# DIRECTORS AND SENIOR MANAGEMENT

## BOARD OF DIRECTORS

Our Board comprises twelve Directors, including five executive Directors, three non-executive Directors and four independent non-executive Directors.

The following table sets forth certain information in respect of our Directors:

| Name | Age | Position | Date of Appointment as a Director | Date of Joining Our Group | Roles and Responsibilities | Relationship with Directors and Senior Management |
|---|---|---|---|---|---|---|
| **Executive Directors** | | | | | | |
| Mr. Zhang Zhiqi (張志琦) | 49 | Chairman of the Board, executive Director and chief executive officer | January 2023 | December 2022 | Responsible for overseeing the overall strategic planning, business development, and management of our Group | Acting in concert with Mr. Pan, our executive Director, chief operation officer and general manager |
| Mr. Pan Zhengyi (潘正頤) | 42 | Executive Director, chief operation officer | October 2019 | August 2018 | Responsible for overseeing the overall business operations of our Group | Acting in concert with Mr. Zhang, our chairman, executive Director and chief executive officer |
| Mr. Zhao He (趙何) | 50 | Executive Director and chief technology officer | January 2023 | December 2022 | Responsible for R&D, product planning and design of our Group | None |
| Mr. Hou Dawei (侯大為) | 46 | Executive Director | October 2019 | August 2018 | Responsible for sales and marketing operation of our Group | None |
| Ms. Chen Cuihong (陳翠紅) | 46 | Executive Director | August 2021 | August 2018 | Responsible for project management of our Group | None |
| **Non-executive Directors** | | | | | | |
| Ms. Zhao Junwei (趙俊韡) | 36 | Non-executive Director | December 2024 | December 2024 | Responsible for providing recommendations on the strategic development of our Group | None |
| Mr. Liu Jieyin (劉捷音) | 38 | Non-executive Director | December 2024 | December 2024 | Responsible for providing recommendations on the strategic development of our Group | None |
| Mr. He Yan (賀岩) | 45 | Non-executive Director | September 2025 | September 2025 | Responsible for providing recommendations on the strategic development of our Group | None |

| Name | Age | Position | Date of Appointment as a Director | Date of Joining Our Group | Roles and Responsibilities | Relationship with Directors and Senior Management |
|---|---|---|---|---|---|---|
| **Independent non-executive Directors** | | | | | | |
| Ms. Siu Hera Kitwan (蕭潔雲) | 66 | Independent non-executive Director | September 2025 | September 2025 | Responsible for supervising and providing independent opinion and judgment to the Board | None |
| Mr. Wang Wenxue (王文學) | 67 | Independent non-executive Director | September 2025 | September 2025 | Responsible for supervising and providing independent opinion and judgment to the Board | None |
| Mr. Xiang Zhe (向哲) (formerly known as Xiang Jianbo (向儉波)) | 46 | Independent non-executive Director | September 2025 | September 2025 | Responsible for supervising and providing independent opinion and judgment to the Board | None |
| Mr. James Zhao-hui Zhang | 60 | Independent non-executive Director | September 2025 | September 2025 | Responsible for supervising and providing independent opinion and judgment to the Board | None |

## Executive Directors

**Mr. Zhang Zhiqi (張志琦)**, aged 49, is the chairman of the Board, an executive Director and chief executive officer of our Company. Mr. Zhang is primarily responsible for overseeing the overall strategic planning, business development and management of our Group. Mr. Zhang has been our chairman of the Board since January 2023 and was re-designated as our executive Director in September 2025. Mr. Zhang also serves as director in various subsidiaries, including Jiangsu SVFactory, Jintan Microintelligence, Shanghai SVFactory and Beijing SVFactory.

Mr. Zhang has over 26 years of experience in the technology industry. Before joining our Company, he served at SAP (Beijing) Software System Co., Ltd.* (思愛普(北京)軟體系統有限公司) from August 1999 to May 2015 where his past positions included vice president and served at OpenTrans Technology Co., Ltd.* (上海先爍信息科技有限公司) from June 2015 to October 2017. Mr. Zhang then served as the deputy general manager of the smart cloud business group at Baidu, Inc. (a company listed on the Stock Exchange, stock code: 9888 and on the Nasdaq Stock Market, ticker symbol: BIDU) from November 2017 to June 2020 and as the vice president of Dingtalk at Alibaba Group in July 2020. Mr. Zhang served as a strategic consultant of several start-ups from August 2020 to March 2021. He then founded Jiangsu SVFactory in April 2021 and has served as its general manager and CEO since then.

