

DIRECTORS AND SENIOR MANAGEMENT

OVERVIEW

Our Board currently consists of nine Directors, comprising four executive Directors, one non-executive Director and four independent non-executive Directors. Our Directors are appointed for a term of three years and are eligible for re-election upon expiry of their term of office.

Our senior management is responsible for the daily operations of our Company.

DIRECTORS

The following table provides information about our Directors:

Name	Age	Position(s)	Date of joining our Group	Date of appointment as a Director	Roles and responsibilities
Mr. Zhang Xiaoqiang . .	56	Executive Director and chairman of our Board	September 1989	May 25, 2021	Responsible for overall development strategies and overseeing the daily operations of our Group
Mr. Xu Ming	54	Executive Director	August 1992	June 28, 2024	Responsible for high-level supervision on the management and operations of our Group
Ms. Zhou Wei . .	44	Executive Director	February 2017	December 11, 2018	Responsible for high-level supervision on the management and operations of our Group
Mr. Mao Xiao . .	49	Executive Director and chief executive officer	July 2017	June 28, 2024	Responsible for implementation of our overall development strategies, business plans and overall operation of our Group
Ms. Li Hong . .	51	Non-executive Director (Employee Director)	January 2024	June 25, 2025	Responsible for supervision on the management and operations of our Group

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Name	Age	Position(s)	Date of joining our Group	Date of appointment as a Director	Roles and responsibilities
Mr. Zhang Huiming . . .	68	Independent non-executive Director	May 2021	May 25, 2021	Supervising and providing independent opinions and advice to our Board
Mr. Xu Jianxin	69	Independent non-executive Director	April 2009	June 16, 2022	Supervising and providing independent opinions and advice to our Board
Mr. Liu Jiuping	60	Independent non-executive Director	June 2022	June 16, 2022	Supervising and providing independent opinions and advice to our Board
Mr. Zhang Lei.	56	Independent non-executive Director	June 2025	June 25, 2025	Supervising and providing independent opinions and advice to our Board

Mr. Zhang Xiaoqiang (張曉強先生), aged 56, is an executive Director and the chairman of our Board, primarily responsible for the overall development strategies and overseeing the daily operations of our Group. Mr. Zhang joined our Group in September 1989, having served as the chief executive officer of our Company from September 2011 (until his term expired in September 2015) and as a Director from May 2011 (until he left in November 2013 due to work changes). In July 2016, Mr. Zhang was reappointed as chief executive officer (until he left due to work changes in March 2021). Since May 2021, Mr. Zhang has been re-elected as chairman. Mr. Zhang has also previously held and currently holds directorships and senior management positions in several subsidiaries of our Company. From November 2016 to August 2022, Mr. Zhang served as the chairman at Shanghai Jin Jiang International Hotel Investment Company Limited. From September 2017 to August 2022, Mr. Zhang served as the chairman at Jin Jiang Inn Company Limited; from October 2018 to November 2022, Mr. Zhang served as director at Shanghai Jinjiang (HK) Co., Limited. From August 2019 to September 2022, Mr. Zhang served as director and the chief executive officer at Keystone Lodging Holdings Limited. From March 2020 to August 2022, Mr. Zhang served as the chairman at Metropolo Jin Jiang Hotel Management Co., Ltd..

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Additionally, from May 2002 to August 2004, Mr. Zhang served as general manager of Shanghai Xinya Lijing Building Co., Ltd. (上海新亞麗景大廈有限公司). From August 2004 to November 2005, Mr. Zhang served as deputy general manager of Shanghai Hailun Hotel Co., Ltd. (上海海倫賓館有限公司). From November 2005 to September 2011, Mr. Zhang served as general manager of Shanghai Hongqiao Hotel Co., Ltd. (上海虹橋賓館有限公司). From November 2013 to July 2016, Mr. Zhang served as an executive director and vice president of Jin Jiang Capital (a company then listed on the Hong Kong Stock Exchange, then stock code: 2006). He subsequently served as vice president of Jin Jiang International from April 2019 to January 2022 and as chairman of Shanghai Jinjiang International Travel Co., Ltd.* (上海錦江國際旅遊股份有限公司, a company listed on the Shanghai Stock Exchange, stock code: 900929) from May 2019 to June 2021. Since January 2022, Mr. Zhang has served as the deputy secretary of the Party Committee, director and president of Jin Jiang International.

Mr. Zhang obtained a college degree in industrial and commercial enterprise management from Jiangnan University in January 2016, a bachelor’s degree in business management from East China University of Science and Technology in December 2016, and a master’s degree in business administration (business administration in respect of senior management) from Fudan University in June 2022. Since May 2020, Mr. Zhang has served as vice president of the China Tourist Hotel Association (中國旅遊飯店業協會). Since April 2020, Mr. Zhang has served as vice president of the Shanghai Enterprises Confederation (上海市企業聯合會).

