BOARD OF DIRECTORS

Our Board consists of nine Directors, comprising two executive Directors, four non-executive Directors and three independent non-executive Directors. The table below sets forth certain information of each of our Directors:

Name	Age	Position	Time of joining our Group	Date of appointment as Director	Roles and responsibilities
Mr. Yu Zhitao (于芝濤)	49	Non-executive Director and chairman of the Board	December 2021	December 9, 2021	Providing guidance and advice on corporate and business strategies and presiding over the Board
Dr. Hong Jin (洪進)	62	Executive Director, chief executive officer and general manager of optical transceiver business unit	March 2023	August 11, 2025	Overall strategic planning and business operation and the operation of optical transceiver business unit
Ms. Wang Hui (王惠)	48	Executive Director, chief financial officer and secretary to the Board	December 2024	August 11, 2025	Overall strategic planning, finance and capital management
Dr. Jia Shaoqian (賈少謙)	53	Non-executive Director	January 2019	January 31, 2019	Providing guidance and advice on corporate and business strategies
Dr. Huang Weiping (黃衛平)	68	Non-executive Director	June 2002	March 31, 2009	Providing guidance and advice on corporate and business strategies
Mr. Zhang Jing (張晶)	44	Non-executive Director	April 2018	April 24, 2018	Providing guidance and advice on corporate and business strategies
Dr. Zhou Changjun (周長軍)	56	Independent non-executive Director	August 2025	August 11, 2025	Supervising and providing independent opinion and judgment to the Board
Dr. Sun Ying (孫瑩)	42	Independent non-executive Director	August 2025	August 11, 2025	Supervising and providing independent opinion and judgment to the Board
Dr. Tong Franklin Fuk Kay (湯復基)	70	Independent non-executive Director	February 2013 and re-joined in August 2025	August 11, 2025	Supervising and providing independent opinion and judgment to the Board

Non-executive Director and Chairman of the Board

Mr. Yu Zhitao (于芝濤), aged 49, is our non-executive Director and chairman of the Board. He was appointed as a Director in December 2021 and served as chairman of the Board from December 2021 to April 2023. In May 2025, Mr. Yu has been re-appointed as the chairman of the Board. He is primarily responsible for providing guidance and advice on corporate and business strategies and presiding over the Board.

Mr. Yu has been serving as a director and chief executive officer of Hisense Group Holding since May 2023 and July 2023, respectively; a director and chairman of board of Hisense Visual Technology Co., Ltd. (海信視像科技股份有限公司) (Shanghai Stock Exchange ("**SSE**"): 600060) ("**Hisense Visual**") since April 2019 and February 2023, respectively; a director of Sanden Corporation (Tokyo Stock Exchange : 6444) since March 2023; an executive director of Hisense Home Appliances Group Co., Ltd. (海信家電集團股份有限公司) (Hong Kong Stock Exchange ("**HKSE**"): 921; Shenzhen Stock Exchange ("**SZSE**"): 000921) ("**Hisense HA**") since April 2023; a director of Xiamen Changelight Co., Ltd. (廈門乾照光電股份有限公司) (SZSE: 300102) ("**Xiamen Changelight**") and chairman of board of Shijiazhuang Kelin Electric Co., Ltd. (石家莊科林電氣股份有限公司) (SSE: 603050) ("**Kelin Electric**"), respectively, since December 2025.

Mr. Yu served as executive vice president of Hisense Group Holding from February 2023 to July 2023, president of Hisense Visual from January 2019 to February 2023, general manager of Juhaokan Technology Co., Ltd. (聚好看科技股份有限公司) from September 2016 to January 2019, deputy general manager and general manager of Qingdao Hisense Media Network Technology Company Ltd. (青島海信傳媒網絡技術有限公司) from March 2008 to September 2016, deputy general manager of Qingdao Hisense Mobile Technology Company Ltd. (青島海信移動通信技術有限公司) from May 2005 to March 2008, and R&D engineer of Hisense Group Co., Ltd. from July 1998 to May 2005.

Mr. Yu obtained his bachelor's degree in optical technology and optoelectronic instruments from Zhejiang University (浙江大學) in the PRC in June 1998.

