

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board comprises seven Directors, comprising four executive Directors and three independent non-executive Directors. Our Board is responsible and has general power for the management and conduct of our business. We have entered into service contracts or letters of appointment with each of our Directors. Pursuant to the Articles of Association, our Directors are elected and appointed by our Shareholders at a Shareholders’ meeting for a term of three years, which is renewable upon re-election and re-appointment.

Members of Our Board

The table below shows certain information in respect of the members of our Board upon [REDACTED]:

Name	Age	Position/Title	Date of Joining Our Group	Date of Appointment as Director	Key Role and Responsibility	Relationship with other Directors and Senior Management
Executive Directors						
Mr. BAI Changan (白長安)	[49]	Chairman and executive Director	October 19, 2007	October 19, 2007	Responsible for strategic planning of our Group	Spouse of Ms. Zhu and brother-in-law of Mr. Ma Kui
Ms. ZHU Meihua (朱美華)	[47]	Executive Director and general manager	October 19, 2007	March 12, 2024	Responsible for overseeing the overall operations of our Group and implementing strategic plans	Spouse of Mr. Bai and sister-in-law of Mr. Ma Kui
Mr. MA Kui (馬奎)	[54]	Executive Director and executive vice general manager	October 19, 2007	March 12, 2024	Responsible for the operating and manufacturing of our Group	Brother-in-law of Ms. Zhu and brother-in-law of Mr. Bai
Mr. ZHU Canjia (朱燦佳)	[42]	Executive Director, vice general manager and board secretary	January 4, 2021	March 12, 2024	Responsible for overseeing business development, research and development, and investment and capital market activities of the Group	N/A
Independent non-executive Directors						
Prof. SHUM Ping (沈平)	[57]	Independent non-executive Director	March 12, 2024	March 12, 2024	Responsible for supervising and providing independent opinion to our Board	N/A
Dr. LIU Nan (劉楠)	[51]	Independent non-executive Director	March 12, 2024	March 12, 2024	Responsible for supervising and providing independent opinion to our Board	N/A

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Name	Age	Position/Title	Date of Joining Our Group	Date of Appointment as Director	Key Role and Responsibility	Relationship with other Directors and Senior Management
Prof. CHEN Tai-yuan (陳泰元)	[51]	Independent non-executive Director	May 11, 2026	May 11, 2026	Responsible for supervising and providing independent opinion to our Board	N/A

Executive Directors

Mr. BAI Changan (白長安), aged [49], our founder, Chairman and executive Director. He is primarily responsible for strategic planning of our Group. Mr. Bai has close to 20 years of experience in the international trade and business management. He founded our group in October 2007. He is also a director of certain subsidiaries of the Group, namely HK ADTEK and AIConec Pte. Mr. Bai is the spouse of Ms. Zhu and the brother-in-law of Mr. Ma Kui.

Mr. Bai graduated from Henan University of Technology (河南工業大學) with a bachelor of arts degree in English (Economic and Trade) in June 2000. He further graduated from the Hong Kong University of Science and Technology in January 2025 with an EMBA.

Ms. ZHU Meihua (朱美華), aged [47], our founder, executive Director and general manager. She is primarily responsible for overseeing the overall operations of our Group and implementing strategic plans. Ms. Zhu has over 25 years of experience in the international trade and business management. She founded our group in October 2007. Prior to founding the Company, she had worked in international trade affairs in various PRC enterprises from September 2000 to June 2006. She is also a director of our subsidiary AIConec Pte. She is the spouse of Mr. Bai and the sister-in-law of Mr. Ma Kui.

Ms. Zhu graduated from Hefei University of Technology (合肥工業大學) in July 2000 majored in English (international trade). She further graduated from Peking University HSBC Business School (北京大學滙豐商學院) in July 2024 with an EMBA.

