司) from January 2011 to October 2014. Afterwards, Mr. Jiang served as a general manager of Guangdong Century Tsingshan Nickel Industry Company Limited (廣東世紀青山鎳業有限公司) until April 2016.

Mr. Jiang obtained a bachelor of engineering degree in electrochemistry manufacturing technology and a master of engineering degree in applied chemistry from Harbin Institute of Technology in July 1996 and June 1998, respectively. He further completed the Executive MBA program at China Europe International Business School in October 2011.

**Ms. FEI Feng (費鳳)**, aged 45, is an executive Director, a deputy general manager and the secretary to the Board of our Company. She is primarily responsible for the coordination and management of our Company's day-to-day operation. Ms. Fei has been serving as a deputy general manager of our Company since she joined our Company in July 2009, and has been in charge of coordination and management of our Company's internal affairs across various departments such as finance, risk management, human resources and administrative affairs. She was appointed as the secretary to our Board in November 2021. Ms. Fei was appointed as our Director on September 16, 2021 and was redesignated as our executive Director on December 16, 2021.

Ms. Fei has been serving as a supervisor of Ningbo Huiran, Ningbo Lygend New Energy Co., Ltd. (寧波力勤新能源有限公司) and Lida Logistics, all of which are wholly-owned subsidiaries of our Company, since June 2017, September 2020 and March 2021, respectively. She has also been serving as a director of Kang Xuan Pte. Ltd. (a wholly-owned subsidiary of our Company) since November 2021.

Prior to joining our Company, Ms. Fei worked at Zhejiang Grand Resources Import and Export Co., Ltd. (浙江遠大進出口有限公司) (the predecessor of Grand Resources Group Co., Ltd. (遠大物產集團有限公司)) from September 1999 to December 2007, and worked at Ningbo Future Import and Export Co., Ltd. (寧波前程進出口有限公司) from January 2008 to June 2009.

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Ms. Fei obtained a bachelor's degree in auditing from Zhengzhou University of Aeronautics in July 1999.

**Mr. CAI Jianwei (蔡建威)**, aged 50, is an executive Director and a deputy general manager of our Company. He joined our Company as a business officer in February 2009. He served as a sales manager from April 2009 to October 2011 and later as a sales director from October 2011 to September 2021. During this period, he was involved in the Company's trading activities, business development, personnel management, market penetration and other activities. In September 2021, he was appointed as a deputy general manager of our Company and has been primarily responsible for managing the trade affairs of our Company, which include the international trading and domestic sales of nickel ore and ferronickel products. Mr. Cai Jianwei was appointed as our Director on September 16, 2021 and was redesignated as our executive Director on December 16, 2021.

He is the brother of Mr. Cai, our founder, one of our executive Directors, the chairman of the Board and one of our Controlling Shareholders.

**Mr. YU Weijun (余衛軍)**, aged 53, is an executive Director and a deputy general manager of our Company. Mr. Yu is primarily responsible for managing the financial affairs of our Company and providing professional support to our day-to-day operation. He joined our Company in August 2011 and was responsible for financial, external and investigative affairs of our Company. Since 2015, Mr. Yu has been responsible for our projects in Suqian, Jiangsu Province, China as well as the financial planning and coordination of our projects on the Obi Island in Indonesia. Since April 2018 and June 2021, Mr. Yu has been a supervisor of Jiangsu Wisdom and Ningbo Lygend Industrial Park Management Co., Ltd. (寧波力勤園區管理有限公司) respectively, both of which are wholly-owned subsidiaries of our Company. Mr. Yu has been serving as a deputy general manager of our Company since August 2020. Mr. Yu was appointed as our Director on September 16, 2021 and was redesignated as our executive Director on December 16, 2021.

Mr. Yu has over 22 years of experience in financial accounting and management. From May 1999 to April 2006, he served as the chief financial officer of Ningbo Hualv Communications Co., Ltd. (寧波華旅通訊有限公司), a company focusing on telecommunications, television broadcast and satellite transmission services. Mr. Yu subsequently worked at Ningbo Tianhan Holding Group Co., Ltd. (寧波天漢控股集團股份有限公司) from September 2007 to February 2008, a company engaged in the real estate industry.

