
DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

DIRECTORS

The following table sets forth certain information regarding our Directors:

Name	Age	Present position(s) in our Company	Date of appointment	Date of joining our Group	Brief description of roles and responsibilities	Relationship among Directors
Executive Directors						
Ms. Ko Sau Mee (高秀媚)	53	Executive Director and Chairman and chief executive officer	4 May 2018	30 August 2000	Responsible for formulating business strategies and planning the business development of our Group	Mother of Mr. Lin Hing Lung and Ms. Lin Hing Lei
Ms. Lin Hing Lei (連馨莉)	28	Executive Director and head of procurement department	4 May 2018	1 August 2012	Responsible for overseeing the procurement, administration and human resources management of our Group	Daughter of Ms. Ko Sau Mee and sister of Mr. Lin Hing Lung
Mr. Yang Xiaoye (楊小業)	50	Executive Director and head of safety department and quality control and technical supervision department	2 May 2019	5 September 2000	Responsible for overseeing the quality checking and research and development of our Group	None
Mr. Lin Hing Lung (連興隆)	25	Executive Director and head of sales and marketing department	4 May 2018	1 August 2014	Responsible for the sales and marketing for the PRC and overseas markets of our Group	Son of Ms. Ko Sau Mee and brother of Ms. Lin Hing Lei
Independent Non-executive Directors						
Mr. Lee Yiu Pui (李耀培)	66	Independent Non-executive Director	27 May 2019	27 May 2019	Providing independent advice to our Board	None
Mr. Poon Tak Ching (潘德政)	37	Independent Non-executive Director	27 May 2019	27 May 2019	Providing independent advice to our Board	None
Mr. Pang Cheung Wai Thomas (彭長緯)	65	Independent Non-executive Director	27 May 2019	27 May 2019	Providing independent advice to our Board	None

Our Board currently consists of seven Directors, comprising four executive Directors and three independent non-executive Directors.

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Executive Directors

Ms. Ko Sau Mee (高秀媚), aged 53, is the spouse of Mr. Lin and the mother of Ms. Flora Lin and Mr. Alex Lin. She is an executive Director, our Chairman and the chief executive officer of our Company. Mrs. Lin joined our Group in August 2000. She is responsible for formulating business strategies and planning the business development of our Group.

In August 2000, Mrs. Lin together with Mr. Lin established Guangzhou Botny to engage in the design, development, manufacture and sale of aerosol and non-aerosol products mainly for automotive beauty and maintenance products and has served as a director of Guangzhou Botny since then. Subsequently, she co-founded Euro Asia Packaging (a subsidiary of China Aluminum Cans) with Mr. Lin in June 2002 which is engaged in the manufacture and sale of aluminum aerosol cans. Mrs. Lin was appointed as a director of Euro Asia Packaging in June 2002. Mrs. Lin was an executive director of China Aluminum Cans during the period from March 2013 to May 2019 and was responsible for formulating corporate strategies and overseeing the overall business of China Aluminum Cans Group. Mrs. Lin resigned as a director of Euro Asia Packaging with effect from 12 April 2019 and an executive director of China Aluminum Cans with effect from 29 May 2019.

She has been a director of Guangzhou Botny since August 2000, a supervisor of Guangzhou Euro Asia since January 2018, and a director of Botny HK, China Medical Beauty, Topspan and Super Sight since May 2019.

Mrs. Lin was a director of the following companies incorporated in Hong Kong prior to their respective dissolution by deregistration with details as follows:

Name of company	Nature of business immediately prior to dissolution	Date of dissolution
R.J. London Chemical (H.K.) Limited	Trading	16 April 2010 (<i>Note 1</i>)
Gold Max Asia Pacific Limited	Never commenced any business	17 September 2010 (<i>Note 2</i>)

Notes:

1. As confirmed by Mrs. Lin, R.J. London Chemical (H.K.) Limited was dissolved voluntarily in view that it was no longer profitable.
2. As confirmed by Mrs. Lin, Gold Max Asia Pacific Limited was dissolved voluntarily as it had been dormant and had not commenced any operation since its incorporation.

