

DIRECTORS, SUPERVISOR AND SENIOR MANAGEMENT

OVERVIEW

The Board of our Company consists of nine Directors, including four executive Directors, two non-executive Directors and three independent non-executive Directors, which are responsible and have the general authority for the management and operation of our Company. The Directors are appointed for a term of three years and are eligible for re-election upon expiry of their term of office.

The senior management of our Company consists of five members and are responsible for the day-to-day management and operation of our Company.

DIRECTORS

The following table sets forth certain information about our Directors:

Name	Age	Position(s)	Roles and responsibilities	Date of joining our Group	Date of appointment as a Director	Relationships with other Directors and senior management
<i>Executive Directors</i>						
Mr. Zhang Guodong (張國棟) . .	47	Chairman of our Board, executive Director	Responsible for the overall decision-making, management, R&D, marketing and strategic planning of our Group	April 2021	June 2021	None
Mr. Pan Mingdong (潘明東) . .	47	Executive Director, general manager	Responsible for factory operations and administration of our Group	September 2020	September 2020	None
Mr. Liu Yi (劉怡) . . .	46	Executive Director, deputy general manager	Responsible for the overall management and operation of integrated circuit packaging and testing	November 2022	June 2024	None
Dr. Long Xinjiang (龍欣江) . .	47	Executive Director (employee representative Director), deputy general manager	Responsible for bumping and wafer-level packaging and testing	April 2021	August 2021	None
<i>Non-executive Directors</i>						
Ms. Yu Xiaolin (于曉琳) . .	48	Non-executive Director	Responsible for providing advice to the Board and facilitating communication between shareholders and management	August 2021	August 2021	None
Ms. Wang Chuxuan (王楚璇) . .	28	Non-executive Director	Responsible for providing advice to the Board and facilitating communication between shareholders and management	December 2023	December 2023	None

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Name	Age	Position(s)	Roles and responsibilities	Date of joining our Group	Date of appointment as a Director	Relationships with other Directors and senior management
Independent non-executive Directors						
Ms. Jiao Jie (焦捷) . . .	45	Independent non-executive Director	Responsible for supervising and providing independent opinions and judgments to the Board	October 2025	October 2025 (with effect from the date of this document)	None
Dr. Wang Xiaomu (王肖沐) . .	41	Independent non-executive Director	Responsible for supervising and providing independent opinions and judgments to the Board	October 2025	October 2025 (with effect from the date of this document)	None
Mr. Li Quanxing (李全興) . .	47	Independent non-executive Director	Responsible for supervising and providing independent opinions and judgments to the Board	October 2025	October 2025 (with effect from the date of this document)	None

Executive Directors

Mr. Zhang Guodong (張國棟), aged 47, the chairman of the Board and an executive Director, has been serving as (i) the chairman of the Board, (ii) a director of the Company since June 2021, and (iii) the chairman of the board of Yangzhou Chiplet Semiconductor Integration Co., Ltd.* (揚州芯粒集成電路有限公司) since February 2023. Mr. Zhang Guodong is primarily responsible for the overall decision-making, management, R&D, marketing and strategic planning of our Group. Mr. Zhang Guodong has been a key driving force in strategic and business development of our Company.

Mr. Zhang Guodong has over 20 years of experience in the semiconductor industry. Prior to establishing the Group, Mr. Zhang Guodong worked at Jiangyin Changdian Advanced Packaging Co., Ltd. (江陰長電先進封裝有限公司) from April 2004 to November 2020, where he last served as a director.

Mr. Zhang Guodong obtained a bachelor’s degree from Southeast University (東南大學) in the PRC in June 2001. Mr. Zhang Guodong was also qualified as a licensed senior engineer accredited by the Senior Professional Title Evaluation Committee for High-level and Urgently Needed Talents of Jiangsu Province* (江蘇省高層次和急需緊缺人才高級職稱考核認定委員會) in August 2021.

Mr. Zhang Guodong was a recipient of various awards over the years, including (i) the third-level training target of the High-level Talent Training Plan of Jiangsu Province (333 Engineering Talents) (江蘇省高層次人才培養計劃(333工程人才)第三層次培養對象) awarded by the Office of the Talent Work Leading Group of the Jiangsu Provincial Committee of the Communist Party of China (中共江蘇省委人才工作領導小組辦公室) in 2024; (ii) the Zijinshan Talent Program Innovative Entrepreneur Project (紫金山英才計劃創新型企業家項目) awarded by the Talent Work Leading Group of the Nanjing Municipal Committee of the Communist Party of China (中共南京市委人才工作領導小組) in 2023; (iii) The 6th Nanjing City Outstanding Builder of Socialism with China Characteristics (第六屆南京市優秀中國特色社會主義事業建設者) awarded by Nanjing Municipal People’s Government (南京市人民政府) in 2023; (iv) Advanced Individuals in High-Quality Development in Pukou District in 2022 (2022年度浦口區高質量發展先進個人) awarded by Pukou District People’s Government of Nanjing City (南京市浦口區人民政府) in 2023; and (v) 2009 Jiangsu Province Science and Technology Progress Award (2009年江蘇省科學技術進步獎) awarded by Jiangsu Provincial People’s Government (江蘇省人民政府) in 2009.

