BOARD OF DIRECTORS

Our Board of Directors consists of nine Directors, with five executive Directors, one non-executive Director and three independent non-executive Directors. Our Board of Directors serves a term of three years and is responsible for, and has general powers for the management and conduct of our business.

The table below sets out certain information of our Directors.

Name	Age	Position(s)	Date of appointment as Director	Date of joining our Group	Roles and responsibilities	Relationship with other Directors and senior management
Mr. CHIU Chi Keung Parker (趙芝強)	71	Chairman of the Board, general manager and executive Director	May 2007	May 2007	Responsible for the overall management, operation and strategies of our Group	Father of Mr. CHIU Kung Pak Tom
Mr. CHIU Kung Pak Tom (趙公魄)	43	Executive Director, deputy general manager and chief marketing officer	January 2023	November 2009	Responsible for the market development, formulation and implementation of our sales and marketing strategies and the business operation of our Group	Son of Mr. CHIU Chi Keung Parker
Ms. LIAO Jiewen (廖潔文)	47	Executive Director and chief commercial officer	January 2023	May 2006	Responsible for overseeing the implementation of sales or commercial strategies and objectives, defining the organization's commercial policies and ensuring the company adheres to the annual budget of our Group	None
Mr. DING Xuemiao (丁雪苗)	44	Executive Director and chief technology officer	January 2023	May 2006	Responsible for the overall R&D work	None
Mr. XU Yuanfeng (徐元鋒)	51	Executive Director and chief development officer	January 2023	September 2015	Responsible for overseeing the development and innovation of the products of our Group	None
Ms. QIU Xiaoyi (邱曉億)	40	Non-executive Director	June 2025	June 2025	Responsible for providing guidance on corporate strategy and governance to our Company	None
Mr. He Dingding (賀丁丁)	49	Independent non-executive Director	September 2025	September 2025	Responsible for providing independent advice and judgment to our Board	None

Name	Age	Position(s)	Date of appointment as Director	Date of joining our Group	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Koon Tin Yau (官天佑)	44	Independent non-executive Director	September 2025	September 2025	Responsible for providing independent advice and judgment to our Board	None
Ms. CHAN Po Yin Vivian (陳寶妍) . .	64	Independent non-executive Director	June 2025	June 2025	Responsible for providing independent advice and judgment to our Board	None

Executive Directors

Mr. CHIU Chi Keung Parker (趙芝強), aged 71, has been the chairman of the Board, general manager and Director since May 2007. He was redesignated as an executive Director on June 24, 2025. He is primarily responsible for the overall management, operation and strategies of our Group.

Prior to joining our Group, Mr. Chiu served on the management team of Jiangyin Quelifa Electronic Materials Co., Ltd. (江陰確利法電子材料有限公司), an industrial laminate manufacturer, from 1997 to 1999. From 1991 to 1993, he was the general manager of Jada Electronics Limited, where he was mainly responsible for the production of copper foil and industrial laminates. From 1989 to 1991, he served as general manager of T C Technology Limited (達昌科技有限公司) (formerly known as Sam Fit Industrial Limited (生適實業有限公司)), where he was mainly responsible for overseeing the management of a PCB manufacturing facility, plant construction and team development. From 1988 to 1989, he was technical sales manager of the Hong Kong branch of DIELEKTRA GmbH, where he was primarily responsible for supervising the Asia-Pacific quality-control framework for German laminate manufacturers. From 1985 to 1988, he served as quality department manager of the Mica-AVA joint venture, where he was mainly responsible for the technology transfer in industrial laminate manufacturing. From 1979 to 1983, he worked for Fairchild Semiconductor Product Co., Ltd. (快捷半導體產品有限公司), where he was primarily responsible for diode product quality control and life-cycle testing.

