

## DIRECTORS AND SENIOR MANAGEMENT

### OVERVIEW

Upon [REDACTED], our Board comprises nine Directors, including four executive Directors, two non-executive Directors and three independent non-executive Directors, namely:

Name	Age	Position	Date of joining our Group	Date of appointment as Director	Roles and responsibilities	Relationship with other Directors and members of senior management
<i>Executive Directors</i>						
Mr. Wu Yisheng (吳奕盛). . . . .	56	Chairperson of our Board, executive Director and general manager	December 18, 2018	December 18, 2018	Responsible for the overall management, strategic planning and decision-making for key business and operational matters of our Group	Father of Ms. Wu Jiamin
Ms. Wu Jiamin (吳嘉敏). . . . .	32	Executive Director	December 18, 2018	December 18, 2018	Responsible for assisting the chairperson of our Board in managing and coordinating the overall operations of our Group	Daughter of Mr. Wu Yisheng
Ms. Liang Qiyang (梁啓燕). . . . .	54	Executive Director and deputy general manager	October 29, 2019	April 7, 2023	Responsible for the overall operational and management decision-making, strategic planning, human resources and administrative management of our Group	None
Mr. Zhang Yun (張雲). . . . .	52	Executive Director and deputy general manager	April 14, 2022	April 7, 2023	Responsible for the overall operational and management decision-making of our Group, as well as client management and market development	None

## DIRECTORS AND SENIOR MANAGEMENT

Name	Age	Position	Date of joining our Group	Date of appointment as Director	Roles and responsibilities	Relationship with other Directors and members of senior management
<i>Non-executive Directors</i>						
Mr. Feng Shuixing (馮水興). . . . .	67	Non-executive Director	December 18, 2018	December 18, 2018	Responsible for providing advice to the Board and participating in the development of general business plans	None
Mr. Cao Bin (曹斌). . . . .	40	Non-executive Director	March 20, 2025	March 20, 2025	Responsible for providing advice to the Board and participating in the development of general business plans	None
<i>Independent non-executive Directors</i>						
Dr. Chu Dazhi (初大智). . . . .	52	Independent non-executive Director	October 30, 2025	October 30, 2025	Responsible for providing independent advice on the operations and management of our Group	None
Dr. Gong Xiaofeng (龔曉峰). . . . .	60	Independent non-executive Director	October 30, 2025	October 30, 2025	Responsible for providing independent advice on the operations and management of our Group	None
Mr. Chan Kin Ho Philip (陳建豪) .	48	Independent non-executive Director	October 30, 2025	October 30, 2025	Responsible for providing independent advice on the operations and management of our Group	None

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Our senior management team comprises the following members:

Name	Age	Position	Date of joining our Group	Date of appointment as senior management	Roles and responsibilities	Relationship with other Directors and members of senior management
Mr. Wu Yisheng (吳奕盛). . . . .	56	Chairperson of our Board, executive Director and general manager	December 18, 2018	December 18, 2018	Responsible for the overall management, strategic planning and decision-making for key business and operational matters of our Group	Father of Ms. Wu Jiamin
Ms. Liang Qiyang (梁啓燕). . . . .	54	Executive Director and deputy general manage	October 29, 2019	March 20, 2025	Responsible for the overall operational and management decision-making, strategic planning, human resources and administrative management of our Group	None
Mr. Zhang Yun (張雲). . . . .	52	Executive Director and deputy general manager	April 14, 2022	March 20, 2025	Responsible for the overall operation and management decision-making of our Group, as well as client management and market development	None
Mr. Liu Weibo (劉維波). . . . .	46	Deputy general manager and finance director	March 1, 2019	March 20, 2025	Responsible for the overall management of finance, customs, logistics, and warehouse operations	None
Mr. Zhu Zixuan (朱子軒). . . . .	31	Deputy general manager and secretary to the Board	July 17, 2020	March 20, 2025	Responsible for the Board’s daily operations, securities matters, and equity affairs	None

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### DIRECTORS

#### Executive Directors

**Mr. Wu Yisheng (吳奕盛)**, aged 56, is our executive Director, general manager, and chairperson of our Board. As the founder of our Group, Mr. Wu has been chairperson of our Board and general manager since the inception of our Company since December 2018. He was re-designated as an executive Director on December 1, 2025. He is primarily responsible for the overall management, strategic planning and decision-making for key business and operational matters of our Group. Mr. Wu has also served as a director of Hosin HK since January 2019.

