DIRECTORS

Our Board consists of nine Directors, including six executive Directors and three independent non-executive Directors. Directors serve a term of three years and may be re-elected for successive reappointments.

Our Board is responsible for, and has the general authority of, the management and operation of our Company. The powers and duties of our Board include convening general meetings and reporting our Board's work at the general meetings of our Company, determining our Group's business and investment plans, preparing the annual financial budgets and final reports of our Company, formulating proposals for profit distributions and exercising other powers, functions and duties as conferred by the Articles of Association.

The following table sets forth certain information regarding our Directors:

Name	Age	Position(s)	Date of joining our Group[1]	Date of appointment as a Director	Roles and responsibilities	Relationship with other Directors and senior management
Executive Directors						
Mr. Yu Yueyuan (俞躍淵). . . .	46	Chairperson of the Board, executive Director, and president	May 25, 2017	May 25, 2017	Overall strategic planning, technology innovation, business management and development of our Group	None
Mr. Yang Lingyun (楊凌雲). . . .	47	Executive Director and vice president	May 25, 2017	April 28, 2020	Overall execution of business and development strategies and management of daily operations of our Group	None
Ms. Zhou Xin (周鑫)	44	Executive Director, chief financial officer, vice president, secretary to the Board, and joint company secretary	November 26, 2018	April 28, 2020	Overall financial strategy, corporate finance and capital market activities, and corporate governance, information disclosure and compliance of our Group	None
Mr. Liu Long (劉龍)	48	Executive Director, chief product officer, chief technology officer and vice president	September 1, 2018	January 13, 2023	Overall product development, research and development of our Group	None

Name	Age	Position(s)	Date of joining our Group[1]	Date of appointment as a Director	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Li Xinquan (李新全). . . .	57	Executive Director, chief operating officer and vice president	December 26, 2022	January 13, 2026	Daily operation and business management of our Group	None
Mr. Lin Wei-Chen (林韋成). . . .	46	Executive Director and vice president	October 17, 2023	January 13, 2026	Strategic direction of technological research and development of our Group	None
Independent non-executive Directors						
Dr. Shi Junming (史俊明). . . .	50	Independent non-executive Director	**[REDACTED]**	January 13, 2026 (effective from the **[REDACTED]**)	Providing independent opinion and judgment to our Board	None
Mr. Chan HOK LEUNG (陳學良). . . .	63	Independent non-executive Director	**[REDACTED]**	January 13, 2026 (effective from the **[REDACTED]**)	Providing independent opinion and judgment to our Board	None
Mr. Zhou Lin (周霖)	49	Independent non-executive Director	**[REDACTED]**	January 13, 2026 (effective from the **[REDACTED]**)	Providing independent opinion and judgment to our Board	None

Executive Directors

Mr. Yu Yueyuan (俞躍淵), aged 46, is our founder, chairperson of our Board and executive Director. Mr. Yu has been serving as the chairperson of the Board, director and president of our Company since May 2017. Mr. Yu currently holds directorships and management positions in our multiple subsidiaries, including Shanghai Computing Power and Tianjin Huaxin.

Mr. Yu has over 20 years of experience in the information technology industry and has accumulated extensive professional knowledge and insights in this field. Prior to founding our Group, from March 2004 to February 2017, Mr. Yu served as general manager at Beijing Tianqin Yida Technology Co., Ltd. (北京天勤益達科技有限公司), a company specializing in servers and systems integration.

Mr. Yu's engagement in the industry has earned him a strong reputation. He served as an executive council member (常務理事) of the 6th Council of the China Association of Information (中國信息協會第六屆理事會) as the Company's representative from April 2021 to June 2022, where he was instrumental in fostering industry–academia cooperation and advancing various entrepreneurship initiatives.

Mr. Yu obtained a bachelor's degree in logistics management from Beijing Jiaotong University (北京交通大學) in PRC in 2013, and an EMBA master's degree in business administration from Tsinghua University (清華大學) in PRC in 2021.

