

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

BOARD OF DIRECTORS

Our Board consists of eight Directors, comprising of four executive Directors, one non-executive Director and three independent non-executive Directors. The functions and duties of our Board include, but are not limited to, convening Shareholders' meetings, reporting the Board's work at the Shareholders' meetings, implementing the resolutions passed at the Shareholders' meetings, setting strategic directions for our Group, determining our business plans and investment plans, formulating our annual budget and final accounts, as well as exercising other powers, functions and duties as conferred by the Bye-laws of our Company. The following table sets forth certain information in respect of our Directors.

Name	Age	Date of appointment as Director	Date of joining our Group	Principal responsibilities	Relationships with other Directors, supervisors and senior management
Executive Directors					
Mr. Sun Jinli (孫金禮)	53	28 November 2014	17 March 2010	Formulating the overall sales and marketing strategies and overseeing the development and operations of our Group	Nil
Mr. Zhao Feng (趙峰)	51	10 March 2016	11 May 2015	Responsible for the sales and marketing and managing the growth and development of our Group	Nil
Mr. Zhang Chao (張超)	44	10 March 2016	11 May 2015	Responsible for the business development and managing the growth and development of our Group	Nil
Mr. TANG Liwen (湯立文)	50	12 September 2016	26 June 2014	Responsible for the overall operations and management of our Group	Nil
Non-executive Director and Chairman					
Mr. Liu Hongwei (劉紅維)	53	Appointed as our Director on 28 November 2014, and has been re-designated as our non-executive Director on 23 June 2017	16 March 2010	Formulation and execution of our Group's overall business strategies and policies; chairman of the nomination committee of our Company	Nil
Independent non-executive Directors					
Mr. Lee Kwok Tung Louis (李國棟)	49	23 June 2017	23 June 2017	The chairman of the audit committee and a member of the remuneration committee of our Company; responsible for providing independent judgment to our Board	Nil
Mr. Wei Junfeng (魏軍鋒)	41	23 June 2017	23 June 2017	The chairman of the remuneration committee and a member of the audit and the nomination committees of our Company; responsible for providing independent judgment to our Board	Nil
Ms. Li Ling (李玲)	56	23 June 2017	23 June 2017	A member of the audit, remuneration and nomination committees of our Company; responsible for providing independent judgment to our Board	Nil

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Our Group's core management team comprised three Directors and three senior management throughout the Track Record Period. Three Directors, namely Mr. Liu, Mr. Sun and Mr. Tang Liwen have served as directors or senior management of the principal operating subsidiary of our Company throughout the Track Record Period.

CHAIRMAN AND NON-EXECUTIVE DIRECTOR

Mr. LIU Hongwei (劉紅維) aged 53, is the founder and the Chairman of our Group. He was appointed as the Director of our Company on 28 November 2014 and he will be re-designated as our non-executive Director of our Company with effect from 23 June 2017. He is primarily responsible for the formulation and execution of our Group's overall business strategies and policies. Mr. Liu graduated from 武漢工業大學 (Wuhan Industrial University*) with a bachelor's degree, majoring in inorganic materials engineering, in July 1986. He joined Zhuhai Singyes Safety Glass Co., Ltd. in October 1991, served as a general manager of 珠海興業幕牆工程有限公司 (Zhuhai Singyes Curtain Wall Engineering Co., Ltd.*) from August 1995 to October 2007. He was a director of Singyes HK from November 2014 to June 2016, and has been a director of Singyes Solar since November 2003.

Mr. Liu is currently the chairman of 廣東省光伏能源系統標準化技術委員會 (Guangdong Photovoltaic Energy System Standardization Technology Committee*), member of the Standing Committee of the Ninth Session of Zhuhai Municipal People's Congress, and a honorary fellow at the United International College of Beijing Normal University-Hong Kong Baptist University.

Mr. Liu is a senior construction material engineer with approximately 21 years experience in the curtain wall engineering sector and approximately 12 years experience in the photovoltaic power generation application sector. Mr. Liu has registered patents under his name in the PRC regarding amorphous silicon photovoltaic building integration and solar power generation system.