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Mr. Pan Mingdong (潘明東), aged 47, an executive Director and the general manager of our Company, has been serving as a (i) director since our establishment; (ii) general manager of the Company since June 2021; (iii) a director at Yangzhou Chiplet Semiconductor Integration Co., Ltd.* (揚州芯粒集成電路有限公司) since February 2023 and (iv) the executive director of Jiangsu Silicon Integrity Semiconductor Technology Co., Ltd. Integrated Circuit Manufacturing Branch* (江蘇芯德半導體科技有限公司集成電路製造分公司) in our Group. Mr. Pan Mingdong is primarily responsible for factory operations and administration of our Group.

Mr. Pan Mingdong has over 20 years of experience in the semiconductor packaging industry. Prior to joining the Group, Mr. Pan Mingdong worked at Changdian Electronics Technology (Suqian) Co., Ltd. (長電科技(宿遷)有限公司) from August 2001 to August 2020 where he served as senior engineer and department deputy general manager. Mr. Pan Mingdong previously also served as executive director, general manager and legal representative of Jiangsu Ningpuxin Enterprise Management Co. Ltd. (江蘇寧浦芯企業管理有限公司), a limited company established under the laws of the PRC, which was dissolved in November 2020.

Mr. Pan Mingdong obtained (i) a bachelor’s degree in mechanical design, manufacturing and automation from Jiangnan University (江南大學) in the PRC in July 2001; and (ii) a master’s degree in engineering in the field of electronics and communication engineering from Jiangsu University of Science and Technology (江蘇科技大學) in the PRC in April 2014. Mr. Pan Mingdong was also qualified as a licensed senior engineer accredited by Senior Professional Technical Qualification Evaluation Committee for Electronic Information Engineering of Jiangsu Province* (江蘇省電子信息工程高級專業技術資格評審委員會) in November 2019.

Mr. Pan Mingdong was a recipient of various awards over the years, including (i) Second Prize in the Jiangsu Province Science and Technology Award* (江蘇省科學技術獎二等獎) awarded by the Jiangsu Provincial People’s Government (江蘇省人民政府) in February 2016; (ii) First Prize in the Electronic Information, Science and Technology Award of the Chinese Institute of Electronics* (中國電子學會電子資訊科學技術獎一等獎) awarded by the Chinese Institute of Electronics (中國電子學會) in December 2009; (iii) the third-level training target of the High-level Talent Training Plan of Jiangsu Province (333 Engineering Talents)* (江蘇省高層次人才培養計畫(333工程人才)第三層次培養對象) awarded by the Office of the Talent Work Leading Group of the Jiangsu Provincial Committee of the Communist Party of China (中共江蘇省委人才工作領導小組辦公室) in December 2024; and (iv) Zijinshan Talents Jiangbei Mingzhu Plan High-level Innovation and Entrepreneurship Talent Project* (紫金山英才江北明珠計劃高層次創新創業人才項目) awarded by the Talent Work Leading Group of the Nanjing Municipal Committee of the Communist Party of China (中共南京市委人才工作領導小組) in September 2021.

Mr. Liu Yi (劉怡), aged 46, an executive Director and a deputy general manager of our Group, has been serving as a (i) director; and (ii) deputy general manager of our Company since June 2024. Mr. Liu Yi is primarily responsible for the overall management and operation of integrated circuit packaging and testing.

Mr. Liu Yi has extensive experience in the semiconductor industry. Mr. Liu Yi first joined the Company in November 2022 as a deputy general manager. Prior to joining the Group, Mr. Liu Yi worked at (i) a group company of ASE Group (日月光集團) from July 2005 to March 2011; (ii) Jiangsu Changjiang Electronics Technology Co., Ltd. (江蘇長電科技股份有限公司) from November 2018 to September 2020; (iii) Changdian Management Technology Co., Ltd. (長電科技管理有限公司) from October 2020 to September 2021; and (iv) Shenzhen Fulan Micro Technology Co., Ltd.* (深圳富瀾微科技有限公司) from October 2021 to March 2022.