Mr. Xu Ming (許銘先生), aged 54, is an executive Director, primarily responsible for high-level supervision of the management and operations of our Group. Mr. Xu joined our Group in August 1992. From March 2017 to June 2023, Mr. Xu served as director and chief executive officer of Jin Jiang WeHotel. Since June 2023, Mr. Xu has served as executive director of Jin Jiang WeHotel. Since June 2024, Mr. Xu has served as Director.

In addition, from September 2011 to May 2015, Mr. Xu served as chief executive officer of Jin Jiang Capital (a company formerly listed on the Hong Kong Stock Exchange, then stock code: 2006). Since 2015, Mr. Xu has served as vice president of Jin Jiang International. Since February 2021, Mr. Xu has served as chairman of Shanghai Jin Jiang Online Network Service Co., Ltd. (a company listed on the Shanghai Stock Exchange, stock code: 900914).

Mr. Xu obtained an associate degree in culinary and hospitality enterprise management from the School of Business at Shanghai University in August 1992, a bachelor’s degree in international trade from Fudan University in July 1999, and a master’s degree in business administration from Macau University of Science and Technology in 2003.

Ms. Zhou Wei (周維女士), aged 44, is an executive Director, primarily responsible for high-level supervision on the management and operations of our Group. Ms. Zhou joined our Group in February 2017 and has served as a Director since December 2018. Ms. Zhou has also previously held and currently holds directorial and senior management positions in several subsidiaries of our Company. From February 2017 to March 2019, Ms. Zhou served as vice chief executive officer of Shanghai Jin Jiang Louvre Asia Hotel Management Co., Ltd.* (上海錦江盧浮亞洲酒店管理有限公司). Since November 2023, Ms. Zhou has served as chairwoman of Groupe du Louvre. Since April 2025, Ms. Zhou has served as executive director of Jin Jiang Hotels Management.

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Additionally, from August 2012 to December 2014, Ms. Zhou worked as deputy manager of the investment development department at Jin Jiang International. From December 2014 to February 2017, Ms. Zhou successively served as director of the investment development department and chief investment officer at Jin Jiang Capital (a company formerly listed on the Hong Kong Stock Exchange, then stock code: 2006). From June 2019 to June 2023, Ms. Zhou served as an executive director at Jin Jiang Capital. From June 2022 to April 2023, Ms. Zhou served as chairwoman of Shanghai Jinjiang International Travel Co., Ltd.* (上海錦江國際旅遊股份有限公司, a company listed on the Shanghai Stock Exchange, stock code: 900929). She has served as a director of Radisson Hospitality AB, she was also a director of Radisson Hospitality Inc. (U.S.). Since March 2019, Ms. Zhou has served as vice president of Jin Jiang International.

Ms. Zhou obtained a Bachelor of Arts degree in English language and literature from East China Normal University in 2001, a Master of Arts in foreign linguistics and applied linguistics from Beijing Foreign Studies University in July 2003, a Master of Arts in international public relations from the School of Journalism and Communication, Cardiff University, Wales, UK, in August 2007, an Executive Master of Business Administration in Finance from the Shanghai Advanced Institute of Finance, Shanghai Jiao Tong University, in December 2015, and a doctor of business administration degree from the Carey School of Business, University of Arizona, U.S., in June 2024.

Mr. Mao Xiao (毛嘯先生), aged 49, is an executive Director and chief executive officer of our Company, primarily responsible for implementation of our overall development strategies, business plans and overall operation of our Group. Mr. Mao joined our Group in July 2017, serving as vice president of our Company from August 2023 to June 2024, and has served as a Director and chief executive officer of our Company since June 2024. Mr. Mao has also previously and currently held directorships and senior management positions in several subsidiaries of our Company. From August 2012 to April 2016, Mr. Mao served as vice president of Jin Jiang Hotels Management. From July 2017 to March 2024, he served as vice president of Keystone Lodging Holdings Limited. From May 2020 to March 2025, he served as senior vice president of Shenzhen Jinjiang Hotel Management Co., Ltd.* (深圳錦江酒店管理有限公司). Since April 2021, Mr. Mao has served as the chairman at 7 Days Hotels (Shenzhen) Co., Ltd.; since April 2021, Mr. Mao has served as chairman at 7 Days Four Seasons Hotels (Guangzhou) Co., Ltd.; since January 2022, Mr. Mao has served as the chief executive officer at Jin Jiang Liancai; since March 2024, Mr. Mao has served as the chairman at Metropolo Jin Jiang Hotel Management Co., Ltd.; since May 2024, Mr. Mao has served as the chief executive officer and director at Keystone Lodging Holdings Limited; since June 2024, Mr. Mao has served as the chairman at Jin Jiang Inn Company Limited; since June 2025, Mr. Mao has served as the chief executive officer at Jin Jiang Hotels Management.