Mr. Liu holds directorships in the following members of the Remaining Group: Singyes Solar; Top Access; Singyes Green Investment (HK) Company Limited; Singyes Engineering (HK) Company Limited; Sun Treasure Group Corp.; Singyes Green Energy Holdings Limited; Basic Force Group Limited; Singyes Green Energy Investment Limited; Singyes Green Electricity Investments Limited; Singyes Green Electricity (II) Investments Limited; Singyes Green Electricity (III) Investments Limited; Zhuhai Singyes Green Building Technology Co., Ltd.; Singyes Renewable Energy; Zhuhai XinYe Electricity Technology Co., Ltd. and Hunan Singyes Solar Technology Co., Ltd..

He is also a director and legal representative of each of Singyes Energy-saving and Tianjin Singyes Renewable Energy Co., Ltd., which are also members of the Remaining Group.

EXECUTIVE DIRECTORS

Mr. SUN Jinli (孫金禮) aged 53, is an executive Director, the chief executive officer and compliance officer of our Company. He is primarily responsible for formulating the overall sales and marketing strategies and overseeing the development and operations of our Group. He is also the chairman of the board, the legal representation and a director of Singyes Applicable Materials since March 2010 and a director of Singyes HK since November 2014.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Mr. Sun graduated from 武漢工業大學 (Wuhan Industrial University*) with a bachelor's degree in July 1986, majoring in inorganic materials engineering. He served as a manager of the production department of 珠海興業安全玻璃股份有限公司 (Zhuhai Singyes Safety Glass Co., Ltd.*) from September 1989 to August 1995, and subsequently a project manager and deputy general manager of 珠海興業幕牆工程有限公司 (Zhuhai Singyes Curtain Wall Engineering Co., Ltd.*) from August 1995 to October 2007. He has been a director of Singyes Solar since March 2005 and served as a general manager of Singyes Renewable Energy from October 2007 to March 2011.

Mr. Sun is a level one architect certified by the Construction Department of the PRC, with approximately 21 years experience in the curtain wall engineering sector and approximately 12 years experience in the photovoltaic power generation sector. He entered the new light-adjusting material sector in 2009 and has accumulated extensive knowledge of vacuum technology, optical film technology, thin film deposition technology and roll-to-roll process and technology. He has been researching the application of magnetron sputtering technology in glass base materials, organic base materials and metal base materials for years and made a series of achievements in the process and technological development relating to ITO film, Smart Light-adjusting Film, Smart Light-adjusting Glass and Smart Light-adjusting Projection System.

Mr. Sun holds directorships in the following members of the Remaining Group: Singyes Solar; Top Access; Singyes Green Investment (HK) Company Limited; Singyes Engineering (HK) Company Limited; Sun Treasure Group Corp.; Singyes Green Energy Holdings Limited; Basic Force Group Limited; Singyes Green Electricity Investments Limited; Singyes Green Electricity (II) Investments Limited; Singyes Green Electricity (III) Investments Limited; Singyes Energy-saving; Zhuhai XinYe Electricity Technology Co., Ltd. and Hunan Singyes Solar Technology Co., Ltd..

Mr. Sun was the legal representative of 威海興業應用材料科技有限公司 (Weihai Singyes Applicable Materials Technology Co Ltd*) from July 2014 to September 2015, which was incorporated in the PRC in July 2014 for a new business venture but was shortly thereafter deregistered in September 2015 due to our Group's business strategy adjustment which material business had been carried out by this company since its establishment until it was deregistered incorporation.

Mr. ZHAO Feng (趙峰), aged 51, is an executive Director of our Company. He is primarily responsible for sales and marketing and the growth and development of our Group. He is also a director of Singyes Applicable Materials since May 2015 and Singyes HK since June 2016.

Mr. Zhao graduated from 武漢工業大學 (Wuhan Industrial University*) with a bachelor's degree in July 1987, majoring in inorganic materials engineering. Subsequently he worked at Hubei Province Shashi Construction Materials Scientific Research Institute as an engineer. He has successively held positions including manager of the sales department and deputy general manager of Zhuhai Singyes Green Building Technology Co., Ltd. since December 2002 and served as general manager of Singyes Renewable Energy from March 2011 to March 2012.

Mr. Zhao is a senior construction material engineer with approximately 14 years experience in the curtain wall engineering sector, and was appointed as a faculty adviser for electrical engineering master degree candidates of 湘潭大學 (Xiangtan University*) in the PRC in October 2012.

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Mr. Zhao holds directorships in Zhuhai Singyes Green Building Technology Co., Ltd. since October 2004 and Hunan Singyes Green Energy Co., Ltd. since December 2015, which are members of the Remaining Group.