Mr. Chiu was a director of the following dissolved private company in Hong Kong. The relevant details are set forth as follows:

Name of Company	Place of incorporation	Date of dissolution	Means of dissolution	Reasons of dissolution
Paramount Laminates (Asia) Limited	Hong Kong	September 6, 2022	Deregistration	Cessation of business

In November 2002, Mr. Chiu was adjudged bankrupt by the High Court of Hong Kong on his own petition. Subsequently, pursuant to section 30A(2)(a) of the Bankruptcy Ordinance (Chapter 6 of the Laws of Hong Kong), he was automatically discharged from bankruptcy in November 2006 upon expiry of the statutory four-year period ("**Mr. Chiu's Bankruptcy Period**"). The bankruptcy arose from Mr. Chiu's personal financial difficulties during that time due to the economic downturn and was primarily attributable to a mortgage loan on his residential property, the value of which had declined significantly following the property market downturn in Hong Kong at the time, resulting in his inability to meet repayment obligations. The bankruptcy was thus a consequence of inability to pay personal debt arising from market conditions, and was unrelated to the affairs of the Group (and in fact the Company was not established at the time when Mr. Chiu was adjudged bankrupt). The bankruptcy did not involve any fraud, dishonesty or integrity issue.

Having considered that Mr. Chiu confirmed he was not involved in any legal proceeding or any other claim as of the Latest Practicable Date, our Directors are of the view that Mr. Chiu is suitable to act as a Director pursuant to the Listing Rules.

Mr. Chiu obtained his bachelor's degree in chemical engineering from National Cheng Kung University (台灣成功大學) in Taiwan in 1979.

Mr. CHIU Kung Pak Tom (趙公魄), aged 43, is an executive Director, deputy general manager and chief marketing officer. He joined our Company in November 2009 and has held various management positions, including business manager from November 2009 to May 2015 and deputy general manager since May 2015 before being appointed as a Director in January 2023 and was redesignated as an executive Director on June 24, 2025. He is primarily responsible for the market development, formulation and implementation of our sales and marketing strategies and the business operation of our Group.

During his tenure with our Group, he has been responsible for leading the sales and marketing teams and developing business opportunities in the PCBs and semiconductors manufacturing sectors. He has also been participating in the formulation of business strategies and management decisions of the Group. In his earlier role as business manager, he was responsible for market development and project management, and coordinated between the R&D and business teams to align product development with market demand. As deputy general manager since 2015, he has overseen the formulation and execution of sales strategies, planning and implementation of development strategies, and expansion of the Group's product applications across multiple industries. Since his appointment as chief marketing officer in 2023, Mr. Chiu has taken the lead in formulating corporate strategies, enhancing our brand positioning, and strengthening long-term strategic cooperation with key customers.

Mr. Chiu obtained his bachelor of Arts degree from York University in 2007 in Canada and further pursued his Executive Master of Business Administration (EMBA) degree from The Chinese University of Hong Kong in 2020 in Hong Kong.

Ms. LIAO Jiewen (廖潔文), aged 47, has been a Director and chief commercial officer of our Company since January 2023. Ms. Liao has joined our Company since May 2006 and has held several position in the Company. She was redesignated as an executive Director on June 24, 2025. She is primarily responsible for overseeing the implementation of sales or commercial strategies and objectives, defining the organization's commercial policies and ensuring our Company adheres to the annual budget of our Group.

Ms. Liao obtained her bachelor's degree from Guangdong Open University (廣東開放大學) in 2023 in the PRC through online learning.

Mr. DING Xuemiao (丁雪苗), aged 44, is an executive Director and chief technology officer of our Company. He was appointed as a Director in January 2023 and was redesignated as an executive Director on June 24, 2025. Mr. Ding joined our Group since the establishment of our Company and since 2008, he first served as the manager of R&D department and was promoted as the director of R&D department in 2010 and further promoted as the chief technology officer of our Company in 2023. He is responsible for the overall R&D work.

Mr. Ding obtained his college degree in computer science from Electronic Engineering Institute of People's Liberation Army (中國人民解放軍電子工程學院) in 2004 in the PRC. He further obtained his bachelor's degree in business administration from South China Normal University (華南師範大學) in 2022 in the PRC through part-time learning.

