OVERVIEW

Our Board comprises nine Directors, including three executive Directors, three non-executive Directors and three independent non-executive Directors, with the appointment of one proposed independent non-executive Director to become effective from the [REDACTED].

The following table sets forth the key information about our Directors as of the Latest Practicable Date.

Name	Age	Position(s)	Time of joining our Group	Time of appointment as Director	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Ma Xinqiang (馬新強)	[60]	Chairman of the Board, executive Director and general manager	July 1999	July 1999	Overall strategic planning and development of our Group	None
Mr. Liu Hanshu (劉含樹)	[58]	Executive Director, secretary of the Board and deputy general manager	July 1999	April 2016	Executing strategic planning and business operations of our Group, the daily operation and management of our Board and work related to capital operations	None
Mr. Xiong Wen (熊文)	[58]	Executive Director and deputy general manager	July 1999	June 2017	Executing strategic planning and business operations of our Group	None
Ms. Ai Jiao (艾嬌)	[48]	Non-executive Director	April 2021	April 2021	Providing guidance on overall strategic planning, corporate governance and business direction of our Group	None
Ms. Huang Xinhua (黃新華)	[38]	Non-executive Director	May 2024	May 2024	Providing guidance on overall strategic planning, corporate governance and business direction of our Group	None
Ms. Wang Ruohong (汪若紅)	[42]	Non-executive Director	May 2014	December 2025	Providing guidance on overall strategic planning, corporate governance and business direction of our Group	None
Mr. Du Guoliang (杜國良)	[60]	Independent non-executive Director	April 2021	April 2021	Supervising and providing independent opinion and judgment to our Board	None
Mr. Xiong Xinhua (熊新華)	[72]	Independent non-executive Director	July 2011	July 2011	Supervising and providing independent opinion and judgment to our Board	None
Mr. Zhan Xiaoping (占小平)	[51]	Independent non-executive Director	May 2024	May 2024	Supervising and providing independent opinion and judgment to our Board	None
Mr. Pang, Peter Chun Ming (彭浚銘)	[49]	Independent non-executive Director	[REDACTED](1)	[REDACTED](1)	Supervising and providing independent opinion and judgment to our Board	None

Note:

1. The appointment of Mr. Pang, Peter Chun Ming as an independent non-executive Director will take effect from the [REDACTED].

BOARD OF DIRECTORS

Executive Directors

Mr. Ma Xinqiang (馬新強), aged [60], is our chairman of the Board, executive Director and general manager. Mr. Ma is primarily responsible for the overall strategic planning and development of our Group. He has been a Director since July 1999.

Mr. Ma joined our Group upon its inception in July 1999. He served as our general manager from July 1999 to June 2005 and the chairman of the Board from June 2005 to July 2012, and has been our chairman of the Board and general manager since June 2014 and June 2017, respectively. He currently holds directorships in a number of subsidiaries of our Group.

Prior to joining our Group, from July 1988 to November 1989, Mr. Ma worked at the research office of HUST. He subsequently worked at Huazhong University of Science and Technology Gaoli Electronics Company (華中理工大學高理電子電器公司) and successively served as the marketing manager and general manager. Mr. Ma currently serves as a member of the executive committee of Guoheng Fund.

Mr. Ma has been elected as a Deputy to the 12th, 13th and 14th National People's Congress since March 2013. He has also served as a Deputy to the 14th Wuhan Municipal People's Congress since 2023. Mr. Ma currently serves as the deputy director of the National Engineering Research Center for Laser Processing (激光加工國家工程研究中心) and a member of the Laser Processing Professional Committee of the Chinese Optical Society (中國光學學會激光加工專業委員會). Since April 2012, he has served as the chairman of the National Laser Processing Industry Technology Innovation Strategic Alliance (國家激光加工產業技術創新戰略聯盟). He has also been a member of the Hubei Senior Experts Association (湖北省高級專家協會) since April 2012 and has served as the president of the Hubei Manufacturing Engineers Association (湖北省製造業工程師協會) since September 2022.

