BOARD OF DIRECTORS

Our Board comprises seven Directors, including three executive Directors, one non-executive Director and three independent non-executive Directors.

The following table sets forth certain information regarding the Directors as of the Latest Practicable Date.

Name	Age	Position	Date of joining our Group	Date of appointment as a Director	Responsibility	Relationship with other Directors and senior management
Executive Directors						
Dr. Chen Ning (陳寧)	50	Executive Director, chairman of the Board and general manager	August 27, 2014	August 27, 2014	Responsible for the overall strategic planning, business and operational management of our Group	N/A
Mr. Li Jianwen (李建文)	41	Executive Director, head of operation system department	August 27, 2014	July 21, 2020	Responsible for the management of supply chain and information system of our Group	N/A
Mr. Deng Haoran (鄧浩然) . . .	45	Executive Director, Chief Financial Officer and Board secretary	February 5, 2018	July 21, 2020	Responsible for the implementation of corporate strategic planning, financial management, information disclosure, sales management, compliance matters and human resources related works of our Group	N/A
Non-executive Director						
Ms. Li Jia (李佳)	44	Non-executive Director	July 31, 2023	July 31, 2023	Responsible for providing suggestions on the development strategy of our Group	N/A
Independent non-executive Directors						
Dr. Deng Yangdong (鄧仰東) . .	53	Independent non-executive Director	September 24, 2020	September 24, 2020	Responsible for providing professional advice to the Board	N/A
Ms. Feng Shaojin (馮紹津) . . .	52	Independent non-executive Director	September 24, 2020	September 24, 2020	Responsible for providing professional advice to the Board	N/A
Ms. Yao Pingping (姚平平) . . .	55	Independent non-executive Director	May 24, 2024	May 24, 2024	Responsible for providing professional advice to the Board	N/A

BOARD OF DIRECTORS

Executive Directors

Dr. Chen Ning (陳寧), aged 50, joined our Group in August 2014 and has served as the chairman of our Board, an executive Director, and the general manager of our Company since then. He is primarily responsible for the overall strategic planning, business and operational management of our Group.

Dr. Chen has almost 20 years of experience in the semiconductor industry. Prior to joining our Group, from June 2005 to April 2009, he served as a system architect of Freescale Semiconductor Inc., a company primarily engaged in providing embedded electronic solutions, and he was primarily responsible for the R&D and design of key technologies. From May 2009 to July 2014, he served as a technical director of ZTE Corporation (深圳市中興通訊股份有限公司) ("ZTE Corporation") (stock code: 000063.SZ and 00763.HK), a company primarily engaged in providing integrated information and communications technology ("ICT") solutions, and he was primarily responsible for formulating and implementing semiconductor technology strategy.

Dr. Chen received a bachelor's degree in electrical engineering from Shanghai Jiaotong University (上海交通大學) in the PRC in July 1997. He further obtained a master's degree in electrical engineering from New Mexico State University in the United States in January 2002. He also obtained a Ph.D. degree in electrical engineering from Georgia Institute of Technology in the United States in May 2006.

Dr. Chen is a leading figure in semiconductor industry and has won many awards from renowned organizations, including but no limited to (i) awarded as an Outstanding National Leader of Shenzhen (深圳市國家級領軍人才) in May 2011, (ii) a Class A talent of the Peacock Program for Overseas High-level Personnel (Level A) (深圳市海外高層次人才A類人才) in March 2012, (iii) the recipient of the 16th Guangdong Youth "May 4th Medal" (第十六屆廣東省青年 "五四獎章") in 2014, and (iv) the prominent individuals in innovation and entrepreneurship and outstanding role models at the 40th Anniversary of Shenzhen Special Economic Zone ("深圳經濟特區建立40周年創新創業人物和先進模範人物") in October 2020. Dr. Chen was elected as the chairman of Artificial Intelligence Committee of the All China Federation of Industry and Commerce (全國工商聯人工智能委員會) in November 2024 and a president of the 10th Shenzhen Young Scientists Association in July 2025. Dr. Chen was honored as the AI Person of the Year 2025 by China Media Group.