Mrs. Lin confirmed that the above two companies were solvent immediately prior to their dissolution and that there was no wrongful act on her part leading to the dissolution of the said companies by deregistration and she is not aware of any actual or potential claim that has been or will be made against her as a result of the dissolution of the said companies.

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Pursuant to code provision A.2.1 of the Corporate Governance Code, the responsibilities between the chairman and the chief executive officer should be separate and should not be performed by the same individual. However, we do not have a separate Chairman and chief executive officer and Mrs. Lin currently performs these two roles.

In view of Mrs. Lin is one of the co-founders of our Group and has been operating and managing our Group since 2000, our Board believes that vesting the roles of both Chairman and chief executive officer in the same person has the benefit of ensuring consistent leadership within our Company and enables more effective and efficient overall strategic planning for our Company. Our Board considers that the balance of power and authority for the present arrangement will not be impaired and this structure will enable our Company to make and implement decisions promptly and effectively, given that (i) any decision to be made by our Board requires approval by at least a majority of our Directors and as our Board comprises three independent non-executive Directors out of seven Directors, we believe there is sufficient check and balance in our Board; (ii) Mrs. Lin and the other Directors are aware of and undertake to fulfill their fiduciary duties as Directors, which require, among other things, that she acts for the benefit and in the best interests of our Company and Shareholders and will make decisions for our Group accordingly; and (iii) the balance of power and authority is ensured by the operations of our Board which comprises experienced and high calibre individuals who meet regularly to discuss issues affecting the operations of our Company. Moreover, the overall strategic and other key business, financial and operational decisions of our Group are made collectively after thorough discussion at both our Board and senior management levels. Our Board will continue to review and consider separating the roles of Chairman of our Board and chief executive officer of our Company at a time when it is appropriate and suitable by taking into account the circumstances of our Company as a whole.

Save as disclosed above, our Company complies with the Corporate Governance Code. Our Directors will review our corporate governance policies and compliance with the Corporate Governance Code in each financial year and comply with the “comply or explain” principle in our corporate governance report which will be included in our annual report upon Listing.

Ms. Lin Hing Lei (連馨莉), aged 28, is the daughter of Mr. Lin and Mrs. Lin and the sister of Mr. Alex Lin. She is an executive Director of our Company and the head of procurement department of our Group. She is responsible for overseeing the procurement, administration and human resources management of our Group. Ms. Flora Lin joined our Group in August 2012. She has over six years of experience in the content filling of aerosol cans and non-aerosol cans and the design, development, manufacture and sale of aerosol and non-aerosol products.

Ms. Flora Lin obtained her bachelor’s degree in Arts (Business and Management with proficiency in Mandarin Chinese) from the University of Exeter in the United Kingdom in July 2012. Ms. Flora Lin was appointed as a council member of the council committee of Guangdong Cosmetics Association* (廣東省化妝品學會) for the period from December 2016 and November 2020.

Ms. Flora Lin has become a director of Guangzhou Botny since November 2013, a director and legal representative of Guangzhou Shentian since May 2014, and a director of Guangzhou Euro Asia since January 2018. Ms. Flora Lin resigned as a supervisor of Euro Asia Packaging (a subsidiary of China Aluminum Cans) with effect from 12 April 2019.

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Ms. Flora Lin, is the sole shareholder and a director of Po Lee Capital Limited and Po Lee Finance Limited and a representative of Po Lee Securities Limited. Po Lee Capital Limited is an investment holding company of Po Lee Securities Limited, Po Lee Investment Consultant Limited and Po Lee Asset Management Limited. Po Lee Finance Limited is principally engaged in provision of money lending services. Po Lee Securities Limited is a corporation licensed to carry out type 1 (dealing in securities) regulated activity under the SFO. Po Lee Investment Consultant Limited is a corporation licensed to carry out type 4 (advising on securities) regulated activity under the SFO and Po Lee Asset Management Limited is a corporation licensed to carry out type 9 (asset management) regulated activity under the SFO.