Mr. Yang Lingyun (楊凌雲), aged 47, is our executive Director and vice president. He joined our Company in May 2017 and since then served as vice president of our Company.

Mr. Yang also holds directorship and management positions in our subsidiaries, including Tianjin Enginetech, Shanghai Computing Power and Engine International.

Mr. Yang possesses a wealth of nearly 20 years of experience in the information technology industry and has accumulated extensive professional knowledge and insights in this field. Prior to joining the Group, Mr. Yang served as product manager and regional manager at Beijing Tianqin Yida Technology Co., Ltd. (北京天勤益達科技有限公司) from December 2007 to December 2016.

Mr. Yang obtained an associate degree in business administration from Xidian University (西安電子科技大學) in the PRC in January 2019, and is currently studying business administration at Nanjing University of Technology (南京工業大學) in PRC, with an expected graduation date of July 2027 and a bachelor's degree to be awarded.

Ms. Zhou Xin (周鑫), aged 44, is our executive Director, vice president, chief financial officer, secretary to the Board and our joint company secretary. Ms. Zhou joined our Company in November 2018 and since then served as chief financial officer, and secretary to the Board of our Company. Ms. Zhou also holds directorship and management positions in our subsidiaries, including Shanghai Computing Power and Engine International.

Ms. Zhou possesses extensive experience in the field of financial management and has held a senior role across multiple corporations, giving her broad exposure to different aspects of financial operations and corporate governance. She served as a partner at Singapore Stratus Capital Co. Ltd. (新加坡斯瑞德資本有限公司) from August 2008 to December 2013. From February 2014 to August 2018, she has been serving as vice president at Ruifeng Tianli (Beijing) Investment Co. Ltd. (瑞豐天利(北京)投資有限公司), overseeing key investment initiatives and overall financial management.

Ms. Zhou obtained a bachelor's degree in accounting from Beijing University of Chemical Technology (北京化工大學) in PRC in July 2004, and an EMBA master's degree in business administration from Tsinghua University (清華大學) in PRC in January 2018. Ms. Zhou was admitted as a member of the Chinese Institute of Certified Public Accountants (中國註冊會計師協會) in April 2008.

Mr. Liu Long (劉龍), aged 48, is our executive Director, chief product officer, and chief technology officer. Mr. Liu joined our Company in September 2018 and since then served as our chief product officer and chief technology officer.

Mr. Liu brings over 20 years of experience in information technology industry to facilitate the growth of our Company. Prior to joining the Group, Mr. Liu served as technical support manager at Ningbo Zhongjia Technology Co., Ltd. (寧波中嘉科貿有限公司) from July 1999 to July 2018, where he was responsible for providing domestic customer support.

Mr. Liu obtained an associate degree in Electronic Technology in July 1998 from College of Applied Arts and Sciences of Peking University (北京大學應用文理學院) in PRC, a bachelor's degree in computer networks in December 2004 and a master's degree in electronic and communication engineering in March 2012 from Beijing University of Posts and Telecommunications (北京郵電大學) in PRC. In August 2003, Mr. Liu obtained Computer Network Engineering Certification awarded by the Ministry of Industry and Information Technology (中華人民共和國工業和信息化部).

Mr. Li Xinquan (李新全), aged 57, is our executive Director and chief operating officer. Mr. Li joined our Company in December 2022 and since then has served as chief operating officer.

Mr. Li has over 30 years of experience in the information technology industry, possessing deep insights into the sector, and professional expertise. From April 1994 to February 2010, he worked at Lenovo (Beijing) Limited (聯想 (北京) 有限公司), where he successively served as director of defense industry in the key account business general manager's office, playing a pivotal role in developing key industry accounts and establishing long term partnerships with major clients.