Mr. Wu has more than 25 years of work experience in chip industry. Prior to founding our Group, Mr. Wu served as general manager at several companies, where he was responsible for their overall management, including Shenzhen Hongkexin Electronic Technology Co., Ltd. (深圳鴻科信電子技術有限公司), a distributor of electronic components, from July 1999 to September 2009; Shenzhen Gela Weixin Technology Development Co., Ltd. (深圳市格拉威信科技開發有限公司), a company primarily engaged in R&D of electronic components, from July 2008 to August 2015; and BEST RELY TECHNOLOGY COMPANY LIMITED (百瑞萊科技有限公司), a company primarily engaged in chip designing and storage products trading, from July 2009 to December 2018. Mr. Wu also served as a director of Biwin Storage Technology Limited (深圳佰維存儲科技股份有限公司, 688525.SH) from August 2016 to January 2019.

Mr. Wu has been awarded as Futian Excellence Award of Advanced Manufacturing Management Talent (福田英才薈先進製造業經營管理人才) by Bureau of Industry and Information Technology of Futian District in August 2023, and has been awarded as Futian Outstanding Entrepreneurs (福田優秀企業家) by Entrepreneurs Association of Futian District in November 2022.

Mr. Wu obtained a diploma in computer studies in February 1995 from a joint programme between Regional Applied Computing Centre (新加坡應用電腦專門學院) in Singapore and Shenzhen University (深圳大學) in the PRC.

**Ms. Wu Jiamin (吳嘉敏)**, aged 32, is our executive Director. She joined our Group as a Director in December 2018 and was re-designated as an executive Director on December 1, 2025. She has served as a procurement manager since March 2019 and the assistant to the chairperson since November 2025. She is primarily responsible for assisting the chairperson of our Board in managing and coordinating the overall operations of our Group.

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Prior to joining our Group, Ms. Wu joined Beijing Jones Lang LaSalle Property Management Services Limited Shenzhen Branch (北京仲量聯行物業管理服務有限公司深圳分公司), a company primarily engaged in real estate management and rental consulting, in May 2015, where she was responsible for information management.

Ms. Wu graduated from Guangdong Pearl-River Vocational College of Technology (廣東省珠江職業技術學院) in the PRC in June 2015, with an associate degree in jewelry design and qualification.

**Ms. Liang Qiyao (梁啓燕)**, (with former name as Liang Xiaoyan (梁小艷)), aged 54, is our executive Director and deputy general manager. She joined our Group as a deputy general manager in October 2019 and was appointed as a Director in April 2023. She was re-designated as an executive Director on December 1, 2025. She is primarily responsible for overall operational and management decision-making, strategic planning, human resources and administrative management of our Group.

Ms. Liang currently holds various management positions within our Group. She has served as a director of Xiamen Hongxinchuang since September 2021, as an executive director and general manager of Shanghai HOSIN Global since March 2022 and as an executive director of Hefei Feishu since November 2021. Each of the aforementioned entities is a member of our Group.

Ms. Liang possesses human resources and operational administration expertise with more than 30 years of work experience in electronics industry. Prior to joining our Group, Ms. Liang served as the accounting supervisor, administration and human resources supervisor, and senior domestic sales representative at Shenzhen Baoan District Fuyong White Stone Xia Yongyu Wire Factory (深圳市寶安區福永白石廈永余電線廠) from April 1995 to September 2000. Between September 2000 and joining our Group, she served as the general manager at Shenzhen Jindingbao Electronics Factory (深圳市金頂寶電子廠), where she was responsible for overall operation management. She then served as deputy general manager at Shenzhen Jindingbao Electronics Co., Ltd. (深圳市金頂寶電子有限公司), responsible for assisting the general manager in overseeing the company’s operations, and as the general manager at Hubei Jindingbao Electronics Co., Ltd. (湖北金頂寶電子有限公司), where she was responsible for overall operation management.

