

the retirement and resignation of equity incentive objects, that is, 1,175,009,597 shares, the Company would distribute cash dividend to all the shareholders at the rate of CNY 5 for every 10 shares (with tax inclusive), and no reserve would be converted into share capital.

III. Development prospect

(I) Development strategy and business plan 2025

The year of 2025 is the concluding year of the Company's "14th Five-Year" strategic plan and serves as a critical foundation-laying period for the "15th Five-Year Plan". The Company has proposed its working principles of "Reform and Innovation, Global Marketing, Lean Operations, and Culture-Based Talent Development" to comprehensively deploy its 2025 annual work plan.

I. Reform and innovation

The Company has completed its 2024 strategic execution evaluation. Based on an in-depth analysis of deviations in the strategic execution of the "14th Five-Year Plan", the Company has formulated its "15th Five-Year" strategic plan with innovative thinking and forward-looking vision to ensure high quality.

It has anchored the transformation toward service-oriented business and the expansion of service operations, continuously improved the Service Center's business processes, and well ensured standardized and productized services. It has expanded its service channels and business scope comprehensively, tapped into market opportunities such as energy-saving retrofits and trade-in programs to unlock incremental service potential within the existing installed base.

It promoted the HGT51F independent gas turbine R&D and full-scale testing as scheduled, and explored multi-fuel applications including hydrogen-blended, syngas, and coke oven gas adaptations to broaden operational scenarios. It conducted forward design for high-value hot-section components of light gas turbines and advanced supply chain localization. It prepared for the construction of demonstration power plants to accelerate commercial deployment. It strengthened EPC (Engineering, Procurement, Construction) capabilities to build differentiated competitive advantages.

It developed diversified rotary turbine machinery products with high efficiency, wide application scenarios and multi-parameter series, promoted the R&D of key project units and new products of the Company, and made new breakthroughs in the R&D of products and technologies suitable for 125,000 Nm³/h air separation plant, 1.8 million tons/year ethylene plants, steam turbines for new material chemical plants, overseas ethylene/air separation units, steam turbines for low-temperature environment, innovative turbines, as well as serialized and standardized power generation product models.

II. Global marketing

The Company comprehensively enhanced the influence of the key account management system in core drive markets, while actively cultivating emerging markets including chemical new materials, waste heat power generation, biomass backpressure power generation, air compressor stations, and steam-electric dual-drive systems. It consolidated market share in high-end drive sectors and strengthened its position in traditional strongholds such as ethylene, petrochemical refining, and coal chemical industries, focused on high-end differentiated products, vigorously expanded the large air separation market, and deeply explored the potential of coal chemical markets. In thermal power market, it allocated resources with precision, and in the feedwater pump turbine market, it identified target customers and strengthened early-stage project tracking.

The Company established specialized response mechanisms to adapt to international development and overseas business transformation as soon as possible, systematically advanced supplier qualification processes with renowned international engineering companies and large enterprises, further strengthened strategic deployment and resource allocation in key overseas target markets, developed tailored marketing strategies for emerging and high-potential markets, accelerated the alignment of corporate standards with international norms, improved its comprehension and application level of foreign industry standards such as API 612, and enhanced execution capabilities for overseas projects.

Using lean project management as a key driver, the Company committed to comprehensive improvement of marketing efficiency to achieve lean marketing. It continuously deepened strategic synergy among group entities, intensified joint promotion efforts, built integrated marketing teams, strengthened the development of marketing talents, and cultivated interdisciplinary marketing professionals.

III. Lean operations

Adopting a problem-oriented approach with lean methodologies as the tool, the Company rigorously adhered to the core principles of Lean 2.0 - "Safety First, Quality Foremost, Efficiency Enhancement, Cost Reduction, and Profitability Growth", to deeply, comprehensively, and sustainably integrate lean operations into Hangzhou Steam Turbine's culture and DNA, making continuous improvement and the pursuit of excellence an unremitting mission for all employees of Hangzhou Steam Turbine.

The Company continuously optimized the customer satisfaction evaluation system, implemented a tiered tracking mechanism, accelerated the pull-type production management model to improve unit-time production efficiency based on real-time production-sales dynamics, systematically advanced the deep integration of digitalization with business operations according to the Future Factory construction plan, comprehensively implemented the "Hangzhou Steam Turbine Full Value Chain Lean Management Project," using practical case studies as the driving force to build a lean management system tailored to the Company's developmental needs.

It leveraged budgeting as a strategic tool for scientific resource allocation to enhance cost control capabilities, and implemented target cost management across the entire process chain from design, manufacturing, and cost control to sales negotiations.