Executive Directors

Dr. Hong Jin (洪進), aged 62, is our executive Director, chief executive officer and general manager of optical transceiver business unit. He was appointed as a Director in August 2025 and is primarily responsible for the overall strategic planning and business operation and the operation of optical transceiver business unit.

Dr. Hong joined our Company in March 2023 as vice president, primarily responsible for data communication business unit. He has been serving as general manager of optical transceiver business unit since January 2025, and was appointed as the chief executive officer of the Company in May 2025. Dr. Hong also serves as a director in other members of our Group: Ligent, Inc. (appointed in March 2024), HK Broadband (appointed in July 2025), LigentCom (appointed in August 2025), Ligent Tech (appointed in August 2025), and LigentComm (appointed in August 2025).

Dr. Hong has decades of experience in the telecommunications industry, with a focus on optical communications. Prior to joining our Group, Dr. Hong was vice president of data center business group and R&D general manager of silicon photonics product division of Intel Corporation (NASDAQ: INTC) from February 2019 to January 2022. Prior to that, Dr. Hong served various senior management roles at companies such as Ciena Communications, Inc., Oplink Communications, Inc., StrataLight Communications, Inc., Opnext, Inc., EMCORE Corporation (NASDAQ: EMKR) and NeoPhotonics Corporation, primarily responsible for R&D and business and product management. Dr. Hong has been a senior member of the Institute of Electrical and Electronics Engineers ("**IEEE**") since 2004 and was elected as a fellow of Optica (formerly known as the Optical Society of America) in 2024.

Dr. Hong obtained his bachelor's degree and master's degree in electrical engineering from University of Science and Technology of China (中國科學技術大學) in the PRC in July 1986 and October 1989, respectively. He further obtained his doctoral degree in electrical engineering from University of Waterloo in Canada in May 1994.

Ms. Wang Hui (王惠), aged 48, is our executive Director, chief financial officer and secretary to the Board. She joined our Group in December 2024 as vice president and was appointed as chief financial officer and Director in June 2025 and August 2025, respectively. Ms. Wang is primarily responsible for the overall strategic planning, finance and capital management.

Ms. Wang also serves as a director in other members of our Group: Qingdao Broadband (appointed in June 2025), Xiamen Lianzhiguang (appointed in June 2025), Qingdao Lianzhiguang (appointed in June 2025), and HK Broadband (appointed in July 2025).

Ms. Wang has extensive experience in corporate management, financial strategy and capital operations, mainly gained in real estate development and consumer electronics industries. She has been serving as a cooperative supervisor for master of accounting degree program at Ocean University of China (中國海洋大學) since January 2025. From November 2022 to September 2025, she served as a director of Xiamen Changelight. From January 2022 to December 2024, Ms. Wang worked as chief financial officer and general manager of operations and financial management department at Hisense Visual. Prior to that, Ms. Wang held various key positions at Qingdao Hisense Real Estate Co., Ltd. (青島海信房地產股份有限公司) including chief accountant and manager of planning and finance department, deputy general manager and president, from July 2004 to January 2022.

Ms. Wang obtained her bachelor's degree in management from Qingdao University of Technology (青島理工大學) in the PRC in June 2000.

Non-executive Directors

Dr. Jia Shaoqian (賈少謙), aged 53, was appointed as our Director in January 2019 and was redesignated as non-executive Director in August 2025. Dr. Jia is primarily responsible for providing guidance and advice on corporate and business strategies.

Dr. Jia has been serving as a director and chairman of the board of directors of Hisense Group Holding since February 2019 and February 2023, respectively; an executive director of Hisense HA since June 2015; a director of Hisense Visual since June 2021; and a director of Xiamen Changelight and Kelin Electric, respectively, since December 2025.

Dr. Jia served as president of Hisense Group Holding from December 2019 to July 2023, executive vice president and president of Hisense Group Co., Ltd. from January 2019 to November 2021, general manager of Hisense Refrigerator Co., Ltd. (海信冰箱有限公司) from June 2015 to March 2019, vice president and president of Hisense HA from January 2007 to January 2019, chairman of supervisory committee of Hisense Visual from June 2006 to March 2011, and deputy director and director of the president's office of Hisense Group Co., Ltd. from January 2003 to January 2007.