Additionally, from November 2009 to September 2011, Mr. Mao served as deputy general manager of Shanghai Yangtze River Marriott Hotel* (上海揚子江大萬麗大酒店). From January 2011 to September 2011, he served as deputy director of the planning and finance department at Jin Jiang Capital (a company then listed on the Hong Kong Stock Exchange, then stock code: 2006). From April 2016 to December 2018, Mr. Mao served as vice president of Jinjiang Hotel Asset Management Co., Ltd. (錦江酒店資產管理有限公司). From April 2016 to September 2022, he successively served as general manager and executive director of Wuhan Jinjiang International Hotel Co., Ltd. (武漢錦江國際大酒店有限公司).

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Mr. Mao obtained an Associate’s degree in accounting from Shanghai University of Finance and Economics in June 1999 and a Undergraduate degree in industrial and commercial management from Zhongnan University of Economics and Law in December 2014. Mr. Mao has been a member of the Institute of Public Accountants since July 2005 and a member of the Association of International Accountants since March 2019, respectively.

Ms. Li Hong (李紅女士), aged 51, joined our Group in January 2024 and has served as a non-executive Director (Employee Director) since June 2025, responsible for supervision on the management and operations of our Group. Ms. Li has served as the deputy secretary of the Party Committee, secretary of the discipline inspection commission, and chairperson of the trade union of our Company since January 2024. Since August 2024, Ms. Li has served as secretary of the Party Committee of Jin Jiang Hotels Management.

Additionally, Ms. Li served as director of the human resources department at Shanghai Galaxy Hotel from February 2006 to November 2012. From November 2012 to March 2025, she held various positions at Shanghai Hotel, including deputy secretary of the Party Committee, secretary of the discipline inspection commission, chairperson of the trade union, as well as secretary of the Party Committee and general manager.

Ms. Li obtained a college diploma in hotel management from Shanghai Institute of Tourism in June 1995 and a Master’s degree in tourism management from the department of tourism of Fudan University in 2019. In November 2010, Ms. Li was awarded the qualification of first-level human resources manager as well as the intermediate qualification in economics (business administration) by the Shanghai Municipal Human Resources and Social Security Bureau. In November 2021, she was qualified as a senior political work specialist by the publicity department of Shanghai Municipal Committee of the CPC.

Mr. Zhang Huiming (張暉明先生), aged 68, joined our Group in May 2021 and has served as an independent non-executive Director since then, responsible for supervising and providing independent opinions and advice to our Board.

Mr. Zhang has been employed by Fudan University since May 1987 and currently serves as a PhD supervisor at the school of economics. Additionally, Mr. Zhang has previously and currently served as a director of certain listed companies. From March 2020 to June 2024, Mr. Zhang served as an independent director of Wuxi Hyatech Co., Ltd. (無錫航亞科技股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688510). Since May 2021, he has served as an independent director of Shanghai Zijiang Enterprise Group Co., Ltd. (上海紫江企業集團股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600210). Since May 2022, he has served as an independent director of Bright Real Estate Group Co., Limited (光明房地產集團股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600708).

Mr. Zhang served as vice chairman of the Shanghai Entrepreneurship Guidance Expert Volunteer Corps; served as deputy secretary general of the Shanghai Economic System Reform Research Association; served as director of the expert committee of the Shanghai Employment Promotion Association; served as a government development strategy consulting expert of Shanghai Municipal Government since October 2014; and has served as an advisor to China Baowu Group since May 2019.

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Mr. Zhang obtained a bachelor’s degree in political economy from Fudan University in January 1982, a Master’s degree in political economy from Fudan University in December 1984, and a doctor’s degree in political economy from Fudan University in January 1994. In May 1996, Mr. Zhang Huiming obtained the professorial qualification awarded by Fudan University.

Mr. Xu Jianxin (徐建新先生), aged 69, joined our Group in April 2009 and served as the independent non-executive Director (until his term expired in September 2015). In June 2022, Mr. Xu was re-elected as the independent non-executive Director, responsible for supervising and providing independent opinions and advice to our Board.

From November 1997 to December 2014, Mr. Xu successively served as deputy chief accountant, director, chief financial officer, and chief economist at Orient International (Holding) Co., Ltd. (東方國際集團有限公司). Since June 2021, Mr. Xu has served as an independent director of QST Corporation Limited* (上海矽睿科技股份有限公司). Additionally, Mr. Xu has previously served and currently is serving as a director of certain listed companies. From October 2000 to May 2011, Mr. Xu served as deputy chairman of Orient International Enterprise, Ltd. (東方國際創業股份公司), a company listed on the Shanghai Stock Exchange (stock code: 600278). From April 2003 to November 2008, he served as an non-executive director of Shanghai Pudong Development Bank Co., Ltd. (上海浦東發展銀行股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600000). From October 2004 to July 2010, he served as an independent director of Sieyuan Electric Co., Ltd. (思源電氣股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 002028). From March 2005 to April 2009, he served as an independent director of Dazhong Transportation (Group) Co., Ltd. (大眾交通(集團)股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600611). From May 2014 to May 2017, he served as an independent director of Baida Group Co., Ltd. (百大集團股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600865). From June 2015 to June 2021, he served as an independent director of Shanghai Shunho New Materials Technology Co., Ltd. (上海順灝新材料科技股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 002565). From August 2015 to January 2021, he served as an independent director of Bank of Shanghai Co., Ltd. (上海銀行股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 601229). From September 2015 to June 2019, he served as an independent director of Jin Jiang Capital, a company formerly listed on the Hong Kong Stock Exchange (then stock code: 2006). From November 2015 to September 2016, he served as an independent director of Shanghai Sinyang Semiconductor Materials Co., Ltd. (上海新陽半導體材料股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300236). From June 2021 to August 2023, he served as an independent director of Shanghai Shimao Co., Ltd. (上海世茂股份有限公司), a company then listed on the Shanghai Stock Exchange (then stock code: 600823). Since November 2019, he has served as an independent director of Shanghai Electric Group Company Limited (上海電氣集團股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 601727) and the Hong Kong Stock Exchange (stock code: 02727).