Mr. XU Yuanfeng (徐元鋒) (former name: XU Yuanfeng (徐元峰)), aged 51, is an executive Director and chief development officer of our Company. He joined our Group in September 2015 and has successively served as manager of the customer service department, manager of the maintenance department, and technical director of the production department. He was appointed as a Director in January 2023 and redesignated as an executive Director on June 24, 2025. He is responsible for overseeing the development and innovation of the products.

Prior to joining our Group, Mr. Xu served as a customer service manager of Stand RISE Technology Holdings Limited (珠海市展立機電設備有限公司) from May 2010 to May 2014.

Mr. Xu graduated from Keshan County Technical School Mechanical and Electrical Technical School (克山縣技工學校機電中專) in the PRC in July 1993.

Non-executive Director

Ms. QIU Xiaoyi (邱曉憶), aged 40, is non-executive Director of our Company. She was appointed as a Director on June 13, 2025 and redesignated as a non-executive Director on June 24, 2025. She is primarily responsible for providing guidance on corporate strategy and governance to our Company.

Ms. Qiu has served as manager of the comprehensive management department at Quzhou Intelligent Manufacturing Industry Investment Group Co., Ltd. (衢州智造產業投資集團有限公司) since July 2025. She has served as an investment management officer at Quzhou Intelligent Manufacturing Industry Investment Group Co., Ltd. (衢州智造產業投資集團有限公司) from April 2025 to July 2025. From January 2025 to March 2025, she worked at Quzhou Industrial Holding Group Co., Ltd. (衢州工業控股集團有限公司). From February 2023 to December 2024, she served as administrative supervisor at Quzhou Industrial Development Group Co., Ltd. (衢州工業發展集團有限公司). From October 2016 to January 2023, she served as deputy director of the office corporate management division at Quzhou Green Development Group Co., Ltd. (衢州綠色發展集團公司), concurrently holding the positions of deputy director of the company party-masses work division and deputy director of the performance and personnel division in the human resources department. From November 2011 to October 2016, she served as a foreign trade manager at Zhejiang Aimei Home Furnishing Co., Ltd. (浙江艾美家居有限公司). From May 2007 to July 2011, she worked as a foreign trade salesperson at Hangzhou Green Treasure Gardening Co., Ltd. (杭州綠寶園藝有限公司).

Ms. Qiu obtained her bachelor's degree in English from Zhejiang University of Science and Technology (浙江科技大學) in July 2007.

Independent Non-executive Directors

Mr. HE Dingding (賀丁丁), aged 49, is an independent non-executive Director of our Company. He was appointed as an independent non-executive Director of our Company on 21 September 2025. He is primarily responsible for providing independent advice and judgment to our Board.

He has more than 18 years of experience in capital markets, corporate finance, investment and finance, and corporate management through working in investment banks, advisory firms and listed companies in Singapore and Hong Kong since 2007. From May 2023 to February 2026, he served as the chief executive officer and executive director of Link Holdings Limited (stock code: 8237.HK), a company listed on the GEM of the Stock Exchange, and was re-designated as a non-executive director and appointed as vice-chairman of the board with effect from 1 March 2026. From October 2018 to November 2022, he worked at Ta Yang Group Holdings Limited (stock code: 1991.HK), a company listed on the Main Board of the Stock Exchange with his last position served as the chief executive officer. From March 2017 to March 2018, he served as an independent non-executive director of Perfect Group International Holdings Limited (stock code: 3326.HK), and was appointed as the deputy chief executive officer of the company between March 2018 and August 2018. Prior to that, he held senior positions at Guosen Securities (Hong Kong) Financial Holdings Limited between February 2011 and October 2016, KPMG Corporate Finance Limited between August 2007 and February 2011.