In July 2000, Mr. Zhang graduated from Shanghai University (上海大學) with a major in automation control.

**Mr. Pan Zhengyi (潘正頤)**, aged 42, is an executive Director and the chief operating officer of our Company. Mr. Pan is primarily responsible for the overall business operations of our Group. Mr. Pan has been our Director since October 2019 and the chief operating officer since December 2022 and was re-designated as our executive Director in September 2025. Mr. Pan also serves as director in various subsidiaries, including Wuxi Microintelligence Co., Ltd.* (無錫微億智造科技有限公司), Chongqing Microintelligence Co., Ltd.* (重慶微億智造科技有限公司), Shanghai Xiongsi, Shanghai Microintelligence and Changzhou Wujin Microintelligence Co., Ltd.* (常州武進微億智造科技有限公司).

Mr. Pan has over 21 years of experience in finance and management. Before joining our Company, he served at Donggou Grain Warehouse of Shanghai Grains and Oils Warehousing Co., Ltd.* (上海糧油倉儲有限公司東溝糧食倉庫) from July 2005 to December 2006 and served at Shanghai Manbu Chuangmei Advertising Co., Ltd. (上海漫步創媒廣告有限公司) from January 2007 to April 2010. He then served at ISS Facility Services (Shanghai) Co., Ltd. (歐艾斯設施管理服務(上海)有限公司) from May 2010 to December 2012 and at IMV Technologies (Shanghai) Co., Ltd. (上海卡蘇生物科技有限公司) from January 2013 to April 2018 where he once served as the general manager.

Mr. Pan obtained his bachelor's degree in accounting and his master's degree in regional economics from Shanghai University of Finance and Economics (上海財經大學) in June 2007 and January 2014, respectively.

Mr. Pan was previously a director of the following company prior to its dissolution:

| Name of company | Place of incorporation | Position held by Mr. Pan | Nature of business | Status | Date of dissolution | Reasons for dissolution |
|---|---|---|---|---|---|---|
| Jiangsu Qizhao Precision Mold Co., Ltd. | PRC | Chairman of the board | Manufacturing, processing, and sales of equipment and related spare parts and components | Deregistration | May 15, 2025 | Dissolved by winding up |

Mr. Pan confirmed that (i) to the best of his knowledge, information and belief after making reasonable inquiries, the above company was solvent immediately prior to its dissolution; (ii) there was no wrongful act on his part leading to the dissolution of the above company; and (iii) he is not aware of any actual or potential claim that has been or will be made against him as a result of the dissolution of the above companies.

**Mr. Zhao He (趙何)**, aged 50, is an executive Director and the chief technology officer of our Company. Mr. Zhao is primarily responsible for R&D, product planning and design of our Group. Mr. Zhao has been our chief technology officer since December 2022. He has been our Director since January 2023 and was re-designated as our executive Director in September 2025. He served as the vice general manager at Jiangsu SVFactory from September 2021 to December 2022, where he was primarily responsible for research and development.

Mr. Zhao has more than 17 years of experience in the software engineering industry. Before joining our Company, he served as a senior software engineer at The MathWorks, Inc. from August 2008 to July 2012. He served successively as senior software engineer and principal software engineer at Agent Oriented Software Pty Ltd from November 2012 to March 2018. Mr. Zhao then served as an algorithm engineer at the innovative applications group under the visual R&D department of the JD Cloud & AI division at JD.com Inc., (a company listed on the Nasdaq Stock Market, ticker symbol: JD, and on the Stock Exchange, stock code: 9618) from March 2018 to February 2020.

Mr. Zhao obtained his bachelor's degree in automation and his master's degree in pattern recognition and intelligent systems from the University of Science and Technology of China (中國科學技術大學) in July 1999 and June 2002, respectively. Mr. Zhao then obtained his doctoral degree in biomedical engineering from the State University of New York at Stony Brook in May 2008.

**Mr. Hou Dawei (侯大為)**, aged 46, is an executive Director of our Company. Mr. Hou is primarily responsible for the sales and marketing operations of our Group. Mr. Hou has been our Director since October 2019 and was re-designated as our executive Director in September 2025.