Mr. Liu Yi obtained (i) a bachelor’s degree in chemical engineering and technology from Hefei University of Technology (合肥工業大學) in the PRC in June 2002; and (ii) a master’s degree in chemical technology from Hefei University of Technology (合肥工業大學) in the PRC in June 2005. Mr. Liu Yi was also qualified as a licensed senior engineer accredited by the Department of Human Resources and Social Security of Jiangsu Province (江蘇省人力資源和社會保障廳) in October 2023.

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Mr. Liu Yi was recognized by Jiangyin City as the city’s model in science and technology innovation (江陰市科技創新標兵) in 2015.

Dr. Long Xinjiang (龍欣江), aged 47, the employee representative Director and a deputy general manager of our Group, has been serving as a (i) director since August 2021; and (ii) deputy general manager of the Company since April 2021. Dr. Long Xinjiang is primarily responsible for bumping and wafer-level packaging and testing.

Dr. Long Xinjiang has over 20 years of experience in the semiconductor packaging industry. Prior to joining the Group, Dr. Long Xinjiang worked at Jiangyin Changdian Advanced Packaging Co., Ltd. (江陰長電先進封裝有限公司) from December 2005 to November 2020 where he last served as factory director and deputy general manager of production.

Dr. Long Xinjiang obtained (i) a bachelor’s degree in material science and engineering from Wuhan University of Technology (武漢理工大學) in the PRC in June 2002; (ii) a master’s degree in material science from Wuhan University of Technology (武漢理工大學) in the PRC in June 2005; and (iii) a Ph.D degree in advanced manufacturing engineering from Southeast University (東南大學) in the PRC in March 2020. Dr. Long Xinjiang was also qualified as a licensed senior microelectronics engineer accredited by Department of Human Resources and Social Security of Jiangsu Province (江蘇省人力資源和社會保障廳) in November 2024.

Dr. Long Xinjiang was a recipient of various awards over the years, including (i) Puko District “Double Sun Double Light” Development of Advanced Individual (浦口區“雙曬雙亮”促發展先進個人) awarded by Pukou District People’s Government of Nanjing City (南京市浦口區人民政府) in February 2024; (ii) selected talent of Nanjing City’s “Zijinshan Talent Plan High-Level Innovation and Entrepreneurship Talent Project” (南京市“紫金山英才計劃高層次創新創業人才項目”入選人才) awarded by the Talent Work Leading Group of the Nanjing Municipal Committee of the Communist Party of China (中共南京市委人才工作領導小組) in December 2023; (iii) “Advanced Individual” of Pukou Economic Development Zone (浦口經濟開發區“先進個人”) awarded by the Management Committee of the Nanjing Pukou Economic Development Zone (南京浦口經濟開發區管理委員會) in January 2023; (iv) Zijinshan Talents Jiangbei Mingzhu Plan High-level Innovation and Entrepreneurship Talent Project (紫金山英才江北明珠計劃高層次創新創業人才) awarded by Nanjing Pukou District Talent Work Leading Group (南京市浦口區人才工作領導小組) in September 2022; (v) Special Award for Science and Technology Progress of Jiangyin City (江陰市科學技術進步特等獎) awarded by Jiangyin City People’s Government (江陰市人民政府) in October 2017; (vi) Second Prize in Science and Technology of Jiangsu Province (江蘇省科學技術二等獎) awarded by Jiangsu Provincial People’s Government (江蘇省人民政府) in February 2017; and (vii) Second Prize in Science and Technology of Jiangsu Province (江蘇省科學技術二等獎) awarded by Jiangsu Provincial People’s Government (江蘇省人民政府) in January 2010.

Non-executive Directors

Ms. Yu Xiaolin (于曉琳), aged 48, a non-executive Director of our Group, has been serving as a director of our Company since August 2021. Ms. Yu Xiaolin is primarily responsible for providing advice to the Board and facilitating communication between shareholders and management.

Ms. Yu Xiaolin has over 17 years of experience in the investment industry. Prior to joining the Group, Ms. Yu Xiaolin worked at (i) Soochow Securities Co., Ltd. (東吳證券股份有限公司) (stock code: 601555.SS) from May 2008 to December 2020, and served as (ii) the president of Jiangsu Xinchao Innovation Investment Group Co., Ltd. (江蘇新潮創新投資集團有限公司) since January 2021, and (iii) a deputy general manager of Jiangsu Xinchao Innovation Investment Group Private Equity Management Co., Ltd. (江蘇新潮創新投資集團私募基金管理有限公司) since October 2022. In addition, Ms. Yu Xiaolin previously served as an executive director, general manager and legal representative of Jiangyin Zulin Chenguang Enterprise Management Co., Ltd. * (江陰竹霖晨琬企業管理有限公司), a limited company established under the laws of PRC, which was dissolved in June 2021.