Mr. Zhao was the legal representative of 珠海興業綠色建築科技有限公司深圳分公司 (Zhuhai Singyes Green Building Technology Co Ltd Shenzhen Branch*) from March 2009 to January 2015, which was established in the PRC in March 2009 for the purpose of business development of Singyes Solar but which was subsequently deregistered in January 2015 due to business strategy adjustment.

Mr. ZHANG Chao (張超), aged 44, is an executive Director of our Company. He is primarily responsible for business development and the growth and development of our Group. He has also been a director of Singyes Applicable New Materials since May 2015 and Singyes HK since June 2016.

Mr. Zhang graduated from 齊齊哈爾鐵路運輸職工大學 (Qiqihar Railway Transportation Employee University*) (*Note*) with a bachelor's degree in July 1995. From August 1995 to November 2002, he worked at Heilongjiang Province Heihe City Railway (Group) Company as technician, manager of the engineering department and deputy director. He has held positions including manager of the bidding department, manager of the sales department, deputy general manager and general manager of Zhuhai Singyes Green Building Technology Co., Ltd. since December 2002.

Mr. Zhang has approximately 14 years experience in the curtain wall engineering sector. He was certified as a cost engineer in October 2001, obtained the level one architect in January 2006 and obtained the level one architect certificate in December 2007. He has also obtained a patent under his name in relation to smart photovoltaic controller hubs.

He holds directorships in Zhuhai Singyes Green Building Technology Co. Ltd. since April 2016 and Hunan Singyes Green Energy Co., Ltd. since December 2015, which are members of the Remaining Group.

Mr. Zhang was the legal representative of Zhuhai Singyes Green Building Technology Co., Ltd. Shandong Branch (珠海興業綠色建築科技有限公司山東分公司*) from March 2009 to December 2011, which was established in the PRC in March 2009 for the purpose of business development but which was subsequently deregistered in December 2011 due to the business strategy adjustment.

Note: Qiqihar Railway Transportation Employee University is not accredited by the Ministry of Education of the PRC.

Mr. TANG Liwen (湯立文), aged 50, was appointed as an executive Director on 12 September 2016. He is also the general manager of Singyes Applicable Materials and is primarily responsible for the overall operation and management of our Company since June 2014.

Mr. Tang graduated with a bachelor degree in mechanical specialty from the 上海海運學院 (Shanghai Maritime University*) in July 1989. He obtained a postgraduate degree in business administration from Tsinghua University in October 2001 and is currently reading a doctorate degree in material science at 湘潭大學 (Xiangtan University*).

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Mr. Tang was an assistant engineer of the department of translation of 交通部廣州港口機械廠 (Guangzhou Port Machinery Plant*) between July 1989 and February 1991, part of a camera assembling team at 佳能珠海有限公司 (Jianeng Zhuhai Limited*) between March 1991 and January 2002, and the deputy general manager of 珠海經濟特區石頭電子有限公司 (Zhuhai Special Economic Zone Stone Electronic Limited*) between February 2002 and December 2004. He was a general manager and legal representative of 珠海市鳴天數碼科技有限公司 (Zhuhai Mingtian Digital Technology Co. Limited*) between January 2005 and February 2010, which was deregistered in August 2012 after a joint venture partner of the business voluntarily divested and terminated the joint venture. He was a deputy general manager of 湖南興業太陽能科技有限公司 (Hunan Singyes Solar Technologies Limited*) between March 2010 and June 2014.

Mr. Tang is an intermediate engineer who has approximately 25 years experience in the development of electrical appliances and approximately 14 years experience in technology management. He has led more than 30 development projects in new products and new materials, led research which had led to ten technologies being patented under his name including solar photovoltaic tiles and was awarded 湘潭市科技成果三等獎 (a third prize in technological achievement by the Xiangtan Municipal*) in 2013. He also took part in compiling the local standard for 廣東省“電致調光玻璃”地方標準 (“Electroluminescent Smart Light-adjusting Glass” in Guangdong Province*) in 2015.

INDEPENDENT NON-EXECUTIVE DIRECTORS

Independent non-executive Directors

Mr. LEE Kwok Tung Louis (李國棟), aged 49, joined our Company and was appointed as an independent non-executive Director of our Company on 23 June 2017. His appointment as the chairman of the audit committee and a member of the remuneration committee of our Company will take effect on the Listing Date.