Dr. Jia obtained his bachelor's degree in international economic law from Qingdao University (青島大學) in the PRC in July 1997 and his master's degree in administration management from Shandong University (山東大學) in the PRC in June 2012. He further received his doctoral degree in economics from China University of Political Science and Law (中國政法大學) in the PRC in June 2024.

Dr. Huang Weiping (黃衛平), aged 68, is the founder of our Group. He was appointed as our Director in March 2009 and was redesignated as non-executive Director in August 2025. Dr. Huang is primarily responsible for providing guidance and advice on corporate and business strategies.

Dr. Huang also serves as a director in other members of our Group: Ligent Tech (appointed in July 2002), Qingdao Broadband (appointed in April 2003), HK Broadband (appointed in March 2011), LigentCom (appointed in March 2013), Ligent, Inc. (appointed in April 2024), and Ligent (Singapore) Pte. Ltd. (appointed in August 2025).

Dr. Huang has over three decades of experience in optical communication field and is internationally known for his contributions and expertise for photonic devices and integrated circuits. He has been working at Shandong University (山東大學) in the PRC since May 2013 and currently serves as dean of the Shandong University-Hisense Optoelectronic Research Institute, on-campus director of the state key laboratory of chips and systems for advanced light field display, and professor of the school of information science and engineering (of which he previously served as dean). From 1999 to 2013, Dr. Huang served as a professor at McMaster University in Canada. From September 1989 to December 1999, he worked in department of electrical and computer engineering at University of Waterloo in Canada, successively served as assistant professor, associate professor with tenure and professor.

Apart from his academic achievements prior to founding our Group in 2002, he founded Apollo Photonics Inc. in August 1995 where he developed and commercialized design and simulation software for photonic devices and integrated circuits. Apollo Photonics Inc. was acquired in 1999 by Nanovation Technologies Inc. in the United States.

Dr. Huang is a senior member of the IEEE and a member of Massachusetts Institute of Technology ("**MIT**") Electromagnetics Academy. He was also elected as a Cheung Kong Scholar by the Ministry of Education of the PRC and the Li Ka Shing Foundation in Hong Kong in 2000 and as a Taishan Scholar Overseas Distinguished Expert by the Shandong Provincial People's Government of the PRC in March 2012. In 2024, Dr. Huang was included in the list of the world's top 2% scientists published by Stanford University in the United States.

Dr. Huang obtained a bachelor's degree in electronics from Shandong University (山東大學) in the PRC in February 1982, a master's degree in fiber optics from the University of Science and Technology of China (中國科學技術大學) in the PRC in July 1984 and a doctoral degree in electrical engineering from MIT in the United States in September 1989.

Mr. Zhang Jing (張晶), aged 44, was appointed as our Director in April 2018 and was redesignated as non-executive Director in August 2025. Mr. Zhang is primarily responsible for providing guidance and advice on corporate and business strategies.

Mr. Zhang joined Phancy Group Co., Ltd. (formerly known as Beijing Fourth Paradigm Technology Co., Ltd.) (範式智能技術集團股份有限公司) (HKSE: 6682) as a director in February 2021 and has been serving as its non-executive director since July 2021. Mr. Zhang joined Primavera Capital Limited (春華資本有限公司) in June 2010 and currently serves as a partner of the firm where he led investments in a number of industry-leading companies. Prior to joining Primavera Capital Group, Mr. Zhang worked at Morgan Stanley from August 2006 to March 2010.

Mr. Zhang obtained a bachelor's degree and a master's degree in management from Tsinghua University (清華大學) in the PRC in July 2003 and July 2005, respectively.

Independent Non-Executive Directors

Dr. Zhou Changjun (周長軍), aged 56, was appointed as our independent non-executive Director in August 2025. He is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Dr. Zhou joined Shandong University (山東大學) in July 1995 and has been serving as dean of the law school since December 2018. Dr. Zhou pursued postdoctoral research in criminal procedure law at the postdoctoral research station of law in China University of Political Science and Law (中國政法大學) in the PRC from October 2004 to July 2007. He was selected as a special government allowance expert by the State Council of the PRC in January 2015.