Mr. Yu graduated from Zhejiang Radio and TV University (currently known as Zhejiang Open University) in July 1988 with a specialization in financial accounting. He was qualified as an accountant specializing in enterprise accounting under the Ministry of Personnel (now Ministry of Human Resources and Social Security) of the PRC in May 1996. He further graduated from Hangzhou College of Commerce (currently known as Zhejiang Gongshang University) in June 1996 with a specialization in accountancy.

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### Non-Executive Director

**Mr. Lawrence LUA Gek Pong**, aged 65, was appointed as our Director on December 7, 2021 and was redesignated as a non-executive Director on December 16, 2021. Mr. Lua is responsible for providing guidance and advice on corporate and business strategies.

Mr. Lua has extensive banking, management and advisory experience across major banks in the Asia region. Based in Singapore, he is currently a managing director and senior advisor to DBS Private Bank. He joined DBS Private Bank in 2011 as regional head of South and Southeast Asia and stepped down as group head of DBS Private Bank in January 2020. Prior to joining DBS, Mr. Lua held various senior banking positions, including serving as a managing director (investment) in Merrill Lynch International Bank Limited and a managing director and senior advisor of Bank Julius Baer & Co., Ltd.

Mr. Lua has served as an independent non-executive director of Bumitama Agri Ltd (a company listed on the Singapore Stock Exchange (stock code: P8Z)) since January 2020. He also served as an independent non-executive director of SingHaiyi Group Ltd, a company previously listed on the Singapore Stock Exchange which was privatized in January 2022, from August 2020 to January 2022. He has been a member of the advisory board for wealth management at the Singapore Management University since May 2018.

Mr. Lua obtained a bachelor of social science with honors in economics from the National University of Singapore in 1982. He was conferred a fellow membership of Institute of Banking and Finance Singapore (“IBF”) in 2014 and was a chairman of the IBF Private Banking Industry Workgroup from February 2017 to March 2019.

### Independent Non-Executive Directors

**Dr. HE Wanpeng (何萬鏞)**, aged 48, was appointed as our Director on December 7, 2021 and was redesignated as an independent non-executive Director on December 16, 2021. Dr. He is responsible for providing independent advice to the Board.

Dr. He is a renowned policy researcher in China. He has served as the dean and chief researcher of Shanghai Research Center for Emerging Industries in the Foreshore (上海前灘新興產業研究院) since 2016, primarily engaged in providing solutions for government departments and enterprise groups. He was a vice-dean and chief professional researcher of regional economics of Shanghai Fuka Economic Forecasting Research Institute Co., Ltd. (上海福卡經濟預測研究所有限公司), a company engaged in research planning and consultation on various topics in the field of social sciences.

Dr. He holds various government and academic appointments. He was appointed as a member of the Ningbo “Made in China 2025” and Smart Economy Strategic Advisory Committee in May 2018 and the Ningbo City Manufacturing Industry High-quality Development and Smart Economy Strategic Advisory Committee by the Ningbo Municipal Government in September 2019. He was

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further appointed as a member of the Intelligent City Expert Advisory Committee by the Shanghai Jinshan District Government in May 2020 and a policy consultant expert by the Shanghai Municipal Human Resources and Social Security Bureau in October 2020. In addition, he has served as an expert of the metropolitan governance research center at Tongji University since March 2017 and an adjunct professor of the school of politics and international relations at Central China Normal University since October 2020.

Dr. He has also served as an independent director of Shanghai International Airport Co., Ltd. (上海國際機場股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 600009)) from June 2016 to August 2022, Shanghai Shibe HI-Tech Co., Ltd. (上海市北高新股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 600604)) since February 2019 and Shanghai Lujiazui Fin and Trade (上海陸家嘴金融貿易區開發股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 600663)) since April 2021. In addition, he has served as a director of Cisci (Shanghai) Supply Chain Management Co., Ltd. (賽世(上海)供應鏈管理股份有限公司) since January 2014 and Shanghai Qianzhuang Asset Management Co., Ltd. (上海前莊資產管理有限公司) since July 2015. He was a former independent director of Long Yuan Construction Group Co., Ltd. (龍元建設集團股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 600491)) from May 2013 to May 2019.