Before joining our Company, he served as the director of the Network Technology Department at the Shanghai Branch of HC Group Limited (a company listed on the Stock Exchange of Hong Kong, stock code: 2280) from 2002 to 2005. He served as an algorithm researcher at the Advanced Technology Research Center of PricewaterhouseCoopers LLP (普華永道高級技術研究中心) in the United States from June 2007 to December 2007 and served as a research consultant at the Information School of the University of Washington in the United States from September 2008 to March 2009. Mr. Hou then served as the chief operating officer at Haikeruisi (Shanghai) Industrial Co., Ltd. (海客瑞斯(上海)實業有限公司) from September 2009 to May 2013. He also served at Shanghai Youdao Network Information Technology Co., Ltd. (上海友道網絡信息科技有限公司) from May 2013 to August 2018.

Mr. Hou obtained his bachelor's degree in computer application from East China Normal University (華東師範大學) in July 2003. He then obtained his master's degree in computational linguistics from University of Washington, Seattle in August 2008.

Mr. Hou was previously a director, supervisor or manager of the following companies prior to their respective revocation/deregistration:

| Name of company | Place of incorporation | Position held by Mr. Hou | Nature of business | Status | Date of dissolution | Reasons for dissolution |
|---|---|---|---|---|---|---|
| Jiangsu Qizhao Precision Mold Co., Ltd. | PRC | Director | Manufacturing, processing, and sales of equipment and related spare parts and components | Deregistration | May 15, 2025 | Dissolved by winding up |
| Shanghai Bilian Biotechnology Service Co., Ltd. | PRC | Supervisor | Biotechnology and pharmaceuticals | Business licence revoked and deregistered | December 14, 2021 | Cessation of business |
| HOCRES (SHANGHAI) INDUSTRY CO., LTD. | PRC | Supervisor | Wholesale trade business | Business licence revoked | May 6, 2019 | Cessation of business |

Mr. Hou confirmed that (i) to the best of his knowledge, information and belief after making reasonable inquiries, each of the above companies was solvent immediately prior to its revocation/deregistration; (ii) there was no wrongful act on his part leading to the revocation/deregistration of each of the above companies; and (iii) he is not aware of any actual or potential claim that has been or will be made against him as a result of the revocation/deregistration of each of the above companies.

**Ms. Chen Cuihong (陳翠紅)**, aged 46, is an executive Director and the deputy general manager of our Company. Ms. Chen is primarily responsible for project management in our Group. Ms. Chen joined our Company in August 2018 and has been our deputy general manager since February 2022. She has been our Director since August 2021 and was re-designated as our executive Director in September 2025.

Before joining our Company, Ms. Chen successively served as an engineer, technical quality supervisor, director of the technical quality department and deputy general manager at Wuxi Kechuang Machinery Design and Manufacturing Co., Ltd. (無錫科創機械設計製造有限公司) from July 2002 to June 2018. Ms. Chen then served as a quality manager at Guotai Precision Components (Wuxi) Co., Ltd. (國泰精密機件(無錫)有限公司) in July 2018.

Ms. Chen obtained her bachelor's degree in mechanical engineering and automation from Jiangnan University (江南大學) in June 2002. She obtained her master's degree in mechanical engineering from Jiangnan University (江南大學) in June 2015. Ms. Chen was qualified as the senior engineer by the Jiangsu Province Department of Human Resources and Social Security (江蘇省人力資源和社會保障廳) in October 2022.

**Non-executive Directors**

**Ms. Zhao Junwei (趙俊韡)**, aged 36, is a non-executive Director of our Company. Ms. Zhao is responsible for providing recommendations on the strategic development of our Group. Ms. Zhao has been our Director since December 2024 and was re-designated as our non-executive Director in September 2025.

Ms. Zhao has over 10 years of experience in investment management. Ms. Zhao has been serving at Guoqi Yuanhe Private Equity Fund Management Co., Ltd. (國器元禾私募基金管理有限公司) since April 2023 and is primarily engaged in investment work. Prior to that, Ms. Zhao served at Haikejin Group (海科金集團) from July 2013 to July 2016 and at Guangzhou Mupu Investment Management Co., Ltd. (廣州默樸投資管理有限公司) from February 2017 to February 2020. Ms. Zhao then served as a senior investment manager at CapitalLink (Beijing) Fund Management Co., Ltd.* (凱聯(北京)投資基金管理有限公司) from April 2021 to February 2023.

Ms. Zhao obtained her undergraduate certificate in industrial engineering from Beijing Institute of Technology (北京理工大學) in June 2011. She obtained her master's degree in finance from Tsinghua University (清華大學) in July 2013.

**Mr. Liu Jieyin (劉捷音)**, aged 38, is a non-executive Director of our Company. Mr. Liu is responsible for providing recommendations on the strategic development of our Group. Mr. Liu has been our Director since December 2024 and was re-designated as our non-executive Director in September 2025.