In addition, Mr. Ma has received a number of recognitions at the national, provincial and municipal levels. He was one of the principal contributors to a project which received the Second Prize of the National Science and Technology Progress Award (國家科學技術進步二等獎) in June 2024 and, in April 2025, he was awarded the title of "National Model Worker (全國勞動模範)". He was recognized as one of the "Top Ten Enterprise News Figures of Hubei Province (湖北十大企業新聞人物)" in January 2012 and was awarded the title of "Hubei Provincial Model Worker (湖北省勞動模範)" in April 2023. Mr. Ma was a recipient of the "Wuhan May 1st Labour Medal (武漢五一勞動獎章)" in April 2000. He was also recognized as an "Outstanding Expert of Wuhan (武漢市優秀專家)" and one of the "Top Ten Business News Figures of Wuhan (武漢企業界十佳新聞人物)" in December 2000, one of the "Top Ten Outstanding Young Persons of Wuhan (武漢十大杰出青年)" in November 2001 and a "Wuhan Municipal Model Worker (武漢市勞動模範)" in 2003. He was also recognized as a "Project Hope Philanthropist (希望工程愛心人士)" in February 2007.

Mr. Ma obtained a bachelor's degree in laser from HUST in July 1988. Mr. Ma was accredited as a research fellow (senior professional title) by HUST in May 2000 and was recognized as an Expert Entitled to Special Government Allowances of the State Council in April 2012.

Mr. Liu Hanshu (劉含樹), aged [58], is our executive Director, the secretary of the Board and our deputy general manager. Mr. Liu is primarily responsible for executing strategic planning and business operations of our Group, the daily operation and management of our Board and work related to capital operations. He has been a Director since April 2016.

Mr. Liu joined our Group at its inception in July 1999 and served as a manager of the finance department from July 1999 to October 2000. He subsequently served as the deputy general manager and financial director of Shenzhen HGCyber Information Technology Co., Ltd. (深圳華工賽百信息技術有限公司) from November 2000 to May 2002. From June 2002 to April 2021, he served as the financial director of our Company. He has been a deputy general manager of our Company since February 2004 and as the secretary to the Board since June 2014. He currently holds directorships in a number of subsidiaries of our Group.

Prior to joining our Group, Mr. Liu worked at HUST and served as an accountant in the finance department from July 1993 to March 1999. From March 1999 to August 1999, he served as an accountant at Huazhong University of Science and Technology Development Corporation (華中理工大學開發總公司).

Mr. Liu has received multiple recognitions in his capacity as a board secretary, including a 4A Rating in the Performance Evaluation of Board Secretaries (董事會秘書履職評價4A評級) in December 2022 and 2024, the Distinguished Board Secretary of Chinese Listed Companies (中國上市公司功勳董秘) in November 2024, the Tianma Award — Outstanding Board Secretary (天馬獎 — 傑出董秘) in April 2017 and June 2024 and 2025, the Panorama Investor Relations Gold Award — Outstanding Board Secretary (全景投資者關係金獎 — 傑出董秘) in May 2023, September 2024 and August 2025, Best Board Secretary by New Fortune Magazine (新財富雜誌最佳董秘) in September 2025, and the Meritorious Board Secretary Award (功勳董秘獎) by the China Association for Public Companies (中國上市公司協會) (being one of only 11 recipients nationwide) and the SSE Eagle • Golden Quality' Excellent Board Secretary Award (上證鷹 • 金質量卓越董秘獎) in 2025.

Mr. Liu obtained a bachelor's degree in accounting from Xiamen University (廈門大學) in the PRC in July 1993. He further obtained a master's degree in Western Economics from HUST in December 1998. Mr. Liu was accredited as a senior accountant (高級會計師) in January 2001.

Mr. Xiong Wen (熊文), aged [58], is our executive Director and deputy general manager. Mr. Xiong Wen is primarily responsible for executing the strategic planning and business operations of our Group. He has been a Director since June 2017.