He then subsequently joined Tongfang Computer Co., Ltd. (同方計算機有限公司) in October 2011 and served as general manager of the key industry account department until July 2016. From October 2016 to September 2019, he assumed the role of vice president of China division at Acer Group (宏碁集團) (a company listed on the Taiwan Stock Exchange, stock code: 2353). In this capacity, he oversaw nationwide commercial business operations, market expansion, and industry key account business, contributing to Acer's strategic presence in the China market. Most recently, from April 2020 to April 2023, he served as deputy general manager at Huang He Technology Group Information Industry Development Co., Ltd. (黃河科技集團信息產業發展有限公司), continuing to demonstrate strong leadership in corporate management.

Mr. Li obtained a bachelor's degree in applied mathematics from Huazhong University of Science and Technology (華中科技大學) (formerly known as Huazhong Institute of Technology (華中理工大學)) in PRC in June 1991, and a master's degree in management science from Tianjin University (天津大學) in PRC in April 1994.

Mr. Lin Wei-Chen (林韋成), aged 46, is our executive director and vice president. Mr. Lin joined our Company in October 2023 and since then served as our vice president. He also serves as the general manager in our subsidiary, Tianjin Huaxin.

Mr. Lin brings deep understanding of corporate governance to our Company. Prior to joining our Company, Mr. Lin served as R&D senior director of HON LIN Technology Co., Ltd. (鴻齡科技股份有限公司) from August 2005 to October 2023.

Mr. Lin obtained a bachelor's degree in nautical science from National Taiwan Ocean University (國立台灣海洋大學) in Taiwan, PRC in June 2001.

Independent non-executive Directors

Dr. Shi Junming (史俊明), aged 50, has been appointed as an independent non-executive Director on January 13, 2026 with effect from the **[REDACTED]**.

Dr. Shi has nearly 20 years of experience in corporate management, with directorship in various companies, including:

Period of service	Company	Position
April 2021 to February 2022	Guangzhou Easefun Information Technology Co., Ltd. (易方信息科技股份有限公司)	Independent non-executive director
October 2022 to date. . .	Shanghai JAKA Robotics Ltd. (節卡機器人股份有限公司)	Independent director

Dr. Shi's deep expertise and business acumen has earned him numerous honors and recognitions. From 2020 to 2022, he was consecutively featured in the Chambers Asia-Pacific Guide for Corporate and Commercial: Shanghai (錢伯斯亞太榜單公司商事：上海榜單), a testament to his consistent professional excellence and influence in the industry.

Beyond his professional achievements, Dr. Shi has established himself as a respected leader whose insights and contributions continue to shape both the legal profession and broader public policy initiatives. He served as a member of the Budget Working Committee of the Seventh Shanghai Pudong New Area People's Congress (上海市浦東新區人大預算工委), where he contributed to legislative and fiscal policy deliberations. Dr. Shi also serves as an arbitrator of the Shanghai Arbitration Commission (上海仲裁委員會), bringing his legal expertise to the resolution of complex commercial disputes.

Dr. Shi obtained a bachelor's degree in international finance from Shanghai Jiao Tong University (上海交通大學) in PRC in July 1997, a master's degree in law from East China University of Political Science and Law (華東政法大學) in PRC in June 2005, and a doctorate in applied economics (taxation) from Shanghai University of Finance and Economics (上海財經大學) in PRC in October 2013.

Mr. Chan Hok Leung (陳學良), aged 63, has been appointed as an independent non-executive Director on January 13, 2026 with effect from the **[REDACTED]**.

Mr. Chan has over 30 years of experience in finance and corporate management. Prior to joining our Company, he held various positions successively, starting as a manager and serving as a director prior to departure, at Securities and Futures Commission from June 1994 to November 2007. He worked at Platinum Securities Company Limited (百德能證券有限公司) between December 2007 and October 2009, where he focused on providing corporate finance advisory services. In November 2009, he joined Neutral Financial Holding Company Limited (中和金控有限公司) (formerly known as Asian Capital (Corporate Finance) Limited (卓亞融資有限公司)) and served as an executive director until October 2016, during which he played a key role in corporate finance advisory projects. From June 2010 to June 2016, he concurrently served as an executive director at Kingwisoft Technology Group Company Limited (金慧科技集團股份有限公司) (formerly known as Asian Capital Holdings Limited (卓亞資本有限公司)), a corporate financial advisory and consulting company listed on GEM of the Hong Kong Stock Exchange (stock code: 8295). In that role, he oversaw overall management and operations, and was actively involved in formulating investment strategies and driving business development.