Mr. He has also accumulated extensive experience serving on the boards of various listed companies in Hong Kong, Singapore and the United States. Since February 2025, he has served as an independent non-executive director of Vin's Holdings Limited (VIN.SI), a company listed on the Singapore Exchange. Since May 2021, he has served as an independent non-executive director of Beaver Group (Holding) Company Limited, currently known as China New Consumption Group Limited (stock code: 8275.HK), a company listed on the GEM of the Stock Exchange. Since August 2018, he has served as an independent non-executive director of Sino Harbour Holdings Group Limited (stock code: 1663.HK), a company listed on the Main Board of the Stock Exchange. Between January 2025 and March 2025, he served as an independent non-executive director of Toppoint Holdings Inc. (Nasdaq: TOPP.US). Between March 2023 and August 2024, he served as an independent non-executive director of Mobile Internet (China) Holdings Limited (stock code: 1439.HK), a company listed on the Main Board of the Stock Exchange. Between May 2021 and September 2021, he served as an independent non-executive director of Crown International Corporation Limited (stock code: 727.HK), a company listed on the Main Board of the Stock Exchange. From March 2017 to March 2018, he served as a non-executive director of Perfect Group International Holdings Limited (stock code: 3326.HK), a company listed on the Main Board of the Stock Exchange. From August 2012 to June 2015, he served as an independent non-executive director of China Kangda Food Company Limited (stock code: 834.HK/P74.SI), a company dual-listed on the Main Board of the Stock Exchange and the Singapore Exchange.

Mr. He graduated from Nanyang Technological University, Singapore with a bachelor's degree in civil engineering in 1999. Mr. He was awarded the CFA Charter by the CFA Institute in September 2006.

Mr. He Dingding was also a director of the following companies incorporated in Singapore and Hong Kong which have ceased business operation:

Name of the company	Place of incorporation	Date of deregistration	Means of deregistration	Reason of deregistration
Jinluo Investment Holding Pte. Ltd.	Singapore	30 April 2024	Voluntarily struck off	Cessation of business operation
China Dingli Success (International) Holdings Limited (中國鼎力成功(國際)控股集團有限公司)	Hong Kong	11 August 2017	Voluntarily struck off	Cessation of business operation

Mr. KOON Tin Yau Kelvin (官天佑), aged 44, is an independent non-executive Director of our Company. He was appointed as an independent non-executive Director of our Company on 21 September 2025. He is primarily responsible for providing independent advice and judgment to our Board.

Mr. Koon has over 15 years of senior management experience, having served in various leadership roles at Protek Technology Limited since 2009. He joined Protek Technology Limited in 2009 and has since held various senior positions, including marketing executive (from June 2009 to April 2010), marketing director (from April 2010 to April 2012), deputy managing director (from April 2012 to April 2017), and managing director (since April 2017). Prior to joining Protek Technology Limited, Mr. Koon worked as an operation assistant at MSC Mediterranean Shipping Co. S.A., Hong Kong from March 2008 to June 2009. Mr. Koon is also a director of Symtek Automation Asia Company Limited (TW.6438), a listed company in Taiwan Stock Exchange.

Mr. Koon obtained his Executive Master of Business Administration from The Chinese University of Hong Kong in July 2018.

Ms. CHAN Po Yin Vivian (陳寶妍), aged 64, is an independent non-executive Director of our Company. She was appointed as an independent non-executive Director on June 24, 2025. She is primarily responsible for providing independent advice and judgment to our Board.

Ms. Chan served as senior technical manager (holding the functional title of nursing manager) in the Li Ka Shing Faculty of Medicine at The University of Hong Kong from July 2025 to December 2025. Prior to joining our Group, Ms. Chan served as general manager of nursing department of The University of Hong Kong — Shenzhen Hospital from February 2024 to December 2024. From October 2021 to January 2024, she served as a lecturer at School of Continuing Education of Hong Kong Baptist University. From Jan 2019 to April 2021, she served as project consultant for Kiang Wu Nursing College. From July 2015 to December 2018, she served as chief nursing officer for Hong Kong Children's Hospital. From January 2010 to July 2015, she served as department operations manager for Tuen Mun Hospital. From March 2004 to December 2009, she served as department operations manager for Pok Oi Hospital. From January 1994 to March 2003, she served as nurse manager for Tuen Mun Hospital.