Mr. Li Jianwen (李建文), aged 41, joined our Group in August 2014, as a head of operation system department and he has served a Director of our Company since July 2020. He has been redesignated as an executive Director in July 2025. He is primarily responsible for the management of supply chain and information system of our Group.

Mr. Li has over 16 years of experience in the semiconductor industry. Prior to joining our Group, from April 2009 to August 2011, he served as semiconductor development manager of Sanechips Technology Co., Ltd (深圳市中興微電子技術有限公司), a company primarily engaged in communication IC design, and he was primarily responsible for the development of semiconductors.

Mr. Li received a bachelor's degree in computer science and technology from Putian University (莆田學院) in the PRC in July 2006. He also obtained a master's degree in computer software and technology from Northwestern Polytechnical University (西北工業大學) in the PRC in April 2009.

Mr. Deng Haoran (鄧浩然), aged 45, joined our Group in February 2018 and has served as a Director, the Chief Financial Officer and the Board secretary of our Company since July 2020. He has been redesignated as an executive Director in July 2025 and has been appointed as the joint company secretary in July 2025. He is primarily responsible for the implementation of corporate strategic planning, financial management, information disclosure, sales management, compliance matters and human resources related works of our Group.

Mr. Deng has over 20 years of experience in accounting, tax and compliance matters. Prior to joining our Group, from August 2005 to September 2007, he served as an auditor and tax consultant of Ernst & Young Hua Ming LLP where he was primarily responsible for providing auditing and tax consulting services. From March 2008 to October 2015, he served as a finance expert of Huawei Technologies Co., Ltd. (華為技術有限公司), a company primarily engaged in ICT infrastructure and smart device products where he was primarily responsible for tax compliance planning and operation. Starting from October 2015, he served as a deputy Chief Financial Officer of LINGYI iTECH (GUANGDONG) COMPANY (廣東領益智造股份有限公司) (stock code: 002600.SZ), a company primarily engaged in manufacturing of precision functional and structural components for consumer electronics, where he was primarily responsible for financial and compliance operations and strategic implementation.

Mr. Deng obtained a master's degree in marketing from the Goodman School of Business at Brock University in Canada in June 2005. Mr. Deng is also currently a Ph.D. candidate in business administration of Hong Kong Polytechnic University. He was certified successively as a certified practising accountant and a fellow by the CPA Australia in November 2015 and May 2021, respectively. He was also certified as an associate member of the Association of International Accountants in March 2021.

Mr. Deng was awarded as the 2020 Excellent CFOs in China by Corporate Finance (新理財雜誌社) and the distinguished faculty graduate award for the Goodman School of Business of Brock University in October 2021 and September 2024, respectively. He was also awarded as Golden Board Secretary (金牌董秘) by New Fortune Board Secretary in June 2025.

Non-executive Director

Ms. Li Jia (李佳), aged 44, joined our Group in July 2023 and has served as a Director since then. She has been redesignated as a non-executive Director in July 2025. She is primarily responsible for providing suggestions on the development strategy of our Group.