Ms. Flora Lin was a sole proprietor or director or supervisor or legal representative of the following companies established in the PRC prior to their respective dissolution by deregistration with details as follows:

Name of company	Nature of business immediately prior to dissolution	Date of dissolution
Guangzhou Baiyun District Huangshi Yangchefang Auto Maintenance Centre* (廣州市白雲區黃石養車坊汽車養護中心)	Provision of motor maintenance and car care beauty services	24 October 2018 (<i>Note 1</i>)
Guangzhou Botny Automobile Service Management Limited* (廣州保賜利汽車服務管理有限公司)	Provision of motor maintenance and car care beauty services	18 October 2018 (<i>Note 2</i>)
Guangzhou Conghua Jiangpu Tuo-zhan Auto Maintenance Centre* (廣州市從化江埔拓展汽車養護中心)	Provision of motor maintenance and car care beauty services in the PRC	1 August 2018 (<i>Note 3</i>)
Guangzhou Chaoli	Investment holding	5 July 2016 (<i>Note 4</i>)

Notes:

- As confirmed by Ms. Flora Lin, Guangzhou Baiyun District Huangshi Yangchefang Auto Maintenance Centre* (廣州市白雲區黃石養車坊汽車養護中心) was deregistered voluntarily in view that she would like to devote more time to our Group's business and her other personal commitments.
- As confirmed by Ms. Flora Lin, Guangzhou Botny Automobile Service Management Limited* (廣州保賜利汽車服務管理有限公司) was deregistered voluntarily in view that she would like to devote more time to our Group's business and her other personal commitments.
- As confirmed by Ms. Flora Lin, Guangzhou Conghua Jiangpu Tuo-zhan Auto Maintenance Centre* (廣州市從化江埔拓展汽車養護中心) was deregistered voluntarily in view that she would like to devote more time to our Group's business and her other personal commitments.

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4. Guangzhou Chaoli was deregistered as it had remained inactive since its establishment. For details, please refer to the section headed “History, reorganisation and corporate structure — Corporate history — Deregistration of Guangzhou Chaoli” in this listing document.

Ms. Flora Lin confirmed that the above four companies were solvent immediately prior to their dissolution and that there was no wrongful act on her part leading to the dissolution of the above companies by deregistration and she is not aware of any actual or potential claim that has been or will be made against her as a result of the dissolution of the above four companies.

Mr. Lin Hing Lung (連興隆), aged 25, is the son of Mr. Lin and Mrs. Lin and the brother of Ms. Flora Lin. He is an executive Director of our Company and head of sales and marketing department of our Group. He is responsible for the sales and marketing for the PRC and overseas markets of our Group. Mr. Alex Lin joined our Group in August 2014. He has over four years of experience in the content filling of aerosol cans and non-aerosol cans, and the design, development, manufacture and sale of aerosol and non-aerosol products.

Mr. Alex Lin obtained his bachelor’s degree in Arts (Marketing and Management) from the University of Newcastle in the United Kingdom in August 2014. He has been the director of the Aerosol Committee of China Packaging Federation* (中國包裝聯合會氣霧劑專業委員會) since October 2014, the vice president of Guangdong Chamber of Automotive Supplies* (廣東省汽車用品商會) since December 2015 and the vice president of Guangdong Association for Standardisation* (廣東省標準化協會) since December 2017.

Mr. Alex Lin had been an executive director since March 2016 and deputy managing director of China Aluminum Cans since December 2016 and was responsible for formulating business strategies and planning the business development of China Aluminum Cans Group. He resigned as an executive director and deputy managing director of China Aluminum Cans with effect from 29 May 2019.

He has been a director of Botny Automobile Service Chain Limited which is principally engaged in provision of motor maintenance in Hong Kong since August 2014. As confirmed by Mr. Alex Lin, Botny Automobile Service Chain Limited intends to proceed with the application for the dissolution by way of the deregistration. Mr. Alex Lin has confirmed that Botny Automobile Service Chain Limited is solvent as at the Latest Practicable Date and he is not aware of any actual or potential claim which has been or will be made against him as a result of the proposed deregistration. Since September 2016, Mr. Alex Lin has been a director of Hero Entertainment Co. Limited which is in the entertainment industry principally engaged in event management.