She obtained her bachelor's degree in applied science from Hong Kong Polytechnic University in Hong Kong in 1993 through part-time learning. She further obtained her master's degree of science in health services management from Hong Kong Polytechnic University in Hong Kong in 2000 through part-time learning.

Directors' Interest in Other Businesses

None of our Directors has any interest in any business, apart from the business operated by members of our Group, that competes or is likely to compete, directly or indirectly, with the business of our Group and would require disclosure pursuant to Rule 8.10 of the Listing Rules.

Disclosure Pursuant to Rule 13.51(2) of the Listing Rules

Each of our Directors has confirmed that:

(1) save as disclosed in the paragraph headed "Appendix VI — Statutory and General Information — Further Information about Our Directors and Substantial Shareholders — 1. Disclosure of Interests" in this document, he/she has no interest in the Shares within the meaning of Part XV of the SFO as of the Latest Practicable Date;

(2) save as disclosed above, he/she does not hold and has not held any other directorships in public companies the securities of which are listed on any securities market in Hong Kong or overseas in the three years prior to and as of the Latest Practicable Date;

(3) save as disclosed in "— Board of Directors" in this section, none of our Directors has any relationship with any other Directors, senior management or substantial Shareholders of our Company; and

(4) he/she did not complete his/her education programs as disclosed in this section by way of attendance of long distance learning or online courses.

Except as disclosed in this document, to the best of the knowledge, information and belief of our Directors having made all reasonable enquiries:

(1) there is no other matter with respect to the appointment of our Directors that needs to be brought to the attention to the Shareholders as of the Latest Practicable Date; and

(2) there is no other information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules as of the Latest Practicable Date.

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

Disclosure Pursuant to 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 our Company or its subsidiaries or any connection with any core connected person (as defined in the Listing Rules) of our Company; and (iii) that there are no other factors that may affect his/her independence at the time of his/her appointment.

SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management and operation of our business.

The table below sets out certain information in respect of the senior management of our Group.

Name	Age	Position(s)	Date of appointment as senior management	Date of joining our Group	Roles and responsibilities	Relationship with other Directors and senior management
Mr. CHIU Chi Keung Parker (趙芝強) . . .	71	Chairman of the Board, general manager and executive Director	May 2007	May 2007	Responsible for the overall management, operation and strategies of our Group	Father of Mr. CHIU Kung Pak Tom
Mr. CHIU Kung Pak Tom (趙公魄)	43	Executive Director, deputy general manager and chief marketing officer	January 2023	November 2009	Responsible for the market development, PCB and semiconductor business development, formulation and implementation of our sales and marketing strategies and the business operation of our Group	Son of Mr. CHIU Chi Keung Parker
Ms. LIAO Jiewen (廖潔文).	47	Executive Director and chief commercial officer	May 2006	May 2006	Responsible for overseeing the implementation of sales or commercial strategies and objectives, defines the organization's commercial policies and ensures the company adheres to the annual budget of our Group	None
Mr. DING Xuemiao (丁雪苗).	44	Executive Director and chief technology officer	May 2006	May 2006	Responsible for the R&D of plasma equipment	None
Mr. XU Yuanfeng (徐元鋒).	51	Executive Director and chief development officer	September 2015	September 2015	Responsible for overseeing the development and innovation of the products of our Group	None
Ms. LI Xiaoting (李小婷).	43	Chief financial officer and secretary of the Board	March 2025	March 2025	Responsible for the finance management and securities investment of our Group	None

Mr. CHIU Chi Keung Parker (趙芝強) is chairman of the Board and executive Director of our Company. For details, see "— Board of Directors — Executive Directors" in this section.

Mr. CHIU Kung Pak Tom (趙公魄) is an executive Director and chief marketing officer of our Company. For details, see "— Board of Directors — Executive Directors" in this section.

Ms. LIAO Jiewen (廖潔文) is an executive Director and chief commercial officer of our Company. For details, see "— Board of Directors — Executive Directors" in this section.