Ms. Liang obtained a diploma in accounting and auditing from Hubei National Defense Science and Technology Industrial Workers University (湖北省國防科技工業職工大學) (currently known as Wuhan Vocational and Technical College (武漢職業技術學院)) in the PRC in June 1994. She was awarded the title of Shenzhen May 1st Women Pacesetter (深圳市五一巾幗標兵) by the Shenzhen Federation of Trade Unions in March 2022.

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**Mr. Zhang Yun (張雲)**, aged 52, is our executive Director and deputy general manager. He joined our Group as a deputy general manager in April 2022. He was appointed as a Director in April 2023 and re-designated as an executive Director on December 1, 2025. He is primarily responsible for the overall operation and management decision-making of our Group, as well as client management and market development.

Prior to joining our Group, Mr. Zhang worked at Motorola China Electronics Co., Ltd. (摩托羅拉中國電子有限公司), serving as the senior manager at the Nanjing Branch, where he was primarily responsible for R&D of mobile phone products, and later at the Hangzhou Branch, where he was primarily responsible for R&D of base stations and network communications products. He then served at Qualcomm Wireless Semi Conductor Technologies Limited (高通無線半導體技術有限公司), a company primarily engaged in the manufacture of semiconductors, with his last position as the senior director of the product marketing department, responsible for product planning and marketing. From April 2019 to April 2022, he served as the vice president at Shanghai Linkchip Semiconductor Technology Co., Ltd. (上海立可芯半導體科技有限公司), a company primarily engaged in the manufacture of semiconductors, responsible for marketing and sales.

Mr. Zhang graduated from Southeast University (東南大學) in the PRC with a bachelor’s degree in radio technology in June 1994, where he further obtained a master’s degree in signal and information processing in March 1997. He further obtained an EMBA degree from China Europe International Business School (中歐國際工商學院) in the PRC in June 2008.

### Non-Executive Directors

**Mr. Feng Shuixing (馮水興)**, aged 67, is our non-executive Director. Mr. Feng joined our Company as a Director in December 2018 and he was re-designated as a non-executive Director on December 1, 2025. He is primarily responsible for providing advice to the Board and participating in the development of general business plans.

Prior to joining our Group, Mr. Feng served as the chairperson of the board at several companies, where he was responsible for their overall management, including Shenzhen Longgang Huatong Industry Co., Ltd. (深圳龍崗區華通實業有限公司), a company primarily engaged in property management, from March 1993 to August 2008, and Shenzhen Jeeja Century Optoelectronics Technology Co., Ltd. (深圳市金積嘉世紀廣電科技有限公司), a company primarily engaged in the R&D, manufacturing, and sales of LED lighting and other energy-efficient products. He has also served as the executive director and general manager of Shenzhen Jeeja Electronic Industrial Co., Ltd. (深圳金積嘉電子工業有限公司), a company primarily engaged in property management, since March 1999.

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**Mr. Cao Bin (曹斌)**, aged 40, is our non-executive Director. He joined our Group as a Director in March 2025 and was re-designated as a non-executive Director on December 1, 2025. He is primarily responsible for providing advice to the Board and participating in the development of general business plans.

Prior to joining our Group, Mr. Cao held positions at several management consulting companies. He served as an analyst at The Omni-Power Co., Ltd. (上海兆威投資管理諮詢有限公司) from March 2010 to April 2011, where he was responsible for industrial research and analysis. From May 2011 to June 2021, he held various positions at Jiazhaodi Investment Consulting (Shanghai) Co., Ltd. (佳兆地投資諮詢(上海)有限公司), with his last position as manager responsible for investment and post-investment management. Since July 2021, he has served as an assistant at Dingjie (Shanghai) Real Estate Co., Ltd. (頂傑(上海)置業有限公司), where he is primarily responsible for the management of equity and real estate investments.

Mr. Cao graduated from Shanghai Jiao Tong University (上海交通大學) in the PRC with a bachelor’s degree in environmental engineering in July 2007 and a master’s degree in materials science in March 2010.