Dr. Zhou obtained his bachelor's degree and master's degree in law from Sichuan University (四川大學) in the PRC in July 1992 and June 1995, respectively. He further obtained a doctor of laws degree from Peking University (北京大學) in the PRC in June 2004.

Dr. Sun Ying (孫瑩), aged 42, was appointed as our independent non-executive Director in August 2025. Dr. Sun is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Dr. Sun has extensive experience in accounting and financial management. She has been holding various key positions in the college of management at Ocean University of China (中國海洋大學), including lecturer from August 2011 to December 2017, associate professor from January 2018 to December 2024, deputy director of master of accounting education center since December 2022, doctoral supervisor since October 2024 and professor since January 2025. Dr. Sun's primary research focus includes capital efficiency and financial risks studies. Since 2009, she has been serving as an associate editor for the Annual Report of the Development of Capital Efficiency (資本效率發展報告) and Annual Report of the Development of Financial Risk (財務風險發展報告), which covered more than 3,000 A-share listed and A+H dual-listed companies on an annual basis. Her academic achievements can also be recognised by her publications such as her book titled "*Redefinition of Working Capital and Management Innovation*" (營運資金概念重構與管理創新) published in December 2017, and her papers in various top-tier domestic journals such as Accounting Research (會計研究) and Finance and Accounting (財務與會計). These publications have covered case studies and analysis of major listed companies including Sany Heavy Industry Co., Ltd. (三一重工股份有限公司) (HKSE: 6031; SSE: 600031); Weichai Heavy Machinery Co Ltd (濰柴重機股份有限公司) (SZSE: 000880); Tsingtao Brewery Company Limited (HKSE: 168; SSE: 600600) and JD.com Inc (HKSE: 9618; NASDAQ: JD).

Dr. Sun has also been serving as an independent director and audit committee chairperson of the following companies: Qingdao Kingking Applied Chemistry Co., Ltd. (青島金王應用化學股份有限公司) (SZSE: 002094) since May 2022; Qingdao Kutesmart Co., Ltd. (青島酷特智能股份有限公司) (SZSE: 300840) since May 2023; and Aotecar New Energy Technology Group Co., Ltd. (奧特佳新能源科技集團股份有限公司) (SZSE: 002239) since December 2025. Her primary responsibilities in these listed companies include supervising the preparation of financial statements and annual reporting processes, reviewing and analyzing audited financial statements and significant accounting policies, overseeing the internal audit functions and evaluating the effectiveness of internal controls over financial reporting. She also served as an independent director of Techking Tires Limited (青島泰凱英專用輪胎股份有限公司) (Beijing Stock Exchange: 920020) from October 2022 to October 2023 and as an independent director of Qingdao Hi-image Technologies Co., Ltd. (青島信芯微電子科技股份有限公司) from December 2022 to November 2024.

Dr. Sun obtained a bachelor's degree in management from Yantai University (煙台大學) in the PRC in June 2006, a master's degree in management from Lanzhou University of Finance and Economics (蘭州財經大學) in the PRC in June 2008, and a doctoral degree in management from Ocean University of China (中國海洋大學) in the PRC in June 2011. She has been a Chartered Global Management Accountant since October 2019. Further, Dr. Sun was selected for the high-level finance and accounting talent quality improvement project by the Ministry of Finance of the PRC in 2024.

Dr. Tong Franklin Fuk Kay (湯復基), aged 70, first joined our Group in February 2013 and re-joined our Group as our independent non-executive Director in August 2025. Dr. Tong is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Dr. Tong currently works at QBN Capital and has served as its managing partner since November 2019. Dr. Tong's career began at IBM Research, a division of IBM Corporation (New York Stock Exchange: IBM), where he worked as a laser research scientist until January 1997. From January 1996 to August 2004, Dr. Tong successively served as an associate professor and a professor in information engineering department at the Chinese University of Hong Kong. From May 2005 to January 2013, he served as a vice president of optical communication components unit of SAE Magnetics (H.K.) Ltd. (a subsidiary of TDK corporation (Tokyo Stock Exchange: 6762)). Dr. Tong served as deputy general manager of our

Company from February 2013 to June 2014. From July 2014 to June 2017, Dr. Tong served as chief executive officer at the Hong Kong Applied Science and Technology Institute (ASTRI). From August 2017 to July 2019, Dr. Tong worked at HSBC Holdings plc (HKSE: 0005; New York Stock Exchange: HSBC; London Stock Exchange: HSBA; and Bermuda Stock Exchange: HSBC.BH) with the last position as global head of innovation and investment of innovation IT.

