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

(Stock Code: 3898)

APPOINTMENT OF EMPLOYEE DIRECTOR

The board of directors (the “**Board**”) of Zhuzhou CRRC Times Electric Co., Ltd. (the “**Company**”) is pleased to announce that, in accordance with the provisions of the Company Law of the People’s Republic of China (the “**PRC Company Law**”) and the Articles of Association of Zhuzhou CRRC Times Electric Co., Ltd. (the “**Articles**”), on 9 December 2025, through the employee delegation (group) leaders’ joint meeting of the employee representatives of the Company (the “**Employee Representative Meeting**”), Ms. Chen Zhiman (“**Ms. Chen**”) was elected as the Employee Director of the seventh session of the Board of the Company. Ms. Chen’s term of office shall commence from the date of the date of the Employee Representative Meeting (i.e. on 9 December 2025) and shall end on the expiry of the term of the seventh session of the Board.

The biographical details of Ms. Chen are set out as follows:

Ms. Chen Zhiman, aged 52, is a Chinese national with no right of abode overseas. She graduated in June 1995 from Zhejiang University with a bachelor’s degree in industrial electrical automation. She is professionally qualified as a senior engineer. In July 1995, Ms. Chen joined CRRC Zhuzhou Electric Locomotive Research Institute Co., Ltd. as an engineer. From September 2005 to October 2021, she served as an engineer and the head of the Technical Expert Group in the Engineering Technology Department of the Manufacturing Center of the Company and since October 2021, she has served as a senior engineer for the Foundation Research & Development Processes in the Engineering Technology Department of the Manufacturing Center. Ms. Chen received the IPC President’s Award in 2022 and the IPC Fellowship Medal in 2024 from the Global Electronics Association (“**IPC**”), and she currently serves as a global standing member of TAEC (Technical Activities Executive Committee) of IPC.

Ms. Chen is qualified to be appointed as the Employee Director pursuant to the applicable laws and regulations and regulatory documents such as the PRC Company Law as well as the Articles. Ms. Chen currently receives an employee’s remuneration for her current position in the Company, and will not receive any additional remuneration from the Company by virtue of her concurrent role as the Employee Director. Any remuneration (including the director’s remuneration, if any) or allowances (if any) that Ms. Chen may receive from the Company shall be determined in accordance with the applicable laws and regulations and regulatory requirements as well as the relevant remuneration policies of the Company. The Company will disclose the relevant remuneration once it has been determined, details of which will be made available in the annual reports of the Company to be published from time to time.

As at the date of this announcement, save as disclosed above, Ms. Chen confirmed that:

- (a) she does not hold any position with the Company or any of its subsidiaries;
- (b) she has not held any directorship in any public companies the securities of which are listed on any securities market in Hong Kong or overseas in the past three years, and has no other major appointments and professional qualifications;
- (c) she does not have any relationship with any other directors, senior management, substantial shareholders (as defined in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”)) or controlling shareholders (as defined in the Listing Rules) of the Company; and
- (d) she does not have any interest in any shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong).

As far as the directors of the Company are aware and save as disclosed in this announcement, there is no further information in connection with Ms. Chen that is required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules, and there is no other matters in relation to the appointment of Ms. Chen that need to be brought to the attention of the shareholders.

By order of the Board
Zhuzhou CRRC Times Electric Co., Ltd.
Li Donglin
Chairman

Zhuzhou, China, 9 December 2025

As at the date of this announcement, our chairman of the Board and executive director is Li Donglin, our vice chairman of the Board and executive director is Shang Jing, our other executive director is Xu Shaolong, our independent non-executive directors are Li Kaiguo, Zhong Ninghua, Lam Siu Fung and Feng Xiaoyun, and our employee director is Chen Zhiman.