Mr. Xiong Wen joined our Group at its inception in July 1999 and served as a deputy general manager of HGLaser until October 2000. He subsequently worked at HGGenuine and successively served as a deputy general manager and the general manager, and has been serving as the chairman of the board since June 2017. He has been a deputy general manager of our Company since June 2005.

From October 2017 to November 2023, Mr. Xiong Wen served the chairman of the board of Wuhan Chaoqing Digital Technology Co., Ltd. (武漢超擎數智科技有限公司). From May 2023 to December 2023, he served as the legal representative of Wuhan Nadode Information Technology Co., Ltd. (武漢納多德信息技術有限公司). From August 2023 to November 2025, he served as the legal representative and executive director of Beijing Chaoqing Digital Technology Co., Ltd.(北京超擎數智科技有限公司). Mr. Xiong currently also serves as the chairman of the board of Wuhan Elite Optronics Co., Ltd. (武漢雲嶺光電股份有限公司), a company quoted on National Equities Exchange and Quotations (stock code: 874775).

In 2004, Mr. Xiong Wen was named one of the "Top Ten Rising IT Youth of Wuhan" (武漢IT青年十大新銳).

Mr. Xiong Wen obtained a bachelor's degree in laser technology from HUST in July 1988 and received a master's degree in spectroscopy and quantum electronics from the Wuhan Institute of Physics, Chinese Academy of Sciences (中科院武漢物理研究所) in the PRC in June 1991. Mr. Xiong Wen was awarded the title of Senior Engineer (Professor level) by Hubei Provincial Leading Group Office for Professional Title Reform (湖北省職稱改革工作領導小組辦公室) in December 2009 and was recognized as an Expert Entitled to the Special Government Allowance of Hubei Province by Hubei Provincial People's Government (湖北省人民政府) in November 2017.

Non-executive Directors

Ms. Ai Jiao (艾嬌), aged [48], is our non-executive Director. Ms. Ai is primarily responsible for providing guidance on overall strategic planning, corporate governance and business direction of our Group. She has been a Director since April 2021.

From August 2002 to November 2016, Ms. Ai worked at Wuhan State-owned Assets Management Co., Ltd. (武漢國有資產經營有限公司) and successively served as the head of the strategic planning department, the senior manager of the strategic planning department and economic operations department, the board secretary, the deputy director of office, the director of office and an assistant to general manager. She joined Donghu Innovation Investment in November 2016 and served as the party branch secretary, the chairman of the board, executive director and general manager until March 2023. From March 2023 to November 2024, she served as the joint party branch secretary and the chairman of the board of Wuhan Innovation Investment. Since January 2023, she has served as a deputy general manager of WIIH Group.

Ms. Ai obtained a bachelor's degree in international economy and trade in July 1999 and a master's degree in world economy in June 2002 from Hubei University (湖北大學) in the PRC and a master's degree in business administration from Zhongnan University of Economics and Law (中南財經政法大學工商管理專業) in the PRC in December 2011.

Ms. Huang Xinhua (黃新華), aged [38], is our non-executive Director. Ms. Huang is primarily responsible for providing guidance on overall strategic planning, corporate governance and business direction of our Group. She has been a Director since May 2024.

From April 2012 to May 2014, Ms. Huang worked at the Shanghai Xuhui Sub-branch of Agricultural Bank of China Limited (中國農業銀行股份有限公司上海徐匯支行) as an account manager. From June 2014 to August 2017, she served as an investment manager of Wuhan Torch Venture Capital Co., Ltd. (武漢火炬創業投資有限公司). She subsequently worked at Wuhan SOC Investment and successively served as a senior supervisor and deputy director of the investment management department until January 2023. From March 2023 to November 2025, she served as a supervisor of Easyhome Smart Retail Group Co., Ltd. (居然智家新零售集團股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 000785) and has been its director of the board since December 2025. She joined WIIH Group in January 2023 and served as a deputy director of the investment management department from January 2023 to January 2025 and has served as the director of the investment management department since January 2025.