### Independent Non-Executive Directors

**Dr. Chu Dazhi (初大智)**, aged 52, is our independent non-executive Director. She joined our Group in October 2025 as our independent Director and was re-designated as an independent non-executive Director on December 1, 2025. She is primarily responsible for providing independent advice on the operations and management of our Group.

Dr. Chu has been serving as an associate professor at the College of Management of Shenzhen University (深圳大學) since November 2007. Dr. Chu has also been serving as an independent director at Harbin Boshi Automation Co., Ltd. (哈爾濱博實自動化股份有限公司), a company whose shares are listed on the Shenzhen Stock Exchange (stock code: 002698.SZ), Shenzhen HosonSoft Co., Ltd. (深圳市漢森軟件股份有限公司) and Guangdong Vanward New Electric Co., Ltd. (廣東萬和新電氣股份有限公司), a company whose shares are listed on the Shenzhen Stock Exchange (stock code: 002543.SZ) since December 2022, July 2023 and July 2025, respectively. From March 2017 to March 2023, Dr. Chu served as an independent director at Shenzhen Xinyuren Technology Co., Ltd. (深圳市信宇人科技有限公司), a company whose shares are listed on the Shanghai Stock Exchange (stock code: 688573.SH). From May 2017 to May 2023, Dr. Chu served as an independent director at Shenzhen Baixinglong Creative Packaging Co., Ltd. (深圳市柏星龍創意包裝股份有限公司), a company whose shares are listed on the Beijing Stock Exchange (stock code: 833075.BJ), and concurrently held the position of the convener of its audit committee. From September 2017 to September 2023, Dr. Chu served as an independent director at Shenzhen Honor Electronic Co., Ltd. (深圳歐陸通電子股份有限公司), a company

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whose shares are listed on the Shenzhen Stock Exchange (stock code: 300870.SZ). From December 2018 to March 2025, Dr. Chu served as an independent director at Victory Giant Technology (Huizhou) Co. Ltd. (勝宏科技(惠州)股份有限公司), a company whose shares are listed on the Shenzhen Stock Exchange (stock code: 300476.SZ).

Dr. Chu obtained her bachelor’s degree in industrial foreign trade from Harbin Institute of Technology (哈爾濱工業大學) in the PRC in July 1995. She obtained her master’s degree in accounting from Northeast Forestry University (東北林業大學) in the PRC in June 2002 and a doctorate degree in technology economics and management from Harbin Institute of Technology (哈爾濱工業大學) in the PRC in November 2007. Dr. Chu was qualified as a certified public accountant in the PRC by Examination Committee of Certified Public Accountants of the Ministry of Finance of the PRC in July 2004.

**Dr. Gong Xiaofeng (龔曉峰)**, aged 60, is our independent non-executive Director. He joined our Group in October 2025 as our independent Director and was re-designated as an independent non-executive Director on December 1, 2025. He is primarily responsible for providing independent advice on the operations and management of our Group.

Dr. Gong served as the vice president of the CCID Research Institute (賽迪研究院) of the Ministry of Industry and Information Technology of the PRC from February 2001 to November 2007, as the director founder of the Center for International Economic and Technical Cooperation (國際經濟技術合作中心) of the Ministry of Industry and Information Technology of the PRC from March 2012 to August 2016, and as a director of the Industry and Information Technology Department of Hebei Province from August 2016 to March 2022. He has been a special professor and doctoral student mentor at the School of Government Management, Shenzhen University (深圳大學), and a distinguished professor at the China Center for Special Economic Zone Research, both since November 2022. He has been serving as the founding president of the Institute of Emerging Industry Development Studies for the Guangdong-Hong Kong-Macao Greater Bay Area since December 2022, and has been serving as an independent non-executive Director at China Resources Building Materials Technology Holdings Limited (華潤建材科技控股有限公司), a company whose shares are listed on the Stock Exchange (stock code: 1313.HK) since September 2025. He has been serving as the president of the Shenzhen Special Focus New Enterprise Talent Research Institute (深圳市專精特新企業人才研究院) since October 2025.

