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Nexteer Automotive Group Limited
耐世特汽車系統集團有限公司

(Incorporated under the laws of the Cayman Islands with limited liability)

(Stock Code: 1316)

APPOINTMENT OF EXECUTIVE DIRECTOR

The board (the "**Board**") of directors (the "**Directors**") of Nexteer Automotive Group Limited (the "**Company**", together with its subsidiaries, the "**Group**") is pleased to announce that Mr. BOYER, Hervé Paul Gino ("**Mr. BOYER**") has been appointed as an executive Director with effect from November 12, 2025.

The biographical details of Mr. BOYER are set out as follows:

BOYER, Hervé Paul Gino, aged 54, was appointed as our Senior Vice President, Global Chief Operating Officer and North America Division President in August 2021. He leads efforts to enhance the Group's operational efficiencies and profitability – including the Group's day-to-day value chain management and profit & loss performance across all divisions. He is also a member of the Global Strategy Council of Nexteer. Mr. BOYER has over 25 years of relevant experience in the automotive industry. From March 2016 to August 2021, Mr. BOYER held the position of Vice President, Divisional President of the EMEASA Division. Prior to joining the Group, from May 2015 to February 2016, he was the executive director of the NBHX Electronics group, responsible for running the interior trims business. Mr. BOYER's tenure at Faurecia Group includes serving as president of North America Operations for the Interior Systems business from June 2012 to July 2014. He was also vice president of the South Europe perimeter of Faurecia Interior Systems from January 2009 to June 2012, and previously held the position of vice president for the French, US, and Japanese Divisions from May to December 2008. Furthermore, he was the director of the Renault-Nissan Division from January 2006 to May 2008. From 2001 to 2005, Mr. BOYER held several sales and marketing positions at Faurecia Interior Systems and served as programme manager from September 1994 when he joined Sommer Allibert Industrie which was acquired by Faurecia Group in late 2000. Mr. BOYER earned a master degree in mechanical engineering from L'Ecole Centrale de Nantes, France, in 1994 and completed the Advance Management Programme of Harvard Business School, the USA, in 2014.

Mr. BOYER will enter into a service agreement with the Company for a term of three years with effect from November 12, 2025, subject to the retirement and rotation provisions as set out in the articles of association of the Company. As an Executive Director, he does not receive any emoluments; as the Senior Vice President, Global Chief Operating Officer and North America Division President, he is entitled to receive emoluments of US$700,000 per annum and a discretionary bonus as determined by the Board with reference to his experience, responsibility, workload, time devoted, contribution to the Group, emoluments paid by comparable companies and performance of the Group.

As at the date of this announcement, Mr. BOYER has an interest in 558,760 underlying Shares of the Company in respect of the share options granted under the share option scheme of the Company within the meaning of Part XV of the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong). Mr. BOYER has not exercised the share options as at the date of this announcement.

Save as disclosed above, (i) Mr. BOYER has no relationship with any Director, senior management, substantial shareholder or controlling shareholder of the Company; (ii) he does not hold any directorship in any other listed companies the securities of which are listed on any securities market in Hong Kong or overseas in the past three years; (iii) he also does not hold other major appointments and professional qualifications, or any other position with the Company or other members of the Group.

Save as disclosed above, Mr. BOYER confirms that there is no other information 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, and there is no other matter relating to his appointment which needs to be brought to the attention of the shareholders of the Company.

The Board would like to take this opportunity to welcome Mr. BOYER in joining the Board.

By order of the Board
Nexteer Automotive Group Limited
Fengtao DING
Chairman and Chief Executive Officer

Hong Kong, November 13, 2025

As at the date of this announcement, the Company's Executive Directors are Mr. Fengtao DING (Chairman and Chief Executive Officer), Mr. MILAVEC, Robin Zane and Mr. BOYER, Hervé Paul Gino, the non-Executive Directors are Mr. Zili LEI, Ms. Wendong ZHANG and Mr. Kun QIAO, and the Independent non-Executive Directors are Mr. Jianjun LIU, Dr. Bin WANG and Mr. Yun YUE.