Prior to joining our Group, in July 2003, Ms. Li served as an information system analyst of HSBC Electronic Data Processing (Guangdong) Limited (匯豐電子資料處理(廣東)有限公司). From July 2005 to January 2009, she served as a technology R&D and training engineer at the information system depart of the Shenzhen Branch of China Southern Airlines Company Limited (中國南方航空股份有限公司深圳分公司). From January 2009 to January 2018, she served as a manager at information technology center and director human resources department of Shenzhen Energy Group Co., Ltd. (深圳能源集團股份有限公司) (stock code: 000027.SZ). From January 2018 to July 2018, she served as a deputy manager at general administration department of Shenzhen Energy and Gas Investment Holdings Co., Ltd. (深圳能源燃氣投資控股有限公司). From July 2018 to July 2019, she served as a deputy Director in the office of Shenzhen Special Zone Construction Development Group Co, Ltd. (深圳市特區建設發展集團有限公司). Starting from August 2019 to May 2020, she served as a director at data management department of Shenzhen Smartcity Technology Development Group Co., Ltd. (深圳市智慧城市科技發展集團有限公司). Ms. Li served as a director of Shenzhen Information Pipeline Co., Ltd. (深圳市信息管線有限公司) from May 2021 to July 2025. Since May 2021, She has served as a director of Shenzhen Special Zone Jianfa Technology Park Development Co., Ltd. (深圳市特區建發科技園區發展有限公司). She has served as a director of Shenzhen Haichuang Industrial Park Investment Co., Ltd. (深圳市海創產業園區投資有限公司) since September 2024. She has also successively served as associate director and director of the intelligence and information system department, and director of the technology innovation and digitalization department of Shenzhen SEZ Construction and Development Group Co., Ltd. (深圳市特區建設發展集團有限公司) since May 2020.

Ms. Li received a bachelor's degree in information management and information system from South China University of Technology (華南理工大學) in the PRC in July 2003. She also obtained a master's degree in applied information technology for manufacture from University of Warwick in the United Kingdom in January 2005 .

Independent Non-executive Directors

Dr. Deng Yangdong (鄧仰東), aged 53, is an independent non-executive Director. He joined our Group as an independent Director since September 2020. He is primarily responsible for providing professional advice to the Board.

Prior to joining our Group, he worked at Magma Design Automation. Starting from March 2008, he served as an associate research fellow of the micro-and nano-electronics department of Tsinghua University (清華大學微納電子系). Dr. Deng has served as an independent director of Shenzhen Jingzhida Technology Co., Ltd. (深圳精智達技術股份有限公司) (stock code: 688627.SH) since January 2021. He has also currently served as doctoral supervisor and associate research fellow of the School of Software, Tsinghua University (清華大學軟件學院) since July 2013.

Dr. Deng graduated from radio technology and information and his master's degree in circuits and systems from Tsinghua University (清華大學) in the PRC in July 1995 and March 1998, respectively. He also obtained a Ph.D. degree in electrical and computer engineering from Carnegie Mellon University in the United States in December 2006.

Ms. Feng Shaojin (馮紹津), aged 52, is an independent non-executive Director. She joined our Group as an independent Director since September 2020. She is primarily responsible for providing professional advice to the Board.

Ms. Feng has currently served as an independent director of Shenzhen Center Power Tech. Co., Ltd. (深圳市雄韜電源科技股份有限公司) (stock code: 002733.SZ) since December 2019 and Shenzhen Emperor Technology Company Limited (深圳市雄帝科技股份有限公司) (stock code: 300546.SZ) since December 2024. From September 2017 to November 2021, she also served as an independent director of SinoDaan Co., Ltd. (中達安股份有限公司) (stock code: 300635.SZ). She also has served as an independent director of Shenzhen Fountain Corporation (深圳世紀星源股份有限公司) from June 2015 to June 2019 and since June 2023.

Prior to joining our Group, she worked at Tianjin Daily Newspaper Group (天津日報報業集團) in 1997. From June 2004 to November 2004, she worked at Shenzhen Airlines Company Limited (深圳航空有限責任公司). From December 2004 to August 2005, she worked in Shenzhen Newspaper Group Press. From September 2005 to March 2021, she worked at Shenzhen Newspaper Group (深圳報業集團).

Ms. Feng received a bachelor's degree in accounting from Tianjin University of Finance and Economics (天津財經大學) in the PRC in July 1996. She was certified as a certified tax agent by State Taxation Administration of the PRC (國家稅務總局) in June 2002, a senior accountant by the Guangdong Provincial Department of Human Resources (廣東省人事廳) in December 2007 and a non-practicing certified public accountant by the Shenzhen Institute of Certified Public Accountants (中國深圳註冊會計師協會) (CICPA) in December 2009.