Ms. Huang obtained a bachelor's degree in engineering management from Wuhan University (武漢大學) in the PRC in June 2009 and a master's degree in management science and engineering from Shanghai Jiao Tong University (上海交通大學) in the PRC in March 2012.

Ms. Wang Ruohong (汪若紅), aged [42], is our non-executive Director. Ms. Wang is primarily responsible for providing guidance on overall strategic planning, corporate governance and business direction of our Group. She has been a Director since December 2025.

Ms. Wang joined our Group in May 2014 and successively served as an industrial design engineer, the deputy manager and the manager of the industrial design department of HGLaser until January 2021. She has served as the design director of HGLaser since February 2021. She served as a supervisor of our Company from April 2021 to December 2025.

Prior to joining our Group, Ms. Wang worked at Kunda Computer Technology Co., Ltd. (昆達電腦科技有限公司) from July 2007 to June 2008. She subsequently served as a product designer at Guangzhou Red Power Design Co., Ltd. (廣州紅色動力設計有限公司). From May 2010 to February 2014, she served as an industrial designer at the Guangzhou branch of American Standard (美國美標公司).

Ms. Wang obtained a bachelor's degree in industrial design from China University of Geosciences (中國地質大學) in the PRC in June 2007.

Independent Non-executive Directors

Mr. Du Guoliang (杜國良), aged [60], is our independent non-executive Director. Mr. Du is primarily responsible for supervising and providing independent opinion and judgment to the Board. He has been a Director since in April 2021.

Mr. Du has served as a professor and masters' supervisor of the School of Accounting of Wuhan Textile University (武漢紡織大學) since March 2007 and May 2011, respectively. In February 2018 and February 2023, Mr. Du was awarded the First Prize of the Hubei Provincial Teaching Achievement Award (湖北省高等學校教學成果一等獎) by Hubei Provincial People's Government (湖北省人民政府).

He currently serves as an executive council member of the Accounting Branch for Engineering Universities of the China Accounting Society (中國會計學會工科高校會計分會), an executive council member of the Hubei Accounting Society (湖北省會計學會), an expert of the Advisory Panel of the Hubei State-owned Assets Supervision and Administration Commission (湖北省國有資產管理委員會專家諮詢組), a member of the Senior Evaluation Committee for the Accounting Series of Hubei Province (湖北省會計系列高級評審委員會) and a member of the Accounting Standards Advisory Committee of Hubei Province (湖北省會計準則諮詢委員會).

Mr. Du obtained a bachelor's degree in economics from the Central University of Finance and Economics (中央財政金融學院) in the PRC, currently known as Central University of Finance and Economics (中央財經大學), in the PRC in June 1990.

Mr. Xiong Xinhua (熊新華), aged [72], is our independent non-executive Director. Mr. Xiong Xinhua is primarily responsible for supervising and providing independent opinion and judgment to the Board. He served as the chairman of the Board from July 2012 to June 2014 and has been a Director since July 2011.

Mr. Xiong Xinhua worked at HUST from July 1978 to February 2007, and successively served as the counselor of the Department of Shipbuilding, the Secretary of the Party Branch of the Academic Affairs Office, the secretary and chief of the Teacher Training Section Office, the deputy director of the Teacher Affairs Department, the deputy director of the Personnel Department and the Secretary of the Party Committee (General Branch) of the School of Foreign Languages. From March 2007 to September 2014, he served as the Secretary of the Party Committee (General Branch) of Huazhong University of Science and Technology Press Co., Ltd. (華中科技大學出版社有限責任公司). From March 2011 to

September 2014, he served as the Secretary of the Party Committee of HUST High-tech Group. From September 2018 to December 2025, Mr. Xiong Xinhua served as a supervisor of Wuhan Raycus Fiber Laser Technologies Co., Ltd. (武漢銳科光纖激光技術股份有限公司). Mr. Xiong Xinhua currently serves as an independent director of Wuhan East Lake High-tech Group Co., Ltd. (武漢東湖高新集團股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600133), and Shenzhen Zhongheng Huafa Co., Ltd. (深圳中恒華發股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 000020).