Mr. Alex Lin has been a director of Euro Asia Japan since January 2016, a director of Guangzhou Botny since September 2018 and a director of Botny since March 2019.

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Mr. Alex Lin was an executive director and legal representative of the following company established in the PRC prior to its dissolution by deregistration with details as follows:

Name of Company	Nature of business immediately prior to dissolution	Date of dissolution
Guangzhou Botny Automobile Service Management Limited* (廣州保賜利汽車服務管理有限公司)	Provision of motor maintenance and car care beauty services	18 October 2018 (<i>Note</i>)

Note: As confirmed by Mr. Alex Lin, Guangzhou Botny Automobile Service Management Limited* (廣州保賜利汽車服務管理有限公司) was deregistered voluntarily in view that he would like to devote more time to our Group's business and his other personal commitments.

Mr. Alex Lin confirmed that the above company was solvent immediately prior to its dissolution and that there was no wrongful act on his part leading to the dissolution of the above company by deregistration and he is not aware of any actual or potential claim that has been or will be made against him as a result of the dissolution of the above company.

Mr. Yang Xiaoye (楊小業), aged 50, is an executive director of our Company, the head of safety department and quality control and technical supervision department of our Group. Mr. Yang is responsible for overseeing the quality checking and research and development of our Group.

Mr. Yang joined our Group in September 2000 as the manager of quality control and technical supervision department of our Group and was subsequently promoted to be the vice general manager and head of safety department and quality control and technical supervision department of our Group in February 2015 and January 2018, respectively. Mr. Yang has over 18 years of experience in quality management and technical supervision in aerosol manufacturing and filling.

Mr. Yang obtained his bachelor's degree in Chemical Engineering from Hefei University of Technology* (合肥工業大學) in July 1990. Prior to joining our Group, Mr. Yang worked as an assistant engineer in State-owned Factory No. 804* (國營第804廠) operated by Norinco (中國兵器工業總公司, which is currently known as 中國北方工業公司) from October 1991 to September 1997 and his last position was engineer. From September 1997 to September 2000, he joined Chaoyang Ouya Aluminum Cans Company Limited* (潮陽市歐亞鋁罐工業有限公司), which is principally engaged in manufacture of aluminum cans, as a quality controller. Mr. Yang has been a certified safety engineer of the Ministry of Human Resources and Social Security of the People's Republic of China* (中華人民共和國人力資源和社會保障部) and the Ministry of Emergency Management of the People's Republic of China* (中華人民共和國應急管理部) since October 2018.

Mr. Yang has been the supervisor of Guangzhou Botny since September 2018.

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Independent Non-executive Directors

Mr. Lee Yiu Pui (李耀培), aged 66, is an independent non-executive Director of our Company and is responsible for providing independent advice to our Board. Mr. Lee has over 32 years of experience in corporate management.

Mr. Lee obtained his diploma in Business Management jointly organised by The Hong Kong Polytechnic (currently known as the Hong Kong Polytechnic University) and the Hong Kong Management Association in September 1991. He obtained his master's degree of Engineering Management from the University of Technology in Sydney in October 2003 and his doctor's degree of Philosophy in Business Administration from the International American University in December 2010.

Mr. Lee joined Guardforce Limited as a manager and was responsible for management of workshops and garages from August 1986 to August 1996 and his last position was senior manager. Mr. Lee worked as a director and general manager of Challenger Auto Services Limited and was responsible for management of workshops and garages from November 1996 to June 2008. From April 2007 to March 2013, Mr. Lee was appointed as the chairman of the Automobile Training Board at Vocational Training Council, Hong Kong. He worked as a management leader in HKS Auto Holdings Company Limited which was principally engaged in operation of fast repairing workshops from October 2008 to September 2015 and the convenor of Vehicle Maintenance Technical Advisory Committee of Electrical and Mechanical Services Limited from April 2012 to March 2018. Mr. Lee has been a director and a chairman of The Institute of The Motor Industry Hong Kong since August 1999, the managing director of Cartel Motors Limited since October 2015 and the chairman of the Automotive Industry Training Advisory Committee under the Education Bureau in Hong Kong since January 2017.