From January 2017 to January 2019, he served as the managing director at First Prosperous Capital Company Limited (瀚盛資本有限公司) (formerly known as Cypress House Capital Limited (柏坊資本有限公司)), where he continued to focus on corporate finance advisory work. Between January

2019 and May 2024, he was the managing director at China Sunrise Capital Limited (華升資本有限公司) (formerly known as First Capital International Finance Limited (首控國際金融有限公司)), responsible for leading and overseeing its corporate finance advisory business. Since March 2019, he has also served as a non-executive director of Numans Health Food Holdings Company Limited (紐曼思健康食品控股有限公司), a company engaged in the marketing, sales and distribution of health supplements in the PRC and the shares of which are listed on the Hong Kong Stock Exchange (stock code: 2530.HK). Since August 2024, he has taken up the role of managing director of the corporate finance department, principal under the sponsor regime, and responsible officer for regulated activity 1 and regulated activity 6 at Asian Capital Limited (卓亞融資有限公司). Since June 2025, he has been serving as an independent non-executive director of Bayzed Health Group Inc. (佰澤醫療集團), a company engaged in the investment in and provision of medical and healthcare-related services, whose shares are listed on the Hong Kong Stock Exchange (stock code: 2609.HK).

Mr. Chan obtained his bachelor's degree in commerce and management from the Victoria University of Wellington, in New Zealand in April 1988. He later obtained his master's degree in business administration from the University of Warwick in the United Kingdom in July 2000. In October 2009, he also obtained his master's degree in hotel and tourism management from the Hong Kong Polytechnic University (香港理工大學) in PRC, Hong Kong. Mr. Chan was admitted as a member of the Hong Kong Institute of Certified Public Accountants in January 1993 and became a fellow member in September 1997.

Mr. Zhou Lin (周霖), aged 49, has been appointed as an independent non-executive Director on January 13, 2026 with effect from the **[REDACTED]**.

Mr. Zhou has accumulated extensive experience in the technology and information services sectors through a series of senior roles over the years. He served as senior director of Beijing Sohu New Media Information Technology Co., Ltd. (北京搜狐新媒體信息技術有限公司) from January 2009 to December 2011, and subsequently as vice president from January 2012 to December 2014.

Since July 2025, he has been serving as an independent director of Shijiazhuang Changshan Beiming Technology Co., Ltd. (石家莊常山北明科技股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 000158.SZ), providing independent oversight and professional advice. Since June 2025, he has been serving as an independent director of Beijing Yacom Wanyi Information Technology Co., Ltd. (北京亞康萬瑋信息技術股份有限公司) (a company listed on the Shenzhen Stock Exchange ChiNext Market, stock code: 301085.SZ), where he contributes to corporate governance and strategic decision making.

Mr. Zhou obtained his bachelor's degree in computer science and technology from Tsinghua University (清華大學) in PRC in June 1998, and his master's degree in business administration from Tsinghua University (清華大學) in PRC in July 2018.

SENIOR MANAGEMENT

Our Group's senior management team is responsible for the day-to-day management and operation of its business. The executive Directors are also members of the Group's senior management. For their biographies, see "— Directors — Executive Directors" above.