Dr. He obtained a bachelor's degree in global politics, economy and international relations from Renmin University of China in July 1995. He further received a master degree in technical economics and management from Tongji University in May 2006 and a doctoral degree in management science and engineering from Tongji University in November 2013. He qualified as a professorate senior economist under the Shanghai Economic Series Senior Professional Title Review Committee (上海經濟系列正高級職稱評審委員會) in October 2021.

**Ms. ZHANG Zhengping (張爭萍)**, aged 42, was appointed as our Director on December 7, 2021 and was redesignated as an independent non-executive Director on December 16, 2021. Ms. Zhang is responsible for providing independent advice to the Board.

Ms. Zhang is a notable individual in the field of tax. Since July 2000, Ms. Zhang has worked at Ningbo Zhengyuan Tax Agent Co., Ltd. (寧波正源稅務師事務所有限公司), focusing on providing tax advice, consulting, auditing, verification, training and due diligence and other intermediary services. She is currently a senior project manager and shareholder of Ningbo Zhengyuan Tax Agent Co., Ltd., a company based in Qinzhou, Ningbo and engaged in providing tax-related services. In 2014, she was nominated as one of the Leading Talents of the National Registered Tax Agent Industry (全國註冊稅務師行業高端人才).

Ms. Zhang completed undergraduate studies in accounting from Zhejiang College of Finance & Economics (currently known as Zhejiang University of Finance & Economics) in June 2002. She further obtained an executive master of professional accountancy degree from Chinese University of Hong Kong in November 2019. She has been a registered accountant with the Chinese Institute of



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Certified Public Accountants since December 2007 and has been a registered tax agent with the Ministry of Personnel and State Administration of Taxation since September 2004.

**Dr. WANG James Jixian (王緝憲)**, aged 68, was appointed as our Director on December 7, 2021 and was redesignated as an independent non-executive Director on December 16, 2021. Dr. Wang is responsible for providing independent advice to the Board.

Based in Hong Kong, Dr. Wang is a specialist in transport geography and has served as a research director of the Bay Area Hong Kong Center and Belt & Road Hong Kong Center since October 2019. He was also a member of the expert advisory panel of the “Hong Kong 2030+: Towards a Planning Vision and Strategy Transcending 2030” study conducted by the Planning Department of the Government of HKSAR.

Dr. Wang had 24 years of teaching and research experience as an assistant lecturer, assistant professor and associate professor at the department of geography of the University of Hong Kong from 1993 to 2017. He was also a visiting associate professor at the department of management science of City University of Hong Kong. Dr. Wang specialized in transport geography with a research focus in port development, port-city relations and public transport in China. He published several books and served as an editorial board member of the internationally refereed journal, *Journal of Transport Geography*. He has served as a steering committee member of the IGU Transport & Geography Commission since 2016.

Dr. Wang obtained a bachelor’s degree in production allocation from Renmin University of China in July 1982. He obtained a doctor of philosophy degree in geography from University of Toronto in November 1994. He was conferred a fellow membership of the Chartered Institute of Logistics and Transport in Hong Kong in December 2008.

### SUPERVISORS

Our Supervisory Committee comprises three Supervisors, including one employee representative Supervisor who is elected by our employees. The table below sets forth certain information of each of our Supervisors:

<u>Name</u>	<u>Age</u>	<u>Position</u>	<u>Date of joining our Group</u>	<u>Date of appointment as Supervisor</u>	<u>Roles and responsibilities</u>
Mr. GE Kaicai (葛凱財) .....	39	Chief Supervisor and shareholder representative Supervisor	January 2009	September 16, 2021	Supervising the business unit relating to investment and development.
Mr. DONG Dong (董棟) .....	40	Shareholder representative Supervisor	April 2009	September 16, 2021	Overseeing the trade affairs department.
Ms. HU Zhinong (胡志濃) .....	42	Employee representative Supervisor	September 2010	September 16, 2021	Overseeing the documentation department.