Dr. Tong obtained a bachelor's degree in physics from The University of California, San Diego, in the United States in June 1980, a master's degree in physics from The University of California, Santa Barbara, in the United States in December 1982, a master's degree and a doctoral degree in applied physics from Columbia University in the United States in January 1987 and October 1987, respectively.

SENIOR MANAGEMENT

The following sets forth information about our senior management:

Name	Age	Position	Time of joining our Group	Date of appointment as senior management	Roles and responsibilities
Dr. Hong Jin (洪進)[1]	62	Executive Director, chief executive officer and general manager of optical transceiver business unit	March 2023	March 2023	Overall strategic planning and business operation and the operation of optical transceiver business unit
Ms. Wang Hui (王惠)[1]	48	Executive Director, chief financial officer and secretary to the Board	December 2024	December 2024	Overall strategic planning, finance and capital management
Dr. Li David Dawei (李大偉)	61	Vice president and general manager of chip business unit	November 2002	November 2002	Strategy execution and business operation of chip business unit
Mr. Tan Yi (譚屹)	56	Vice president	September 2002	September 2002	Sales and business development in Europe and the Americas

Note: (1) For the biographical details of Dr. Hong and Ms. Wang, please refer to the paragraph headed "— Board of Directors — Executive Directors" in this section.

Dr. Li David Dawei (李大偉), aged 61, is our vice president and general manager of chip business unit. He joined our Group in November 2002 as vice president of Ligent Tech. Dr. Li is primarily responsible for the strategy execution and business operation of chip business unit.

Dr. Li also serves as a director in other members of our Group: Ligent Tech (appointed in December 2008), LigentCom (appointed in March 2016), and Ligent, Inc. (appointed in April 2024). Prior to joining our Group, Dr. Li held various positions at corporate institutions including principal design engineer at Molex Incorporated in the United States from February 2000 to September 2002 and director of R&D department at Epsilon Lambda Electronics Inc. in the United States from June 1996 to January 2000. Dr. Li has been a member of IEEE Standards Association since October 2015.

Dr. Li obtained a bachelor's degree in electrical engineering from Shandong University (山東大學) in the PRC in July 1984. He further obtained a doctoral degree in engineering from University of Electronic Science and Technology of China (電子科技大學) in the PRC in October 1990 and a doctoral degree in electrical engineering from the University of Houston in the United States in May 1998.

Mr. Tan Yi (譚屹), aged 56, is our vice president. He joined our Group in September 2002 as chief financial officer of Ligent Tech and has been our vice president since October 2018. Mr. Tan is primarily responsible for sales and business development in Europe and the Americas.

Mr. Tan also serves as a director in other members of our Group: LigentCom (appointed in January 2017), Ligent, Inc. (appointed in April 2024), Ligent Tech (appointed in August 2025), and LigentComm (appointed in August 2025). Mr. Tan successively served as chief financial officer of Ligent Tech, from September 2002 to February 2012, chief accountant of the Company from February 2012 to October 2018, and deputy general manager and general manager of Ligent Tech from January 2017 to August 2025.

Mr. Tan obtained his bachelor's degree in economics from Fudan University (復旦大學) in the PRC in July 1992 and a master's degree in business administration from The University of British Columbia in Canada in July 1998.

GENERAL

None of our Directors, or members of the senior management is related to other Directors, or members of senior management of our Company. Save as disclosed in this section, (i) none of our Directors, or senior management members held any 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; and (ii) to the best knowledge, information and belief of the Directors and having made all reasonable inquiries, there were no other matters with respect to the appointment of the Directors that need to be brought to the attention of the Shareholders and there was no information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules.

JOINT COMPANY SECRETARIES

Ms. Wang Hui (王惠) is one of our joint company secretaries. For the biographical details of Ms. Wang, please refer to the paragraph headed "— Board of Directors — Executive Directors" in this section.