IV. Culture-based talent development

The Company promoted deep integration of culture and business operations by establishing a culture assessment mechanism oriented toward business outcome transformation efficiency, created grassroots cultural demonstration units and refined the grassroots cultural evaluation system; deepened the quadripartite synergy mechanism integrating "Party building, culture, strategy, and business operations", and systematically constructed a virtuous cycle framework of "led by Party building, with culture consolidating strength, strategy driving development, and business achieving growth".

The Company summarized the cultivation and practical experience of high-level engineers, striving to develop the Excellence Engineer Practice Base into the distinctive branded training facility of Hangzhou Steam Turbine.

Aligning with the development needs of "three major business formats", it implemented the "Five Major Talent Development Programs", to improve talent growth and utilization mechanisms, and established a comprehensive talent development system featuring dual-career pathways as the main body, complemented by excellence engineer cultivation, lean talent development, and five-type team building; comprehensively advanced the construction of dual-career pathways, further refined talent mobility mechanisms, promoted rational circulation and efficient al-

<p>enhance the overall standardized operation and management level of the listed company, persistently strengthen investor relations management construction, promote positive interaction between the Company and investors, effectively safeguard shareholders' rights such as the right to know and voting right, and earnestly protect the legitimate interests of all shareholders and the Company. The Board will maintain its core role in corporate governance, adhere to the development strategy, and conduct its work with integrity, diligence, initiative, and solidity. It will strictly comply with laws, regulations, and CSRC requirements to advance institutional development, strengthen standardized corporate governance, and ensure normative and efficient operations as well as scientific and prudent decision-making. The Board will remain focused, concentrate on core businesses, persist in innovation-driven approaches, and promote high-quality sustainable development from multiple dimensions and perspectives. It will actively utilize capital market platforms to boost industrial development, providing strong safeguards for protecting shareholder interests, enhancing investor confidence, and ensuring the Company's sustainable and healthy growth.</p> <p>The Board of Directors of Hangzhou Turbine Power Group Co., Ltd.</p> <p style="text-align: right;">April 15, 2025</p>			
<p>Annex: Board Meetings and Matters for Deliberation in 2024</p>			
Session	Date of convening	Matters for deliberation	Disclosure index
The 4th Meeting of the 9th term of Board	January 16, 2024	<p>1. Proposal on supplementing non-independent director of the ninth meeting of the board of directors</p> <p>2. Proposal on the appointment of deputy general manager</p> <p>3. Proposal on signing the framework agreement for routine related party transactions namely the estimated amount of related party transactions in 2024</p> <p>4. Proposal on the condition met for the lifting of the first phase of the restricted stock grant part of the restricted stock incentive plan in 2021</p> <p>5. Proposal of calling the first provisional Shareholders' General Meeting of 2024</p>	Announcement No. 2024-05
The 5th Meeting of the 9th term of Board	February 2, 2024	Proposal on the Election of Vice Chairman of the Company's Ninth Board of Directors	Announcement No.: 2024-16
The 6th Meeting of the 9th term of Board	April 28, 2024	<p>1. The Work Report of the General Manager 2023</p> <p>2. The Work Report of the Board 2023</p> <p>3. Annual Report 2023 and Summary</p> <p>4. The Financial Report 2023</p> <p>5. The First Quarterly Report 2024</p> <p>6. The Internal Control Interactive Report 2023</p> <p>7. The Dividend Plan 2023</p> <p>8. Proposal of the provision for impairment of assets and Bad debt provision of 2023</p> <p>9. Proposal on the Write-offs Asset of 2023</p> <p>10. Proposal on the use of idle funds for short-term and medium-term financial management by the company in 2024</p> <p>11. Proposal of Remunerations for Directors and Executives for Year 2023</p> <p>12. Report on the evaluation of the performance of duties of the accounting firm namely the report on the performance of the supervisory duties of the audit committee</p> <p>13. Proposal on Formulating the Work System for Independent Directors</p> <p>14. Proposal on Formulating the Implementation Rules for the Special Committee of the Board of Directors</p> <p>15. Proposal on Electing the Chairman of the 9th Board of Directors</p> <p>16. Proposal on Supplementing Non-Independent Directors of the 9th Board of Directors</p> <p>17. Proposal on Adjusting the Members of the Special Committee of the Board of Directors</p> <p>18. Proposal on External Relations</p> <p>19. Special report on the self-examination of the independence of independent directors</p> <p>20. Proposal of calling the Shareholders' Annual Meeting 2023</p>	Announcement No. 2024-18