Mr. Liu has served as an investment director at Shenzhen Capital Group Co., Ltd. (深圳市創新投資集團有限公司) since September 2012, where he is primarily responsible for venture capital fund investment.

Mr. Liu obtained his bachelor's degree in Economics from Nantong University and obtained his master of science degree from Newcastle University in November 2012.

**Mr. He Yan (賀岩)**, aged 45, is a non-executive Director of our Company. Mr. He is responsible for providing recommendations on the strategic development of our Group. Mr. He was appointed as our non-executive Director in September 2025.

Mr. He has served as the vice president and chief technology officer of Agilebot since November 2020. Prior to that, Mr. He successively served as a software engineer and senior system engineer at Delphi (China) Technology Center Co., Ltd. (德爾福(中國)研發中心有限公司) from April 2006 to July 2012. Mr. He served as the senior engineer and R&D director at Shanghai Foresight Robotics Co., Ltd. (上海福賽特機器人有限公司) (currently known as Shanghai Foresight Technology Co., Ltd. (上海福賽特技術股份有限公司)) from April 2015 to December 2017. He then successively served as the deputy general manager and general manager at Rtimeman Intelligent Control Technology Co., Ltd. (實時俠智能控制技術有限公司) from January 2018 to October 2020.

Mr. He obtained his bachelor's degree in mechatronics engineering from Hohai University (河海大學) in June 2003 and obtained his master's degree in mechatronics engineering from Shanghai Jiao Tong University (上海交通大學) in March 2006.

**Independent non-executive Directors**

**Ms. Siu Hera Kitwan (蕭潔雲)**, aged 66, was appointed as an independent non-executive Director of our Company in September 2025. She is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Ms. Siu worked as market planning manager at Hong Kong Telecommunications Limited from September 1994 to September 1996, followed by PCCW (formerly Cable & Wireless HKT Limited) from January 1997 to April 2001 with her last position as CEO of Solar Inc., a joint venture company between PCCW and Computer Associates International Limited. She then joined Computer Associates International Limited and subsequently served at Nokia (China) Investment Co., Ltd. (諾基亞(中國)投資有限公司) with her last position as vice president, corporate affairs

China from May 2005 to March 2010. She then served at SAP (Beijing) Software System Co., Ltd (思愛普(北京)軟件系統有限公司) from April 2010 to January 2014, where her past positions include China president. Ms. Siu served as the managing director of Greater China at Pearson (Beijing) Management Consulting Co., Ltd. (培生(北京)管理諮詢有限公司) from February 2014 to May 2016 and served at Cisco Technologies Beijing Co., Ltd. (思科科技(北京)有限公司) from November 2016 to September 2020, where her past positions included senior vice president of Cisco Systems, Inc. and chief executive officer of Cisco Greater China. In addition, Ms. Siu holds and has held directorships in several other publicly listed companies. She has been a director of Goodyear Tire & Rubber Company (a company listed on the NASDAQ Stock Market, ticker: GT) since December 2019; a director of Vallourec S.A. (a company listed on Euronext Paris, ticker: VK, whose American Depositary Receipts are listed on the NASDAQ Stock Market, ticker: VLOWY) since July 2021; and an independent non-executive director of ASMPT Limited (a company listed on the Main Board of the Stock Exchange, stock code: 0522) since July 2022. Furthermore, she served as a member of the supervisory board of TeamViewer SE (a company listed on the Frankfurt Stock Exchange, ticker: TMV) from December 2021 to June 2025.

Ms. Siu obtained her bachelor's degree in business administration and master's degree in business administration from University of Nevada in May 1982 and May 1984, respectively.

**Mr. Wang Wenxue (王文學)**, aged 67, was appointed as an independent non-executive Director of our Company in September 2025. He is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Mr. Wang has been the vice general manager at Shanghai Hongpu Private Equity Fund Management Co., Ltd. (上海宏溥私募基金管理有限公司) since April 2024. He has been an independent non-executive director at Wave Cyber (Shanghai) Co., Ltd. (上海唯賽勃新材料股份有限公司) (a company listed on the Shanghai Stock Exchange, stock code: 688718) since January 2020. Prior to that, Mr. Wang served as the chairman of the board at China Fortune Securities Co., Ltd. (華鑫證券有限責任公司) from June 2001 to April 2011 and subsequently at Morgan Stanley China Fortune Securities Co., Ltd (摩根士丹利華鑫證券有限責任公司) (currently known as Morgan Stanley Securities (China) Co., Ltd. (摩根士丹利證券(中國)有限公司)) from May 2011 to October 2019.