Name	Age	Position(s)	Date of joining our Group[1]	Date of appointment as a member of senior management	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Yu Yueyuan (俞躍淵)	46	Chairperson of the Board, executive Director, and president	May 25, 2017	May 25, 2017	Overall strategic planning, technology innovation, business management and development of our Group	None
Mr. Yang Lingyun (楊淩雲)	47	Executive Director and vice president	May 25, 2017	January 13, 2023	Overall execution of business and development strategies and management of daily operations of our Group	None
Ms. Zhou Xin (周鑫)	44	Executive Director, chief financial officer, vice president, secretary to the Board, and joint company secretary	November 26, 2018	November 26, 2018	Overall financial strategy, corporate finance and capital market activities, and corporate governance, information disclosure and compliance of our Group	None
Mr. Liu Long (劉龍)	48	Executive Director, chief product officer, chief technology officer and vice president	September 1, 2018	January 13, 2023	Overall product development, research and development of our Group	None
Mr. Li Xinquan (李新全)	57	Executive Director, chief operating officer and vice president	December 26, 2022	December 26, 2022	Daily operation and business management of our Group	None

Name	Age	Position(s)	Date of joining our Group(1)	Date of appointment as a member of senior management	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Lin Wei-Chen (林韋成)	46	Executive Director and vice president	October 17, 2023	October 17, 2023	Strategic direction of technological research and development of our Group	None
Ms. Yang Yingzhu (楊瑩珠)	45	Vice president	December 12, 2024	December 12, 2024	Overseeing the sales function and operations of the strategic accounts business development	None

Note:

(1) Denotes the time from which the relevant senior management became involved in the management of the business of the Group.

Mr. Yu Yueyuan (俞躍淵) is our executive Director, chairperson of the Board, and president. See "— Directors — Executive Directors" in this section for his biographical details.

Mr. Yang Lingyun (楊淩雲) is our executive director and vice president. See "— Directors — Executive Directors" in this section for his biographical details.

Ms. Zhou Xin (周鑫) is our executive Director, chief financial officer, secretary to the Board, and our joint company secretary. See "— Directors — Executive Directors" in this section for her biographical details.

Mr. Liu Long (劉龍) is our executive director, chief product officer, and chief technology officer. See "— Directors — Executive Directors" in this section for his biographical details.

Mr. Li Xinquan (李新全) is our executive director and chief operating officer. See "— Directors — Executive Directors" in this section for his biographical details.

Mr. Lin Wei-Chen (林韋成) is our executive Director and vice president. See "— Directors — Executive Directors" in this section for his biographical details.

Ms. Yang Yingzhu (楊瑩珠), aged 45, has served as our vice president since she joined the Company in December 2024.

Ms. Yang has over 20 years of experience in corporate management. She subsequently held several managerial roles in both multinational and domestic technology companies. Prior to joining our Company, she served as an industry sales representative at Unismc Technology Co., Ltd. (清能繼控科技有限公司) (formerly known as Tsinghua Unis Measurement and Control Co., Ltd (清華紫光測控有限公

司)) from September 2004 to December 2005. She then served as the client manager in the sales department in at FUJIFILM Business Innovation Corp. (富士膠片商業創新(中國)有限公司) (formerly known as Fuji Xerox (China) Co., Ltd. (富士施樂(中國)有限公司)) from January 2006 to December 2007.

From January 2008 to May 2017, she served as the client representative at International Business Machines Corporation (IBM China) Beijing Branch (國際商業機器(中國)有限公司北京分公司), where she was responsible for national level central government sales. She then joined Dawning Information Industry (Beijing) Co., Ltd. (曙光信息產業(北京)有限公司), serving as the Director of the Government Environment Division from May 2017 to February 2018, overseeing sales management for environmental protection and meteorological sectors. From March 2018 to May 2020, she served as the Director of the Sales Department at Hitachi Vantara (China) Co., Ltd. (日立數據管理(中國)有限公司), where she managed sales operations for government agencies, enterprises, and commercial banks across Northern China. She then returned to Dawning Information Industry (Beijing) Co., Ltd. in September 2020, serving as Assistant to the CEO, General Manager of the Government Affairs Department and the Environmental and Natural Resources Department until April 2024.

Ms. Yang obtained an associate degree in international trade from the University of International Business and Economics (對外經濟貿易大學) in PRC in July 2004.

None of the Directors and senior management of the Company is related to other Directors or senior management of the Company. Save as disclosed above, (i) none of the Directors 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 date of this document; (ii) to the best knowledge, information and belief of the Directors 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.

