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Verification Opinions on List of Incentive Employees for 2026 Stock Option Incentive Plan

This Company and all members of the Board of Directors hereby warrant that all information disclosed here is true, accurate and complete, and contains no fictitious statement, misleading information or significant omission.

Zhejiang Supor Co., Ltd. (hereinafter referred to as "Company", "the Company" or "Supor") reviewed and adopted the 2026 Stock Option Incentive Plan (Draft) and the Assessment Measures for the Implementation of the 2026 Stock Option Incentive Plan of Zhejiang Supor Co., Ltd. at the 2nd Session of the Ninth Board of Directors on August 27, 2026. Details related to 2026 Stock Option Incentive Plan were published on cninfo.com.cn dated August 28, 2026.

The Company fulfilled the internal publicity of all Incentive Employees involved in this Incentive Plan including their names and position in accordance with *the Measures for the Administration of the Equity Incentives of Listed Companies* and other related laws, regulations and regulatory documents. The Compensation and Appraisal Committee of Board of Directors has verified the results of internal publicity regarding the Incentive Employees List with the detailed contents disclosed as follows:

I.Internal Publicity of Incentive Employees List

Besides the disclosure website cninfo.com.cn, the Company also disclosed the List of Incentive Employees of 2026 Stock Option Incentive Plan in the internal information disclosure platform from August 28 to September 6, 2026. The Company received no objection towards the Incentive Employees ending on disclosure date of this Verification Opinions.

II. Verifying Opinions of the Compensation and Appraisal Committee

(I). The Compensation and Appraisal Committee of Board of Directors has verified the List of Incentive Employees, the labor contracts signed between Incentive Employees and the Company and the position each Incentive Employee holds.

(II). After reviewing the results of internal publicity regarding the Incentive Employees List, the

Compensation and Appraisal Committee of Board of Directors concluded that:

1. All Incentive Employees fulfill the subjective qualifications which are regulated in accordance with *the Company Law*, *the Articles of Association* of the Company, and other related laws, regulations and regulatory documents.

2. Each Incentive Employee does not have or is not involved in the following circumstance in which the Incentive Employee is deemed to be disqualified:

1) The incentive employee was recognized as the disqualified candidate by the stock exchange in recent 12 months.

2) The incentive employee was recognized by CSRC or its agency as the inappropriate candidate in recent 12 months.

3) The incentive employee was given the administrative punishment or was not given the market access permit by CSRC or its agency due to his/her significant default behavior or illegal behavior in recent 12 months.

4) The incentive employee was involved in the circumstance in which he/she is not suitable for acting as the director or the top management of the Company in accordance with the regulations of the Company Law.

5) The incentive employee who is not allowed to participate in the equity incentive of listed company according to laws or regulations.

6) Any other circumstance regulated by CSRC.

(III). The Incentive Employees are all employees of the Company including top management and core staff. No independent director or shareholder who holds 5% or more shares of the listed company independently or jointly or actual controller and their spouses, parents and children are involved in this Incentive Plan.

In conclusion, the subjective qualifications of the Incentive Employees involved in this plan are legal and valid.

The Compensation and Appraisal Committee of Board of Directors of Zhejiang Supor Co., Ltd.

September 10, 2026