Dr. Gong is an expert member of the Shenzhen Decision-Making Advisory Committee (深圳市決策諮詢委員會), a member of Shenzhen Gazelle Licorne Selection and Evaluation Committee (深圳市瞪羚獨角獸遴選評價委員會), an arbitrator of China International Economic and Trade Arbitration Commission, an arbitrator of Shenzhen International Arbitration Institute and a visiting scholar at the EU headquarters.

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Dr. Gong obtained a bachelor’s degree in engineering from Central South University of Technology, China (中南工業大學) (currently known as Central South University (中南大學)) in the PRC in July 1989. He further obtained a master’s degree in economics from Xiamen University (廈門大學) in the PRC in July 1996 and a doctoral degree in economics from Renmin University of China (中國人民大學) in the PRC in July 2000. Dr. Gong was qualified as a senior engineer by Ministry of Information and Industry of the PRC in July 2003.

**Mr. Chan Kin Ho Philip (陳建豪)**, aged 48, is our independent non-executive Director. He joined our Group in October 2025 as our independent Director and was re-designated as an independent non-executive Director on December 1, 2025. He is primarily responsible for providing independent advice on the operations and management of our Group.

Mr. Chan served as an auditor at Deloitte Touche Tohmatsu from September 1999 to November 2000, and served as an assistant manager of audit department at KPMG from November 2000 to May 2004. He served as a business area controller at Deutsche Bank AG, Hong Kong Branch from June 2004 to April 2006. Mr. Chan held the position of finance director at Xinhua Sports and Entertainment (HK) Ltd. (新華悅動傳媒(香港)有限公司), an advertisement company, from April 2006 to March 2011. He served as the vice president in SearchMedia Holdings Limited, an advertisement company, from April 2011 to June 2012. Mr. Chan has been a director of Willing International Capital Limited, a company primarily engaged in investment and consulting, since December 2012. He has also been serving as the director and the chief executive officer of VSING Limited, a company whose shares are listed on the Stock Exchange (stock code: 8292.HK) since September 2021.

Mr. Chan graduated from Hong Kong University with a bachelor’s degree in accounting and financial business administration in Hong Kong in December 1999. Mr. Chan obtained various professional qualifications, including becoming a member of the Association of Chartered Certified Accountants in August 2000, a member of the Hong Kong Institute of Certified Public Accountants in January 2004, and a Certified Financial Planner of the Institute of Financial Planners in September 2004.

### SENIOR MANAGEMENT

**Mr. Wu Yisheng (吳奕盛)** is chairperson of our Board, an executive Director and our general manager. See “— Directors — Executive Directors” above for his biographical details.

**Ms. Liang Qiyao (梁啓燕)** is an executive Director and our deputy general manager. See “— Directors — Executive Directors” above for her biographical details.

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## DIRECTORS AND SENIOR MANAGEMENT

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**Mr. Zhang Yun (張雲)** is an executive Director and our deputy general manager. See “— Directors — Executive Directors” above for his biographical details.

**Mr. Liu Weibo (劉維波)**, aged 46, is our deputy general manager and finance director. He joined our Group in March 2019 as the deputy general manager and finance director of our Company. He is primarily responsible for the overall management of finance, customs, logistics, and warehouse operations.

Mr. Liu has more than 20 years of financial management experience within chip industry. Prior to joining our Group, Mr. Liu worked as a financial manager at Guangdong Xinhui Meida-DSM Nylon Chips Co., Ltd. (新會美達-DSM尼龍切片有限公司), a company primarily engaged in the manufacture and sales of Nylon chips, from December 2003 to February 2006. He served as the deputy general manager of EPM Global Services Ltd. (中加美電子科技(深圳)有限公司), an EMS electronic manufacturer, from March 2006 to April 2013. He held the position of finance director at Candy-Jinling Electrical Co., Ltd. (Candy集團金羚電器有限公司), a company primarily engaged in the production and sales of home appliances, from April 2013 to March 2015. He served as the finance director and operation director of Shenzhen Runch Development Co., Ltd. (深圳藍籌實業發展有限公司), a company primarily engaged in the design and export of home appliances, from March 2015 to February 2019.