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Mr. Xu obtained a junior college degree in accounting from Shanghai University of Finance and Economics in February 1982, a master’s degree in management accounting from Shanghai University of Finance and Economics in July 1987, and a doctoral degree in auditing theory from Shanghai University of Finance and Economics in July 1996. In June 1992, Mr. Xu was granted the qualification of associate professor by the Senior Professional and Technical Position Evaluation Committee of Shanghai University of Finance and Economics. In September 2005, Mr. Xu was awarded the Shanghai Outstanding Accountant Award by the Shanghai Municipal Bureau of Finance. In September 2011, Mr. Xu became a certified public accountant of the Shanghai Institute of Certified Public Accountants. In August 2014, Mr. Xu was granted the qualification of senior accountant by the Shanghai Municipal Accounting Series Senior Professional and Technical Position Evaluation Committee.

Mr. Liu Jiuping (劉九評先生), aged 60, joined our Group in June 2022 and has served as the independent non-executive Director since then, responsible for supervising and providing independent opinions and advice to our Board.

Mr. Liu served as the operation manager in Shanghai Global Digital Media Technology Co., Ltd. (環球數碼媒體科技(上海)有限公司). From June 2006 to February 2019, Mr. Liu consecutively served as deputy general manager, executive deputy general manager and general manager of Oriental Cable Network Co., Ltd. (東方有線網絡有限公司).

Mr. Liu obtained a bachelor’s degree in computer science from Fudan University in July 1984, a master’s degree in software specialization in computer science from Fudan University in July 1987, an EMBA degree in business administration from China Europe International Business School in May 2005 and a Ph.D. in automation engineering from East China University of Science and Technology in July 2023, respectively. In December 2014, Mr. Liu obtained the professional title of senior engineer (professor level) specializing in instrumentation from Oriental Cable Network Co., Ltd. (東方有線網絡有限公司).

Mr. Zhang Lei (張磊先生), aged 56, joined our Group in June 2025 and has served as the independent non-executive Director since then, responsible for supervising and providing independent opinions and advice to our Board.

From June 2007 to May 2011, Mr. Zhang served as a supervisor in Haitong Securities Co., Ltd. (海通證券股份有限公司). From December 2009 to September 2013, Mr. Zhang served as a non-executive director in Longjiang Bank Corporation (龍江銀行股份有限公司). Since July 2006, Mr. Zhang successively served as the assistant general manager of the planning and finance department, the deputy general manager of the planning and finance department and the general manager of the planning and finance department in Shanghai Industrial Investment (Holdings) Co., Ltd. (上海實業(集團)有限公司). Since December 2008, Mr. Zhang has served as a director in Shanghai Industrial Financial Holdings (Hong Kong) Company Limited (上海實業金融控股(香港)有限公司). Since February 2010, Mr. Zhang has served as a director in SIIC Asset Management Co., Ltd. (上海實業資產管理有限公司). Since February 2013, Mr. Zhang has served as a non-executive director of Shenwan Hongyuan Securities (H.K.) Limited (申萬宏源證券(香港)有限公司). Since July 2010, Mr. Zhang served as a deputy general

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manager in SIIC Capital (Hong Kong) Investment Management Company Limited (上實資本(香港)投資管理有限公司) (formerly known as “Shanghai International Asset Management (Hong Kong) Company Limited” (香港滙光國際投資管理有限公司)). Since September 2024, Mr. Zhang has served as the chairman of the supervisory committee of Shanghai Shangshi Group Finance Co., Ltd. (上海上實集團財務有限公司).

Mr. Zhang obtained a bachelor’s degree in industrial management engineering and automatic control engineering from Shanghai Jiao Tong University (上海交通大學) in 1991, a master’s degree in management engineering from Shanghai Jiao Tong University in 1993, and a doctoral degree in financial management engineering from Shanghai Jiao Tong University in 1996. Mr. Zhang received the Hong Kong Securities and Investment Institute Professional Certificate in Asset Management and the Hong Kong Securities and Investment Institute Professional Certificate in Corporate Finance, awarded by Hong Kong Securities and Investment Institute (香港證券及投資學會) in November 2003 and January 2004, respectively. In May 2005, Mr. Zhang obtained the qualification of senior economist from the Shanghai Municipal Committee for Qualifications for Senior Professional and Technical Positions (上海市高級專業技術職務任職資格評審委員會). In July 2010, Mr. Zhang obtained an asset management license from the SFC.