Ms. Yao Pingping (姚平平), aged 55, is an independent non-executive Director. She joined our Group as an independent Director since May 2024. She is primarily responsible for providing professional advice to the Board.

Prior to joining our Group, from June 2002 to June 2006, she studied in EU and US. From September 2006 to August 2009, she served as associate of Colin Ng & Partners LLP (Singapore). Ms. Yao has served as a partner of Zhong Lun Law Firm LLP Hong Kong office (中倫律師事務所有限法律責任合夥), since May 2010.

Ms. Yao received a bachelor's degree in law from Zhongnan University of Economics and Law (中南財經政法大學) in the PRC in July 1992. She also obtained a master's degree in law from Sun Yat-sen University (中山大學) in the PRC in June 1995. She also obtained a Juris Doctor degree from University of Washington in the United States in June 2006. She was qualified to practice law in the PRC, the state of New York and Hong Kong by Ministry of Justice of the PRC, the State of New York Supreme Court and the Law Society of Hong Kong in November 1994, August 2007 and June 2014 respectively.

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.

Name	Age	Position	Date of joining our Group	Date of appointment as a member of senior management	Responsibility	Relationship with other Directors and senior management
Dr. Chen Ning (陳寧)	50	Executive Director, chairman of the Board and general manager	August 27, 2014	August 27, 2014	Responsible for the overall strategic planning, business and operational management of our Group	N/A
Mr. Deng Haoran (鄧浩然)	45	Executive Director, Chief Financial Officer and Board secretary	February 5, 2018	July 21, 2020	Responsible for the implementation of corporate strategic planning, financial management, information disclosure, sales management, compliance matters and human resources related works of our Group	N/A
Mr. Li Aijun (李愛軍)	50	Deputy general manager, Chief Technology Officer and general manager of product and R&D system	February 18, 2017	July 21, 2020	Responsible for coordinating and overseeing the research, development, and design of chips products of our Group	N/A
Mr. Cheng Bing (程冰)	42	Deputy general manager	November 16, 2015	July 21, 2020	Responsible for the consumer product design, R&D, sales and the operation management of our Group	N/A
Mr. Wang Lei (王磊)	45	Deputy general manager	December 12, 2017	July 21, 2020	Responsible for the management of the chip sales department I of our Group	N/A
Mr. Zheng Wenxian (鄭文先)	44	Deputy general manager	April 9, 2018	July 21, 2020	Responsible for the management of the public relationship of our Group	N/A

Dr. Chen Ning (陳寧), for his biography, see "—Board of Directors—Executive Directors."

Mr. Deng Haoran (鄧浩然), for his biography, see "—Board of Directors—Executive Directors."

Mr. Li Aijun (李愛軍), aged 50, joined our Group in February 2017 and has served as a deputy general manager, Chief Technology Officer and general manager of product and R&D system of our Company since July 2020, June 2025 and June 2025, respectively. He is responsible for coordinating and overseeing the research, development, and design of chips products of our Group.

Prior to joining our Group, from April 2001 to February 2017, he served as a department head of Sanechips Technology Co., Ltd. (深圳市中興微電子技術有限公司).

Mr. Li received a bachelor's degree in optoelectronics and a master's degree in microelectronics and solid-state electronics from Xidian University (西安電子科技大學) in the PRC in July 1998 and June 2001, respectively. He was awarded as a research fellow (technology entrepreneur) (研究員(科技型企業家)) by Department of Human Resources and Social Security of Guangdong Province (廣東省人力資源和社會保障廳) in December 2019. He has also participated as responsible person or core technical personnel in research and development of multiple major national special projects.