Mr. Liu graduated from Shenzhen University (深圳大學) with a master’s degree in business administration in the PRC in June 2012. He was qualified as a Certified Public Accountant by China Institute of Certified Public Accountants in March 2004, and was qualified as an intermediated accountant by Ministry of Finance of the PRC in May 2002.

**Mr. Zhu Zixuan (朱子軒)**, aged 31, joined our Group as our secretary to the Board in July 2020. He serves as our deputy general manager and secretary to the Board currently, and is primarily responsible for the Board’s daily operations, securities matters, and equity affairs.

Prior to joining our Group, Mr. Zhu served as a customer manager at China Merchants Bank Shenzhen Branch from June 2018 to December 2019. He served as a project manager at RONGTONG Agricultural Development (Guangzhou) Co., Ltd. (融通農業發展(廣州)有限責任公司), a company primarily engaged in state-owned assets management, from January 2020 to July 2020, and was responsible for the tendering and bidding for state-owned assets projects.

Mr. Zhu graduated from Brunel University London in the United Kingdom with a bachelor’s degree in international business in October 2015, where he further obtained a master’s degree in marketing in December 2017.

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## DIRECTORS AND SENIOR MANAGEMENT

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### JOINT COMPANY SECRETARIES

**Mr. Zhu Zixuan (朱子軒)**, our secretary to the Board, was appointed as one of our joint company secretaries in November 2025, with effect from the [REDACTED]. For the biographical details of Mr. Zhu, see “— Senior Management” in this section.

**Ms. Fong Christine Haiman (方希琳)**, was appointed as a joint company secretary of our Company in November 2025, with effect from the [REDACTED]. Ms. Fong is currently a manager of company secretarial services of Tricor Services Limited, a member of Vistra Group and an integrated provider offering business, corporate and investor services. Ms. Fong has over eight years of experience in the corporate secretarial field and has been providing professional corporate services to Hong Kong listed companies as well as private and offshore companies.

Ms. Fong is a Chartered Secretary, a Chartered Governance Professional and an Associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

Ms. Fong obtained a bachelor’s degree in law from Queensland University of Technology in Australia in December 2016 and a master’s degree in corporate governance from the Hong Kong Polytechnic University in September 2022.

### OTHER INFORMATION

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on December 1, 2025, and (ii) understands his or her obligations as a director of a [REDACTED] under the Listing Rules.

Each of the independent non-executive Directors confirms (i) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) that he or she has no past or present financial or other interest in the business of our Company or its subsidiaries or any connection with any core connected person of our Company, and (iii) that there are no other factors that may affect his or her independence at the time of his or her appointment.

Each of our Directors confirms that he or she does not have any interest in a business apart from the business of our Group which competes or is likely to compete, whether directly or indirectly, with our business, which would require disclosure under Rule 8.10 of the Listing Rules.

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Except as disclosed above, none of our Directors and members of senior management held any other directorships in public companies, the securities of which are listed on any securities market in Hong Kong or overseas in the last three years immediately preceding the Latest Practicable Date.

Mr. Feng Shuixing, our non-executive Director, served as the chairman, general manager and a director of Shenzhen Jiaba Trading Co., Ltd (深圳市家八貿易有限公司) (“**Shenzhen Jiaba**”) from January 1996 to February 2002, which was incorporated in the PRC in January 1996 and principally engaged in the wholesale of cosmetics and hygiene products. The business license of Shenzhen Jiaba was revoked in February 2002. To the best knowledge, information and belief of Mr. Feng, he confirmed that (i) Shenzhen Jiaba was solvent before its revocation of business licence; (ii) there was no wrongful act on his part leading to the revocation of its business license; (iii) as of the Latest Practicable Date, he did not incur any debt and/or liability and is not aware of any actual or potential claim that has been or will be made against him because of such revocation of business license; and (iv) the revocation would not have any impact to our Group’s financial position and operations in any material respect.

Save as disclosed above, to the best knowledge, information and belief of our Directors, having made all reasonable inquiries, there was no other matter with respect to the appointment of our Directors that needs to be brought to the attention of the Shareholders, and there was no other information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules and no other matters are required to be brought to the attention of Shareholders as of the Latest Practicable Date.