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Ms. Yu Xiaolin (i) graduated from Hainan University (海南大學) in the PRC in December 1998, majoring in computerized accounting; and (ii) obtained a master’s degree in corporate finance from the University of Salford (索爾福德大學) in the United Kingdom in January 2004. Ms. Yu Xiaolin also obtained the Chartered Certified Accountant (ACCA) qualification in April 2006.

Ms. Wang Chuxuan (王楚璇), aged 28, a non-executive Director of our Group, has been serving as a director of our Company since December 2023. Ms. Wang Chuxuan is primarily responsible for providing advice to the Board and facilitating communication between shareholders and management.

Ms. Wang Chuxuan has been serving as an investment manager at the investment department of Shanghai Tongying Enterprise Management Consulting Co., Ltd. (上海彤瀛企業管理諮詢有限公司), a wholly-owned subsidiary of FirstLight Beijing since August 2021.

Ms. Wang Chuxuan obtained (i) a bachelor’s degree of information and computational science from Zhejiang University (浙江大學) in the PRC in June 2019; and (ii) a master’s degree in statistics from the University of Pennsylvania (美國賓夕法尼亞大學) in the USA in January 2021. Ms. Wang Chuxuan also obtained a fund qualification certificate (基金從業資格證書) accredited by the Asset Management Association of PRC (中國證券投資基金業協會).

Independent non-executive Directors

Ms. Jiao Jie (焦捷), aged 45, joined our Group in October 2025 and has been serving as an independent non-executive Director of the Group since then. Ms. Jiao Jie is primarily responsible for supervising and providing independent opinions and judgments to the Board.

Ms. Jiao Jie previously served as a director of Buzzinate Company Limited (百智能信息科技有限公司), a limited company established under the laws of Hong Kong, which was dissolved by deregistration in March 2019. Further, Ms. Jiao Jie previously served as an independent non-executive director of (i) China Sunshine Paper Holdings Company Limited (中國陽光紙業控股有限公司) (stock code: 2002) from January 2014 to August 2025; (ii) MOG Digitech Holdings Limited (馬可數字科技控股有限公司) (stock code: 1942) from March 2020 to August 2024; and (iii) Strong Petrochemical Holdings Limited (海峽石油化工控股有限公司) (stock code: 852) from October 2024 to January 2025, all of which are listed on the Stock Exchange. Ms. Jiao Jie also served as (i) a vice president and a chief financial officer at iClick Interactive Asia Limited (愛點擊互動亞洲有限公司) (stock code: I9C.SG) from August 2014 to December 2016 and from January 2017 to December 2018, respectively; (ii) a chief financial officer at Play For Dream Inc. (玩出夢想股份有限公司) from June 2019 to June 2024, and a financial and treasury advisor at PlayFor Dream Inc. (玩出夢想股份有限公司) since July 2024.

Concurrently, Ms. Jiao Jie has also been serving as the independent non-executive directors of TradeGo FinTech Limited (捷利交易寶金融科技有限公司) (stock code: 8017) since August 2018, Palasino Holdings Limited (百樂皇宮控股有限公司) (stock code: 2536) since July 2024, EPI (Holdings) Limited (長盈集團(控股)有限公司) (stock code: 689) since August 2024, Tianli Holdings Group Limited (天利控股集團有限公司) (stock code: 117) since December 2024, LVGEM (China) Real Estate Investment Co., Ltd. (綠景(中國)地產控股有限公司) (stock code: 95) since February 2025. These companies are all listed on the Stock Exchange.

Ms. Jiao has been serving as an independent director of Quhuo Limited (stock code: QH) since July 2020, Amber International Holding Limited (stock code: AMBR) since July 2025. These two companies are listed on the NASDAQ Stock Exchange in the United States.

Ms. Jiao Jie obtained (i) a bachelor’s degree in law and economics from Peking University (北京大學) in the PRC in July 2003; and (ii) a master’s degree in law from University of Oxford (牛津大學) in the United Kingdom in July 2004. Ms. Jiao has also obtained the Legal Professional Qualification Certificate and the Chartered Financial Analyst (CFA) designation and is a member of the Chartered Accountants Australia and New Zealand.

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Dr. Wang Xiaomu (王肖沐), aged 41, joined our Group in October 2025 and has been serving as an independent non-executive Director of the Group since then. Dr. Wang Xiaomu is primarily responsible for supervising and providing independent opinions and judgments to the Board.

