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潍柴動力股份有限公司
WEICHAI POWER CO., LTD.

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

(Stock Code: 2338)

ANNOUNCEMENT

ELECTION OF EMPLOYEE REPRESENTATIVE DIRECTOR

The board (the “**Board**”) of directors (the “**Directors**”) of Weichai Power Co., Ltd. (the “**Company**”, together with its subsidiaries, the “**Group**”) announces that, pursuant to the latest amendments to the relevant laws and regulations of the People’s Republic of China and the articles of association of the Company, in order to improve the corporate governance structure and ensure the proper operation of the Board, at the staff delegation meeting (職工代表團(組)長會議) of the Company held on 4 December 2025, Mr. Huang Weibiao (“**Mr. Huang**”), an executive Director of the Company, was elected as an Employee Representative Director for a term commencing on 4 December 2025 and ending on the conclusion of the annual general meeting of the Company for the year ending 31 December 2026, which is the expiration of the term of the current session of the Board. Upon the aforementioned election, Mr. Huang has become the Employee Representative Director (and ceased to be an executive Director of the Company), and continues to be a member of the environmental, social and governance (ESG) committee of the Board of the Company.

The biographical details of Mr. Huang Weibiao are set out below:

Mr. Huang Weibiao (黃維彪), Chinese, aged 44, holds a master’s degree in management and is a senior economist. Mr. Huang Weibiao currently holds positions including the deputy secretary of the party committee and an Employee Representative Director of Company, and the deputy secretary of the party committee and a director of Weichai Group Holdings Limited* (潍柴控股集團有限公司). Mr. Huang Weibiao joined the Company in July 2006 and has long experience in human resources management. He previously held various positions including the deputy director of the company office, the director of the human resources department, deputy manager of factory No. 1, the director of the organisation, human resources and performance appraisal department, and an executive Director of the Company, the director of the organisation department of the party committee of Weichai Group Holdings Limited, the director of the organisation and human resources department at China National Heavy Duty Truck Group Company Limited* (中國重型汽車集團有限公司), and the deputy director of the human resources department at Shandong Heavy Industry Group Co., Ltd.* (山東重工集團有限公司).

Mr. Huang will enter into a service contract with the Company in respect of his service as an Employee Representative Director but will not receive any additional remuneration in respect of his position as an Employee Representative Director.

As at the date of this announcement, save as disclosed herein, Mr. Huang (i) has not been a director of any public companies the shares of which are listed on any securities market in Hong Kong or overseas in the past three years, (ii) has no relationship with any Directors, senior management or substantial shareholders or controlling shareholders (as defined respectively in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Hong Kong Listing Rules**”)) of the Company, (iii) is not interested or deemed to be interested in shares or underlying shares of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong), and (iv) does not hold any other major positions within the Company or other members of the Group.

Save as disclosed herein, there is no other matter relating to the election of Mr. Huang as an an Employee Representative Director that will need to be brought to the attention of the shareholders of the Company (“**Shareholders**”) and there is no other information which is required to be disclosed pursuant to Rules 13.51(2)(h) to 13.51(2)(v) of the Hong Kong Listing Rules.

Mr. Huang has confirmed that he has no disagreement with the Board, and there is no matter relating to the above change that needs to be brought to the attention of the Shareholders or The Stock Exchange of Hong Kong Limited.

By order of the Board of Directors
Weichai Power Co., Ltd.
Ma Changhai
Chairman

Hong Kong, 4 December 2025

As at the date of this announcement, the executive Directors of the Company are Mr. Ma Changhai, Mr. Wang Decheng, Mr. Sun Shaojun, Mr. Yuan Hongming and Mr. Ma Xuyao; the employee representative Director of the Company is Mr. Huang Weibiao; the non-executive Directors of the Company are Mr. Zhang Liangfu, Mr. Richard Robinson Smith and Mr. Michael Martin Macht; and the independent non-executive Directors of the Company are Ms. Jiang Yan, Mr. Chi Deqiang, Mr. Zhao Fuquan, Mr. Xu Bing and Mr. Tao Huaan.

* For identification purposes only