Mr. Wang obtained his bachelor's degree in finance from Shaanxi Radio and TV University (陝西省廣播電視大學) (currently known as the Open University of Shaanxi (陝西開放大學)) in July 1986 and obtained his master's degree in project management from University of Greenwich through distance learning in June 2009. Mr. Wang obtained the Fund Practitioner Qualification Certificate (基金從業資格證書) from the Asset Management Association of China (中國證券投資基金業協會) in April 2024.

**Mr. Xiang Zhe (向哲)** (formerly known as Xiang Jianbo (向儉波)), aged 46, was appointed as an independent non-executive Director of our Company in September 2025. He is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Mr. Xiang has been the managing partner at Hunan Rongxin Certified Public Accountants (湖南容信會計師事務所) since January 2025. Prior to that, he served at Zhongqin Wanxin Certified Public Accountants (中勤萬信會計師事務所) from January 2010 to October 2012, Dahua Certified Public Accountants (大華會計師事務所) from November 2012 to April 2013, and China Audit Asia Pacific Certified Public Accountants Hunan Branch (中審亞太會計師事務所湖南分所) from July 2013 to October 2014. Mr. Xiang served at Sealand Securities Co., Ltd. (國海證券股份有限公司) from August 2014 to April 2019. Mr. Xiang founded Hunan Luheng Certified Public Accountants (湖南路衡會計師事務所) and served as the managing partner from April 2019 to December 2024.

Mr. Xiang obtained his associate diploma in law and undergraduate certificate in law from Xiangtan University (湘潭大學) in June 2005 and June 2010, respectively. Mr. Xiang has been a certified public accountant of the Chinese Institute of Certified Public Accountants (中國註冊會計師協會) in the PRC since November 2011.

**Mr. James Zhao-hui Zhang (張朝暉)**, aged 60, was appointed as an independent non-executive Director of our Company on September 2025. He is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Mr. James Zhang has served as a member of the investment committee of the Hong Kong Science & Technology Parks Corporation since July 2025. Since November 2024, Mr. James Zhang has held the position of adjunct associate professor in the Department of Management at the Chinese University of Hong Kong. He has also held the position of adjunct associate professor of finance at the Hong Kong University of Science and Technology since August 2019. Mr. James Zhang has served as an independent director of Chenghe Acquisition II Co. (a company listed on the New York Stock Exchange, ticker symbol: CHEB) and Ribbon Acquisition Corp (a company listed on the Nasdaq Stock Market, ticker symbol: RIBB) since June 2024 and January 2025, respectively. He also served as an independent director of Chenghe Acquisition I Co. (a company listed on the Nasdaq Stock Market, ticker symbol: LATGU) from October 2023 to January 2025. He has also served as a partner of Venture University LLC since September 2020, chief investment officer, technologies and venture capital at The Great Eagle Company, Limited (鷹君有限公司) since July 2021 and as a venture partner at GRC Managers Limited from September 2014 to September 2021. In April 2013, Mr. James Zhang joined Formation8 GP, LLC and served as its partner until April 2014. Prior to that, Mr. James Zhang was a venture partner at Softbank China Venture Capital, served as entrepreneur in residence at Khosla Ventures and was employed by Mendel Biotechnology, Inc.

Mr. James Zhang obtained his bachelor of arts degree in biochemistry and molecular biology from the University of California, Santa Cruz in 1988 and his PhD in genetics from the University of California, Davis in March 1993. He was a postdoctoral fellow at Stanford University from January 1994 to August 1997.

Mr. Zhang was the chief executive officer of Modular Bioscience, Inc, a company established under the laws of the U.S., which was administratively dissolved following the cessation of its business operation. Mr. Zhang confirmed that (i) to the best of his knowledge, information and belief after making reasonable inquiries, the said company was solvent immediately prior to its dissolution; (ii) there is no wrongful act on his part leading to the dissolution of the said company; (iii) he is not aware of any actual or potential claim that has been or will be made against him as a result of the dissolution of the said company; and (iv) no misconduct or misfeasance had been involved on his part in the dissolution of the said company.