Mr. Lee was a director of the following company incorporated in Hong Kong prior to its dissolution by deregistration with details as follows:

Name of company	Nature of business immediately prior to dissolution	Date of dissolution
HKAA Finance Limited (“HKAA”)	Never commenced any business	17 September 2004 (Note)

Note: As confirmed by Mr. Lee, HKAA was deregistered voluntarily as it had been dormant and had not commenced any operation since its incorporation.

Mr. Lee confirmed that the above company was solvent immediately prior to its dissolution and that there was no wrongful act on his part leading to the dissolution of the above company by deregistration and he is not aware of any actual or potential claim that has been or will be made against him as a result of the dissolution of the above company.

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Mr. Poon Tak Ching (潘德政), aged 37, is an independent non-executive Director of our Company and is responsible for providing independent advice to our Board. Mr. Poon has over 14 years of experience in the field of banking, accounting and corporate finance.

Mr. Poon obtained his Bachelor's degree in Business Administration from the Chinese University of Hong Kong in December 2004. He was admitted as a member of the Association of Chartered Certified Accountants in June 2016.

Mr. Poon worked in The Hongkong and Shanghai Banking Corporation Limited from July 2004 to July 2016 and his last position was senior vice president in commercial banking department. Mr. Poon was appointed as a director of CMB Corporate Services Limited which is principally engaged in provision of corporate services in April 2017. He joined CAS Financial Holdings Limited (formerly known as Ottoman Holdings Limited) which is licensed to conduct type 1 (dealing in securities), type 4 (advising on securities) and type 9 (asset management) regulated activities as a responsible officer since December 2016.

As at the Latest Practicable Date, Mr. Poon legally and beneficially held 1,474,000 China Aluminum Cans Shares. Assuming the total number of China Aluminum Cans Shares in issue and the number of China Aluminum Cans Shares held by Mr. Poon remain unchanged from the Latest Practicable Date to the Distribution Record Date, Mr. Poon shall be interested in 368,000 Shares, representing approximately 0.16% of the entire issued share capital of our Company, upon completion of the Spin-off.

Mr. Pang Cheung Wai Thomas (彭長緯), *SBS, JP*, aged 65, is an independent non-executive Director of our Company and is responsible for providing independent advice to our Board. Mr. Pang has 19 years of experience in public administration.

Mr. Pang completed a training programme in relation to Enterprise Training National Professional Certification* (企業培訓師國家職業資格認證) organised by The Open University of Guangdong* (廣東開放大學) (formerly known as Guangdong Radio and Television University* (廣東廣播電視大學)) in January 2005.

Mr. Pang is currently a vice chairman of Sha Tin District Council and a panel member of Municipal Services Appeals Board of Administration Wing, Chief Secretary for Administration's Office of Hong Kong.

Mr. Pang was awarded the Bronze Bauhinia Star in July 2008 and the Silver Bauhinia Star in July 2015.

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Mr. Pang was a director of the following limited liability companies incorporated in Hong Kong or the PRC prior to their respective dissolution by deregistration with details as follows:-

Name of Company	Nature of business immediately prior to dissolution	Date of dissolution
King's Consultants Limited	Image consultation	29 February 2008 <i>(Note)</i>
Zhongcheng Car Renting (Shenzhen) Company Limited* (忠誠汽車租賃(深圳)有限公司)	Car rental services	5 July 2013 <i>(Note)</i>

Note: As confirmed by Mr. Pang, King's Consultants Limited and Zhongcheng Car Renting (Shenzhen) Company Limited* (忠誠汽車租賃(深圳)有限公司) were dissolved voluntarily as the directors would like to devote more time to their other business and personal commitments.

Mr. Pang confirmed that the above two companies were solvent immediately prior to their respective dissolution and that there was no wrongful act on his part leading to the dissolution of the above companies by deregistration and he is not aware of any actual or potential claim that has been or will be made against him as a result of the dissolution of the above two companies.