Mr. MA Kui (馬奎), aged [54], executive Director and executive vice general manager. He is primarily responsible for the operating and manufacturing of our Group. Mr. Ma has around 22 years of experience in business management. He joined the Company upon its establishment in 2007 as our factory director, and subsequently served as our vice general manager, before serving in his present role. Prior to joining the Company, he worked as a business director at Advanced Technology HK Ltd. from June 2004 to September 2007. Mr. Ma is also a director of certain subsidiaries of the Group, namely ADTEK Intelligent Suqian, ADTEK Intelligent, ADTEK Precision and Hylink Technology, and is the general director of Fiber Connect Vietnam and ADTEK Vietnam. Mr. Ma is the brother-in-law of Ms. Zhu and Mr. Bai.

Mr. Ma graduated from Hunan University of Science and Technology (湖南科技大學) with a major in internet of things in December 2022.

Mr. ZHU Canjia (朱燦佳), aged [42], executive Director, vice general manager and the board secretary. Mr. Zhu is primarily responsible for overseeing business development, research and development, and investment and capital market activities of our Group. Mr. Zhu has over 17 years of experience in marketing. He served as our chief marketing officer from January 2021 to January 2024, and was promoted to vice general manager. Prior to joining the Group, from June 2008 to December 2020, he worked at the international business department at Zhuhai Hanshen Technology Co., Ltd.* (珠海漢勝科技股份有限公司).

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Mr. Zhu graduated from Huazhong University of Science and Technology (華中科技大學) with a bachelor’s degree in finance in June 2006 and a master’s degree in western economics in June 2008.

Independent non-executive Directors

Prof. SHUM Ping (沈平), aged [57], is our independent non-executive Director. He was appointed as our Company’s independent director in March 2024 and was subsequently redesignated as an independent non-executive Director effective on the [REDACTED]. Prof. Shum is primarily responsible for supervising and providing independent opinion to our Board.

Prof. Shum has over 25 years of experience in the electrical engineering field of academia. From December 1999 to November 2019, he worked at the Nanyang Technological University in Singapore, with his last position as full professor with full tenure. He currently serves as a chair professor at the Southern University of Science of Technology (南方科技大學) since November 2019.

Prof. Shum graduated from the University of Birmingham in the United Kingdom in July 1991 with a bachelor’s degree in electronic and electrical engineering. He further graduated from the same institution in July 1995 with a doctor of philosophy in electronic and electrical engineering.

Dr. LIU Nan (劉楠), aged [51], is our independent non-executive Director. She was appointed as our Company’s independent director in March 2024 and was subsequently redesignated as an independent non-executive Director effective on the [REDACTED]. Dr. Liu is primarily responsible for supervising and providing independent opinion to our Board.

Dr. Liu has over [11] years of experience in the accounting field of academia. From July 1993 to July 2002, she worked at Qingdao Branch of the Industrial and Commercial Bank of China (中國工商銀行股份有限公司青島市分行). From August 2011 to July 2014, she served as an assistant professor of accounting at the Indiana University South Bend. From August 2014 to 2024, she served as an assistant professor of accounting at Peking University HSBC Business School (北京大學滙豐商學院), and subsequently as an associate professor of accounting since 2024. Since June 2023, Dr. Liu has served as an independent director of Zhuhai Trinomab Biopharmaceutical Co., Ltd.* (珠海泰諾麥博製藥股份有限公司), a biopharmaceutical developer of alternative blood product therapies.

Dr. Liu graduated from Shandong Institute of Economics (山東經濟學院) in December 1999 with a self-studied bachelor’s degree in economics (finance). Dr. Liu graduated from Georgia State University in the U.S. in 2006 with a master’s degree in accounting, and subsequently graduated from the same institute with a doctor of philosophy in accounting.

Prof. CHEN Tai-yuan (陳泰元), aged [51], is our independent non-executive Director. He was appointed as our independent Director in May 2026 and was subsequently redesignated as an independent non-executive Director effective on the [REDACTED]. Prof. Chen is primarily responsible for supervising and providing independent opinion to our Board.