SENIOR MANAGEMENT

The following table provides information about members of our senior management:

Name	Age	Position(s)	Date of joining our Group	Date of appointment as a senior management	Roles and responsibilities
Mr. Mao Xiao .	49	Executive Director and chief executive officer	July 2017	June 7, 2024	Responsible for implementation of our overall development strategies, business plans and overall operation of our Group
Mr. Ai Gengyun . . .	54	Chief financial officer and financial director	March 1995	June 16, 2022	Responsible for the financial affairs of our Group

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Name	Age	Position(s)	Date of joining our Group	Date of appointment as a senior management	Roles and responsibilities
Ms. Hu Min . .	53	Secretary to our Board and vice president	November 1991	May 26, 2006	Responsible for the corporate governance, securities affairs, information disclosure, and investor relations of our Group
Ms. Hou Lerui	47	Vice president	July 2016	July 27, 2016	Responsible for the legal affairs and compliance matter of our Group
Ms. Zhao Yanfei	54	Vice president	December 2023	August 9, 2024	Responsible for formulating the strategic planning of our Group
Mr. Qian Kang	51	Vice president	May 2010	August 29, 2024	Responsible for the membership and marketing of our Group as well as digital transformation

For the biography of Mr. Mao Xiao, see the subsection headed “— Directors” above.

Mr. Ai Gengyun (艾耕云先生), aged 54, is the chief financial officer and financial director of our Company, primarily responsible for the financial affairs of our Group. Mr. Ai joined our Group in March 1995. From December 1997 to August 2002, Mr. Ai served as treasurer, deputy manager, and manager of the planning and finance department of our Company. From June 2024 to June 2025, Mr. Ai served as executive Director. Mr. Ai has also previously held and currently holds directorial and senior management positions in several subsidiaries of our Company. From February 2015 to January 2023, Mr. Ai served as executive director at Groupe du Louvre in France; from March 2024, Mr. Ai has served as executive director at Shanghai Jin Jiang International Hotel Investment Company Limited (上海錦江國際旅館投資有限公司); and from June 2024, Mr. Ai has served as the chairman and chief executive officer at Vienna Hotels Group Co., Ltd.

In addition, from August 2002 to March 2006, Mr. Ai served as deputy general manager at Shanghai Kentucky Fried Chicken Co., Ltd. (上海肯德基有限公司, “Shanghai KFC”). From March 2006 to December 2014, Mr. Ai served as director of the planning and finance department at Jin Jiang Capital (a company formerly listed on the Hong Kong Stock Exchange, then stock code: 2006), and became a qualified accountant in 2016. From July 2016 to September 2022, Mr. Ai served as deputy director of finance at Jin Jiang International.

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Mr. Ai obtained a bachelor’s degree in marine engineering from Shanghai Jiao Tong University in July 1992, a master’s degree in business administration from Shanghai Jiao Tong University in March 1995, and a doctorate in business administration from Shanghai Jiao Tong University in November 2008. Mr. Ai became a certified public accountant in April 1999 and a senior accountant in November 2002.

Ms. Hu Min (胡瞿女士), aged 53, joined our Group in November 1991. From January 2004 to April 2006, she served as the securities affairs representative of our Company. Since April 2006, she has served as the secretary to our Board, and since July 2016, she has served as the vice president of our Company, responsible for corporate governance, securities affairs, information disclosure, and investor relations of our Group. Ms. Hu has also previously held and currently holds directorships in several subsidiaries of our Company. Since April 2021, Ms. Hu has served as director at 7 Days Hotels (Shenzhen) Co., Ltd.; since April 2021, Ms. Hu has served as director at 7 Days Four Seasons Hotels (Guangzhou) Co., Ltd.; since November 2022, Ms. Hu has served as director at Shanghai Jinjiang (HK) Co., Limited.

Ms. Hu obtained a college degree in accounting from Shanghai University of Finance and Economics in October 2001 and graduated from Shanghai Jiao Tong University in July 2005. In November 2002, Ms. Hu was granted the qualifications of board secretary from the Shanghai Stock Exchange.

Ms. Hou Lerui (侯樂蕊女士), aged 47, joined our Group in July 2016. Since July 2016, she has served as the vice president of our Company, responsible for legal affairs and compliance matter of our Group. Ms. Hou has also previously held and currently holds directorships in several subsidiaries of our Company. Since January 2020, Ms. Hou has served as director at Jin Jiang Inn Company Limited; since March 2019, Ms. Hou has served as director at Metropolo Jin Jiang Hotel Management Co., Ltd.; since February 2023, Ms. Hou has served as director at 7 Days Hotels (Shenzhen) Co., Ltd.; since March 2023, Ms. Hou has served as director at 7 Days Four Seasons Hotels (Guangzhou) Co., Ltd.