Dr. Wang Xiaomu served as (i) a distinguished professor at the School of Optoelectronics, Beijing Institute of Technology (北京理工大學光電學院) since June 2024; (ii) a professor at the School of Electronics Science and Engineering, Nanjing University (南京大學電子科學與工程學院) since October 2016; (iii) a postdoctoral researcher at the Department of Electrical Engineering, Yale University (耶魯大學) from March 2014 to August 2016; (iv) a postdoctoral researcher at the Department of Electrical Engineering, University of Cambridge (劍橋大學) from May 2013 to February 2014; and (v) a postdoctoral researcher at the Department of Electrical Engineering, The Chinese University of Hong Kong (香港中文大學電子工程系) from October 2012 to April 2013.

Dr. Wang Xiaomu obtained (i) a bachelor’s degree of information engineering from Beijing Institute of Technology (北京理工大學) in the PRC in July 2006; (ii) a master’s degree in electronics and communication engineering from Tsinghua University (清華大學) in the PRC in July 2009; and (iii) a doctoral degree in electronic engineering from The Chinese University of Hong Kong (香港中文大學) in Hong Kong in August 2012.

Dr. Wang Xiaomu was a recipient of various awards over the years, including (i) the Qiushi Outstanding Young Scientist Award (求是傑出青年科技獎) awarded by the Qiushi Foundation (求是基金會) in September 2019; (ii) the Second Prize of the Ministry of Education Natural Science Award (教育部自然科學二等獎) awarded by the Ministry of Education of the People’s Republic of China (中華人民共和國教育部) in January 2015; and (iii) the Young Scientist Award (青年科學家獎) awarded by the Hong Kong Science Association (香港科學會) in October 2012.

Mr. Li Quanxing (李全興), aged 47, joined our Group in October 2025 and has been serving as an independent non-executive Director of the Group since then. Mr. Li Quanxing is primarily responsible for supervising and providing independent opinions and judgments to the Board.

Mr. Li Quanxing served as (i) a chief financial officer at Shenzhen Edifier Technology Co., Ltd. (深圳市漫步者科技股份有限公司) (stock code: 002351.SZ) from May 2008 to June 2012; (ii) a director, chief financial officer and board secretary at Thinkingdom Media Group Ltd. (新經典文化股份有限公司) (stock code: 603096.SS) from November 2012 to July 2021; (iii) a chief financial officer and board secretary at Greatsoft Co., Ltd. (冠新軟件股份有限公司) (stock code: 834376.OC) from November 2021 to July 2022; (iv) a director at Changsha Angel Culture Co., Ltd. (長沙天使文化股份有限公司) from September 2021 to April 2024. He has been working at Beijing Inoke Technology Co., Ltd. (北京伊諾凱科技有限公司) since August 2022.

Mr. Li Quanxing has been an independent director of Shenzhen Edifier Technology Co., Ltd., (深圳市漫步者科技股份有限公司) (stock code: 002351.SZ), since January 2023.

Mr. Li Quanxing obtained (i) a bachelor’s degree of economics from Beijing Institute of Technology (北京理工大學) in the PRC in July 2001; and (ii) a master’s degree of management from Beijing Institute of Technology (北京理工大學) in the PRC in June 2004.

SUPERVISOR

Our supervisor is primarily responsible for overseeing the performance of our Company’s Directors and senior management. We have only one supervisor. A description of the background and business experience of the supervisor is set out below:

Name	Age	Position	Roles and responsibilities	Date of joining our Group	Date of appointment as Supervisor	Relationships with other Directors and senior management
Mr. Liu Xin (劉鑫)	44	Supervisor	Responsible for overseeing the performance of the Company’s directors and senior management	August 2025	August 2025	None

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Mr. Liu Xin, aged 44, has served as a Supervisor of the Company since August 2025. Mr. Liu Xin is primarily responsible for overseeing the performance of the Company’s directors and senior management.

Mr. Liu Xin has been serving as a staff member of Nanjing Pukou Economic Development Co., Ltd. (南京浦口經濟開發有限公司) since January 2010.

Mr. Liu Xin obtained a bachelor’s degree in mechanical engineering and automation from Jiangnan University (江南大學) in the PRC in June 2003.

SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management and operations of our Group. A description of the background and business experience of each senior management member is set out below:

Name	Age	Position	Roles and responsibilities	Date of joining our Group	Date of appointment as a member of senior management	Relationships with other Directors and senior management
Mr. Pan Mingdong (潘明東) . . .	47	Executive Director, general manager	Responsible for factory operations and administration of our Group	September 2020	September 2020	None
Mr. Liu Yi (劉怡)	46	Executive Director, deputy general manager	Responsible for the overall management and operation of integrated circuit packaging and testing	November 2022	June 2024	None
Dr. Long Xinjiang (龍欣江) . . .	46	Executive Director (employee representative Director), deputy general manager	Responsible for bumping and wafer-level packaging and testing	April 2021	August 2021	None
Mr. Zhang Zhong (張中)	45	Deputy general manager	Responsible for technology research and development, marketing, and information technology management	April 2021	April 2021	None
Ms. Fang Yaping (方亞萍) . . .	49	Secretary of the Board, deputy general manager, chief financial officer	Responsible for board affairs, compliance, information disclosure, and overall financial management of the Group	May 2022	May 2022	None

For information on the biographical details of Mr. Pan Mingdong (潘明東), Mr. Liu Yi (劉怡) and Dr. Long Xinjiang (龍欣江), see “Directors — Executive Directors” in this section above.

Mr. Zhang Zhong (張中), aged 45, a deputy general manager of our Group, has been serving as deputy general manager of the research and development division of our Company since April 2021 and is primarily responsible for technology research and development, marketing, and information technology management.

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Mr. Zhang Zhong has over 20 years of experience in the semiconductor packaging industry. Prior to joining the Group, Mr. Zhang Zhong (i) worked at Silicon Products Technology Suzhou Co., Ltd. (矽品科技(蘇州)有限公司) from July 2003 to September 2005; (ii) served as engineering manager at Texas Instruments Semiconductor Technology (Shanghai) Co., Ltd. Suzhou Branch (德州儀器半導體技術(上海)有限公司蘇州分公司) from October 2005 to May 2019; and (iii) a director of the engineering integration division at Changdian Technology Advanced Packaging Co., Ltd. (長電科技先進封裝有限公司) from May 2019 to August 2020.

Mr. Zhang Zhong obtained (i) a bachelor’s degree of mechanical design, manufacturing and automation from Nanjing Agricultural University (南京農業大學) in the PRC in June 2003; and (ii) a master’s degree in MBA from Anglia Ruskin University in the United Kingdom after completing long distance learning in June 2022. Mr. Zhang Zhong was appointed as lecturer professor at the School of Electrical and Automation Engineering of Nanjing Normal University (南京師範大學電氣與自動化工程學院) in August 2023. Mr. Zhang Zhong was also qualified as a licensed senior engineer accredited by Senior Professional Title Evaluation Committee for High-level and Urgently Needed Talents of Jiangsu Province (江蘇省高層次和急需緊缺人才高級職稱考核認定委員會) in December 2022.

Mr. Zhang Zhong was a recipient of various awards over the years, including (i) Taihu Talent Plan — Senior Management Talents of Enterprises (太湖人才計劃 — 企業引進高級經營管理人才) awarded by the Talent Work Leading Group of Wuxi City (無錫市人才工作領導小組) in August 2020; (ii) selected talent of Nanjing City’s 11th batch of “Outstanding Young and Middle-aged Talent Project” (南京市十一批“中青年拔尖人才項目”入選人才) awarded by Office of the Talent Work Leading Group of the Nanjing Municipal Committee of the Communist Party of China (中共南京市委人才工作領導小組辦公室) in December 2024; (iii) 2018 Texas Instruments Global Technical Paper (2018德州儀器全球技術論文) awarded by Texas Instruments (德州儀器) in December 2018; and (iv) expert of the Talent Reserve Base Expert Committee of the Integrated Circuit Branch of the China Semiconductor Industry Association (中國半導體行業協會集成電路分會人才儲備基地專家委員會專家) awarded by the Integrated Circuit Branch of the China Semiconductor Industry Association (中國半導體行業協會集成電路分會) in May 2024.

Ms. Fang Yaping (方亞萍), aged 49, the secretary of the Board, deputy general manager and chief financial officer of our Group, has been serving as the secretary of the Board since May 2022 and the chief financial officer of our Company since May 2024. Ms. Fang Yaping has also been serving as a director at Yangzhou Chiplet Semiconductor Integration Co., Ltd.* (揚州芯粒集成電路有限公司) since October 2023. Ms. Fang Yaping is primarily responsible for board affairs, compliance, information disclosure and the overall financial management of the Group.

Ms. Fang Yaping has over 20 years of experience working in companies in the semiconductor packaging industry. Prior to joining the Group, Ms. Fang Yaping worked at (i) Jiangyin ACE Electronic Equipments Co., Ltd. (江陰新基電子設備有限公司) from January 2003 to June 2004; and (ii) Jiangyin Changdian Advanced Packaging Co., Ltd. (江陰長電先進封裝有限公司) from August 2004 to February 2021.