Prof. Chen has over [19] years of experience in the accounting field. From March 2019 to March 2025, he served as an independent non-executive director of Landsea Green Group (stock code: 00106.HK). Since August 2024, he has been serving as an independent director and chairman of the audit committee of the board of directors of Hubei DP Co. Ltd. (stock code: 300808.SZ). From August 2006 to June 2013, Prof. Chen served as an assistant professor of accounting at the Hong Kong University of Science and Technology in Hong Kong and concurrently served as an associate professor in the Department of Accounting from July 2013 to June 2017 at the same institution. He then went on to serve as a full professor of accounting with tenure at the same institution from July 2017 to the present. Between December 2017 to February 2022, he also served as associate dean of the School of Business and Management, and director of MBA programs at the same institution.

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Prof. Chen graduated from the National Cheng-Chi University (國立政治大學) in June 1997 with a bachelor’s degree in accounting. He further graduated from the University of Illinois Urbana-Champaign in the U.S. in August 2001 with a master of science degree in accounting, and then graduated from University of Texas at Dallas in the U.S. in August 2006 with a doctor of philosophy in management science. Prof. Chen is a Fellow Certified Practising Accountant (FCPA) with CPA Australia. He is also a certified management accountant (CMA) awarded by the Chartered Institute of Management Accountants, and a certified global management accountant (CGMA) awarded jointly by the Chartered Institute of Management Accountants and the Association of International Certified Professional Accountants.

CONFIRMATION FROM OUR DIRECTORS UNDER RULE 13.51(2) OF THE LISTING RULES

Save as otherwise disclosed above and in this document, each of our Directors confirms with respect to himself or herself that he/she (i) 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; (ii) had no other relationship with any Directors, senior management, substantial shareholders or Controlling Shareholders of our Company as of the Latest Practicable Date; (iii) 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 (iv) 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.

Each of our Directors has confirmed that he/she obtained the legal advice on April 28, 2026 with regards to the requirements under the Listing Rules that are applicable to him/her as a director of a listed issuer and the possible consequences of making a false declaration or giving false information to the Stock Exchange as set out in Rule 3.09D of the Listing Rules and he/she understood his/her obligations as a director of a listed issuer.

Each of our independent non-executive Directors has confirmed (i) his/her independence with regards to each of the factors as set out in Rule 3.13(1) to (8) of the Listing Rules, (ii) he or she has no past or present financial or other interest in the business of the Company or its subsidiaries 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 are no other factors that may affect his/her independence at the time of his/her appointment.

Each of our executive and non-executive Directors confirmed that, as of the Latest Practicable Date, he/she did not have any interest in a business which competes or is likely to compete, directly or indirectly, with our business and requires disclosure under Rule 8.10 of the Listing Rules.

SENIOR MANAGEMENT

The senior management of the Group, together with our executive Directors, are responsible for the day-to-day operations and management of the business of our Group.

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Name	Age	Position	Date of Appointment and Joining Our Group	Key Role and Responsibility	Relationship with other Directors and Senior Management
Mr. BAI Changan (白長安)	[49]	Chairman and executive Director	October 19, 2007	Responsible for strategic planning of our Group	Spouse of Ms. Zhu and brother-in-law of Mr. Ma Kui
Ms. ZHU Meihua (朱美華)	[47]	Executive Director and general manager	October 19, 2007	Responsible for overseeing the overall operations of our Group and implementing strategic plans	Spouse of Mr. Bai and sister-in-law of Mr. Ma Kui
Mr. MA Kui (馬奎)	[54]	Executive Director and executive vice general manager	October 19, 2007	Responsible for the operating and manufacturing of our Group	Brother-in-law of Ms. Zhu and brother-in-law of Mr. Bai
Mr. ZHU Canjia (朱燦佳)	[42]	Executive Director, vice general manager and board secretary	January 4, 2021	Responsible for overseeing business development, research and development, and investment and financing of the Group	N/A
Mr. XIAO Xuewu (肖學武)	[45]	Financial controller	January 4, 2026	Responsible for the overall financial management and accounting of our Group	N/A

For biographical details of Mr. Bai, Ms. Zhu, Mr. Ma and Mr. Zhu, please see “— Board of Directors — Executive Directors”.