Mr. Li has received various awards and honors in the field of technology, including but not limited to (i) certified as an Outstanding National Leader of Shenzhen (深圳市國家級領軍人才) by Human Resources and Social Security Administration of Shenzhen Municipal (深圳市人力資源和社會保障局) in August 2017, (ii) the Distinguished Expert in Longgang District ("龍崗區優秀專家") by the Shenzhen CPC Longgang District Committee and Shenzhen Longgang Municipal Committee in December 2018, (iii) the Second Prize of the Shenzhen Science and Technology Award—Science and Technology Progress Category (深圳市科學技術獎科技進步獎二等獎) by Shenzhen Municipal People's Government (深圳市人民政府) in 2004 and (iv) the First Prize of the Shenzhen Science and Technology Award—Science and Technology Progress Category (深圳市科學技術獎科技進步獎一等獎) by Shenzhen Municipal People's Government (深圳市人民政府) in October 2019.

Mr. Cheng Bing (程冰), aged 42, joined our Group in November 2015 and has served as a deputy general manager of our Company since July 2020. He is responsible for the consumer product design, R&D, sales and the operation management of our Group.

Prior to joining our Group, from December 2006 to January 2015, he successively served as programmer, development manager and product director of Shenzhen Zhongxing Liwei Technologies Co., Ltd. (深圳中興力維技術有限公司) (currently known as Shenzhen ZNV Technology Co., Ltd. (深圳力維智聯技術有限公司)).

Mr. Cheng received a bachelor's degree in computer science and technology from Civil Aviation University of China (中國民用航空學院) in the PRC in July 2004. He also obtained his master degree in computer science and technology from Xi'an University of Posts and Telecommunications (西安郵電大學) in the PRC in June 2025. He was certified as a senior engineer (technology entrepreneur) (高級工程師(科技型企業家)) by Department of Human Resources and Social Security of Guangdong Province (廣東省人力資源和社會保障廳) in January 2020.

Mr. Wang Lei (王磊), aged 45, joined our Group in December 2017 and has served as a deputy general manager of our Company since July 2020. He is responsible for the management of the chip sales department I of our Group.

Prior to joining our Group, from December 2005 to April 2007, he worked at Shenzhen Newland Communication Technology Co., Ltd. (深圳市新大陸通訊技術有限公司). From August 2007 to August 2008, he worked at Shenzhen SED Industry Co., Ltd. (深圳市桑達實業股份有限公司). From March 2008 to March 2015, he worked at Shenzhen Sinomaster Investment Group Co., Ltd. (深圳市神州通投

資集團有限公司). From April 2015 to March 2016, he worked at Shenzhen Shouhua Xiao'an Network and Technology Co., Ltd. (深圳首華校安網絡科技有限公司). From June 2016 to November 2017, he worked at Shenzhen Tusong Cultural Communication Co., Ltd. (深圳途勝文化傳播有限公司).

Mr. Wang obtained a bachelor's degree in business management and marketing from Hunan University of Technology (湖南工業大學) in the PRC through correspondence education in July 2010. Mr. Wang has been a member of the 13th China Young Entrepreneurs Association (中國青年企業家協會) since 2024. He was also certified as a senior engineer(高級工程師) by Shenzhen Human Resources and Social Security Bureau (深圳市人力資源和社會保障局) in August 2024.

Mr. Zheng Wenxian (鄭文先), aged 44, joined our Group and served as a deputy general manager of our Company since April 2018. He is responsible for the management of the public relationship of our Group.

Prior to joining our Group, from July 2005 to October 2006, Mr. Zheng served as an officer of the Communications Resources Division of the Shenzhen Municipal Bureau of Science and Information Technology (深圳市科技和信息局通信與網絡資源處). From October 2006 to May 2007, he served as an officer of Shenzhen Municipal Bureau of Science and Information Office (深圳市科技和信息局辦公室). From May 2007 to December 2011, he served as an officer of the Planning Division of the Shenzhen Municipal Bureau of Science and Information Technology (深圳市科技和信息局規劃處). From March 2012 to April 2016, Mr. Zheng successively served as a chief clerk and an assistant to the director of Shenzhen Municipal Science and Technology Innovation Committee (深圳市科技創新委員會), and he was responsible for innovation support, integrated circuit policy formulation. From April 2016 to April 2018, he served as deputy chief clerk and chief clerk of Shenzhen Nanshan District Bureau of Science and Technology Innovation (深圳市南山區科技創新局).