Ms. Fang Yaping obtained (i) a bachelor’s degree from Shandong University of Science and Technology (山東科技大學) in the PRC in July 2000. Ms. Fang Yaping also obtained a certificate of secretary of the board of directors (董事會秘書證書) accredited by the Shenzhen Stock Exchange in December 2024.

JOINT COMPANY SECRETARIES

Ms. Fang Yaping (方亞萍) was appointed as one of our joint company secretaries in October 2025. See paragraph “— Senior Management” above for further details of Ms. Fang.

DIRECTORS, SUPERVISOR AND SENIOR MANAGEMENT

Ms. Ye Jiahong (葉嘉紅) was appointed as one of our joint company secretaries in October 2025. She is an assistant manager of listing services department of TMF Hong Kong Limited, responsible for providing corporate secretarial and compliance services to listed companies. Ms. Ye possesses approximately 7 years of experience in the company secretary profession. Ms. Ye is an associate member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom. Ms. Ye obtained her bachelor’s degree in English (business management stream) from Jinan University in the PRC in June 2013 and master’s degree in computer-aided translation from The Chinese University of Hong Kong in November 2014. She is ordinarily resident in Hong Kong.

BOARD COMMITTEES

Our Board delegates certain responsibilities to various Board committees. In accordance with the relevant PRC laws and regulations, the Articles of Association and the Listing Rules, we have established our Audit Committee, Remuneration and Evaluation Committee and Nomination Committee.

Audit Committee

We have established an 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 primary duties of the audit committee include, but are not limited to, (i) supervising and evaluating the external auditor; (ii) guiding and supervising the internal auditor and communicating between the internal audit and the external audit; and (iii) reviewing and monitoring the operation of our financial reporting system, internal control system and risk management system.

The Audit Committee comprises three independent non-executive Directors, namely Ms. Jiao Jie, Dr. Wang Xiaomu and Mr. Li Quanxing. Ms. Jiao Jie is the chairperson of the Audit Committee and is appropriately qualified as required under Rules 3.10(2) and 3.21 of the Listing Rules.

Remuneration and Evaluation Committee

We have established a Remuneration and Evaluation Committee in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the Remuneration and Evaluation Committee are include but are not limited to, (i) establishing, reviewing and providing advices to the Board on our policy and structure concerning remuneration of our Directors and senior management; (ii) determining the terms of the specific remuneration package of each executive Director and senior management; and (iii) establishing and reviewing performance-based remuneration by reference to the remuneration level of other relevant enterprises and relevant positions.

The Remuneration and Evaluation Committee comprises an executive Director and two independent non-executive Directors, namely Mr. Pan Mingdong, Dr. Wang Xiaomu and Ms. Jiao Jie. Dr. Wang Xiaomu is the chairperson of the Remuneration and Evaluation Committee.

Nomination Committee

We have established a Nomination Committee in compliance with the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the nomination committee include but are not limited to, (i) reviewing the structure, size and composition of the Board on a regular basis and make recommendations to the Board regarding any proposed changes to the composition of the Board; (ii) identifying, selecting or making recommendations to the Board on the selection of individuals nominated for directorship, ensure the diversity of the Board members; and (iii) making recommendations to the Board on relevant matters relating to the appointment, reappointment and removal of our Directors and succession planning for our Directors.

DIRECTORS, SUPERVISOR AND SENIOR MANAGEMENT

The Nomination Committee comprises an executive Director and two independent non-executive Directors, namely Mr. Zhang Guodong, Ms. Jiao Jie and Mr. Li Quanxing. Mr. Zhang Guodong is the chairperson of the Nomination Committee and is appropriately qualified as required under Rules 3.10(2) and 3.27A of the Listing Rules.

REMUNERATION OF DIRECTORS, SUPERVISOR AND SENIOR MANAGEMENT

The remuneration of our Company’s Directors, supervisor and senior management mainly consists of salaries, allowances, benefits in kind, performance-related bonuses, share incentive scheme, pension scheme and social welfare. The remuneration of Directors, supervisor and senior management is determined with reference to factors such as the responsibilities, risks and commitments of the Directors and senior management, the market standards of the same industry and the operations of our Company. Our independent non-executive Directors receive compensation with reference to their respective positions and duties, including being a member or the chairman of Board committees. The following table sets forth the aggregate amount of remuneration paid to our Directors and the five highest paid individuals (including certain Directors) for each of the years ended December 31, 2023, 2024 and 2025.