## SENIOR MANAGEMENT

The following table sets out information regarding the members of senior management of our Company.

| Name | Age | Position | Date of Appointment as a Senior Management | Date of Joining Our Group | Roles and Responsibilities | Relationship with Directors and Senior Management |
|---|---|---|---|---|---|---|
| Mr. Zhang Zhiqi (張志琦) | 49 | Chairman of the Board, executive Director and chief executive officer | December 2022 | December 2022 | Responsible for overseeing the overall strategic planning, business development, and management of our Group | Acting in concert with Mr. Pan, our executive Director, chief operation officer and general manager |
| Mr. Pan Zhengyi (潘正頤) | 42 | Executive Director, chief operation officer | August 2018 | August 2018 | Responsible for overall business operations of our Group | Acting in concert with Mr. Zhang, our chairman, executive Director and chief executive officer |

| Name | Age | Position | Date of Appointment as a Senior Management | Date of Joining Our Group | Roles and Responsibilities | Relationship with Directors and Senior Management |
|---|---|---|---|---|---|---|
| Mr. Zhao He (趙何) | 50 | Executive Director and chief technology officer | December 2022 | December 2022 | Responsible for product planning and design of our Group | None |
| Ms. Kang Yuhui (康宇暉) | 51 | Chief financial officer | July 2023 | July 2023 | Responsible for the overall implementation of financial strategy of our Group | None |
| Mr. Dong Zhigang (董志剛) | 50 | Chief marketing officer | March 2025 | March 2025 | Responsible for execution of strategic direction and business growth of our Group | None |
| Ms. Tong Zhuqing (童竹勍) | 37 | Board secretary and head of the government affairs department | October 2021 | March 2019 | Responsible for the board affairs and investor relationship of our Group | None |

**Mr. Zhang Zhiqi (張志琦)**, aged 49, is the chairman of the Board, an executive Director and the chief executive officer of our Company. See "— Directors — Executive Directors" for his biographical details.

**Mr. Pan Zhengyi (潘正頤)**, aged 42, is an executive Director and the chief operating officer of our Company. See "— Directors — Executive Directors" for his biographical details.

**Mr. Zhao He (趙何)**, aged 50, is an executive Director and the chief technology officer of our Company. See "— Directors — Executive Directors" for his biographical details.

**Ms. Kang Yuhui (康宇暉)**, aged 51, is our chief financial officer. Ms. Kang is primarily responsible for the overall implementation of financial strategy of our Group.

Ms. Kang has been our chief financial officer since July 2023. Prior to that, Ms. Kang served as the director of general affairs department at Shinto Electronics (Shanghai) Co., Ltd. (新藤電子(上海)有限公司) from February 2006 to May 2008, where she once served as manager of general affairs department. She then served as the finance director at Schleuniger Trading (Shanghai) Co., Ltd. (索鈮格貿易(上海)有限公司) from June 2008 to March 2013. Ms. Kang served as the partner and general manager at Weiteng Investment Management Consulting (Shanghai) Co., Ltd. (微騰投資管理諮詢(上海)有限公司) from April 2013 to July 2023 and served as the chief financial officer at Shanghai Fengchao Cultural Technology Co., Ltd. (上海風潮文化科技有限公司) from November 2018 to June 2023. Ms. Kang obtained her college degree in financial accounting from Wuhu Union University (蕪湖聯合大學) (currently known as Wuhu Institute of Technology (蕪湖職業技術大學)) in July 1994 and obtained her bachelor's degree in national economic management from University of Science and Technology of China (中國科學技術大學) through distance learning in December 1998. Ms. Kang obtained her master's degree in business administration from Trinity Western University through distance learning in June 2022.

Ms. Kang obtained the Certificated Intermediate Accounting Professional Qualification (中級會計專業技術資格) by Ministry of Finance of the PRC in May 2001. She has been awarded as Chartered Global Management Accountant and Associate of The Chartered Institute of Management Accountants since February 2023 and has been a fellow of the Institute of Public Accountants of Australia since March 2020. She has also been a member of the Australian Society of Certified Practicing Accountants since September 2024.

**Mr. Dong Zhigang (董志剛)**, aged 50, is our chief marketing officer. Mr. Dong is responsible for overseeing brand development, sales strategy, and marketing management of our Company.

Before joining our Company in March 2025, Mr. Dong served as a senior account manager at Oracle (China) Software Systems Co., Ltd. (甲骨文(中國)軟件系統有限公司) from August 2010 to August 2011. He then served successively at SAP (Beijing) Software System Co., Ltd (思愛普(北京)軟件系統有限公司) from September 2011 to March 2016 and at SAP (China) Co., Ltd. (思愛普(中國)有限公司) from April 2016 to December 2021, where his past positions included global senior vice president and co-general manager of SAP China. He then served as the chief executive officer at Xiamen Dongyin Cloud Chain Technology Co., Ltd. (廈門洞隱雲鏈科技有限公司).

