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**福耀玻璃工业集团股份有限公司**  
**FUYAO GLASS INDUSTRY GROUP CO., LTD.**

*(A joint stock limited company incorporated in the People's Republic of China with limited liability)*  
**(Stock Code: 3606)**

## **ELECTION OF THE EMPLOYEE REPRESENTATIVE DIRECTOR**

On September 29, 2025, a resolution was passed at an employee representatives' meeting of the Company to elect Ms. Zhang Haiyan as an employee representative director of the eleventh session of the board of directors.

Fuyao Glass Industry Group Co., Ltd. (the “**Company**”) convened the 2025 first extraordinary general meeting on September 16, 2025, at which the Resolution on the Amendments to the Articles of Association was considered and approved. In accordance with the Articles of Association as amended at the aforementioned extraordinary general meeting, the Company will no longer have the Board of Supervisors or any supervisors, and the number of members of the board of directors of the Company (the “**Board**”) shall be increased from nine to eleven, one of whom shall be an employee representative director, who shall be democratically elected by the employees of the Company through an employee representatives' meeting of the Company.

On September 29, 2025, the Company held the employee representatives' meeting. After careful consideration by all attending employee representatives, Ms. Zhang Haiyan was elected as the employee representative director of the eleventh session of the Board. Ms. Zhang Haiyan will serve together with the incumbent non-employee representative directors of the Company to form the eleventh session of the Board.

The biographical details of Ms. Zhang Haiyan are set out below:

**Ms. Zhang Haiyan**, aged 44, has been the human resources director of Automobile Glass Group and General Group of Fuyao Glass Industry Group Co., Ltd. since May 2018, and served as the human resources director of Fujian Triplex Group Holdings Co., Ltd. (福建三鋒控股集團有限公司) from October 2015 to April 2018, the human resources manager of Fujian Wanda Automobile Glass Industry Co., Ltd. from May 2012 to October 2015, and the human resources manager of Fuyao (Fujian) Bus Glass Co., Ltd. (福耀(福建)巴士玻璃有限公司) (currently merged with Fujian

Wanda Automobile Glass Industry Co., Ltd. (福建省萬達汽車玻璃工業有限公司)) from October 2006 to May 2012. Ms. Zhang Haiyan joined the Company in July 2004. She graduated from Fujian Agriculture and Forestry University in July 2004 with a bachelor's degree in human resource management.

Ms. Zhang Haiyan will enter into a director service contract with the Company, and her term of office will commence from the date of consideration and approval by the employee representatives' meeting and continue until the expiration of the term of office of the eleventh session of the Board. Upon expiration of the term, she may be re-elected in accordance with the Articles of Association. As an executive director, Ms. Zhang Haiyan will receive an annual remuneration based on her specific management position in the Company, her working experience and duties. The above remuneration includes all current income and deferred payments of annual basic salaries, annual performance bonuses and allowances, and the specific amount will be determined at the end of each year and disclosed in the Company's annual report of that year.

To the best knowledge of the directors of the Company and save as disclosed above, Ms. Zhang Haiyan (i) did not hold any directorship in other public companies the securities of which are listed on any securities market in Hong Kong or overseas in the past three years; (ii) does not have any relationship with any director, senior management, substantial or controlling shareholder of the Company, nor does she hold any position in the Company or any of its subsidiaries; and (iii) does not have any interest in the shares of the Company or its associated corporations within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) as at the date of this announcement.

Save as disclosed above, Ms. Zhang Haiyan has confirmed that there is no other information and matters in relation to her appointment that are required to be disclosed pursuant to Rules 13.51(2)(h) to 13.51(2)(v) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, nor are there any other matters that need to be brought to the attention of the shareholders of the Company.

By order of the Board  
**Fuyao Glass Industry Group Co., Ltd.**  
**Cho Tak Wong**  
*Chairman*

Fuzhou, Fujian, the PRC, September 29, 2025

*As at the date of this announcement, the Board of Directors of the Company comprises Mr. Cho Tak Wong, Mr. Tso Fai, Mr. Ye Shu, Mr. Chen Xiangming and Ms. Zhang Haiyan, as executive directors; Mr. Wu Shinong and Ms. Zhu Dezhen, as non-executive directors; Ms. Liu Xiaozhi, Ms. Cheng Yan, Mr. Xue Zuyun and Mr. Dat Dzeng Hao Daniel, as independent non-executive directors.*