Mr. XIAO Xuewu (肖學武), aged [45], is our financial controller. He joined our Group as our financial controller on January 4, 2026. He is primarily responsible for the overall financial management and accounting of our Group.

Mr. Xiao has over [20] years of experience in accounting and taxation and over [11] years of experience in financial management. From December 2007 to September 2011, he worked at Wuhan FiberHome Network Co., Ltd.* (武漢烽火網絡有限責任公司). From September 2011 to August 2016, he served as Finance Manager at Anheuser-Busch InBev (China) Sales Co., Ltd. From September 2016 to December 2019, he was responsible for tax-related matters at Zhengzhou Yutong Group Co., Ltd.* (鄭州宇通集團有限公司). From December 2019 to January 2025, he served as group financial director at BATF Group Co., Ltd.. From January 2025 to December 2025, he served as chief financial officer at Cubic Sensor and Instrument Co., Ltd., a company listed on the Shanghai Stock Exchange (stock code: 688665.SH).

Mr. Xiao graduated from Wuhan University of Technology (武漢理工大學) in July 2006 with a bachelor’s degree in accounting.

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JOINT COMPANY SECRETARIES

Ms. ZHAO Jiaxin (趙嘉欣), aged [34], is our joint company secretary. After joining our Group in August 2024, she served as the securities representative of our Group from August 2024 to April 2025, and subsequently served as assistant to the general manager of the Group since May 1, 2025. Ms. Zhao was then appointed our joint company secretary [effective on the [REDACTED]].

Prior to joining the Group, from April 2021 to February 2024, Ms. Zhao has had around three years of experience managing investors relations in a PRC company listed on the Stock Exchange.

Ms. Zhao graduated from Wuhan University of Science and Technology (武漢科技大學) in June 2013 with a bachelor of management. She further graduated from Peking University HSBC Business School (北京大學滙豐商學院) in June 2022 with an MBA. Ms. Zhao is a non-professional member of the Chinese Institute of Certified Public Accountants.

Ms. SIOW Yuet Chew Grace (蕭月秋) has more than 20 years of experience in the company secretary profession. She currently serves as a director of corporate services of Tricor Services Limited. Ms. Siow has been providing corporate secretarial and compliance services to Hong Kong listed companies as well as multinational, private and offshore companies. She was appointed as our joint company secretary on [•].

She 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.

BOARD COMMITTEES

Our Board delegates certain responsibilities to various committees. In accordance with the Corporate Governance Code in Appendix C1 to the Listing Rules (the “Corporate Governance Code”), our Company has formed three Board committees, namely the Audit Committee, the Nomination Committee and the Remuneration Committee.

Audit Committee

We have established the Audit Committee pursuant to Rule 3.21 of the Listing Rules with written terms of reference in compliance with paragraph D.3 of Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The primary duties of the Audit Committee are to review and supervise our financial reporting process and internal control system of our Group, risk management and internal audit, provide advice and comments to our Board and perform other duties and responsibilities as may be assigned by our Board.

The Audit Committee consists of three independent non-executive Directors, namely Dr. Liu Nan, Prof. Chen Tai-yuan and Prof. Shum Ping. Dr. Liu Nan is the chairman of the Audit Committee. Prof. Chen Tai-yuan possesses the appropriate professional qualifications or accounting or related financial management expertise as required under Rule 3.10(2) and Rule 3.21 of the Listing Rules.