Mr. Zheng received a bachelor's degree in computer science and technology from Beihang University (北京航空航天大學) in the PRC in July 2004. He also obtained a master's degree in software engineering from the University of Electronic Science and Technology of China (電子科技大學) in the PRC in May 2012. He received an Executive Master of Business Administration degree from Peking University (北京大學) in the PRC in August 2020. He was certified as a Senior Engineer (Technology Entrepreneur) (高級工程師(科技型企業家)) by Human Resources and Social Security Department of Guangdong Province (廣東省人力資源和社會保障廳) in December 2019.

Save as disclosed above and the sections headed "Relationship with our Single Largest Group of Shareholders" and "Appendix IV—Statutory and General Information—C. Further Information about our Directors, Chief Executive and Substantial Shareholders—1. Disclosure of interests—Interests of our Directors and the Chief Executive of our Company" in this document, each of our Directors confirms with respect to himself or herself that he or she (1) did not hold other long positions or short positions in the Shares, underlying Shares, debentures of our Company or any associated corporation (within the meaning of Part XV of the SFO) as of the Latest Practicable Date; (2) had no other relationship with any Directors, senior management, substantial shareholders or Controlling Shareholders of our Company as of the Latest Practicable Date; (3) did not hold any other directorships in the three years prior to the Latest Practicable Date in any public companies of which the securities are listed on any securities market in Hong Kong and/or overseas; and (4) there are no other matters concerning our Director's appointment that need to be brought to the attention of our Shareholders and the Stock Exchange or shall be disclosed pursuant to Rules 13.51(2)(h) to (v) of the Listing Rules.

JOINT COMPANY SECRETARIES

Mr. Deng Haoran (鄧浩然), for his biography, see "—Board of Directors—Executive Directors."

Ms. Yeung Siu Lam (楊兆琳) is a Senior Manager of Company Secretarial Services of Tricor Services Limited. Ms. Yeung possesses over 8 years of experience in the company secretary profession and has been providing corporate secretarial and compliance services to Hong Kong listed companies as well as multinational, private and offshore companies. Ms. Yeung is currently the company secretary or joint company secretary of a few companies listed on the Stock Exchange.

Ms. Yeung 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. Ms. Yeung obtained her Bachelor of Arts degree from The University of Hong Kong in December 2016 and Master of Corporate Governance degree from The Hong Kong Metropolitan University in November 2020.

BOARD COMMITTEES

Our Company has established four committees under the Board of Directors, namely the Audit Committee, the Remuneration and Appraisal Committee, the Nomination Committee and the Strategy Committee.

Audit Committee

We have established the Audit Committee in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The Audit Committee consists of three Directors, namely Ms. Feng Shaojin, Dr. Deng Yangdong and Ms. Yao Pingping with Ms. Feng Shaojin currently serving as the chairperson of the Audit Committee. Ms. Feng Shaojin has the appropriate professional qualification and experience as required under Rules 3.10(2) and 3.21 of the Listing Rules. The Audit Committee is mainly responsible for reviewing the Group's financial information and disclosures, overseeing and evaluating internal and external audit work, as well as the internal controls of our Company.

Remuneration and Appraisal Committee

We have established the Remuneration and Appraisal Committee 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 Remuneration and Appraisal Committee consists of three Directors, namely Dr. Deng Yangdong, Ms. Feng Shaojin, Dr. Chen Ning with Dr. Deng Yangdong serving as the chairperson of the Remuneration and Appraisal Committee. The Remuneration and Appraisal Committee is mainly responsible for formulating appraisal criteria for Directors and senior management and conducting appraises, as well as formulating and reviewing remuneration policies and plans for Directors and senior management, including the determination mechanism, decision-making procedures, payment, suspension of payment, and recovery arrangements related to remuneration.