Mr. Xiong Xinhua obtained a bachelor's degree in marine internal combustion engine from HUST in August 1978 and a master's degree in education from HUST in December 1993. Mr. Xiong Xinhua obtained a teacher qualification certificate issued by State Education Commission of the PRC (中華人民共和國國家教育委員會) in July 1996.

Mr. Zhan Xiaoping (占小平), aged [51], is our independent non-executive Director. Mr. Zhan is primarily responsible for supervising and providing independent opinion and judgment to the Board. He has been a Director since May 2024.

From 2004 to 2018, Mr. Zhan held various positions in the Investment Banking Department of Hongyuan Securities Co., Ltd. (宏源證券股份有限公司投行部), currently known as Shenwan Hongyuan Securities Underwriting & Sponsoring Co., Ltd. (申萬宏源證券承銷保薦有限公司), and responsible for general securities business and sponsorship representation. Mr. Zhan currently serves as an independent director of Zhengping Road & Bridge Construction Co., Ltd. (正平路橋建設股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 603843), Xi'an Triangle Defense Co., Ltd. (西安三角防務股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300775), and Ruihong (Suzhou) Electronic Chemicals Co., Ltd. (瑞紅(蘇州)電子化學品股份有限公司), a company quoted on the National Equities Exchange and Quotations (stock code: 873886).

Mr. Zhan obtained a bachelor's degree in history from Beijing Normal University (北京師範大學) in the PRC in July 1996 and a master's degree in international law from the University of International Business and Economics (對外經濟貿易大學) in the PRC in July 2003. He obtained the Legal Profession Qualification Certificate of the PRC in April 2001.

Mr. Pang, Peter Chun Ming (彭浚銘), aged [49], is our independent non-executive Director. Mr. Pang is primarily responsible for supervising and providing independent opinion and judgment to the Board. He was appointed as an independent non-executive Director in on February 12, 2026 with effect from the [REDACTED].

Mr. Pang has over 15 years of experience in accounting, auditing and finance. From July 2003 to February 2006, Mr. Pang worked at Ernst & Young LLP in the United States as a senior. From February 2007 to October 2007, he worked at Ernst & Young LLP in the United States as a senior in the Assurance Standards Services Group. From November 2007 to March 2008, he worked at Ernst & Young in Hong Kong as a manager in the Assurance and Advisory Business Service Department. From March 2008 to September 2010, he served as an associate director in the Corporate Finance Department of BOCI Asia Limited, a subsidiary of BOC International Holdings Limited. From September 2010 to April 2011, he worked at Deutsche Bank AG, Hong Kong Branch as an associate in the Global Banking Division. From April 2011 to December 2014, he served as chief financial officer and company secretary of Renjian Antong International Holdings Limited, a Fujian-based logistics company, mainly responsible for accounting and finance and overall compliance. Mr. Pang currently serves as an independent non-executive director of Lianchi Hospital Group Co., Ltd. (蓮池醫院集團股份有限公司), a company listed on the National Equities Exchange and Quotations (stock code: 831672), an independent non-executive director of Shanghai Simpletouch Robot Co., Ltd. (上海睿觸機器人股份有限公司), and as the chief financial officer and joint company secretary of Fuli Gemstones International Holdings Limited (富麗寶石國際控股有限公司).

Mr. Pang obtained a bachelor's degree in economics from the University of California at Berkeley, the United States in August 1999 and a master's degree in accounting from the University of Southern California, the United States in May 2003. Mr. Pang has been a certified public accountant of the California Board of Accountancy of the United States since February 2006 and a chartered financial analyst (CFA) charterholder since November 2006.

SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management of our business. The following table sets forth the key information about our senior management as of the Latest Practicable Date.