Remuneration Committee

We have established the Remuneration Committee, which will become effective upon [REDACTED], pursuant to Rule 3.25 of the Listing Rules with written terms of reference in compliance with paragraph E.1 of Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The primary duties of the Remuneration Committee are to (i) establish, review and provide advice to our Board on our policies concerning remuneration of Directors and senior management officers and on the establishment of a formal and transparent procedure for developing policies concerning such remuneration, (ii) to determine the terms of the specific remuneration package of each executive Director and senior management, (iii) to review and

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approve performance-based remuneration by reference to corporate goals and objectives resolved by our Directors from time to time, and (iv) to review and approve matters relating to share schemes under Chapter 17 of the Listing Rules.

The Remuneration Committee consists of three Directors, namely Dr. Liu Nan, Ms. Zhu Meihua and Prof. Shum Ping. Dr. Liu Nan is the chairman of the Remuneration Committee.

Nomination Committee

We have established the Nomination Committee, which will become effective upon [REDACTED], pursuant to Rule 3.27A of the Listing Rules with written terms of reference in compliance with paragraph B.3 of Part 2 of the Corporate Governance Code as set out in Appendix C1 of the Listing Rules. The primary duties of the Nomination Committee are to (i) review the structure, size and composition of our Board on a regular basis and make recommendations regarding any proposed changes to the composition of our Board, (ii) identify, select or make recommendations to our Board on the selection of individuals nominated for directorship, and ensure the diversity of our Board and (iii) assess the independence of our independent non-executive Directors and make recommendations on matters relating to the appointment, reappointment and removal of our Directors and succession planning.

The Nomination Committee consists of three Directors, namely Prof. Chen Tai-yuan, Ms. Zhu Meihua and Dr. Liu Nan. Prof. Chen Tai-yuan is the chairman of the Nomination Committee.

Dissolution of the Board of Supervisors of our Company

Pursuant to the Article 121 of the PRC Company Law, a joint stock limited company may, under the articles of association, set up an audit committee composed of directors in the board of directors, which shall exercise the functions and powers of the board of supervisors as provided for in the PRC Company Law. A company that has established such an audit committee is not required to have a board of supervisors or appoint supervisors.

The shareholders’ general meeting of our Company held on March 31, 2026 approved the dissolution of the board of supervisors of our Company and the amendments of the Articles of Association to reflect the dissolution of the board of supervisors. The board of supervisors was dissolved on the same day.

Following the dissolution, the Audit Committee shall exercise the functions and powers of the board of supervisors as set out in the PRC Company Law, including but not limited to the supervision of the Company’s compliance with laws and regulations by directors and senior management and protection of shareholders’ interests.

BOARD DIVERSITY POLICY

Our Company is dedicated to fortifying the effectiveness of our Board and to uphold high standards of corporate governance through the adoption of a board diversity policy. Our Company actively embraces the benefits of having a diverse Board, recognising that cultivating diversity at the Board level is pivotal in attaining our Company’s strategic objectives. To do so, our Company will assess numerous factors, including but not limited to talent, skills, gender, age, cultural and educational background, ethnicity, professional experience, independence, knowledge and length of service. Selection for potential Board candidates will be based on merit and his/her potential contribution to our Board while taking into consideration our own business model and specific needs from time to time. The ultimate decisions of Board appointments will be based on meritocracy and candidates will be considered against objective criteria, having due regard to the benefits of diversity on our Board.

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Our Board consists of a balanced blend of knowledge, skills and experience, including, among others, business management, finance and accounting. We have three independent non-executive Directors who have distinct expertise and experiences, representing over one third of our Board members. Further, our Board consists of five male members and two female members, with age range from 42 to 57 years old. A thorough assessment of our Board’s membership, structure, and composition has led us to believe that our Board configuration is well-balanced, with Directors possessing a rich tapestry of experiences and skills that fortify our operational excellence.