Nomination Committee

We have established the Nomination Committee 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 Nomination Committee consists of three Directors, namely Ms. Feng Shaojin, Ms. Yao Pingping and Dr. Chen Ning, with Ms. Feng Shaojin currently serving as the chairperson of the Nomination Committee. The Nomination Committee is mainly responsible for formulating the selection criteria and procedures for Directors and senior management, as well as screening and reviewing candidates for these positions and their eligibility for appointment.

Strategy Committee

The Strategy Committee consists of three Directors upon the **[REDACTED]**, namely Dr. Chen Ning, Mr. Deng Haoran and Mr. Li Jianwen, with Dr. Chen Ning currently serving as the chairperson of the Strategy Committee. The Strategy Committee is mainly responsible for researching and making recommendations regarding the Group's long-term development strategies and major investment decisions.

DIVERSITY POLICY OF THE BOARD OF DIRECTORS

The Board of Directors has adopted a board diversity policy (the "Board Diversity Policy") in order to enhance the effectiveness of our Board of Directors and to maintain high standard of corporate governance. The Board Diversity Policy focuses on considering the benefits of member diversity from a range of perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service.

Our Directors have a balanced mixed of gender, knowledge and skills, including but not limited to overall business management, finance and accounting and law. Two of our Directors are also female Directors and two of our members of the Nomination Committee are also female Directors. Our Directors obtained degrees in diversified majors including electrical engineering, business administration, computer science, law and accounting. In addition, our Board of Directors has a wide range of age. Our Board is of the view that our Board of Directors satisfies the Board Diversity Policy. Our Board will also ensure that appropriate balance of gender diversity is achieved with reference to investors' expectation, and international and local recommended best practices.

The Nomination Committee is authorized by the Board of Directors and is responsible for reviewing the diversity of our Board. After the **[REDACTED]**, the Nomination Committee will monitor and evaluate the implementation of the Board Diversity Policy from time to time to ensure its continued effectiveness. We will also disclose the Board Diversity Policy and the progress in achieving the goals in the Corporate Governance Report upon the **[REDACTED]**.

COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

The compensation and remuneration of the Directors and members of the senior management of our Company are determined by the Shareholders' meetings and our Board as appropriate in the form of salaries and bonuses. Our Company also reimburses them for expenses which are necessary and reasonably incurred in providing services to our Company or discharging their duties in relation to the operations of our Company. When reviewing and determining the specific remuneration packages for our Directors and members of the senior management of our Company, the Shareholders' meetings and our Board take into account factors such as salaries paid by comparable companies, time commitment, level of responsibilities, employment elsewhere in our Group and desirability of performance-based remuneration. As required by the relevant PRC laws and regulations, our Company also participates in various defined contribution plans organized by relevant provincial and municipal government authorities and welfare schemes for employees of our Company, including medical insurance, injury insurance, unemployment insurance, pension insurance, maternity insurance and housing provident fund.

Our Company offers executive Directors and senior management members, who are our employees, compensation in the form of salaries, bonuses, social security plans, housing provident fund plans and other benefits. Our independent non-executive Directors receive compensation based on their responsibilities.

The aggregate amounts of remuneration (including salaries, allowances, discretionary bonuses, defined contribution retirement scheme and share-based payment expenses) paid to the Directors for the three years ended December 31, 2023, 2024 and 2025, were approximately RMB10.10 million, RMB20.89 million and RMB19.00 million, respectively.

The aggregate amounts of remuneration (including salaries, allowances, discretionary bonuses, defined contribution retirement scheme and share-based payment expenses) paid to the five highest paid individuals, including 1, 1 and 1 Directors, for the three years ended December 31, 2023, 2024 and 2025, were approximately RMB35.51 million, RMB57.43 million and RMB71.35 million, respectively.

It is estimated that remuneration (including salaries, allowances, discretionary bonuses, defined contribution retirement scheme and share-based payment expenses) equivalent to approximately RMB10.22 million in aggregate will be paid to the Directors by our Company for the year ending December 31, 2026, based on the arrangements in force as of the date of the document.

