



FOSHAN HAITIAN FLAVOURING AND FOOD COMPANY LTD.

佛山市海天調味食品股份有限公司

(A joint stock company incorporated in the People's Republic of China with limited liability)

(Stock code: 3288)

LIST OF DIRECTORS AND THEIR ROLES AND FUNCTIONS

The members of the board of directors (the “**Board**”) and the positions of each director (the “**Director**”) on the special committees of Foshan Haitian Flavouring and Food Company Ltd. (the “**Company**”) are set out below:

Director	Board Special Committees			
	Audit Committee	Remuneration and Evaluation Committee	Nomination Committee	Strategy and Sustainability Committee
Ms. Cheng Xue (Executive Director and Chairwoman)		M	M	C
Mr. Guan Jianghua (Executive Director and President)		M		M
Mr. Huang Wenbiao (Executive Director)				M
Mr. Wen Zhizhou (Executive Director and Employee Representative Director)				M
Mr. Liao Changhui (Executive Director)				M
Mr. Dai Wen (Executive Director)			M	
Mr. Zhang Kechun (Independent Non-executive Director)	M	M	C	
Mr. Qu Wenzhou (Independent Non-executive Director)	C	C	M	
Mr. Ding Bangqing (Independent Non-executive Director)	M	M	M	

C: Chairperson of the relevant special committees

M: Member of the relevant special committees

Hong Kong, September 25, 2025