Mr. Dong obtained his bachelor's degree in machinery manufacturing technology and equipment (mechanical engineering automation) from University of Shanghai for Science and Technology (上海理工大學) in January 1999 and obtained his master's degree in business administration from University of Mannheim in October 2021.

**Ms. Tong Zhuqing (童竹勍**), aged 37, is the board secretary and head of the government affairs department of our Company and has been appointed as one of our joint company secretaries with effect from the [REDACTED]. Ms. Tong is primarily responsible for board affairs and investor relationship of our Group. Ms. Tong joined our Group as the assistant to the chief executive officer in March 2019 and has been our board secretary and head of the government affairs department since October 2021.

Before joining our Company, Ms. Tong served at GE Healthcare Trade and Development (Shanghai) Co., Ltd. from March 2011 to October 2014. She then served successively as a data and tools engineer and senior data and tools engineer at Schneider Electric (China) Co., Ltd Shanghai Branch (施耐德電氣(中國)有限公司上海分公司) from November 2014 to March 2019.

Ms. Tong obtained her bachelor's degree in computer science and technology from Shanghai Jian Qiao University (上海建橋學院) in July 2011 and obtained her master's degree in software engineering from Nanjing University (南京大學) in December 2017.

Save as disclosed above, (i) none of our Directors and members of senior management has been a director of any public company the securities of which are listed on any securities market in Hong Kong or overseas in the three years immediately preceding the date of this Document; (ii) none of our Directors has any interests in any business, which competes or is likely to compete, either directly or indirectly, with our business which would require disclosure under Rule 8.10 of the Listing Rules; and (iii) none of our Directors and members of the senior management is related to other Directors and members of the senior management.

Save as disclosed herein, to the best knowledge, information and belief of our Directors having made all reasonable enquiries, 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 information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules as of the Latest Practicable Date.

## JOINT COMPANY SECRETARIES

**Ms. Tong Zhuqing (童竹勍**), aged 37, is the board secretary and head of the government affairs department of our Company. She was appointed as one of the joint company secretaries of our Company with effect from the [REDACTED]. See "— Senior Management" for her biographical details.

**Ms. Tsang Wing Man (曾穎雯)**, was appointed as one of the joint company secretaries of our Company with effect from the [REDACTED]. Ms. Tsang currently serves as a manager of SWCS Corporate Services Group (Hong Kong) Limited and has over 10 years of experience in company secretarial matters. She is an associate member of The Chartered Governance Institute and The Hong Kong Chartered Governance Institute.

Ms. Tsang obtained her bachelor's degree in business administration from City University of Hong Kong.

## 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 September 13, 2025, and (ii) understands his or her obligations as a Director of a [REDACTED] under the Listing Rules.

### Rule 3.13 of the Listing Rules

Each of the independent non-executive Directors has confirmed (i) his/her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) he/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/her independence at the time of his/her appointments.

## MANAGEMENT AND CORPORATE GOVERNANCE

### Board Committees

We have established three Board Committees in accordance with the relevant laws and regulations in mainland China, the Articles of Association and the code of corporate governance practices under the Listing Rules, namely the Audit Committee, the Remuneration Committee and the Nomination Committee. The functions of the three committees are summarized as follows:

***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 primary duties of the Audit Committee are to review the Company's financial information and its disclosure, oversee and evaluate the internal and external audit and internal controls, and exercise such other functions and powers delegated by the Board. The Audit Committee comprises three members, namely Ms. Siu Hera Kitwan and Mr. Wang Wenxue as the members of the Audit Committee, with Mr. Xiang Zhe as the chairperson of the Audit Committee and is the director appropriately qualified as required under Rules 3.10(2) and 3.21 of the Listing Rules.

***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 primary duties of the Remuneration Committee are to formulate standards for appraising Directors and senior management of the Company and conduct assessments; formulate and review the policies for and proposals on the remuneration of Directors and senior management of the Company. The Remuneration Committee comprises five members, namely Mr. Zhang, Mr. Wang Wenxue, Mr. Xiang Zhe and Mr. Pan as the members of the Remuneration Committee, with Ms. Siu Hera Kitwan as the chairperson of the Remuneration Committee.

***Nomination Committee***

We have established the Nomination Committee with written terms of reference in compliance with the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the Nomination Committee are to selecting candidates for Directors and senior management of the Company, and set up criteria and procedures for selection and making recommendations. The Nomination Committee comprises five members, namely Ms. Siu Hera Kitwan, Mr. James Zhao-hui Zhang, Mr. Xiang Zhe and Mr. Pan as the members of the Nomination Committee, with Mr. Zhang as the chairperson of the Nomination Committee.