Name	Age	Position	Date of joining our Group	Date of appointment as senior management	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Ma Xinqiang (馬新強)	[60]	Chairman of the Board, executive Director, and general manager	July 1999	July 1999	Overall strategic planning and development of our Group	None
Mr. Liu Hanshu (劉含樹)	[58]	Executive Director, secretary of the Board and deputy general manager	July 1999	June 2002	Executing the strategic planning and business operations of our Group, the daily operation and management of our Board and work related to capital operations	None
Mr. Xiong Wen (熊文).	[58]	Executive Director and deputy general manager	July 1999	June 2005	Executing the strategic planning and business operations of our Group	None
Ms. Zhang Qin (張勤).	[49]	Deputy general manager	May 2000	June 2017	Coordinating our Group's human resource and operation management	None
Ms. Wang Xia (王霞).	[51]	Deputy general manager and finance director	March 2004	April 2021	Coordinating our Group's finance and international business, and digital transformation	None

For the biographies of Mr. Ma Xinqiang, Mr. Liu Hanshu and Mr. Xiong Wen, please refer to the section headed "— Board of Directors — Executive Directors" above.

Ms. Zhang Qin (張勤), aged [49], is our deputy general manager. Ms. Zhang is primarily responsible for coordinating our Group's human resource and operation management.

Ms. Zhang joined our Group in May 2000 and served as a business management manager of HGLaser until May 2002. From June 2002 to August 2005, she served as our manager of the human resources department. From September 2005 to September 2008, she served as a deputy general manager of HGGenuine. She served as the director of human resources department of our Company from September 2008 to June 2017 and an assistant to the president from January 2014 to June 2017. She has been a deputy general manager of our Company since June 2017.

In July 2011, Ms. Zhang was recognized as an Advanced Worker of the Hubei Provincial Postdoctoral Workstation (湖北省博士後管理工作站先進工作者). From October 2020 to December 2021, she served as a deputy director of the Wuhan Talent Recruitment Bureau (武漢市招才局) by appointment. Ms. Zhang currently is an MBA industry mentor of the School of Management of Huazhong University of Science and Technology (華中科技大學管理學院). In March 2023, she was recognized as a "Hubei Women Role Model for Achievements" (湖北省巾幗建功標兵). In July 2023, she served as a council member of the School of Excellent Engineers of Wuhan University of Technology (武漢理工大學卓越工程師學院). In September 2023, she was appointed as an innovation and entrepreneurship mentor of the School of Information Management of Central China Normal University (華中師範大學信息管理學院). In April 2024, she was appointed as vice president of the Optics Valley Manufacturing Engineers Association (光谷製造業工程師協會).

Ms. Zhang obtained double bachelor's degrees in June 1998, namely a bachelor's degree in applied mathematics from Wuhan University of Hydraulic and Electric Engineering (武漢水利水電大學) and a bachelor's degree in journalism from Wuhan University (武漢大學) in the PRC, and a master of business administration degree from HUST in June 2008. Ms. Zhang was accredited as a Senior Human Resources Manager (正高級人力資源管理師) by Hubei Provincial Department of Human Resources and Social Security (湖北省人力資源和社會保障廳) in January 2025.

Ms. Wang Xia (王霞), aged [51], is our deputy general manager and finance director. Ms. Wang is primarily responsible for coordinating our Group' s finance and international business, and digital transformation.

Ms. Wang joined our Group in March 2004 and served as an accountant until December 2005. From January 2006 to March 2007, she served as a deputy manager of the finance department in our Company. From March 2007 to December 2010, she served as chief financial officer of HGLaser. She served as a manager of the finance department from January 2011 to April 2021 and as an assistant to the president from March 2016 to April 2021. She has served as the financial director of our Company since April 2021 and has been a deputy general manager of our Company since May 2024.

Ms. Wang was recognized as a "Senior Accounting Talent of Wuhan Municipality" (武漢市高級會計人才) by the Leading Group for the Development of Senior Accounting Talents of Wuhan (武漢市高級會計人才隊伍建設領導小組) in June 2022, selected for the "2024 Wuhan Elite Talent Program: Special Support for Cultivating Talents in the Modern Service Industry" (2024年度武漢英才計劃培育支持專項現代服務業領域人才) by the Wuhan Municipal Development and Reform Commission (武漢市發展和改革委員會) in July 2025, and awarded "2024 Golden Bull Award for CFO" (2024 金牛獎財務總監) by China Securities Journal (中國證券報) in October 2025.