The 7th Meeting of the 9th term of Board	July 2, 2024	<p>1. Proposal on the Appointment of the General Manager of the Company</p> <p>2. Proposal on Changing the Accounting Firm</p> <p>3. Proposal on Leasing Real Estate to Holding Subsidiaries by Agreement</p> <p>4. Proposal of calling the Second provisional Shareholders' General Meeting of 2024</p>	Announcement No. 2024-47
The 8th Meeting of the 9th term of Board	August 26, 2024	The Semi-annual Report 2024 and the Summary	Announcement No.: 2024-53
The 9th Meeting of the 9th term of Board	October 28, 2024	<p>1. The Third Quarterly Report 2024</p> <p>2. Proposal on Adjusting the Repurchase Number and Repurchase Price of the 2021 Restricted Stock Incentive Plan</p> <p>3. Proposal on Repurchase Cancellation of Some Restricted Stocks</p> <p>4. Proposal regarding the lifting conditions met for the restricted stock plan of the Second lifting period for the first grant portion of the 2021 restricted stock incentive plan</p> <p>5. Proposal on Alteration the Non-Independent Directors of the 9th Board of Directors</p> <p>6. Proposal on the Appointment of the Deputy General Manager of the Company</p> <p>7. Proposal on the appointment of the secretary of the board of directors of the Company</p> <p>8. Proposal on Revising the Internal Audit System and Implementation Rules for Internal Audit</p> <p>9. Proposal on Changing the Registered Capital, and Amending the Articles of Association</p> <p>10. Proposal of calling the Third provisional Shareholders' General Meeting of 2024</p>	Announcement No.: 2024-59
The 10th Meeting of the 9th term of Board	November 9, 2024	<p>1. Proposal on the Transaction Complying with the Relevant Laws and Regulations of the Major Asset Restructuring of Listed Companies</p> <p>2. Proposal on the Share Exchange and Merger of Hangzhou Turbine Power Group Co., Ltd. Namely the Related Party Transaction Plan by Hangzhou Hirsun Technology Incorporated</p> <p>3. Proposal on the Share Exchange and Absorption and Merger of Hangzhou Turbine Power Group Co., Ltd. Namely the Related Party Transaction Plan by Hangzhou Hirsun Technology Incorporated and its Summary</p> <p>4. Proposal on Signing the Conditional Effective "Share Exchange and Absorption Merger Agreement between Hangzhou Hirsun Technology Incorporated, and Hangzhou Turbine Power Group Co., Ltd.</p> <p>5. Proposal on the Transaction Constituting a Major Asset Restructuring and Related Party Transaction</p> <p>6. Proposal on the Transaction Expected to Be Constituted the Situation of Restructuring Listing of Article 13 of the Measures for the Administration of Major Asset Restructuring of Listed Companies</p> <p>7. Proposal on the Transaction Complying with Article 4 of the Regulatory Guidelines for Listed Companies No. 9 - Regulatory Requirements for Listed Companies for the Planning and Implementation of Major Asset Restructuring</p> <p>8. The proposal on the Transaction conforming to the provisions of Article 11 of the Measures for the Administration of Major Asset Restructuring of Listed Companies</p> <p>9. Proposal on the purchase and sale of assets by the listed company in the 12 months prior to the Transaction</p> <p>10. Proposal on the completeness and compliance of the legal procedures for the performance of the Transaction and the validity of the legal documents submitted</p> <p>11. Proposal on the non-existence situation to the Article 12 of Regulatory Guidelines for Listed Companies No. 7 - Supervision of Abnormal Stock Transactions Related to the Major Asset Restructuring of Listed Companies</p> <p>12. Proposal on the fluctuation of the Company's stock price within the 20 trading days prior to the first announcement date of the Transaction</p> <p>13. Proposal on the Confidentiality Measures and Confidentiality System Adopted for the Transaction</p> <p>14. Proposal on Requesting the General Shareholders' Meeting to Authorize the Board of Directors to Authorize the Management to Handle Matters Related to the Transaction</p> <p>15. Proposal on temporarily not convening a general shareholders' meeting to review matters related to the Transaction</p>	Announcement No.: 2024-77

