

## ***Customer Letter***

Dear Customers and Partners,

I would like to update you on a recent change of HCP management.

Effective March 23<sup>rd</sup>, I will be stepping down as CEO of HCP Group for family reasons. Mr. John Zhuang will become the new CEO of the company. I will continue to be at HCP in the coming two months to ensure a seamless handover to John.

I want to thank you for all the support you have given HCP and myself over the past three years. Stepping down from my existing role in this great company was not an easy decision and was driven by my personal family needs. The good news is that we have found you an excellent new CEO – John Zhuang.

John brings extensive operational and leadership experience, having served as CEO of Poyun Group, a leading precision component manufacturer. Over the past five years at Poyun, John achieved outstanding results, significantly improving both business performance and customer satisfaction. Prior to Poyun, John held general manager and senior operations roles at leading industrial companies including Visteon, JCI and Delphi. He has managed complex global manufacturing footprints and has deep expertise in injection molding, decoration, automation and quality control—capabilities that are directly relevant to HCP's core competitiveness. Throughout his career, John has built a strong reputation for serving premium global clients with demanding standards across multiple industries.

I want to reassure you that this is an orderly, planned transition and that HCP's strategic direction remains unchanged. In particular:

- Our service levels, quality standards, and day-to-day support for your business will not change as a result of this leadership transition.
- We will continue to invest in R&D, manufacturing capabilities and capex to improve our agility, shorten lead times where possible, and enhance our overall competitiveness.
- We remain committed to operational excellence, on-time delivery, and proactive communication so that your programs and launches proceed smoothly.

I am very confident that John, together with our experienced leadership team and the strong support from Carlyle, will lead HCP to the next level of success. I look forward to meeting you together with John in the coming months. Before that, please reach out to your usual HCP contact or to myself directly if you have any questions; my contact remains unchanged.

Warm regards,



Warren Ma

Chief Executive Officer

HCP GROUP