Mr. Lee has gained over 24 years experience with unlisted groups, listed groups and professional firms in finance, accounting and auditing since 1993. Prior to joining our Group, he worked at Deloitte Touche Tohmatsu, an international accounting firm, from December 1993 to June 1999 and his last position held was senior accountant. From October 1999 to May 2003, Mr. Lee worked at Bright & Shine Corporate Finance Limited and his last position held was director. From May 2003 to June 2008, Mr. Lee worked at Deloitte Touche Tohmatsu and his last position held was senior manager. From July 2008 to June 2010, Mr. Lee then served as the vice president of Meadville Holdings Limited, a company formerly listed on the Main Board of the Stock Exchange and was privatised and voluntarily delisted in 2010. Mr. Lee has been serving as the financial controller of Lung Ming Mining Co. Limited since September 2010.

Mr. Lee graduated from Macquarie University, Australia with a bachelor’s degree in Economics in April 1993. Mr. Lee is a Certified Practising Accountant of the Certified Practising Accountants Australia since June 1996 and a Certified Public Accountant of the Hong Kong Institute of Certified Public Accountants since October 1999.

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Mr. Lee is currently an independent non-executive director of CGN Mining Company Limited (stock code: 01164), Zhong Ao Home Group Limited (stock code: 01538), Worldgate Global Logistics Limited (stock code: 08292) and Windmill Group Limited (stock code: 08409), all of which are companies listed on the Stock Exchange. Mr. Lee was an independent non-executive director of Winto Group (Holdings) Limited (stock code: 08238), a company listed on the Stock Exchange, for the period from January 2015 to May 2016.

Mr. WEI Junfeng (魏軍鋒), aged 41, joined our Company and was appointed as an independent non-executive Director of our Company on 23 June 2017. His appointment as the chairman of the remuneration committee and a member of the audit committee and nomination committee of our Company will take effect on the Listing Date.

Mr. Wei graduated from Zhejiang University of Finance and Economics in July 1999 with a bachelor's degree in taxation. He graduated from the Peking University with a master's degree in Economics in July 2002. He later worked in various banking and corporate finance companies, and was a director at 上海阿謝投資管理有限公司 (Ashe Capital Management Ltd*) from October 2007 to August 2010. From 2010 to date, Mr. Wei has been an executive general manager at 上海復星創富投資管理有限公司 (Fosun Capital Investment & Management Co., Ltd*). Meanwhile, he is a director at 四川中光防雷科技股份有限公司 (Sichuan Zhongguang Lightning Protection Technologies Co., Ltd*), company supervisor at 博天環境集團股份有限公司 (Poten Environment Group Co., Ltd*) and company supervisor at 成信綠集成股份有限公司 (Chengxin Green Integration Co., Ltd*). Mr. Wei possesses 14 years of experience in merger and acquisitions, listing regulations, capital operation and capital management.

Ms. LI Ling (李玲), aged 56, joined our Company and was appointed as an independent non-executive Director of our Company on 23 June 2017. Her appointment as a member of the remuneration committee, audit committee, and nomination committee of our Company will take effect on the Listing Date.

Ms. Li graduated from 齊齊哈爾輕工學院 (Qiqihar Institute of Light Industry*) with a bachelor degree in synthetic fibre in July 1983. She then graduated from 大連理工大學 (Dalian University of Technology*) with a master degree in engineering in July 1990. She later graduated from 華南理工大學 (South China University of Technology*) with a doctoral degree in high molecular material in July 1998. From 1983 to 1987, she worked as a technician in a chemical research institute in Jixi City in Heilongjiang. From 1990 to 1992, she worked as a lecturer at 齊齊哈爾輕工業學院 (Qiqihar Institute of Light Industry*). From 1992 to 1995, she worked as an engineer in the Zhongshan branch of 中國科學技術發展戰略研究院 (China Academy of Science & Technology Development*). From 1998 to 2002, she was an associate research fellow in biomedical engineering research institute at 暨南大學 (Jinan University*). From 2002 to date, she has been a professor and researcher in the college of science and engineering at Jinan University. She has 23 years of experience in the field of material research and has obtained six technology patents under her name.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Disclosure of relationships as required under Rule 17.50(2) of the GEM Listing Rules

Save as disclosed in this prospectus, each of our Directors has confirmed that, having made all reasonable enquiries (i) there is no other matter concerning their respective appointments that needs to be brought to the attention of the Shareholders and the Stock Exchange; (ii) he has no interests in the Shares within the meaning of Part XV of the SFO; (iii) he is independent from, and is not related to, any other Directors, supervisors members of the senior management, Substantial Shareholders or Controlling Shareholders; (iv) he does not hold any other position in our Company or any of its subsidiaries; (v) he does not have any interest in any business which competes or may compete, directly or indirectly, with us; and (vi) there is no other matter which is required to be disclosed pursuant to Rule 17.50(2)(h) to (v) of the GEM Listing Rules.