Other disclosure pursuant to Rule 13.51(2) of the Listing Rules

Save as disclosed above, each of our Directors (i) did not hold other positions in our Company or other members of our Group as at the Latest Practicable Date; (ii) had no other relationship with any Directors, senior management or substantial or Controlling Shareholders of our Company as at the Latest Practicable Date; and (iii) did not hold any other directorships in listed companies in the three years prior to the date of this listing document.

Save as disclosed herein, to the best of the knowledge, information and belief of our Directors having made all reasonable enquiries, there were no other matters with respect to the appointment of our Directors that need 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.

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SENIOR MANAGEMENT

The following table sets forth certain information regarding our senior management:

Name	Age	Present position(s) in our Group	Date of appointment as senior management	Date of joining our Group	Brief description of roles and responsibilities	Relationship among Directors and senior management
Mr. Zhang Zhiming (張志明)	41	Head of production department	1 February 2018	22 February 2002	Responsible for the overall management of the production of our Group	Not applicable
Ms. Liu Hua (劉花)	39	Senior sales manager	1 September 2016	2 August 2004	Responsible for the overall management of the sales and marketing of the PRC market of our Group	Not applicable
Ms. Zeng Caixia (曾彩霞)	33	Finance manager	19 September 2017	22 April 2008	Responsible for the overall management of the finance and accounting, taxation and treasury of our Group	Not applicable

Mr. Zhang Zhiming (張志明), aged 41, is the head of production department of our Group. He is responsible for the overall management of the production of our Group. He joined our Group in February 2002 as a leader of our colour mixing team. Subsequently, Mr. Zhang was further promoted to be the manager and head of production department of our Group in January 2015 and February 2018, respectively.

Mr. Zhang obtained the safety production training certificate in respect of manufacturing dangerous chemical products in June 2018. He is currently attending a bachelor's degree in Business Management in Beijing Institute of Technology* (北京理工大學) through distance learning on a part-time basis.

Ms. Liu Hua (劉花), aged 39, is the senior sales manager of our Group. She joined our Group in August 2004 as a customer service officer in August 2004 and was subsequently promoted to be the supervisor, manager and senior sales manager of our Group in February 2006, January 2009 and September 2016, respectively. As the senior sales manager, Ms. Liu is responsible for the overall management of the sales and marketing of the PRC market of our Group as well as liaising with clients in order to increase service standards. Her specific duties include, but not limited to, the management involved before and after sale as well as the administrative affairs of the domestic sales department. She organises training sessions for sales assistants and regulates the issuance and implementation of sales policies. She also supervises regional managers in achieving their sales objectives, and integrates feedback and information from the market such that existing mechanisms and service standards may be enhanced.

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She completed a pre-school education programme from Guangzhou Xinfu High Level Education School* (廣州市信孚高等師範學校) in July 1999.

Ms. Zeng Caixia (曾彩霞), aged 33, is the finance manager. She joined our Group in April 2008 as an accountant during which she has accumulated experiences in handling our Group's financial matters such as management of account receivables and payables and cost accounting. Ms. Zeng was subsequently promoted to be the finance manager in September 2017. As the finance manager, Ms. Zeng is responsible for the overall management of the finance and accounting, taxation and treasury of our Group and ensuring that the financial department of our Company functions properly. Her specific duties include, but not limited to, reviewing the salaries of employees and organising training sessions for staff. She is responsible for the department's strategic planning and budgeting. Furthermore, she reviews our Company's financial accounts, reports on our Company's tax payable, and assists our Company in applying for subsidies from the government.

Ms. Zeng obtained her college diploma in accounting from the Open University of China (國家開放大學) (formerly known as the China Central Radio and TV University (中央廣播電視大學) in January 2008. Ms. Zeng obtained her bachelor's degree in respect of accountancy from Guangdong University of Finance & Economics* (廣東財經大學) on a part-time basis in January 2019. She obtained her qualification as tax accountant* (稅務會計師) from the Centre of Education and Training of the Ministry of Human Resources and Social Security of the People's Republic of China* (中華人民共和國人力資源和社會保障部教育培訓中心) in January 2019.