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**Mr. GE Kaicai** (葛凱財, formerly 葛凱才), aged 39, has been the chief Supervisor and a shareholder representative Supervisor of our Company since September 16, 2021. Mr. Ge is primarily responsible for the supervision of business unit relating to investment and development.

Mr. Ge has also been serving as a director of HPL and Kang Xuan Pte. Ltd. (both of which are subsidiaries of our Company) since July 2018 and November 2021, respectively.

Prior to joining our Company in January 2009, Mr. Ge worked at Ningbo Future Import and Export Co., Ltd. (寧波前程進出口有限公司) from June 2008 to December 2008. From 2009 to 2015, he was an assistant manager of our Company's business unit in Indonesia, where he further served as a manager from 2015 to September 2021 and was responsible for overseeing our business operations in Indonesia.

Mr. Ge obtained a bachelor of engineering degree in materials science and engineering and a master of engineering degree in materials science from Tongji University in July 2005 and May 2008, respectively.

**Mr. DONG Dong** (董棟), aged 40, has been a shareholder representative Supervisor of our Company since September 16, 2021. He has also been a supervisor of Lygend Shanghai since June 2018. Mr. Dong is primarily responsible for overseeing the trade affairs department of our Company.

Since April 2009, Mr. Dong has been the manager of our Company's business unit in the Philippines and responsible for the nickel ore trading business, mining rights investment and other related business activities in the Philippines. He was also mainly responsible for managing overseas procurement activities in respect of our nickel ore trading business.

Mr. Dong obtained a bachelor's degree in building environment and equipment engineering from Wuhan University of Science and Technology in June 2005 and a master's degree in business management from University of Science and Technology Beijing in July 2007.

**Ms. HU Zhinong** (胡志濃), aged 42, has been an employee representative Supervisor of our Company since September 16, 2021 and the documentation supervisor of our Company since September 2010. Ms. Hu is primarily responsible for overseeing the documentation department.

Prior to joining our Company in 2010, Ms. Hu served as a documentation supervisor of Ningbo Joint International Trade Co., Ltd (寧波相與國際貿易有限公司) from January 2008 to September 2010, a company engaged in clothing export business.

Ms. Hu graduated from Zhejiang Business Technology Institute in July 2000 with a specialization in public relations secretarial studies. She further graduated from Central Radio and TV University (now the Open University of China) in March 2005 with a specialization in business English. She also holds a certificate in international commercial documents issued by the Ningbo Foreign Trade and Economic Cooperation Bureau in October 2006.

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### GENERAL

Save as disclosed above, each of our Directors and Supervisors has confirmed that:

- (i) he or she does not and has not held any other directorships in any other company listed in Hong Kong or overseas during the three years immediately preceding the Latest Practicable Date;
- (ii) there is no other information in respect of such Director or Supervisor that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules; and
- (iii) there is no other material matter relating to our Directors and Supervisors that needs to be brought to the attention of our Shareholders.

Save as disclosed in the section headed “Statutory and General Information”, none of the Directors or Supervisors holds any interest in the Shares which would be required to be disclosed pursuant to Part XV of the SFO.

None of our Directors has any interests in a business apart from our Group’s business which competes, or is likely to compete, directly or indirectly, with our Group’s business and would require disclosure under Rule 8.10 of the Listing Rules.

### SENIOR MANAGEMENT

In addition to our executive Directors, the senior management team of our Group and their details of experience are as follows:

<u>Name</u>	<u>Age</u>	<u>Position</u>	<u>Date of joining our Group</u>	<u>Date of appointment</u>	<u>Roles and responsibilities</u>
Mr. LIU Feng (劉峰) .....	45	Deputy General Manager	April 2018	April 2018	Responsible for developing and building the alternative fuel industry business of our Group.
Mr. SONG Zhen (宋臻) .....	44	Deputy General Manager	January 2009	September 16, 2021	Responsible for the public relations aspects of our Company.
Mr. WANG Ling (王凌) .....	44	Financial Controller	April 2018	September 16, 2021	Responsible for the financial accounting and management, tax management, capital allocation and approval, and building and maintenance of the enterprise resource planning system of our Company.