**Compliance with the Corporate Governance Code**

We aim to implement a high standard of corporate governance, which we believe is crucial to safeguard the interests of our Shareholders. To accomplish this, we expect to comply with the Corporate Governance Code set out in Appendix C1 of the Listing Rules after the [REDACTED], save that Mr. Zhang will serve as both our chairman of the Board and chief executive officer as discussed below.

Pursuant to code provision A.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 that the responsibilities between the chairman and the chief executive officer should be segregated and should not be performed by the same individual. We do not have a separate chairman and chief executive officer and Mr. Zhang currently performs these two roles. The Board believes that vesting the roles of both chairman and chief executive officer in the same person has the benefit of ensuring consistent leadership within our Group and enables more effective and efficient overall strategic planning for our Group. The 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. The Board will continue to review and consider splitting the roles of chairman of the Board and the chief executive officer of our Company if and when it is appropriate taking into account the circumstances of our Group as a whole.

**Board Diversity**

Our Company has adopted a board diversity policy which sets out the approach to achieve diversity of the Board. Our Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level, including gender diversity, as 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. Pursuant to the board diversity policy, in reviewing and assessing suitable candidates to serve as a Director of our Company, 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. In particular, our Company currently has three female Director in the Board and will continue to work towards enhancing the gender diversity of the Board. Our Directors have a balanced mix of knowledge and skills, and we have four independent non-executive Directors, with different industry backgrounds. Taking into account our existing business model and specific needs as well as the different background of our Directors, the composition of our Board satisfies our board diversity policy. Pursuant to the board diversity policy, the 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 formal adoption.

**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.

Accordingly, we have applied for, and the Stock Exchange [has granted], a waiver from strict compliance with Rule 8.12 of the Listing Rules. See "Waivers from Strict Compliance with the Listing Rules" for further details.

**REMUNERATION**

Our Directors received their remuneration in the form of fees, salaries, allowances, discretionary bonuses, share-based compensation, retirement benefit scheme contributions and other benefits in kind.

For the three years ended December 31, 2023, 2024 and 2025, the aggregate amount of emoluments paid or payable to our Directors amounted to approximately RMB19.7 million, RMB6.3 million and RMB4.8 million, respectively.

Under the arrangement currently in force, we estimate the total compensation before taxation to be accrued to our Directors for the year ending December 31, 2026 to be approximately RMB6.6 million.

For the three years ended December 31, 2023, 2024 and 2025, the aggregate amount of emoluments paid to the five highest paid individuals (excluding Directors and supervisors) by us amounted to approximately RMB25.4 million, RMB5.2 million and RMB1.8 million, respectively.

During the Track Record Period, no remuneration was made by us to any of the Directors or the five highest paid individuals (i) as an inducement to join us; or (ii) as compensation for the loss of office as a director 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. None of the Directors had waived or agreed to waive their remuneration during the relevant period.

Save as disclosed above, 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.

For additional information on Directors' remuneration during the Track Record Period as well as information on the five highest paid individuals, see Note 11 to the Accountant's Report in Appendix I.

## [REDACTED] RESTRICTED SHARE SCHEME

Our Company has conditionally adopted the [REDACTED] Restricted Share Scheme, major terms of which are set out in the section headed "Statutory and General Information — D. Other Information — 1. [REDACTED] Restricted Share Scheme" in Appendix IV to this document.

## COMPLIANCE ADVISER

We have appointed Orient Capital (Hong Kong) Limited as our compliance adviser pursuant to Rules 3A.19 and 3A.23 of the Listing Rules. The compliance adviser will provide us with guidance and advice as to compliance with the Listing Rules and other applicable laws, rules, codes and guidelines. Pursuant to Rule 3A.23 of the Listing Rules, the compliance adviser will advise our Company in certain circumstances including:

(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, developments or results deviate from any forecast, estimate or other information in this Document; and
(d) where the Stock Exchange makes an inquiry to our Company regarding unusual movements in the price or [REDACTED] volume of its [REDACTED] securities or any other matters in accordance with Rule 13.10 of the Listing Rules.

Pursuant to Rule 3A.24 of the Listing Rules, the compliance adviser will, on a timely basis, inform our Company of any amendment or supplement to the Listing Rules that are announced by the Stock Exchange. The compliance adviser will also inform our Company of any new or amended law, regulation or code in Hong Kong applicable to us, and advise us on the continuing requirements under the Listing Rules and applicable laws and regulations.

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