From December 2010 to July 2016, Ms. Hou served successively as an assistant to the director of the investment development department and a deputy director in Jin Jiang Capital (a company formerly listed on the Hong Kong Stock Exchange, then stock code: 2006).

Ms. Hou obtained a bachelor’s degree in Economics from Fudan University (復旦大學) in 2000, a master of science in economics, finance and management from the University of Bristol (布里斯托大學) in 2003, and a master of arts in legal studies from the University of Bristol in 2006. In February 2007, Ms. Hou was awarded the legal professional qualification certificate issued by the Ministry of Justice of the People’s Republic of China (中華人民共和國司法部). In July 2015, Ms. Hou became a qualified secretary to the board of directors awarded by Shanghai Stock Exchange. In November 2020, Ms. Hou obtained a lawyer’s certificate issued by the Shanghai Municipal Bureau of Justice (上海市司法局). In March 2022, Ms. Hou was awarded the qualifications of chartered secretary and corporate governance professional by the Chartered Governance Institute in the United Kingdom and the Hong Kong Chartered Governance Institute, and became a fellow as well. In April 2023, Ms. Hou obtained

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the qualification of senior corporate compliance officer from the China Enterprise Evaluation Association (中國企業評價協會). From August 2022 to July 2025, Ms. Hou was engaged as an expert consultant of “Going Global” initiative by the Shanghai Municipal Commission of Commerce (上海市商務委員會).

Ms. Zhao Yanfei (趙雁飛女士), aged 54, joined our Group in December 2023. From October 2021 to August 2024, she served as the secretary of the Party Committee of Jin Jiang Hotels Management and from May 2022 to April 2025, she served as executive director of Jin Jiang Hotels Management. Since August 2024, she has served as the vice president of our Company, responsible for formulating the strategic planning of our Group.

Ms. Zhao served as chairwoman of Shanghai Jin Jiang Tower Company Limited (上海新錦江大酒店有限公司) from February 2020 to December 2021. From February 2020 to December 2023, Ms. Zhao served as executive director of Jin Jiang Hotel Company Limited (上海錦江飯店有限公司).

Ms. Zhao obtained an associate degree in marketing from China Central Radio and TV University in July 2004.

Mr. Qian Kang (錢康先生), aged 51, joined our Group in May 2010. Since August 2024, he has served as the vice president of our Company, responsible for the membership and marketing of our Group as well as digital transformation.

From June 2007 to March 2017, Mr. Qian served as the director of the marketing department in the Shanghai branch of Jin Jiang Inn Company Ltd. (錦江之星旅館有限公司), and concurrently served as the assistant to the general manager of the Shanghai branch since July 2013. From April 2014 to July 2017, Mr. Qian served as an assistant to the director of sales department in Metropolo Jin Jiang Hotel Management Co., Ltd (上海錦江都城酒店管理有限公司). From March 2017 to July 2017, Mr. Qian served as the general manager and the director of marketing of Jin Jiang Inn Company Ltd. in Shanghai region. From July 2017 to March 2019, Mr. Qian served as the vice president of Jin Jiang Inn Company Ltd. From March 2019 to October 2019, Mr. Qian served as the brand president of Magnotel (白玉蘭) in Metropolo Jin Jiang Hotel Management Co., Ltd. From October 2019 to May 2020, Mr. Qian served as the vice president of Vienna Hotels Group Co., Ltd. (維也納酒店有限公司). From May 2020 to April 2022, Mr. Qian served as the vice president of Jin Jiang Hotels China Region (錦江酒店(中國區)).

In addition, Mr. Qian has been a director of Shanghai Jinjiang International Travel Co., Ltd. (上海錦江國際旅遊有限公司) (a company listed on the Shanghai Stock Exchange, stock code: 900929) since June 2023.

Mr. Qian obtained a college degree in chemical fiber studies from the faculty of textile chemical engineering from Shanghai Textile College (上海紡織高等專科學院) in July 1995.

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None of our Directors and members of senior management is related to other Directors or members of senior management. Save as disclosed in this section, (i) none of our Directors and members of senior management held any directorships in public companies, the securities of which are listed on any securities market in Hong Kong or overseas in the last three years immediately preceding the date of this Document; (ii) to the best knowledge, information and belief of our Directors having made all reasonable inquiries, 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 Rule 13.51(2) of the Hong Kong Listing Rules.

JOINT COMPANY SECRETARIES

Ms. Hu Min have been appointed as our joint company secretaries. See “— Senior Management” above for Ms. Hu Min’s biography.

Ms. Yu Wing Sze (余詠詩), is one of the joint company secretaries of the Company. She is a manager of the listing services division at TMF Hong Kong Limited, a company providing corporate accounting and corporate secretarial services in Hong Kong. She has over 15 years of experience in company secretarial profession and has been serving as the company secretary of several listed companies in Hong Kong.

Ms. Yu is an associate member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute (formerly known as the Institute of Chartered Secretaries and Administrators) in the United Kingdom.