Mr. DING Xuemiao (丁雪苗) is an executive Director and chief technology officer of our Company. For details, see "— Board of Directors — Executive Directors" in this section.

Mr. XU Yuanfeng (徐元鋒) is an executive Director and chief development officer of our Company. For details, see "— Board of Directors — Executive Directors" in this section.

Ms. LI Xiaoting (李小婷), aged 43, is chief financial officer, secretary of the Board and joint company secretary of our Company. She joined our Group in March 2025 as the chief financial officer and secretary of the board, and was further appointed as the joint company secretary of the Company on June 24, 2025 and is responsible for the finance management and securities investment of our Group.

Prior to the joining of our Group, Ms. Li served as a managing director for Vantage Capital Markets HK Limited from June 2021 to April 2024. From May 2019 to June 2021, she served as managing director for China Tonghai Capital Limited. From June 2015 to May 2019, she served as the head of Greater China for ADS Securities Hong Kong Limited (Abu Dhabi Securities). From February 2011 to June 2015, she served as a director for Daiwa Capital Markets (HK) Limited. From May 2008 to February 2011, she was employed by Macquarie Group. Ms. Li also has been serving as an independent non-executive director for Green Economy Development Limited (綠色經濟發展有限公司), a company listed on the Stock Exchange (stock code: 1315.HK), since May 2024.

Ms. Li obtained her bachelor's degree in economics from Fudan University (復旦大學) in the PRC in 2005. She further obtained her master's degrees in engineering and finance from Ecole des Ponts ParisTech and Universite Paris 10, respectively, in France in 2009.

JOINT COMPANY SECRETARIES

Ms. Li Xiaoting (李小婷), is chief financial officer and joint company secretary of our Company. For details, see "— Senior Management" in this section.

Mr. Wong Ka Wai (王加威), appointed as a Company Secretary with effect from June 24 2025. Mr. Wong has been serving as an independent non-executive director of China Vered Financial Holding Corporation Limited (stock code: 245) since March 2024, Wenling Zhejiang Measuring and Cutting Tools Trading Centre Co., Ltd. (stock code: 1379) since May 2022 and Jujiang Construction Group Co., Ltd. (stock code: 1459) since August 2015, which are companies listed on the Stock Exchange. Mr. Wong served as the chief financial officer and company secretary of Ruifeng Power Group Company Limited, a company listed on the Stock Exchange (stock code: 2025), from May 2017 to June 2023. From February 2017 to June 2017, he served as an independent non-executive director of Green International Holdings Limited, a company listed on the Stock Exchange (stock code: 2700). From January 2013 to March 2017, he served as the Chairman of Jai Dam Distribution (Hong Kong) Co. Ltd., and was responsible for the business development and management of the French Brand "Jai Dam" in the region of Greater China and managing the sub-distributors of Jai Dam Distribution (Hong Kong) Co. Ltd. in Beijing and Shanghai. From November 2011 to December 2012, he worked at

PricewaterhouseCoopers Singapore branch, with his last position held as a manager of the individual tax business unit. From November 2010 to September 2011, he worked at BASF East Asia Regional Headquarters Limited, with his last position held as a manager. From January 2008 to May 2010, he worked at the Shanghai office of Ernst & Young, with his last position held as manager in the tax human capital-PRC department. From July 2006 to January 2008, he worked at Ernst and Young, with his last position held as a senior accountant in the tax department. From September 2001 to May 2004, he worked at KPMG, with his last position held as a tax consultant. Mr. Wong obtained his bachelor's degree in accountancy in November 2001 from the City University of Hong Kong. He obtained his bachelor's degree in laws from the University of London in the United Kingdom in August 2007. He was also admitted as a member of the Association of Chartered Certified Accountants (ACCA) in October 2009.