To the best knowledge, information and belief of our Directors, save as disclosed above, our Directors and senior management do not have any other relationship among them.

## MANAGEMENT AND CORPORATE GOVERNANCE

### Board Committees

#### *Audit Committee*

Our Board has established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules (the “**Corporate Governance Code**”). The primary duties of the Audit Committee are to review and supervise the financial reporting process and internal controls system of our Group and provide advice and comments to the Board. The Audit Committee comprises Mr.

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Feng Shuixing, Dr. Chu Dazhi and Mr. Chan Kin Ho Philip, with Dr. Chu Dazhi (being our independent non-executive Director with appropriate professional qualifications) as the chairperson.

### *Remuneration and Appraisal Committee*

Our Board has established the Remuneration and Appraisal Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code. The primary duties of the Remuneration and Appraisal Committee are to review and make recommendations to the Board on the terms of remuneration packages to our Directors and other senior management. The Remuneration and Appraisal Committee comprises Mr. Wu Yisheng, Dr. Gong Xiaofeng and Mr. Chan Kin Ho Philip, with Mr. Chan Kin Ho Philip as the chairperson.

### *Nomination Committee*

Our Board has established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code. The primary duties of the Nomination Committee are to make recommendations to our Board on the appointment of Directors and other senior management. The Nomination Committee comprises Mr. Wu Yisheng, Dr. Chu Dazhi and Dr. Gong Xiaofeng, with Dr. Gong Xiaofeng as the chairperson.

### *Strategy and ESG Committee*

Our Board has established the Strategy and ESG Committee with written terms of reference. The primary duties of the Strategy and ESG Committee are to research and make recommendations to our Board on our long-term development strategies and major investment decisions, supervise and guide the effective implementation of our Company’s environmental protection, social responsibility and governance initiatives, and promote our Company’s environmental, social and governance development. The Strategy and ESG Committee comprises Mr. Wu Yisheng, Ms. Liang Qiyan and Dr. Gong Xiaofeng, with Mr. Wu Yisheng as the chairperson.

### **Corporate governance**

Our Company is committed to achieving a high standard of corporate governance with a view to safeguarding the interests of our Shareholders. To accomplish this, our Company intends to comply with the Corporate Governance Code set out in Appendix C1 to the Listing Rules and the Model Code for Securities Transactions by Directors of Listed Issuers set out in Appendix C3 to the Listing Rules after the [REDACTED].

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## DIRECTORS AND SENIOR MANAGEMENT

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Pursuant to code provision C.2.1 of the Corporate Governance Code, companies listed on the Stock Exchange are expected to comply with but may choose to deviate from, the requirement for the roles of chairperson and chief executive should be separate and should not be performed by the same individual. We do not have a separate chairperson and general manager, and Mr. Wu currently performs these two roles. Our Board believes that vesting the roles of both the chairperson and general manager in the same person has the benefit of ensuring consistent leadership within our Group and enables more effective and efficient overall strategic planning and implementation of our Board's decisions for our Group. Our Board considers that the balance of power and authority for the present arrangement will not be impaired, and this structure will enable our Company to make and implement decisions promptly and effectively. Our Board will continue to review and consider splitting the roles of the chairperson of our Board and the general manager of our Company if and when it is appropriate, taking into account the circumstances of our Group as a whole.

Save as disclosed above, our Company intends to comply with all code provisions under the Corporate Governance Code after the [REDACTED].

### **Board Diversity**

Our Company has adopted a board diversity policy which sets out the approach to achieve diversity of the Board. We recognize and embrace the benefits of having a diverse Board and see increasing diversity at the Board level, including gender diversity, as an essential element in maintaining our competitive advantage and enhancing our ability to attract, retain and motivate employees from the widest possible pool of available talent. In reviewing and assessing suitable candidates to serve as a Director, the Nomination Committee will consider a number of aspects, including, but not limited to, gender, age, cultural and educational background, professional qualifications, skills, knowledge, and industry and regional experience.