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**Mr. LIU Feng (劉峰)**, aged 45, has been a deputy general manager of our Company since he joined our Company in April 2018. He is primarily responsible for the developing and building the alternative fuel industry business of our Group, mainly via his concurrent role as president of Ningbo Puqin (寧波普勤時代有限公司), an associate company of our Company. From March 2004 to September 2006, he was a supervising administrator and Six Sigma Master Black Belt of Baoshan Iron & Steel Co., Ltd. (寶山鋼鐵股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600019), mainly responsible for building a lean operational architecture and production capacity improvement system. Since September 2006, he held various roles as supervising administrator, senior manager, deputy general manager of the alloy development and trade department and deputy general manager of the international trade department, before serving as a general manager of the metals department from December 2012 to August 2017 at Baosteel Resources Holdings (Shanghai) Co., Ltd. (寶鋼資源控股(上海)有限公司), a wholly-owned subsidiary of China Baowu Steel Group Corporation Limited (中國寶武鋼鐵集團有限公司). His roles focused on the construction of management and operation systems as well as the supply chain of ferroalloy and metal businesses.

Mr. Liu obtained a bachelor of engineering degree in metal pressure processing from Chongqing University in June 1998. He obtained an MBA (International) degree from Fudan University and the University of Hong Kong in September 2005 and December 2005, respectively. He obtained the professional qualification certificate under the Shanghai Office of the Leading Group for the Reform of Professional Titles in July 2002.

**Mr. SONG Zhen (宋臻)**, aged 44, is a deputy general manager of our Company and is primarily responsible for the public relations aspects of our Company. He joined our Company in January 2009 and served as a manager of our Indonesian business unit until 2015, mainly responsible for the market development and business management in Indonesia. He then served as the chairman of the board of Jiangsu Wisdom, a wholly-owned subsidiary of our Company, from August 2015 to October 2020, focusing on the management of ferronickel production. He has also served as the director of Lygend Shanghai since April 2018 and was appointed as a deputy general manager of our Company in September 2021. Mr. Song was also a founding supervisor of our Company from December 2008 to September 2021.

Mr. Song obtained an executive MBA degree from Hong Kong Asia Business College (香港亞洲商學院) in July 2016.

**Mr. WANG Ling (王凌)**, aged 44, has been the person in charge of the Company's financial affairs since joining our Company in April 2018 and was appointed as a financial controller of our Company on September 16, 2021. He has been responsible for the financial accounting and management, tax management, capital allocation and approval, and building and maintenance of the enterprise resource planning system of our Company.

Mr. Wang has over 17 years of experience in financial accounting and management. He served as a consultant at Deloitte Touche Tohmatsu Certified Public Accountants Ltd. (Nanjing branch) and as a senior consultant at PricewaterhouseCoopers (Shenzhen) Co., Ltd. (Shanghai branch). From

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August 2008 to February 2012, he worked at the finance department of Youngor Group Co., Ltd. (雅戈爾集團股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600177), and was responsible for tax planning and financial management. He then served as a manager of the finance department of Grand Resources Group Co., Ltd. (遠大物產集團有限公司) from February 2012 to June 2014. Immediately prior to joining our Company, Mr. Wang was the general manager of the finance department of Grand Petrochemical Co., Ltd (遠大石化有限公司) (a major business unit of Grand Resources Group Co., Ltd.) from July 2014 to April 2018.

Mr. Wang obtained a bachelor of economics degree in accounting from East China Shipbuilding Institute (華東船舶工業學院) (now Jiangsu University of Science and Technology) in June 2000 and a master's degree in accounting from Zhejiang University in March 2004. Mr. Wang obtained a legal professional qualification after passing the national judicial examination of the Ministry of Justice of the PRC in February 2006. He was registered as a certified tax agent (non-practicing) with the Jiangsu Certified Tax Agents Association in December 2007 and a certified member (non-practicing) of the Zhejiang Institute of Certified Public Accountants in December 2009.