No remuneration was paid by our Company to the Directors or the five highest paid individuals as inducement to join or upon joining our Company or as compensation for loss of office during the Track Record Period. Furthermore, none of the Directors waived or agreed to waive any remuneration during the Track Record Period.

CORPORATE GOVERNANCE

Under paragraph C.2.1 of Part 2 of the Corporate Governance Code, the roles of chairman and chief executive should be separate and should not be performed by the same individual. Dr. Chen is the chairman of our Board and general manager of our Company. He has over 20 years of experience in semiconductor industry. Dr. Chen is overall strategic planning, business and technology direction and operational management of our Group. While this will constitute a deviation from code provision C.2.1 of the Corporate Governance Code, our Board considers that vesting the roles of both chairman of the Board and general manager all in Dr. Chen 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, which comprises experienced and diverse individuals. Our Board currently comprises one non-executive Director and three independent non-executive Directors as compared to three executive Directors. Therefore, our Board possesses an independent element in its composition. Save as disclosed above, our Company intends to comply with all code provisions under the Corporate Governance Code after the **[REDACTED]**.

RULE 3.09D AND RULE 3.13 CONFIRMATION

Each of our Directors confirms with respect to himself or herself that (i) he or she obtained the legal advice referred to under Rule 3.09D of the Listing Rules on July 18, 2025, and (ii) he or she understands his or her obligations as a director of a **[REDACTED]** under the Listing Rules.

Each of the independent non-executive Directors confirms that (i) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) he or her 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 Listing Rules as of the Latest Practicable Date, and (iii) there are no other factors that may affect his independence at the time of his appointments.

Each of Mr. Wang Xiaoyu, Mr. Ye Weizhong, Ms. Kang Li, Mr. Yu Xin, Ms. Gong Yamin and Ms. Lin Hui (together "Former Directors") resigned as a director of the Company during the tracked recorded period. Save for Ms. Lin Hui resigned due to personal reason, the other Former Directors resigned due to the retirement by rotation in accordance with the Articles of Association, and the Company has confirmed that there's no disagreement with Former Directors.

COMPETING INTERESTS

Save as disclosed in the section headed "Relationship with Our Single Largest Group of Shareholders," each of our Directors confirms that he/she or his/her respective close associates do not have any interest in a business, apart from the business of our Group, which competes or is likely to compete, directly or indirectly, with our business, which would require disclosure under Rule 8.10 of the Listing Rules.

MANAGEMENT PRESENCE

We have applied to the Stock Exchange for, and the Stock Exchange [has granted] us, a waiver from strict compliance with the requirement under Rules 8.12 and 19A.15 of the Listing Rules in relation to the requirement of management presence in Hong Kong. For details of the waiver, see "Waivers from Strict Compliance with the Listing Rules—Waiver in Respect of Management Presence in Hong Kong."

COMPLIANCE ADVISOR

Our Company appointed Somerley Capital Limited as the compliance advisor pursuant to Rule 3A.19 of the Listing Rules, and the compliance advisor will advise our Company in the following circumstances.

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

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

(iii) where our Company proposes to use the **[REDACTED]** of the **[REDACTED]** in a manner that is different from that detailed in this document or where our business activities, developments or results deviate from any forecasts, estimates or other information in this document; and

(iv) where the Stock Exchange makes an inquiry of our Company pursuant to Rule 13.10 of the Listing Rules.

Meanwhile, pursuant to Rule 3A.24 of the Listing Rules, the compliance advisor shall inform us on a timely basis of any amendment or supplement to the Listing Rules issued by the Stock Exchange from time to time and any new or amended laws and regulations in Hong Kong applicable to our Company. The compliance advisor shall also provide advice to us on the continuing requirements under the Listing Rules and applicable laws and regulations.

The terms of the appointment of the compliance advisor will commence on the **[REDACTED]** and end on the date when our Company distributes the annual report of its financial results for the first full financial year commencing after the **[REDACTED]**.