Ms. Wang obtained a bachelor's degree in financial accounting from Zhongnan University of Economics and Law (中南財經政法大學) in the PRC in July 1999. Ms. Wang obtained the qualification of Senior Accountant (Senior Professional Title) (正高級會計師) in November 2025.

JOINT COMPANY SECRETARIES

Mr. Liu Hanshu (劉含樹), aged [58], was appointed as our joint company secretary on January 27, 2026. For details of his biography, see "— Board of Directors — Executive Directors".

Mr. So Wing Chun (蘇永俊), aged [32], was appointed as our joint company secretary on January 27, 2026.

Mr. So is a Manager of Company Secretarial Services of Tricor Services Limited, a member of Vistra Group. Mr. So has over 9 years of experience in the corporate secretarial field. He has been providing professional corporate services to Hong Kong listed companies as well as multinational, private and offshore companies.

Mr. So is a Chartered Secretary, a Chartered Governance Professional and an Associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom. Mr. So obtained a Bachelor of Business Administration Degree (Honours) from Hong Kong Shue Yan University in Hong Kong in July 2016.

OTHER INFORMATION

Rule 3.09D of the Hong Kong 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 Hong Kong Listing Rules in April 2026, and (ii) understands his or her obligations as a director of a [REDACTED] issuer under the Hong Kong Listing Rules.

Rule 3.13 of the Hong Kong Listing Rules

Each of the independent non-executive Directors has confirmed (i) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Hong Kong Listing Rules, (ii) he has no past or present financial or other interest in the business of our Company or its subsidiaries or any connection with any core connected person of our Company under the Hong Kong 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/her appointments.

DISCLOSURE UNDER RULE 8.10(2) OF THE HONG KONG LISTING RULES

As of the Latest Practicable Date, none of our Directors had interests in any business, which competes or is likely to compete directly or indirectly with our business for the purpose of Rule 8.10(2) of the Hong Kong Listing Rules.

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

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

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

BOARD COMMITTEES

We have established four board committees in accordance with the relevant laws and regulations in Chinese Mainland, the Articles of Association and the Corporate Governance Code set out in Appendix C1 to the Listing Rules (the "**Corporate Governance Code**"), namely the Audit Committee, the Remuneration and Appraisal Committee, the Nomination Committee and the Strategy and ESG Committee. The functions of the four committees are summarized as follows:

Audit Committee

Our Board has established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code. The primary duties of the Audit Committee are to review and supervise the financial reporting process and internal controls system of our Group and provide advice and comments to the Board. The Audit Committee comprises Mr. Du Guoliang, Mr. Xiong Xinhua and Mr. Zhan Xiaoping, with Mr. Du Guoliang, being our independent non-executive Director with appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Hong Kong Listing Rules, as the chairperson.

Remuneration and Appraisal Committee

Our Board has established the Remuneration and Appraisal Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code. The primary duties of the Remuneration and Appraisal Committee are to review and make recommendations to the Board on the terms of remuneration packages to our Directors and other senior management. The Remuneration and Appraisal Committee comprises Mr. Xiong Xinhua, Mr. Ma Xinqiang and Mr. Du Guoliang, with Mr. Xiong Xinhua as the chairperson.

Nomination Committee

Our Board has established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code. The primary duties of the Nomination Committee are to make recommendations to our Board on the appointment of Directors and other senior management. The Nomination Committee comprises Mr. Pang, Peter Chun Ming, Mr. Ma Xinqiang, Ms. Ai Jiao, Mr. Du Guoliang and Mr. Xiong Xinhua with Mr. Pang, Peter Chun Ming as the chairperson.

Strategy and ESG Committee

Our Board has established a strategy and ESG committee with written terms of reference. The primary duties of the Strategy and ESG Committee are to research on making recommendations to our Board on our long-term development strategies and major investment decisions. The Strategy and ESG Committee comprises Mr. Ma Xinqiang, Ms. Ai Jiao and Mr. Du Guoliang, with Mr. Ma Xinqiang as the chairperson.