JOINT COMPANY SECRETARIES

Ms. Zhou Xin (周鑫) has been appointed as one of our joint company secretaries. Ms. Zhou also serves as an executive Director, chief financial officer and secretary to the Board of our Company. See "— Directors — Executive Directors" in this section for her biographical details.

Ms. Au Ching (歐正) is our joint company secretary. She serves as a deputy manager in the listing services department of TMF Hong Kong Limited since August 24, 2023.

Ms. Au has extensive knowledge and experience in dealing with corporate governance, regulatory and compliance affairs of Hong Kong listed companies. Ms. Au was admitted as an associate member of the Hong Kong Chartered Governance Institute in June 3, 2021 and The Chartered Governance Institute in the United Kingdom in June 3, 2021.

BOARD COMMITTEES

Our Board delegates certain responsibilities to various committees. In accordance with the relevant PRC laws and regulations and the Corporate Governance Code and the Listing Rules, our Company has formed four Board committees, namely the Audit Committee, the Remuneration and Appraisal Committee, the Nomination Committee and the Strategy Management and ESG Committee. The functions of the four 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 and supervise the financial reporting process and internal controls system of our Group, review and approve connected transactions and provide advice and comments to the Board. The Audit Committee comprises three members, namely Mr. Chan Hok Leung (陳學良), Dr. Shi Junming (史俊明) and Mr. Zhou Lin (周霖), with Mr. Chan Hok Leung (陳學良) as the chairperson of the Audit Committee and the Director appropriately qualified as required under Rules 3.10(2) and 3.21 of the Listing Rules.

Remuneration and Appraisal Committee

We have 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 set out in Appendix C1 to the Listing Rules. The primary duties of the Remuneration and Appraisal Committee are to review and make recommendations to the Board on the terms of remuneration packages, bonuses and other compensation payable to our Directors and other senior management. The Remuneration and Appraisal Committee comprises three members, namely Dr. Shi Junming (史俊明), Mr. Yu Yueyuan (俞躍淵) and Mr. Zhou Lin (周霖), with Dr. Shi Junming (史俊明) as the chairperson of the Remuneration and Appraisal Committee.

Nomination Committee

We have established a Nomination Committee with written terms of reference in compliance with the Code on Corporate Governance in Appendix C1 to the Listing Rules. The primary duties of the Nomination Committee are to make recommendations to our Board on the appointment of Directors and management of Board succession and evaluate the Board diversity policy. The Nomination Committee comprises three members, namely Dr. Shi Junming (史俊明), Ms. Zhou Xin (周鑫) and Mr. Zhou Lin (周霖), with Dr. Shi Junming (史俊明) as the chairperson of the Nomination Committee.

Strategy Management and ESG Committee

We have established a Strategy Management and ESG Committee with written terms of reference. The primary duties of the Strategy Management and ESG Committee are to make recommendations to our Board on the long-term development strategy and major investments and projects of our Company. The Strategy Management and ESG Committee comprises three members, namely Mr. Yu Yueyuan (俞躍淵), Mr. Yang Lingyun (楊淩雲) and Mr. Li Xinquan (李新全), with Mr. Yu Yueyuan (俞躍淵) as the chairperson of the Strategy Management and ESG Committee.

REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

We offer our executive Directors and senior management members, who are also employees of our Group, remuneration in the form of salaries, allowance, benefits in kind, performance related bonuses, share-based payment and pension scheme contributions. Our independent non-executive Directors receive remuneration with reference to their respective positions and duties, including being a member or the chairperson of Board committees.

For the years ended December 31, 2023, 2024 and 2025, the aggregate amount of remuneration paid or payable to our Directors amounted to approximately RMB4.8 million, RMB4.4 million, and RMB4.9 million, respectively.

Under the arrangement currently in force, we estimate the total remuneration including salaries and benefits in kind, performance related bonuses and pension scheme contributions, payable to our Directors for the year ending December 31, 2026 is expected to be approximately RMB7.4 million under the arrangements currently in force.

