

Announcement of Electing Employee Director

This Company and all members of the Board of Directors hereby warrant that the information announced here is true, accurate and complete, and shall undertake responsibilities for any fictitious statement, misleading information or significant omission of the Announcement.

The 19th Session of the Eighth Board of Directors of Zhejiang Supor Co., Ltd. (hereinafter referred to as “the Company”, “this Company” or “Supor”) held on December 12, 2025 reviewed and adopted the Proposal on Reducing Register Capital and Revising the Articles of Association. This proposal was further reviewed and approved at the Third Interim Shareholders’ Meeting 2025 held on December 29, 2025.

According to the provisions of the newly revised *Articles of Association*, the Company shall include one employee representative director on its Board of Directors. The employee representative director shall be elected democratically by the Company’s employees via the employee representative congress, employee assembly or other forms, without any submission to the shareholders’ meeting for deliberation. On December 30, 2025, the Company convened the Second Session of the Seventh Employees Assembly in 2025. After discussion and voting by all attending representatives, Mr. Zhang Junfa was elected as the employee director of the Eighth Board of Directors. He will serve alongside the current non-employee directors to form the Eighth Board of Directors. His term will commence from the date of approval by this Employees Assembly and continue until the expiration of the term of the Eighth Board of Directors. Mr. Zhang Junfa meets the qualifications for directorship as required by relevant laws, regulations, and regulatory documents. Following his appointment as the employee director of the Company, the total number of directors serving concurrently as senior executives of the Company and directors serving as employee representatives does not exceed half of the total number of directors on the Board of Directors. This arrangement complies with the requirements of relevant laws, regulations, and regulatory documents.

Attached: Resume of Employee Director

Board of Directors of Zhejiang Supor Co., Ltd.

December 31, 2025

Attachment**Resume of Employee Director**

Mr. Zhang Junfa: Chinese, born in 1977, graduated from Northwestern Polytechnical University. He currently serves as the Chairman of the Trade Union of the Company and Deputy Director of the Administration Department of Yuhuan Site. He has previously worked in the Company's Security Department, Legal Affairs Department, and then the Office.

Mr. Zhang Junfa does not have association relationship with the controlling shareholder, shareholder holding more than 5% of the Company's shares, the actual controller, or other Directors and senior management of the Company, and does not hold any share of the Company. He is not a "dishonest executor", complies with the relevant provisions of the *Company Law*, and has not been punished by the CSRC or other relevant departments and the stock exchange. There is no situation specified in article 3.2.2 of the *Shenzhen Stock Exchange Regulatory Guidelines for Listed Companies No. 1 - Standardized Operation of Listed Companies*. His qualification for the position complies with the relevant laws, regulations, regulatory documents, and the provisions of the Company's *Articles of Association*.