Save as disclosed above, none of our senior management held any directorships in listed companies in the three years prior to the date of this listing document and none of our senior management has any relationship with any Directors, senior management or substantial or controlling shareholders of our Company as at the Latest Practicable Date.

COMPANY SECRETARY

Mr. Lee Kam Fai (李錦輝), aged 33, is the company secretary of our Group. He is responsible for overseeing regulatory compliance and maintaining statutory records of our Group. He joined Botny as a financial controller in January 2017 and ceased to be the financial controller in August 2018.

Mr. Lee obtained his bachelor degree of Business Administration in Accounting and Finance from the Hong Kong Polytechnic University in October 2009. Mr. Lee is currently as a member of the Hong Kong Institute of Certified Public Accountants and became a member in March 2013.

Prior to joining our Group in January 2017, Mr. Lee worked in Ernst & Young as a staff accountant from November 2009 to December 2013 and his last position was a senior accountant with Assurance Department. From December 2013 to December 2015, Mr. Lee joined European Asia Industrial as a financial controller and he has been working as a chief financial officer of Hong Kong Aluminum Cans (a subsidiary of China Aluminum Cans) since January 2016.

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COMPLIANCE WITH THE CORPORATE GOVERNANCE CODE

Our Company's corporate governance practice are based on principles and code provisions as set out in the Corporate Governance Code in Appendix 14 to the Listing Rules. Except for the deviation from code provision A.2.1 of the Corporate Governance Code, our Company's corporate governance practices have complied with the code on corporate governance practices.

BOARD COMMITTEES

Audit committee

We have established an audit committee on 27 May 2019. On 27 May 2019, the audit committee approved the written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code and Corporate Governance Report as set out in Appendix 14 to the Listing Rules, which will come into effect upon the Listing. The audit committee consists of all the independent non-executive Directors, namely, Mr. Poon Tak Ching, Mr. Pang Cheung Wai Thomas, *SBS, JP* and Mr. Lee Yiu Pui. Mr. Poon Tak Ching is the chairman of the audit committee. The primary duties of the audit committee are, among other things, to review and supervise the financial reporting process and the internal control systems of our Group.

Remuneration committee

We have established a remuneration committee on 27 May 2019. On 27 May 2019, the remuneration committee approved the written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code and Corporate Governance Report as set out in Appendix 14 to the Listing Rules, which will come into effect upon the Listing. The remuneration committee consists of four members, namely, Mrs. Lin, Mr. Pang Cheung Wai Thomas, *SBS, JP*, Mr. Lee Yiu Pui and Mr. Poon Tak Ching. Mr. Pang Cheung Wai Thomas, *SBS, JP* is the chairman of the remuneration committee. The primary duties of the remuneration committee are to make recommendations to our Board on the remuneration of our Directors and senior management of our Company, determine on behalf of our Board specific remuneration packages and conditions of employment for our Directors and senior management of our Company, and to assess the performance of our Directors and senior management of our Company.

Nomination committee

We have established a nomination committee on 27 May 2019. On 27 May 2019, the nomination committee has approved the written terms of reference in compliance with the Corporate Governance Code and Corporate Governance Report as set out in Appendix 14 to the Listing Rules, which will come into effect upon the Listing. The nomination committee consists of four members, namely, Mrs. Lin, Mr. Lee Yiu Pui, Mr. Pang Cheung Wai Thomas, *SBS, JP* and Mr. Poon Tak Ching. Mr. Lee Yiu Pui is the chairman of the nomination committee. The primary duties of the nomination committee are to make recommendations to our Board regarding candidates to fill vacancies on our Board.

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BOARD DIVERSITY POLICY

We have adopted a board diversity policy (the “**Board Diversity Policy**”), which sets out the objective and approach to achieve and maintain diversity on our Board. We will ensure that the members of our Board have the appropriate balance of skills, experience and diversity of perspectives that are required to support our Group’s business strategy. Pursuant to the Board Diversity Policy, we seek to achieve Board diversity through consideration of various factors such as professional experience, skills, knowledge, gender, age, cultural and education background, ethnicity and length of service. The nomination committee is delegated to be responsible for compliance with relevant code governing board diversity under the Corporate Governance Code and Corporate Governance Report in Appendix 14 to the Listing Rules and, after Listing, will review the Board Diversity Policy from time to time to ensure its continued effectiveness. Our implementation of the Board Diversity Policy will be disclosed in our corporate governance report on an annual basis.