Save as disclosed above, none of our Directors has held any directorship in public companies the securities of which are listed on any securities market in Hong Kong or overseas in the three years immediately preceding the date of this prospectus.

SENIOR MANAGEMENT

The following table sets out certain information of members of senior management of our Group.

Name	Age	Position	Date of joining our Group	Principal responsibilities	Relationships with other Directors, Supervisors and senior management
Senior management					
Ms. LIN Jing (林靜)	42	Deputy executive general manager	29 March 2010	Responsible for product quality and human resources management	Nil
Ms. YANG Yang (楊洋)	50	Chief engineer	2 August 2010	Responsible for product development, optimization of production flow and setting of technological standards	Nil
Mr. WU Bing (吳冰)	33	Chief financial officer	1 December 2015	Responsible for the overall financial management of our Group	Nil

Our Group's core management team also comprised three senior management throughout the Track Record Period. Ms. Lin Jing, Ms. Yang Yang and Mr. Wu Bing have served as senior management of the principal operating subsidiary of our Company throughout the Track Record Period.

Ms. LIN Jing (林靜), aged 42, has been the deputy executive general manager of Singyes Applicable Materials since March 2010 and is in charge of product quality and human resources management of our Company.

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Ms. Lin graduated with a secretarial specialty from the 閩江職業大學 (Minjiang Vocational University*) in July 1995 and later obtained a bachelor's degree in business administration from 深圳大學 (Shenzhen University) in June 2010. She was the secretary to the general manager, material control manager and information centre manager of Asia Simulation Control System Engineering (Zhuhai) Co., Ltd. between July 1995 and April 2001. She was the human resources manager and assistant to deputy manager of operations of AF Technology Limited between 2001 and 2008. Ms. Lin has 20 years of experience in business administration.

Ms. YANG Yang (楊洋), aged 50, is the chief engineer of Singyes Applicable Materials and is in charge of product development, optimization of production flow and setting of technological standards.

She graduated with a bachelor degree in engineering, majoring in materials science and engineering, from Southeast University in July 1989, completed an internal quality auditor examination from Shenzhen Conformity Certification Consult in March 1998, and later obtained a master's degree in engineering, majoring in computer technology, from Beijing Institute of Technology in October 2002. She was an engineer and director of technology at 珠海南科集成電子有限公司 (Zhuhai Nanke Jicheng Electronic Limited*) between February 2001 and August 2010. Ms. Yang has approximately 15 years of experience in technology management and has worked at Singyes Applicable Materials since August 2010 as manager for quality management, manager for technology, deputy chief engineer and assistant engineer.

Mr. WU Bing (吳冰), aged 33, has been the chief financial officer of our Company since December 2015, and has overall responsibility for the financial management of our Company.

Mr. Wu obtained his bachelor's degree in accounting from 鄭州大學 (Zhengzhou University*) in July 2005. From July 2005 to March 2007, Mr. Wu served as project assistant and project manager, involved in a number of listed companies' annual audit, asset evaluation and audit of the state-owned economic enterprises and other work in 珠海華天會計師事務所 (Zhuhai Hua Tian Certified Public Accountants*).

In April 2007, Mr. Wu joined Zhuhai Singyes Green Building Technology Co., Ltd., a member of the Remaining Group and has served as assistant manager of the accounting department, responsible for internal oversight and risk control operations. Mr. Wu was qualified as an assistant accountant and has ten years of experience in risk control and financial management.

Save as disclosed in this prospectus, none of our senior management members has (i) any directorship in any listed companies in the latest three years; (ii) any family relationship with the Directors; and (iii) any relationship with the Controlling Shareholders.

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COMPANY SECRETARY

Ms. LAU Wai Han (劉慧嫻), aged 30, was appointed as our company secretary of our Company in 23 June 2017 and is responsible for overall company secretarial matters of our Group. She obtained a Bachelor Degree in Business Administration in Accounting and Finance from the University of Hong Kong in December 2009. She has over 6 years experience in the areas of accounting, finance and auditing, and has been a member of The Hong Kong Institute of Certified Public Accountants since March 2013.