CORPORATE GOVERNANCE

We aim to achieve high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. In order to accomplish this, we expect to comply with all applicable code provisions of the Corporate Governance Code upon the [REDACTED] save for the below.

Pursuant to code provision C.2.1 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules, 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 and Mr. Ma performs these two roles. Our Board believes that, in view of his experience, personal profile and understanding of our business operations, Mr. Ma is the Director best suited to identify strategic opportunities and vesting the roles of both chairman and general manager in Mr. Ma can promote the effective execution of strategic initiatives and facilitate the flow of information between management and the Board.

Our Board considers that the balance of power and authority will not be impaired due to this arrangement. In addition, all major decisions are made in consultation with members of the Board, including the relevant Board committees, and independent non-executive Directors. Our Board will reassess the division of the roles of chairman and the general manager from time to time and may recommend dividing the two roles between different people in the future, taking into account the circumstances of our Group as a whole.

DIVERSITY POLICY OF THE BOARD OF DIRECTORS

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

Our Board currently consists of three female and six male Directors ranging from 38 to 72 years old with a balanced mix of knowledge and skills, including, but not limited to, overall management and strategic development, accounting and corporate governance in addition to industry experience in optical interconnect, intelligent sensing and laser equipment and intelligent manufacturing. They obtained degrees in various majors including laser technology, spectroscopy and quantum electronics, accounting, economics, international trade, world economy, business administration, engineering management, management science and engineering, industrial design, education and international law. Taking into account our existing business model and specific needs, as well as the diverse background of our Directors, the composition of our Board satisfies the board diversity policy.

Going forward, we will continue to apply the principle of appointments based on merits with reference to our Board Diversity Policy as a whole. Our Nomination Committee will discuss periodically and when necessary, agree on the measurable objectives for achieving diversity, including gender diversity, on the Board and recommend them to the Board for adoption.

REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors receive remuneration in the form of directors' fees, salaries, allowances and other benefits in kind, and contributions to defined contribution plans. We determine the remuneration of our Directors based on their responsibilities, qualification, position and seniority.

The aggregate amount of remuneration of our Directors for the years ended December 31, 2023, 2024 and 2025 were RMB9.21 million, RMB8.27 million and RMB8.25 million, respectively.

For the years ended December 31, 2023, 2024 and 2025, the total emoluments paid to the five highest paid individuals (excluding nil, one and one Director) amounted to RMB42.31 million, RMB16.19 million and RMB20.64 million, respectively.

Pursuant the arrangements in force as of the date of this document, we estimate the aggregate remuneration payable to, and benefits in kind receivable by, our Directors (including independent non-executive Directors) by our Group in respect of the year ending December 31, 2026, to be approximately RMB8.9 million. The actual total remuneration of Directors for the year ending December 31, 2026 may be different from the expected remuneration as the discretionary bonuses will be determined based on the results of our Company for the year ending December 31, 2026.

During the Track Record Period, no remuneration was paid to, or received by, our Directors or the five highest paid individuals as an inducement to join or upon joining us. No compensation was paid to, or received by, our Directors, former directors or the five highest paid individuals for the loss of office as a director or supervisor of any member of our Group or of any other office in connection with the management of the affairs of any member of our Group. None of our Directors waived or agreed to waive any emolument during the same periods.

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

COMPLIANCE ADVISOR

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

(a) before the publication of any regulatory announcement, circular, or financial report;

(b) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;

(c) where we propose to use the [REDACTED] of the [REDACTED] in a manner different from that detailed in this document or where our business activities, development or results of our Group deviate from any forecast, estimate or other information in this document; and

(d) where the Stock Exchange makes an inquiry of our Company concerning unusual movements in the [REDACTED] or [REDACTED] volume of our [REDACTED] securities or any other matters under Rule 13.10 of the Listing Rules.

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