Each of our senior management members has confirmed that he does not and has not held any other directorships in any other company listed in Hong Kong or overseas during the three years immediately preceding the Latest Practicable Date.

### JOINT COMPANY SECRETARIES

**Ms. FEI Feng (費鳳)** was appointed as a joint company secretary on January 28, 2022. For the biography of Ms. Fei, see “— Board of Directors — Executive Directors” in this section.

**Ms. TANG Wing Shan Winza (鄧穎珊)** was appointed as a joint company secretary with effect from the Listing Date. She has more than 10 years of experience in company secretarial services. Since February 2020, Ms. Tang has been an assistant vice president of the governance services of Computershare Hong Kong Investor Services Limited, a professional corporate secretarial service provider in Hong Kong.

Ms. Tang has also served as a joint company secretary of China Nature Energy Technology Holdings Limited (中國納泉能源科技控股有限公司) (a company listed on the Hong Kong Stock Exchange; stock code: 1597) since October 2020, the company secretary of Many Idea Cloud Holdings Limited (多想雲控股有限公司) (a company listed on the Hong Kong Stock Exchange; stock code: 6696) since January 2022, and a joint company secretary of OneConnect Financial Technology Co., Ltd. (壹賬通金融科技有限公司) (a company listed on the Hong Kong Stock Exchange; stock code: 6638) since July 2022, and was a company secretary of Republic Healthcare Limited (a company listed on GEM of the Hong Kong Stock Exchange; stock code: 8357) from August 17, 2020 to December 1, 2021.

Ms. Tang obtained a bachelor of laws degree from City University of Hong Kong in 1998 and a master's degree in corporate governance from London South Bank University in 2005. She has been admitted as an associate member of The Hong Kong Chartered Governance Institute (formerly known as The Hong Kong Institute of Chartered Secretaries) in 2011 and The Chartered Governance Institute (formerly known as The Institute of Chartered Secretaries and Administrators) in 2007.

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## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

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### BOARD COMMITTEES

We have established the following committees under our Board of Directors: Audit Committee, Remuneration Committee and Nomination Committee. The committees operate in accordance with their respective terms of reference established by our Board.

#### Audit Committee

We have established the Audit Committee with written terms of reference in compliance with the code provisions, as set out in Appendix 14 to the Listing Rules. The Audit Committee consists of Ms. Zhang Zhengping, Dr. He Wanpeng and Dr. Wang James Jixian. The chairperson of the Audit Committee is Ms. Zhang Zhengping.

The primary duties of the Audit Committee are to consider issues in relation to the external auditors and their appointments, oversee the financial reporting system, risk management and internal control system of our Group, review the financial information of our Group and review policies and practices in relation to corporate governance.

#### Remuneration Committee

We have established the Remuneration Committee with written terms of reference in compliance with the code provisions, as set out in Appendix 14 to the Listing Rules. The Remuneration Committee consists of Dr. He Wanpeng, Ms. Zhang Zhengping and Mr. Yu Weijun. The chairperson of the Remuneration Committee is Dr. He Wanpeng.

The primary duties of the Remuneration Committee are to review the remuneration policies and make recommendations to the Board on the remuneration package of Directors and senior management our Group.

#### Nomination Committee

We have established the Nomination Committee with written terms of reference in compliance with the code provisions, as set out in Appendix 14 to the Listing Rules. The Nomination Committee consists of Mr. Cai Jianyong, Dr. He Wanpeng and Ms. Zhang Zhengping. The chairperson of the Nomination Committee is Mr. Cai Jianyong.

The primary duties of the Nomination Committee are to assess and make recommendations on the candidates, procedures and criteria for the appointment of directors and senior management of our Company, review the structure, size and composition of the Board and assess the independence of the independent non-executive Directors.

### REMUNERATION

Our Directors, Supervisors and senior management members receive compensation in the form of salaries, bonuses, allowances and benefits in kind, and pension scheme contributions from our

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## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

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Company subject to applicable laws, rules and regulations. For details of the service contracts that we have entered into with our Directors and Supervisors, see the section headed “Statutory and General Information — C. Further Information about our Directors, Supervisors and Substantial Shareholders — 2. Particulars of Service Contracts” in Appendix VII to this prospectus.