Ms. Yu received a bachelor’s degree in business administration from the Chinese University of Hong Kong in Hong Kong in December 2005.

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Hong Kong Listing Rules in June 2025, and (ii) understands his or her obligations as a director of a listed issuer under the Hong Kong Listing Rules.

Rule 3.13 of the Hong Kong Listing Rules

Each of the independent non-executive Directors has confirmed (i) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Hong Kong Listing Rules, (ii) he or she has no past or present financial or other interest in the business of our Company or its subsidiaries or any connection with any core connected person of our Company under the Hong Kong Listing Rules as of the Latest Practicable Date, and (iii) that there are no other factors that may affect his or her independence at the time of his/her appointments.

DISCLOSURE UNDER RULE 8.10(2) OF THE HONG KONG LISTING RULES

As of the Latest Practicable Date, save as disclosed in the section headed “Relationship with our Controlling Shareholders”, none of our Directors had interests in any business, which competes or is likely to compete directly or indirectly with our business for the purpose of Rule 8.10(2) of the Hong Kong Listing Rules.

DIRECTORS AND SENIOR MANAGEMENT

MANAGEMENT AND CORPORATE GOVERNANCE

Board Committees

We have established four board committees in accordance with the relevant laws and regulations in mainland China, the Articles of Association and the CG Code, namely the Audit, Risk Control and Compliance Committee, the Nomination Committee, the Remuneration and Appraisal Committee and the Strategic Investment and ESG Committee. The functions of the four committees are summarized as follows:

Audit, Risk Control and Compliance Committee

We have established the Audit, Risk Control and Compliance Committee with written terms of reference in compliance with Rule 3.21 of the Hong Kong Listing Rules and the CG Code. The primary duties of the Audit, Risk Control and Compliance Committee are to supervise internal and external audits of our Company, formulate risk management strategies, and oversee risk control and compliance management in material decisions and business processes. The Audit, Risk Control and Compliance Committee comprises three members, namely Mr. Xu Jianxin (chairman), Mr. Zhang Lei and Ms. Li Hong.

Nomination Committee

We have established a Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Hong Kong Listing Rules and the CG Code. The primary duties of the Nomination Committee are to select candidates for Directors and senior management of our Company, and to propose the criteria and procedures for their nomination. The Nomination Committee comprises five members, namely Mr. Liu Jiuping (chairman), Mr. Xu Jianxin, Mr. Zhang Lei, Mr. Zhang Xiaoqiang and Ms. Zhou Wei.

Remuneration and Appraisal Committee

We have established a Remuneration and Appraisal Committee with written terms of reference in compliance with Rule 3.25 of the Hong Kong Listing Rules and the CG Code. The primary duties of the Remuneration and Appraisal Committee are to establish performance evaluation criteria for Directors and senior management of our Company, and to review compensation policies and plans. The Remuneration and Appraisal Committee comprises three members, namely Mr. Zhang Huiming (chairman), Mr. Liu Jiuping and Mr. Xu Ming.

Strategic Investment and ESG Committee

We have established a Strategic Investment and ESG Committee with written terms of reference. The primary duties of the Strategic Investment and ESG Committee are to research long-term development strategy of our Company and material investment decisions, and to provide recommendations on ESG-related strategies and plans. The Strategic Investment and ESG Committee comprises four members, namely Mr. Zhang Xiaoqiang (chairman), Ms. Zhou Wei, Mr. Mao Xiao and Mr. Zhang Huiming.

DIRECTORS AND SENIOR MANAGEMENT

CG Code

We aim to implement a high standard of corporate governance, which we believe is crucial to safeguard the interests of our Shareholders. To accomplish this, we expect to comply with the CG Code after the [REDACTED].

Board Diversity

We have adopted our board diversity policy (the “**Board Diversity Policy**”) which sets out the objective and approach to achieve and maintain diversity on our Board. Our Board Diversity Policy provides that our Company should endeavor to ensure that our Board members have the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy. Pursuant to our Board Diversity Policy, we seek to achieve Board diversity through the consideration of a number of factors, including but not limited to professional experience, skills, knowledge, gender, age, cultural and education background, ethnicity and length of service. Our Nomination Committee is delegated by our Board to be responsible for compliance with relevant code governing board diversity under the CG Code. After [REDACTED], our Nomination Committee will review our Board Diversity Policy from time to time to ensure its continued effectiveness and we will disclose in our corporate governance report about the implementation of our Board Diversity Policy on an annual basis.