Our Board currently consists of three female Directors and six male Directors ranging from 32 to 67 years old with a balanced mix of knowledge and skills, including, but not limited to, overall management and strategic development, accounting and corporate governance in addition to industry experience in manufacturing of electronic components. They obtained degrees in various majors including computer science, radio technology, environmental engineering, accounting and business administration. Taking into account our existing business model and specific needs, as well as the diverse background of our Directors, the composition of our Board satisfies the board diversity policy.

Our Nomination Committee will discuss periodically and when necessary, agree on the measurable objectives for achieving diversity, including gender diversity, on the Board and recommend them to the Board for adoption.

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## DIRECTORS AND SENIOR MANAGEMENT

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### Management presence

Pursuant to Rules 8.12 and 19A.15 of the Listing Rules, an issuer must have a sufficient management presence in Hong Kong. This normally means that at least two of its executive Directors must be ordinarily resident in Hong Kong. We do not have sufficient management presence in Hong Kong for the purposes of Rules 8.12 and 19A.15 of the Listing Rules.

Accordingly, we have applied for, and the Stock Exchange [has granted], a waiver from strict compliance with Rules 8.12 and 19A.15 of the Listing Rules. For details, please refer to “Waivers and Exemption — Waiver in Respect of Management Presence in Hong Kong” in this document.

### REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors and senior management members receive remuneration in the form of salaries, allowances and benefits in kind, performance related bonuses, pension scheme contributions and share-based payments. We determine the remuneration of our Directors based on their responsibilities, qualification, position and seniority.

The aggregate amount of remuneration of our Directors for the years ended December 31, 2023 and 2024 and the nine months ended September 30, 2025 were approximately RMB63.0 million, RMB17.3 million and RMB9.8 million, respectively. None of our Directors waived or agreed to waive any emolument during the same periods.

Under the arrangements in force as of the date of this document, we estimate the aggregate remuneration payable to, and benefits in kind receivable by, our Directors by our Group in respect of the year ending December 31, 2026, to be approximately RMB16.8 million.

The five highest paid individuals of our Group for the years ended December 31, 2023 and 2024 and the nine months ended September 30, 2025 include two, three and two Directors, respectively. During the same periods, the aggregate amount of remuneration of the remaining three, two and three highest-paid non-director individuals (including salaries, allowances and benefits in kind, performance related bonuses, pension scheme contributions and share-based payments) were approximately RMB10.1 million, RMB16.7 million and RMB22.9 million, respectively.

During the Track Record Period, no remuneration was paid to, or received by, our Directors or the five highest paid individuals as an inducement to join or upon joining us. No compensation was paid to, or received by, our Directors, former directors, former supervisors or the five highest paid individuals for the loss of office as a director or supervisor of any member of our Group or of any other office in connection with the management of the affairs of any member of our Group.

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## DIRECTORS AND SENIOR MANAGEMENT

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We have adopted a series of employee incentive plans, comprising (i) the 2019 share incentive plan, 2021 share option incentive plan, 2023 share incentive plan and 2024 share incentive plan; and (ii) the Pre-[REDACTED] Share Option Scheme. For details of the employee incentive plans, please refer to the paragraphs headed “Statutory and General Information — Employee Incentive Plans” in Appendix VI to this document.

Save as disclosed above, no other payments have been made or are payable by our Group to our Directors in respect of the Track Record Period.

### COMPLIANCE ADVISOR

We have appointed Altus Capital Limited as our compliance advisor pursuant to Rule 3A.19 of the Listing Rules. The compliance advisor will provide us with guidance and advice as to compliance with the requirements under the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, the compliance advisor will, amongst other things, advise our Company in the following circumstances:

- (a) before the publication of any regulatory announcement, circular, or financial report;
- (b) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;
- (c) where we propose to use the [REDACTED] of the [REDACTED] in a manner different from that detailed in this document or where our business activities, development or results of our Group deviate from any forecast, estimate or other information in this document; and
- (d) where the Stock Exchange makes an inquiry of our Company concerning unusual movements in the price or [REDACTED] of our [REDACTED] securities or any other matters under Rule 13.10 of the Listing Rules.

The term of appointment of our compliance advisor shall commence on the [REDACTED] and is expected to end on the date on which we comply with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the [REDACTED].