administrative regulations and the provisions of the China Securities Regulatory Commission, and the contents of the reports truly, accurately and completely reflect the actual situation of listed companies, with no false records, misleading statements or major omissions.

2. Opinions on the internal control self-evaluation report of the company

The Internal Control Introspection Report 2023 was reflecting the operation of the internal control system objectively, frankly, and completely.

3. Verification opinion on the achievement of lifting condition of the first release period of the reserved grant portion of the 2021 restricted stock incentive plan

The Board of Supervisors considered that the first restriction period of the reserved grant part of the Company's 2021 restricted stock incentive plan has expired, and the performance indicators and other conditions for lifting the restriction have been met, meeting the conditions for lifting the restriction set by the Company's 2021 restricted stock incentive plan. The Board of Supervisors of the Company verified the list of incentive recipients, and the qualifications of the incentive recipients for lifting the restriction were legal and valid, meeting the conditions for lifting the restriction set by the Company's 2021 restricted stock incentive plan, and agreeing to handle the lifting of the restriction in accordance with relevant regulations for the 700,128 restricted shares of the 36 incentive recipients who met the conditions for lifting the restriction on sale during the first release period.

4. Verification opinion on the achievement of lifting condition, the adjustment of the repurchase price of the restricted shares and the repurchase and cancellation of some restricted shares of the second release period of the first grant portion of the 2021 restricted stock incentive plan

The Board of Supervisors considered that the second restriction period of the first grant of the Company's 2021 restricted stock incentive plan will expire, and the performance indicators and other conditions for lifting the restriction have been met, which meets the conditions for lifting the restriction set by the Company's 2021 restricted stock incentive plan; The Board of Supervisors of the Company verified the list of incentive recipients, and the qualifications of the incentive recipients for lifting the restriction were legal and valid, and they met the conditions for lifting the restriction on sale set by the Company's 2021 restricted stock incentive plan, and agreed to handle the lifting of the restriction in accordance with relevant regulations for the 8,936,928 restricted shares of the 440 incentive recipients who met the conditions for lifting the restriction on sale during the second release period; The adjustment methods and procedures for the repurchase price of restricted shares are in accordance with the relevant provisions of the Administrative Measures for Equity Incentive Plans of Listed Companies and the 2021 Restricted Stock Incentive Plan (Draft) (hereinafter referred to as the "Incentive Plan") on the adjustment of the repurchase price of restricted shares, and there is no harm to the interests of the Company and all its shareholders, especially small and medium shareholders; According to the "Incentive Plan", 3 of the incentive recipients of the Company's 2021 restricted stock incentive plan resigned due to personal reasons and no longer qualified as incentive objects, and agreed to repurchase and cancel a total of 62,712 restricted shares held by them that have been granted but have not yet been released. The repurchase and cancellation of restricted shares is in line with the provisions of the Company's "Incentive Plan" on repurchase and cancellation. The procedures for deliberation on therepurchase and cancellation of some restricted shares by the Board of Directors were in line with the relevant regulations, and the Board of Supervisors agreed to repurchase and cancel the aforesaid restricted shares in accordance with the provisions on the repurchase in the Incentive Plan.

5. Opinion on the change of accounting firm

The Board of Supervisors considered that Grant Thornton Certified Public Accountants (LLP) has the experience of providing audit services for a number of listed companies, can meet the requirements of the Company's financial audit, and has the independence and professional ability to be competent for the Company's financial audit work in 2024. It agreed to hire Grant Thornton Certified Public Accountants (LLP) as the Company's audit institution in 2024.

6. Verification opinion on the package of proposals including the "Proposal on the Share Exchange and Absorption and Merger of HTC by Hirisun namely the Related Party Transaction Plan"

The Board of Supervisors carefully reviewed the transaction plan and the merger agreement, and held that the plan and the agreement clearly stipulate the main contents of the merger arrangement, the share exchange price and share exchange ratio, the acquisition option of Hirisun's dissenting shareholders, the cash option of the dissenting shareholders of HTC, the disposal of claims and debts involved in the transaction, the transitional period arrangement, the relevant delivery arrangements involved in the transaction, the placement of employees, the arrangement of accumulated undistributed profits, the establishment, effectiveness and termination of the agreement, the liability for breach of contract, the applicable law and dispute resolution.

After prudent self-examination and demonstration, the Board of Supervisors considered that the transaction complies with the provisions of Article 4 of the No. 9 Regulatory Guidelines for Listed Companies- Regulatory Requirements for Listed Companies to Plan and Implement Major Asset Restructurings and Article 11 of the Administrative Measures for Restructuring. In the 12 months prior to this transaction, the Company did not purchase or sell major assets as stipulated in the "Administrative Measures for Restructuring", there was no asset purchase or sale related to this transaction, and there was no situation that needed to be included in the cumulative calculation scope; The transaction has fulfilled the necessary legal procedures up to now, which complies with the provisions of relevant laws, regulations, normative documents and the Articles of Association, and the legal documents submitted to the Shenzhen Stock Exchange and other regulatory authorities for this transaction are legal and valid; there is no such situation that the relevant entities of this transaction are not allowed to participate in the material asset restructuring of any listed company in accordance with Article 12 of the Guidelines for the Supervision of Listed Companies No. 7 - Supervision of Abnormal Stock Transactions Related to Major Asset Restructuring of Listed Companies; The company has formulated a strict insider information management system, and in the preliminary negotiation process of this transaction, it immediately took necessary and sufficient confidentiality measures, formulated a strict and effective confidentiality system, limited the scope of knowledge of relevant sensitive information, narrowed the scope of insider information as much as possible, reduced the dissemination of insider information, prepared and assigned a memorandum of understanding on the transaction process in a timely manner during the relevant transaction negotiation process, etc., and strictly fulfilled the confidentiality obligations of the transaction information before the disclosure of the transaction information in accordance with the law. There was no abnormal fluctuation in the Company's stock price in the 20 trading days before the first suspension for this transaction.