Continuing our commitment to promoting gender diversity across all levels, our Board diversity policy advocates for maintaining the current level of representation of female members on the Board post-[REDACTED]. We are also dedicated to fostering gender diversity in mid to senior staff recruitment to cultivate a pipeline of female senior management and potential successors to our Board. Striving for an equitable gender balance in alignment with stakeholder expectations and global best practices is a key objective for us. Given the unique backgrounds of our Directors and our specific operational needs, we are confident that our Board composition post-[REDACTED] aligns with the principles outlined in our board diversity policy.

Our Nomination Committee is responsible for ensuring the diversity of our Board members. After [REDACTED], our Nomination Committee will periodically review our board diversity policy to ensure its continued effectiveness, with annual disclosures on the implementation of our board diversity policy in our corporate governance report.

DIRECTORS’ AND SENIOR MANAGEMENT’S REMUNERATION

Our Directors and members of senior management receive compensation in the form of fees, salaries, allowances and benefits in kind, share-based payments, discretionary bonuses and retirement scheme contributions.

For the years ended December 31, 2023, 2024 and 2025, the aggregate amount of emolument paid or payable to our Directors (i) salaries, bonuses, allowances and benefits in kind; (ii) performance-related bonus; (iii) pension scheme contributions; and (iv) share-based payment expenses, were RMB8.0 million, RMB12.2 million and RMB13.5 million, respectively.

For the years ended December 31, 2023, 2024 and 2025, the aggregate amount of emolument paid or payable to the five highest paid individuals of our Group, of whom four are Directors were RMB9.2 million, RMB12.8 million and RMB15.0 million, respectively.

During the Track Record Period, no emolument was paid to, or receivable by, our Directors or the five highest paid individuals of our Group as an inducement to join or upon joining our Group or as a compensation for loss of office in the Track Record Period.

Further, none of our Directors had waived any emolument during the same period. Pursuant to existing arrangements that are currently in force as at the date of this document, the emolument (including fees, salaries, allowances and benefits in kind, discretionary bonuses and retirement scheme contributions) and exclusive of share-based payments payable to our Directors by us for the year ending December 31, 2026 are estimated to be no more than approximately RMB[3.3] million in aggregate.

Our Board will review and determine the emoluments and compensation packages of our Directors and members of senior management. Following the [REDACTED], our Board will receive recommendations from our Remuneration Committee which will take into account salaries paid by comparable companies, time commitment and responsibilities of our Directors and performance of our Group.

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Save as disclosed above, no other emolument had been paid, or are payable, by any member of our Group to our Directors during the Track Record Period. For additional information on our Directors’ emoluments during the Track Record Period as well as information on the highest paid individuals, please refer to Notes 8 and 9 in the Accountants’ Report set out in Appendix I to this document.

COMPLIANCE ADVISOR

Pursuant to Rule 3A.19 of the Listing Rules, we have appointed Lego Corporate Finance Limited as our compliance advisor (the “**Compliance Advisor**”). Pursuant to Rule 3A.23 of the Listing Rules, the Compliance Advisor will provide advice when consulted by the Company in relation to the followings:

- before the publication of any regulatory announcement, circular or financial report;
- where a transaction, which might be a notifiable or connected transaction, is contemplated including share issues, sales or transfers of treasury shares and share repurchases;
- where we procure to use the [REDACTED] from the [REDACTED] in a manner different from that detailed in this document or where its business activities, developments or results deviate from any forecast, estimate, or other information in this document; and
- where the Stock Exchange makes any inquiry to our Company regarding unusual movement in the price or trading volume of our Shares under Rule 13.10 of the Listing Rules.

The term of appointment of the Compliance Advisor shall commence on the [REDACTED] and is expected to end on the date on which our Company distributes our annual report in respect of our financial results for the first full financial year commencing after the [REDACTED].

CORPORATE GOVERNANCE CODE

We aim to achieve high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. To accomplish this, we expect to comply with the Corporate Governance Code and the associated Listing Rules after the [REDACTED].