Prior to joining our Group, Ms. Lau worked at Deloitte Touche Tohmatsu from October 2009 to April 2014, with her last position held as a senior associate. She joined our Group in April 2014 in the capacity of a finance manager of our Group. Her responsibilities included handling banking relationships with banks in Hong Kong; reviewing the management accounts for the subsidiaries of our Group in Hong Kong, Macau and South East Asian countries and assisting the Investor Relations Department of our Group to handle investor affairs works.

DIRECTORS' REMUNERATION

We reimburse our Directors for expenses which are necessarily and reasonably incurred for providing services to us or executing their functions in relation to our operations. Our executive Directors are also our employees and receive, in their capacity as our employees, compensation in the form of salaries and other allowances and benefits in kind. After Listing, our remuneration committee will review, make recommendation and determine the remuneration package (including discretionary bonus) of our Directors with reference to remuneration paid by comparable companies, time commitment and responsibilities of our Directors and the financial performance of our Group.

For the years ended 31 December 2014, 2015 and 2016, the aggregate amount of salaries and allowances, discretionary bonus and contributions to pension scheme paid to our Directors were nil, RMB228,000 and RMB77,000, respectively. Such remuneration of our Directors were determined with reference to remuneration of directors in comparable PRC companies and their experience.

Further details of the terms of the above service agreements are set out in the section headed "Further Information about our Directors, Substantial Shareholders and experts – Particulars of Directors' service contracts and letters of appointment" in Appendix IV to this prospectus.

NON-COMPETITION

Each of our executive Directors, non-executive Directors and independent non-executive Directors has confirmed that none of them is engaged in, or interested in any business which, directly or indirectly, competes or may compete with the business of our Group.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

BOARD COMMITTEES

Audit committee

Our Company established an audit committee pursuant to a resolution of our Directors passed on 23 June 2017 with written terms of reference in compliance with Rules 5.28 and 5.29 of the GEM Listing Rules. The written terms of reference of the audit committee was adopted in compliance with paragraph C3.3 and C3.7 of the Corporate Governance Code and Corporate Governance Report as set out in Appendix 15 of the GEM Listing Rules. The primary duties of our audit committee will be to review and supervise our financial reporting process, internal control system and risk management system and to provide advice and recommendations to the Board on the appointment, reappointment and removal of external auditors.

At present, our audit committee consists of three members who are all independent non-executive Directors, namely, Mr. Lee Kwok Tung Louis, Mr. Wei Junfeng and Ms. Li Ling, and Mr. Lee Kwok Tung Louis was appointed as the chairman of our audit committee.

Remuneration committee

Our Company established a remuneration committee pursuant to a resolution of our Directors passed on 23 June 2017 with written terms of reference in compliance with Rules 5.34 and 5.35 of the GEM Listing Rules. The written terms of reference of the remuneration committee was adopted in compliance with paragraph B1.2 of the Corporate Governance Code and Corporate Governance Report as set out in Appendix 15 of the GEM Listing Rules.

The primary duties of our remuneration committee are, among other things, to make recommendations to our Board on the overall remuneration policy and structure relating to all Directors and senior management of our Group; review and approve the management's remuneration proposals and benefits; and to ensure none of our Directors determine their own remuneration. The remuneration of our Directors will be regularly monitored by our remuneration committee to ensure that the levels of remuneration and compensation is appropriate.

At present, our remuneration committee comprises three members, namely, Mr. Wei Junfeng, Mr. Lee Kwok Tung Louis and Ms. Li Ling, and Mr. Wei Junfeng was appointed as the chairman of our remuneration committee.

Nomination committee

Our Company established a nomination committee pursuant to a resolution of our Directors passed on 23 June 2017 with written terms of reference are in compliance with paragraph A5.2 of the Code of Corporate Governance Practices as set out in Appendix 15 of the GEM Listing Rules. The primary function of the nomination committee is to make recommendations to our Board and senior management regarding appointment of Directors and candidates to fill vacancies on our Board and senior management team.

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At present, our nomination committee comprises three members, namely, Mr. Liu, Mr. Wei Junfeng and Ms. Li Ling, and Mr. Liu was appointed as the chairman of our nomination committee.