DIRECTORS’ REMUNERATION

For the three years ended 31 December 2018, the aggregate amount of fees, salaries, allowances, benefits in kind, discretionary performance-related payments, bonuses and contribution to pension schemes paid by our Group to our Directors were approximately HK\$0.7 million, HK\$0.8 million and HK\$0.8 million, respectively. It is estimated that under the arrangements currently in force, the aggregate remuneration (including directors’ fee, salaries, allowance, benefits in kind, and pension scheme contribution) payable to our Directors (including the independent non-executive Directors) for the year ending 31 December 2019 will be approximately HK\$2.1 million. We shall maintain relevant liability insurance for our Directors upon Listing.

For the three years ended 31 December 2018, our five highest paid employees included two, two and two Directors, and the remuneration paid by our Group to the remaining three, three and three highest paid employees, who are not Directors, were approximately HK\$1.0 million, HK\$1.0 million and HK\$0.9 million, respectively.

During the Track Record Period, no remuneration was paid by our Group to, or receivable by, our Directors or our five highest paid individuals as an inducement to join or upon joining our Group. No compensation was paid by our Group to, or receivable by, our Directors, past Directors or our five highest paid individuals for the loss of any office in connection with the management of the affairs of any subsidiary of our Company during the Track Record Period.

During the Track Record Period, none of our Directors waived any emoluments. Save as disclosed above, no other payments have been paid, or are payable, by our Group to our Directors or our five highest paid individuals during the Track Record Period.

Under the remuneration policy of our Company, our remuneration committee will consider factors, such as salaries paid by comparable companies, tenure, commitment, responsibilities and performance, in assessing the amount of remuneration payable to our Directors, senior management and employees.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

EMPLOYEES

As at the Latest Practicable Date, our Group had 483 employees (exclusive of Directors) located in Hong Kong, the PRC and Japan. For details, please refer to the section headed “Business — Employees” in this listing document.

The purpose of the Pre-IPO Share Option Scheme and the Share Option Scheme is to provide us with a flexible means of retaining, incentivising, rewarding, remunerating, compensating and/or providing benefits to participants and potential participants comprising of, among others, employees, our Directors or any member of our Group.

Our employees have participated or may be entitled to participate in the Pre-IPO Share Option Scheme and the Share Option Scheme, details of which are set out in the section headed “Appendix V — Statutory and general information” in this listing document.

EMPLOYEES’ RELATIONS

We maintain good working relations with our staff. We have not experienced any significant problems with the recruitment and retention of experienced employees. In addition, we have not suffered from any material disruption of our normal business operations as a result of labour disputes or strikes. The remuneration payable to our employees includes salaries, discretionary bonuses and commission.

Bonuses are generally discretionary and based on the overall performance of our Group’s business. We believe that our employee relations are satisfactory in general. We believe that the management policies, working environment, career prospects and benefits extended to our employees have contributed to employee retention and building of amicable employee relations.

COMPLIANCE ADVISER

We have appointed China Tonghai Capital Limited as our compliance adviser pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, the compliance adviser will advise us in the following circumstances:

- before our publication of any regulatory announcement, circular or financial report;
- where a transaction, which might be a notifiable or connected transaction under the Listing Rules, is contemplated, including share issues and share repurchases;
- where our Group’s business activities, developments or results of operation deviate from any forecast, estimate or other information in this listing document; and
- 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.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

The term of the appointment shall commence on the Listing Date and end on the date on which we comply with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the Listing Date (i.e. the date of despatch of the annual report of our Company in respect of our results for the financial year ending 31 December 2020), subject to early termination.

The compliance adviser shall provide us with services, including guidance and advice as to compliance with the requirements under the Listing Rules and applicable laws, rules, codes and guidelines, and to act as one of our principal channels of communication with the Stock Exchange.