Further information on the remuneration of our Directors, Supervisors and/or the five highest paid individuals during the Track Record Period is set out in the Accountants’ Report in Appendix IA to this prospectus, and in the section headed “Statutory and General information — C. Further Information about our Directors, Supervisors and Substantial Shareholders — 3. Directors’ and Supervisors’ Remuneration” in Appendix VII to this prospectus.

### SHARE INCENTIVE SCHEME

We have adopted the Pre-IPO Share Incentive Scheme on October 20, 2021. For details, please refer to the section headed “Statutory and General Information — D. Share Incentive Scheme” in Appendix VII to this prospectus.

### COMPLIANCE ADVISOR

We have appointed Somerley Capital Limited as our compliance advisor (the “**Compliance Advisor**”) upon the Listing in compliance with Rule 3A.19 and 19A.05 of the Listing Rules. We have entered into a compliance advisor’s agreement with the Compliance Advisor, the material terms of which are as follows:

- (i) the Compliance Advisor shall act as our compliance advisor for the purpose of Rules 3A.19 and 19A.05 of the Hong Kong Listing Rules for a period commencing on the Listing Date and ending on the date on which we comply with Rule 13.46 of the Hong Kong Listing Rules in respect of our financial results for the first full financial year commencing after the Listing Date, or until the agreement is terminated, whichever is earlier;
- (ii) the Compliance Advisor will provide us with certain services, including proper guidance and advice as to compliance with the requirements under the Listing Rules and applicable laws, regulations and rules;
- (iii) the Compliance Advisor will, as soon as reasonably practicable, inform us of any amendment or supplement to the Listing Rules announced by the Stock Exchange from time to time, and of any amendment or supplement to the applicable laws, regulations and rules in Hong Kong applicable to our Company; and
- (iv) the Compliance Advisor will act as one of the key channels of communication of our Company with the Stock Exchange.

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## DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

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### CORPORATE GOVERNANCE CODE

We aim to achieve high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. In order to accomplish this, we expect to comply with all applicable code provisions of the Corporate Governance Code set out in Appendix 14 of the Listing Rules after the Listing.

#### **Board Diversity Policy**

We have adopted a diversity policy (the “**Board Diversity Policy**”) which sets out the objective and approach to achieve diversity to strengthen the performance of the Board. Pursuant to the Board Diversity Policy, we seek to achieve diversity of our Board through the consideration of a number of factors when selecting candidates to our Board and determining the optimum composition of the Board, including but not limited to skills, experience, cultural and educational background, geographical, industry and professional experience, ethnicity, gender, age, knowledge and length of service.

Our Directors have a balanced mix of knowledge and skills, including in overall management and strategic development, finance and accounting, policy research and corporate governance, as well as industry experience in metals production and trading. They obtained degrees in various areas such as accounting, economics, engineering and geography. The ages of our Directors range from 41 to 67 years old.

We have taken steps to promote gender diversity of our Board and currently two of our Directors, Ms. Fei Feng and Ms. Zhang Zhengping, are female. Going forward, we will continue to work to ensure gender diversity of our Board through measures to be implemented by our Nomination Committee in accordance with the Board Diversity Policy. In particular, we will aim to maintain at least two female Directors and at least 20% female representation on our Board. We will also continue to ensure that (i) there is gender diversity when recruiting staff at mid to senior level; and (ii) sufficient training and long-term development opportunities are provided to our female talent, so that we will have a pipeline of female senior management and potential successors to our Board in due course to ensure gender diversity of our Board.

Our Nomination Committee is responsible for ensuring the diversity of our Board members. After the Listing, our Nomination Committee will monitor the implementation of the Board Diversity Policy and review the Board Diversity Policy from time to time to ensure its effectiveness. We will also disclose in our annual corporate governance report a summary of the Board Diversity Policy together with information regarding the implementation of the Board Diversity Policy.