COMPLIANCE ADVISOR

We have appointed Octal Capital Limited as our compliance advisor pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, the compliance advisor will advise us on the following circumstances:

- before the publication of any announcements, circulars or financial reports required by regulatory authorities or applicable laws;
- where a transaction, which might be a notifiable or connected transaction under Chapters 14 and 14A of the Listing Rules, is contemplated, including share issues and share repurchases;
- 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
- where the Stock Exchange makes an inquiry of us regarding unusual price movement and trading volume or other issues under Rule 13.10 of the Listing Rules.

The compliance advisor 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 advisor 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 terms of the appointment shall commence on the **[REDACTED]** and end on the date which we comply with Rule 13.24 of the Listing Rules in respect of our financial results for first full the financial year commencing after the **[REDACTED]**.

BOARD COMMITTEES

We have established the following committees on our Board: the Audit Committee, the Remuneration and Appraisal Committee, the Nomination committee and the Strategy Committee. The committees operate in accordance with the terms of reference established by our Board.

Audit Committee

Our Company has established an audit committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph D.3 of part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules (the "**Corporate Governance Code**"). The Audit Committee consists of Mr. He Dingding (賀丁丁), Mr. Koon Tin Yau (官天佑) and Ms. Chan Po Yin Vivian (陳寶妍), with Mr. He Dingding (賀丁丁) as the chairperson.

The primary duties of the audit committee include, but not limited to, to assist our Board by providing an independent view of the effectiveness of the financial reporting process, internal control and risk management systems of our Group, overseeing the audit process, and performing other duties and responsibilities as assigned by our Board.

Remuneration and Appraisal Committee

Our Company has established a remuneration and appraisal committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and paragraph E.1 of part 2 of the Corporate Governance Code. The Remuneration and Appraisal Committee consists of Mr. He Dingding (賀丁丁), Mr. Koon Tin Yau (官天佑) and Ms. Chan Po Yin Vivian (陳寶妍), with Ms. Chan Po Yin Vivian (陳寶妍) serving as the chairperson.

The primary duties of the Remuneration and Appraisal Committee include, but are not limited to, (i) making recommendations to our Board on our policy and structure for all remuneration of Directors and senior management and on the establishment of a formal and transparent procedure for developing policy on such remuneration; (ii) determining the specific remuneration packages of all Directors and senior management; and (iii) reviewing performance-based remuneration by reference to corporate goals and objectives resolved by our Board from time to time.

Nomination Committee

Our Company has established a nomination committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and paragraph E.1 of part 2 of the Corporate Governance Code. The Nomination Committee consists of Mr. He Dingding (賀丁丁), Mr. Koon Tin Yau (官天佑) and Ms. Chan Po Yin Vivian (陳寶妍), with Mr. Koon Tin Yau (官天佑) serving as the chairperson.

The primary duties of the Nomination Committee include, but are not limited to, reviewing the structure, size and composition of our Board, assessing the independence of independent non-executive Directors and making recommendations to our Board on matters relating to the appointment of Directors.

Strategy Committee

The Company has established a strategy committee, which consists of Mr. Chiu, Mr. He Dingding (賀丁丁) and Ms. Chan Po Yin Vivian (陳寶妍), with Mr. Chiu serving as the chairperson. The primary duties of the strategy committee are to research and make recommendations on our long-term development strategies and major investment decisions.

CORPORATE GOVERNANCE

Code Provision C.2.1 of the Corporate Governance Code

Under paragraph C.2.1 of the Corporate Governance Code, the roles of chairman and chief executive should be separate and should not be performed by the same individual. Mr. Chiu is the chairman of our Board and the chief executive officer of our Company. With profound experience in management, Mr. Chiu is in charge of the overall management, operation and strategies of our Group. Despite the fact that the roles of the chairman of our Board and the chief executive officer of our Company are both performed by Mr. Chiu which constitutes a deviation from paragraph C.2.1 of the Corporate Governance Code, our Board considers that vesting the roles of both the chairman of our Board and the chief executive officer all in Mr. Chiu has the benefit of ensuring consistent leadership and more effective and efficient overall strategic planning of our Group. The balance of power and authority is ensured by the operation of our Board and our senior management, each of which comprises experienced and diverse individuals. Our Board currently comprises five executive Directors, one non-executive Director and three independent non-executive Directors. Therefore, our Board possesses a strong independence element in its composition.