COMPLIANCE ADVISER

In accordance with Rule 6A.19 of the GEM Listing Rules, we have appointed Octal Capital Limited as our compliance adviser, pursuant to which Octal Capital Limited shall provide us with services including providing guidance and advice as to compliance with the requirements of the GEM Listing Rules and applicable laws, rules, codes and guidelines. Pursuant to Rule 6A.23 of the GEM Listing Rules, our Company will consult with and seek advice from the compliance adviser on a timely basis in the following circumstances:

1. before the publication of any regulatory announcement, circular or financial report;
2. where a transaction, which might be a notifiable or connected transaction, is contemplated including share issues and share repurchases;
3. where we propose to use the proceeds of the Listing in a manner different from that detailed in this prospectus or where the business activities, developments or results of our Group deviate from any forecast, estimate, or other information in this prospectus;
4. where the Stock Exchange makes an inquiry of the listed issuer under Rule 17.11 of the GEM Listing Rules regarding unusual movements in the price of trading volume of our Shares.

The term of appointment of Octal Capital Limited as our compliance adviser shall commence on the Listing Date and end on the date on which our Companies complies with Rule 18.03 of the GEM Listing Rules in respect of the financial results for the second full financial year commencing after the Listing Date, and such appointment shall be subject to extension by mutual agreement.

Under the terms of the compliance adviser agreement with Octal Capital Limited:

- (i) we have agreed to indemnify Octal Capital Limited for certain actions against it and losses incurred by it arising out of or in connection with the performance by Octal Capital Limited of its duties under the agreement; and
- (ii) we may terminate the appointment of Octal Capital Limited as our compliance adviser only if its work is of an unacceptable standard as determined under the Listing Rules and the relevant laws and regulations or if there is a material dispute (which cannot be resolved within 30 days) over fees payable to it as permitted by Rule 6A.26 of the GEM Listing Rules. Octal Capital Limited will have the right to resign or terminate its appointment by service of a three-month notice to us if we materially breach the agreement.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

EMPLOYEES

Overview

As at 31 December 2016, we had a total headcount of 113 full-time employees. None of our employees are unionised. The relationship and co-operation between our management and employees have always been good and this is expected to continue. There has not been any incidence of work stoppages or labour disputes which affected our operations.

We did not experience any significant seasonal fluctuations in the number of employees over the Track Record Period. The number of our Group's full-time employees as at the end of each of the Track Record Period is as follows:

Department	Number of employees		
	As at 31 December 2014	As at 31 December 2015	As at 31 December 2016
Production	34	46	35
Quality control	13	13	10
Research and development	9	11	14
Machinery maintenance	8	4	4
Administration	15	4	2
Sales and marketing	22	24	38
Finance	1	2	5
Management	4	4	3
Purchase	3	3	2

Staff training

We believe that our employees are our most important asset. It is our policy to encourage the development and training of our employees in order to maximise their potential. We firmly believe that motivating our employees will help align their interests with ours which ultimately benefits our Group and enables both our employees and our Group to develop concurrently.

We provide training to all our employees to equip them with the relevant technical skills and knowledge necessary for their respective job functions. Accordingly, the nature of staff training that we provide varies with the appointment of our staff.

Generally, all our new employees would go through an orientation programme to familiarise them with our Group's background, culture, business operations and policies. The in-house orientation programme includes training specific to each of their designations, employees' discipline, safety and environmental awareness, our quality management system, regulations and laws relating to the operation of our Group.

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Our staff training can be classified into internal training and external training. Internal training of our staff involves an orientation programme for our new employees, on-the-job training and internal training sessions. Part of our internal training is conducted on a regular basis for all our employees while the other part of our internal training is conducted by each of the departments on an ad-hoc basis for the employees in that department. This usually involves training specific to their job functions.

In respect of our external training, we invite local as well as foreign industry experts from time to time to provide training to our staff. Over the Track Record Period, our staff attended external courses including training management workshops, sales training as well as other senior management training.

Staff benefits

The remuneration package of our employees includes a basic salary, allowances and bonuses. The various allowances cover holidays, social security and housing contributions. We make contributions to all mandatory social security and housing provident funds for our employees. However, these contributions, which are funded from our internal financial resources, were not in full compliance with the requirements of the PRC laws and regulations. During the Track Record Period, our Company had not fully paid social security and housing contributions in compliance of relevant PRC legal requirements. For details of the non-compliance, please refer to the section “Business — non-compliance” in this prospectus.