The total remuneration for the five highest paid individuals (including Directors) amounted to approximately RMB9.29 million, RMB9.80 million, and RMB11.02 million for the years ended December 31, 2023, 2024 and 2025, respectively.

During the Track Record Period, (i) there was no remuneration paid or payable by our Company to our Directors or the five highest paid individuals as an inducement to join or upon joining our Company, (ii) there was no compensation paid or payable by our Company to our Directors, former Directors or the five highest paid individuals for the loss of any office in connection with the management of the affairs of any member of our Group, and (iii) none of our Directors has waived or agreed to waive any remuneration or benefits in kind for the past three years.

Save as disclosed above, there were no other payments paid or payable by our Group to our Directors or the five highest paid individuals during the Track Record Period.

For additional information on Directors' remuneration during the Track Record Period as well as information on the five highest paid individuals, see notes 10 and 11 to the Accountants' Report.

EMPLOYEE INCENTIVE SCHEME

To recognize the contributions of our key employees, incentivize our management team, retail talent and promote our long-term sustainable development, we have adopted three Employee Incentive Schemes. For details of the Employee Incentive Schemes, see "Appendix VI — Statutory and General Information — C. Further Information about our Directors and Senior Management — 5. Employee Incentive Schemes" for details.

COMPLIANCE WITH THE CORPORATE GOVERNANCE CODE

We are committed to achieving high standards of corporate governance with a view to safeguarding the interests of our Shareholders. To accomplish this, save as disclosed below, we expect to comply with the corporate governance requirements under the Corporate Governance Code set out in Appendix C1 to the Listing Rules after the **[REDACTED]**.

Pursuant to code provision C.2.1 of Part 2 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 roles of chairman and chief executive should be separate and should not be performed by the same individual. We do not have a separate chairman and chief executive officer, and Mr. Yu currently performs these two roles. Our Board believes that vesting the roles of both chairman of our Board and chief executive officer in the same person has the benefit of (i) ensuring consistent leadership within our Group, (ii) enabling more effective and efficient overall strategic planning for our Group, and (iii) facilitating the flow of information between the management and our Board. 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 executive chairman of our Board and the chief executive officer of our Company at a time when it is appropriate by taking into account the circumstances of our Group as a whole.

BOARD DIVERSITY POLICY

We have 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 the Company's competitive advantage and enhancing its ability to attract, retain and motivate employees from the widest possible pool of available talent.

Pursuant to our board diversity policy, selection of Board candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, industry experience, technical capabilities, professional qualifications and skills, knowledge, length of service and other related factors. We will also consider our own business model and special needs. The ultimate selection of Director candidates will be based on merits of the candidates and contribution that the candidates will bring to our Board.

Our Board currently consists of one female Directors and eight male Directors with a balanced mix of knowledge and skills, including but not limited to overall management and strategic development, finance, accounting and risk management. The Company is of the view that the Board satisfies our board diversity policy.

Our Nomination Committee is responsible for the implementation of our board diversity policy. Upon completion of the **[REDACTED]**, our Nomination Committee will review our board diversity policy from time to time to ensure its continued effectiveness and we will disclose the implementation of our board diversity policy in our corporate governance report on an annual basis.

CONFIRMATION FROM OUR DIRECTORS

Rule 8.10 of the Listing Rules

As of the Latest Practicable Date, none of our Directors (other than our independent non-executive Directors) had interests in any business, which competes or is likely to compete, either directly or indirectly, with our business that would require disclosure under Rule 8.10 of the Listing Rules.

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 on January 13, 2026; 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 confirms (i) his or her independence as regards each of the factors referred to in Rule 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 our subsidiaries or any connection with any core connected person of our 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.

COMPLIANCE ADVISOR

We have appointed Gram Capital Limited as our Compliance Advisor pursuant to Rules 3A.19 of the Listing Rules. The Compliance Advisor 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 Advisor 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 **[REDACTED]** and **[REDACTED]**;

(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 Hong Kong 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 the appointment of our Compliance Advisor 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]**.