Mr. Ng Tung Ching Raphael (吳東澄) is one of our joint company secretaries. Mr. Ng is a seasoned professional with over 15 years of extensive experience in the legal and company secretarial domains, specializing in corporate governance and compliance. He currently serves as the assistant vice president of entity solutions at Computershare Hong Kong Investor Services Limited ("**Computershare**"). Prior to joining Computershare, Mr. Ng worked in legal, compliance, corporate services and governance functions of various companies listed on NASDAQ, the New York Stock Exchange and the Hong Kong Stock Exchange, and served in the corporate services department of a global professional corporate secretarial service provider and the company secretarial division of a subsidiary of a law firm. He is currently a joint company secretary of several companies listed on the Hong Kong Stock Exchange.

Mr. Ng obtained his bachelor's degree in law from Manchester Metropolitan University, a master's degree in Chinese business law from The Chinese University of Hong Kong and a master's degree in professional accounting and corporate governance from The City University of Hong Kong. Mr. Ng is an associate member of both The Hong Kong Chartered Governance Institute (the "**HKCGI**") and The Chartered Governance Institute in the United Kingdom. He also possesses the practitioner's endorsement from HKCGI.

CONFIRMATION FROM OUR DIRECTORS

Rule 3.09D of the Listing Rules

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 in August 2025, and (ii) understands his or her obligations as a director of a listed issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

Each of the independent non-executive Directors has confirmed (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) he or she has no past or present financial or other interest in the business of the Company or its subsidiaries or any connection with any core connected person of the Company under the Listing Rules as of the Latest Practicable Date, and (iii) that there are no other factors that may affect his or her independence at the time of his or her appointment.

DISCLOSURE UNDER RULE 8.10(2) OF THE LISTING RULES

As of the Latest Practicable Date, none of our Directors has an interest in any business which competes or is likely to compete (either directly or indirectly) with our business and which is required to be disclosed under Rule 8.10(2).

BOARD COMMITTEES

We have established the following committees under our Board: an audit committee (the "**Audit Committee**"), a remuneration committee (the "**Remuneration Committee**") and a nomination committee (the "**Nomination Committee**"). The committees operate in accordance with their respective terms of reference approved by our Board.

Audit Committee

We have 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 Audit Committee consists of Dr. Sun Ying (being the chairperson and the independent non-executive director who holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules), Dr. Zhou Changjun and Mr. Yu Zhitao.

The primary duties of the Audit Committee are to, among others, consider issues in relation to the external auditors and their appointment, oversee the financial reporting system, risk management and internal control systems of our Group, review the financial information of our Group and review policies and practices in relation to corporate governance.

Remuneration Committee

We have established the Remuneration Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The Remuneration Committee consists of Dr. Zhou Changjun (the chairperson), Dr. Tong Franklin Fuk Kay and Dr. Hong Jin.

The primary duties of the Remuneration Committee are to, among others, review the remuneration policy and make recommendations to our Board on the remuneration packages of our Directors and other senior management.

Nomination Committee

We have established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The Nomination Committee consists of Mr. Yu Zhitao (the chairperson), Dr. Tong Franklin Fuk Kay and Dr. Sun Ying.

The primary duties of the Nomination Committee are to, among others, assess and make recommendations on appropriate candidates for directorship, propose procedures and criteria for the appointment of Directors, review the structure, size and composition of our Board, and assess the independence of independent non-executive Directors.

CORPORATE GOVERNANCE CODE

We aim to achieve high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. Our Directors recognize the importance of incorporating elements of good corporate governance in the management structures and internal control procedures of our Group to achieve effective accountability. We intend to comply with the Corporate Governance Code set out in Appendix C1 to the Listing Rules after the [**REDACTED**].

Board Diversity Policy

We have adopted a diversity policy (the "**Board Diversity Policy**") which sets out the objective and approach to achieve and maintain diversity in our Board in order to enhance its effectiveness. Pursuant to the Board Diversity Policy, we seek to achieve diversity in our Board through the consideration of the following factors when selecting candidates to our Board, including skills, regional and industry experience, professional experience, cultural and educational background, gender and age, ethnicity and length of service.