Our Board comprises nine members, including four executive Directors, one non-executive Director and four independent non-executive Directors. Our Directors have a balanced mix of experiences, including overall management and strategic development, business and risk management, and finance and accounting experiences. Our Directors, ranging from 44 years old to 69 years old, are able to bring a balance of diversity perspectives to our Board. We have taken steps to promote gender diversity of our Board and currently two of our Directors are female. Going forward, we will continue to apply the principle of appointments based on merits with reference to our Board Diversity Policy as a whole. In particular, taking into account the business needs of our Group and changing circumstances from time to time that may affect our Group’s business plans, we will actively identify female individuals suitably qualified to become our Board members and we aim to maintain at least one female Director on our Board, subject to our Directors: (i) being satisfied with the competence and experience of the relevant candidates after a comprehensive review process based on reasonable criteria; and (ii) fulfilling their fiduciary duties to act in the best interests of our Company and our Shareholders as a whole when deliberating on the appointment. Our Board and our Nomination Committee will assess our Board composition annually in accordance with the CG Code. We are also committed to adopting a similar approach to promote diversity of the management (including but not limited to the senior management) of our Company to further enhance the effectiveness of our corporate governance. Going forward and with a view to developing a pipeline of potential successors to our Board that may meet the targeted gender diversity ratio set out above, we will: (i) make appointments based on merits with reference to board diversity as a whole; (ii) take steps to promote gender diversity at all levels of our Group by recruiting staff of different gender; (iii) consider the possibility of nominating female

DIRECTORS AND SENIOR MANAGEMENT

management members who have the necessary skills and experience to our Board; and (iv) provide career development opportunities and more resources in training female staff with the aim of promoting them to senior management or our Board so that we will have a pipeline of female senior management and potential successors to our Board in a few years’ time. After due consideration, our Board believes that based on the meritocracy of our Directors, the composition of our Board satisfies our Board Diversity Policy.

WAIVERS [GRANTED] BY THE HONG KONG STOCK EXCHANGE

We have applied to the Hong Kong Stock Exchange for, and the Hong Kong Stock Exchange [has granted] (i) a waiver from strict compliance with Rule 8.12 and Rule 19A.15 of the Hong Kong Listing Rules in relation to the requirement of management presence in Hong Kong, and (ii) a waiver from strict compliance with Rules 3.28 and 8.17 of the Hong Kong Listing Rules in relation to the academic or professional qualifications of our Company’s joint company secretaries. See “Waivers from Strict Compliance with Hong Kong Listing Rules” for further details.

REMUNERATION

Our Directors and senior management receive their remuneration in the form of basic annual payments and performance-related annual payments, including fees, salaries, allowance, share-based compensation, retirement scheme contributions, benefits-in-kind and discretionary bonuses.

For the years ended December 31, 2022, 2023, and 2024, the total emoluments paid to our then Directors amounted to approximately RMB1.6 million, RMB1.7 million and RMB3.2 million, respectively.

For the years ended December 31, 2022, 2023, and 2024, the total emoluments paid to the five highest paid individuals (none of them were our then Directors) by us amounted to RMB27.2 million, RMB37.5 million and RMB51.4 million, respectively.

Based on the current arrangements in force as of the Latest Practicable Date, it is estimated that the total remuneration for our Directors (including independent non-executive Directors) for the year ending December 31, 2025 will be approximately RMB1.87 million. The actual total remuneration of Directors for the year ending December 31, 2025 may be different from the expected remuneration as the discretionary bonuses will be determined based on the results of our Company for the year ending December 31, 2025.

During the Track Record Period, no remuneration was paid by us to, or receivable by, our Directors or the five highest paid individuals as an inducement to join or upon joining our Company. No compensation was paid by us to, or receivable by, our Directors or the five highest-paid individuals for each of the Track Record Period for the loss of any office in connection with the management of the affairs of any members of our Group. Furthermore, none of our Directors had waived or agreed to waive any emoluments during the same periods.

DIRECTORS AND SENIOR MANAGEMENT

Our Board will review and determine the remuneration and compensation packages of our Directors and senior management which, following the [REDACTED], will receive recommendation from the Remuneration and Appraisal Committee which will take into account salaries paid by comparable companies, time commitment and responsibilities of our Directors and senior management and performance of our Group.

SHARE INCENTIVE SCHEME

In order to improve corporate governance structure and incentivize our employees, we will adopt share incentive schemes from time to time. As of the Latest Practicable Date, the Restricted Share Incentive Scheme 2024 was still in effect. See “Statutory and General Information — Our Share Incentive Scheme” in Appendix VI to this Document for details.

COMPLIANCE ADVISER

We have appointed Orient Capital (Hong Kong) Limited as our compliance adviser pursuant to Rule 3A.19 of the Hong Kong Listing Rules. The compliance adviser will provide us with guidance and advice as to compliance with the requirements under the Hong Kong Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Hong Kong Listing Rules, the compliance adviser will advise our Company, among others, in the following circumstances:

- (a) before the publication of any regulatory announcement, circular, or financial report;
- (b) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;
- (c) where we propose to use the [REDACTED] of the [REDACTED] in a manner different from that detailed in this Document or where the business activities, development or results of our Group deviate from any forecast, estimate or other information in this Document; and
- (d) where the Hong Kong Stock Exchange makes an inquiry to our Company regarding unusual movements in the [REDACTED] or [REDACTED] of its [REDACTED] securities or any other matters in accordance with Rule 13.10 of the Hong Kong Listing Rules.

The term of appointment of the compliance adviser shall commence on the [REDACTED] and is expected to end 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 [REDACTED].