	For the year ended December 31,		
	2023	2024	2025
	(RMB'000)	(RMB'000)	(RMB'000)
Directors	16,787	13,724	37,031
Five highest paid individuals	4,348	8,000	4,778

We confirmed that during the Track Record Period, (i) no emoluments were paid by our Company to our Directors or the five highest paid individuals as an inducement to join or upon joining our Group, (ii) no emoluments were paid or payable by our Company to our Directors, the retiring Directors or the five highest paid individuals for their loss of office as a Director of any member of our Group or of any other office in connection with the management of the affairs of any member of our Group, and (iii) no Directors waived or agreed to waive any emoluments. Save as disclosed above and in “Financial Information”, “Accountants’ Report” and “Statutory and General Information”, no other payments have been paid or are payable in respect of the Track Record Period to our Directors and senior management by our Group.

Under the arrangements currently in force, the aggregate amount of remuneration (including salaries, allowances, benefits in kind, performance-related bonuses, share incentive scheme, pension scheme and social welfare) payable by our Group to our Directors for the year ending December 31, 2026 is estimated to be approximately RMB20 million. The actual aggregate amount of remuneration may differ from this estimate.

See note 8 and note 9 to the Accountants’ Report in Appendix I for details on remuneration paid to our Directors and senior management and, on an aggregate basis, the five highest paid individuals of our Group during the Track Record Period.

See “Statutory and General Information — 4. Other Information — [REDACTED] Share Option Scheme” in Appendix VI to this document for details on our [REDACTED] Share Option Scheme for our Directors and senior management.

DIRECTORS, SUPERVISOR AND SENIOR MANAGEMENT

CONFIRMATION UNDER LISTING RULES

Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on September 29, 2025, and (ii) understands his or her obligations as a director of a listed issuer on the Stock Exchange under the Listing Rules.

Rule 3.13 of the Listing Rules

Each of our independent non-executive Directors had confirmed (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) that he or she had no past or present financial or other interest in the business of the Company or its subsidiary or any connection with any core connected person of the Company under the Listing Rules as of the Latest Practicable Date; and (iii) that there were no other factors that may affect his or her independence at the time of his appointments. Each of our independent non-executive Directors will inform us and the Stock Exchange as soon as practicable if there is any subsequent change of circumstances which may affect his or her independence.

Disclosure under Rule 8.10(2) of the Listing Rules

As at the Latest Practicable Date, none of our Directors was interested in any business which competes directly or indirectly with our business pursuant to Rule 8.10(2) of the Listing Rules.

BOARD DIVERSITY POLICY

Our Company recognizes the benefits of having a diverse Board and believes that increasing diversity at the Board level is key to reaching its strategic goals and promoting sustainable development. We have adopted a board diversity policy which sets out the objective and approach for achieving and maintaining the diversity of the Board.

Pursuant to the board diversity policy, in reviewing and assessing suitable candidates to serve as a director of our Company, the Nomination Committee and Remuneration and Evaluation 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. The ultimate selection of Board candidates will be based on merit and potential contribution to our Board having due regard to the benefits of diversity on the Board and also the specific needs of our Company without focusing on a single diversity aspect. Our Board currently has three female Directors, and we will continue to work towards enhancing the gender diversity of the Board. Our Directors have a balanced mix of knowledge and skills, and we have two non-executive Directors and three independent non-executive Directors with varying industry backgrounds. Taking into account our existing business model and specific needs as well as the different backgrounds of our Directors, the composition of our Board satisfies our board diversity policy.

After [REDACTED], pursuant to the board diversity policy, the Nomination Committee and Remuneration and Evaluation Committee will discuss periodically and when necessary, agree on the measurable objectives for achieving diversity, including gender diversity, on the Board and recommend them to the Board for formal adoption. Such information will be included in the corporate governance report as required by the Listing Rules after [REDACTED].

DIRECTORS, SUPERVISOR AND SENIOR MANAGEMENT

COMPLIANCE ADVISOR

We have appointed Quam Capital Limited as our Compliance Advisor in compliance with Rules 3A.19 of the Listing Rules. The Compliance Advisor will provide us with advice and guidance as to our compliance with the Listing Rules and other applicable laws, rules, codes and guidelines. Pursuant to Rules 3A.23 of the Listing Rules, the Compliance Advisor will advise our Company in certain circumstances, including:

- (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 we propose to use the [REDACTED] from 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
- (iv) where the Stock Exchange makes an inquiry to our Company in accordance with Rule 13.10 of the Listing Rules.

The term of the appointment of the 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] and such appointment may be subject to extension by mutual agreement.

CORPORATE GOVERNANCE

Our Company believes a high standard of corporate governance is crucial to safeguarding the interest of our Shareholders. Further, our Directors recognize the importance of incorporating elements of good corporate governance in the management structures and internal control procedures of the Group to achieve effective accountability. As such, we have complied and expect to continue to comply with the Corporate Governance Code as set out in Appendix C1 of the Listing Rules after the [REDACTED].