Our Directors have a balanced mix of knowledge and skills including in electrical engineering, business administration, information technology, accounting and financial management, and we have seven non-executive Directors, including three independent non-executive Directors, with different industry backgrounds.

Besides, we particularly recognize the importance of gender diversity, which is an essential element in maintaining our Company's competitive advantage and enhancing our ability to attract, retain and motivate employees from the widest possible pool of available talent. Our Company currently has two female Directors on the Board. Going forward, we will continue to work to enhance gender diversity of our Board when selecting and recommending suitable candidates for Board appointments. Taking into account our existing business model and specific needs and the different backgrounds of our Directors, the composition of our Board satisfies our Board Diversity Policy.

Our Nomination Committee is responsible for ensuring the diversity of our Board members. After [**REDACTED**], our Board will monitor the implementation of the Board Diversity Policy and review the Board Diversity Policy from time to time to ensure its effectiveness. We will also disclose in our annual corporate governance report a summary of the Board Diversity Policy together with information regarding the implementation of the Board Diversity Policy.

Management Presence

Pursuant to Rule 8.12 of the Listing Rules, an issuer must have a sufficient management presence in Hong Kong. This will normally mean 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 Rule 8.12 of the Listing Rules. We have applied for, and the Stock Exchange [has granted], a waiver from compliance with Rule 8.12 of the Listing Rules. For further details, see "Waivers and Exemptions — Management Presence in Hong Kong."

REMUNERATION

Our Directors and senior management receive their remuneration in the form of salaries, allowances and benefits in kind, performance related bonuses, share-based payments expenses, pension scheme contributions and profit sharing scheme expense subject to applicable laws, rules and regulations. For details of the service contracts and letters of appointment that we have entered into with our Directors, see "Appendix IV — Statutory and General Information — C. Further Information about Our Directors and Substantial Shareholders — 2. Particulars of Service Contracts and Appointment Letters".

For the years ended December 31, 2023, 2024 and 2025, the total remuneration paid to our Directors amounted to RMB7.4 million, RMB6.8 million and RMB13.8 million, respectively. For the years ended December 31, 2023 and 2024, the five highest paid individuals included one director and the total emoluments paid to the remaining four highest paid individuals by us amounted to RMB12.0 million and RMB14.4 million, respectively. For the year ended December 31, 2025, the five highest paid individuals included three directors and the total emoluments paid to the remaining two highest paid individuals by us amounted to RMB8.8 million.

During the Track Record Period, no payment was made by us to any of the Directors or the five highest paid individuals as an inducement to join us or as compensation for loss of office. None of the Directors waived their remuneration during the relevant period.

Under the arrangements currently in force, we estimate the aggregate remuneration, excluding discretionary bonus, of our Directors for the financial year ending December 31, 2026 to be approximately RMB14 million.

Further information on the remuneration of our Directors and/or the five highest paid individuals during the Track Record Period is set out Notes 9 and 10 in the Accountants' Report, and in "Appendix IV — Statutory and General Information — C. Further Information About Our Directors and Substantial Shareholders — 2. Particulars of Service Contracts and Appointment Letters — (d) Others". Save for the remuneration as set out in Notes 9 and 10 of the Accountants' Report, no other payments have been paid or are payable in respect of the Track Record Period to our Directors and senior management by our Group. The compensation of the Directors is determined by the Board which, following [**REDACTED**], will receive recommendations from the Remuneration Committee which will take into account applicable laws, rules and regulations.

COMPLIANCE ADVISOR

We have appointed Quam Capital Limited as our compliance advisor (the "**Compliance Advisor**") upon [**REDACTED**] in compliance with 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 advise our Company, among others, 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, sales or transfers of treasury shares 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 the business activities, development or results of our Group deviate from any forecast, estimate or other information in this document; and (d) the Compliance Advisor will act as one of the key channels of communication of our Company with the Stock Exchange. Where the Stock Exchange makes an inquiry to our Company regarding unusual movements in the [**REDACTED**] or [**REDACTED**] of its [**REDACTED**] or any other matters in accordance with Rule 13.10 of the Listing Rules.

The term of appointment of the 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**] and such appointment may be subject to extension by mutual agreement.