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

Board Diversity

We have adopted a board diversity policy (the "**Board Diversity Policy**") to enhance the effectiveness of our Board and to maintain a high standard of corporate governance. Pursuant to the Board Diversity Policy, in reviewing and assessing suitable candidates to serve as a Director, the Nomination Committee will consider a range of diversity perspectives with reference to our Company's business model and specific needs, including but not limited to gender, age, language, cultural and educational background, professional qualifications, skills, knowledge, industry and regional experience and/or length of service.

Our Directors have a balanced mix of knowledge and skills, including but not limited to business administration, research and development and audits. They obtained degrees in various majors including management, engineering and finance, etc. Furthermore, our Board has a relatively wide range of ages, ranging from 40 years old to 71 years old, and consists of six male members and three female members. Our Board of Directors is of the view that our Board satisfies the Board Diversity Policy. The Nomination Committee is responsible for reviewing the diversity of our Board, reviewing the Board Diversity Policy from time to time, developing and reviewing measurable objectives for implementing the Board Diversity Policy, and monitoring the progress on achieving these measurable objectives in order to ensure that the policy remains effective.

Our Company will (i) disclose the biographical details of each Director and (ii) report on the implementation of the Board Diversity Policy (including whether we have achieved board diversity) in its annual corporate governance report. In particular, our Group will take opportunities to increase the proportion of female members of our Board when selecting and recommending suitable candidates for Board appointments to help enhance gender diversity in accordance with stakeholder expectations and recommended best practices. Our Group also intends to promote gender diversity when recruiting staff at the mid to senior level so that our Company will have a pipeline of female senior management and potential successors to our Board.

We believe that such merit-based selection process with reference to our Board Diversity Policy and the nature of our business will be in the best interests of our Group and our Shareholders as a whole.

COMPENSATION OF DIRECTORS AND MANAGEMENT

Our Company offers executive Directors and members of our senior management, who are also employees of our Company, emolument in the form of salaries, allowances, discretionary bonus and benefits in kind (if applicable). Our independent non-executive Directors receive emolument based on their responsibilities (including being members or the chairman of the Board committees). We adopt a market and incentive-based employee emolument structure and implement a multi-layered evaluation system which focuses on performance and management goals.

The aggregate amounts of remuneration which were paid to our Directors (including fees, salaries, allowances and benefits in kind, performance related bonuses and share incentive expense) for the financial years ended December 31, 2023, 2024 and 2025 were approximately RMB4.2 million, RMB4.3 million and RMB5.8 million, respectively.

It is estimated that the aggregate amount of remuneration payable to our Directors (including fees, salaries, allowances and benefits in kind, discretionary bonuses, pension scheme contributions, and equity-settled share award expenses) for the financial year ending December 31, 2026 will be approximately RMB6 million under arrangements in force as of the date of this document.

For the financial years ended December 31, 2023, 2024 and 2025, there were four, four and four Directors among the five highest paid individuals, respectively. The aggregate amounts of remuneration which were paid by our Group to the five highest paid individuals (excluding Directors) for the financial years ended December 31, 2023, 2024 and 2025 were RMB0.8 million, RMB0.6 million and RMB0.7 million, respectively.

During the Track Record Period, (i) no remuneration was paid to our Directors or the five highest paid individuals as an inducement to join, or upon joining our Group, (ii) no compensation was paid to, or receivable by, our Directors or past Directors, or the five highest paid individuals for the loss of office as a director of any member of our Group or any other office in connection with the management of the affairs of any member of our Group, and (iii) none of our Directors waived or agreed to waive any emoluments. Except as disclosed above, no other payment has been paid, or is payable, by our Group to our Directors, or the five highest paid individuals of our Group during the Track Record Period.

For details, see Note 14 to the Accountants' Report as set out in Appendix I to this document.