DIRECTORS

Our Board consists of nine Directors comprising four executive Directors, two non-executive Directors, and three independent non-executive Directors. Our Board is responsible for and has general powers for the management and operation of our business.

The following table sets forth certain information in respect of the members of our Board as of the Latest Practicable Date:

Name	Age	Position(s) in our Company	Date of joining our Group	Date of appointment as Director	Responsibilities	Relationship with other Directors and senior management
Mr. Sang Suming (桑蘇明)	[63]	Chairman, executive Director and general manager	December 6, 2007	December 6, 2007	Responsible for the overall strategic planning and management of our Group	None
Mr. Zou Yijun (鄒毅軍)	[50]	Executive Director and deputy general manager	December 6, 2007	December 9, 2015	Responsible for the overall business direction and quality management of our Group	None
Ms. Liu Lixia (劉麗霞)	[63]	Executive Director and the head of marketing department	December 6, 2007	December 9, 2015	Responsible for the overall marketing and sales operations	None
Mr. Li Hongbiao (李鴻彪)	[39]	Executive Director and deputy general manager	April 1, 2012	December 13, 2024	Responsible for technology planning and R&D strategies	None
Mr. Jiang Yong (江詠)	[52]	Non-executive Director	May 24, 2021	May 24, 2021	Responsible for providing professional advice to our Board	None
Mr. Jin Yehui (金葉暉)	[38]	Non-executive Director	May 24, 2021	May 24, 2021	Responsible for providing professional advice to our Board	None
Ms. Deng Ying (鄧穎)	[37]	Independent non-executive Director	December 13, 2024	December 13, 2024	Responsible for supervising and providing independent advice to our Board	None

Name	Age	Position(s) in our Company	Date of joining our Group	Date of appointment as Director	Responsibilities	Relationship with other Directors and senior management
Mr. Wang Baoqing (王寶慶)	[62]	Independent non-executive Director	March 31, 2025	March 31, 2025	Responsible for supervising and providing independent advice to our Board	None
Mr. Kam Wai Man (甘偉民)	[50]	Independent non-executive Director	March 30, 2026	March 30, 2026	Responsible for supervising and providing independent advice to our Board	None

Executive Directors

Mr. Sang Suming (桑蘇明), aged [63], is our co-founder, Chairman, general manager and executive Director. Mr. Sang founded our Group in December 2007 and is responsible for the overall strategic planning and management of our Group. He has served as the general manager of our Company since its establishment. He was appointed as a Director and the Chairman in December 2007. He was redesignated as an executive Director on May 18, 2026. He currently holds directorships in various subsidiaries of our Group.

Mr. Sang has extensive experience spanning the aerospace, electronics, and information technology industries. Prior to founding our Group, from May 1993 to December 1995, he was an engineer at the Shanghai Academy of Spaceflight Technology (SAST) (上海航天技術研究院, formerly known as the Eighth Design Department of Shanghai Academy of Spaceflight Technology (上海航天局第八設計部)). Mr. Sang was also a director and manager of Shanghai KeLiang Technology Development Co., Ltd. (上海科梁科技發展有限公司) ("**KeLiang Development**"). The principal business of KeLiang Development was technology development, technology transfer, technology consulting, and technology services in the field of electronic products, as well as the sale of office equipment, hardware, and electronic products. The business license of KeLiang Development was revoked on December 14, 2007 due to cessation of business operation in view of the establishment of our Company by Mr. Sang and our other co-founders, resulting in its dissolution. To the best of our Directors' knowledge, information and belief, there was no judgment or finding of fraud, dishonesty, or any misconduct or wrongful act on the part of Mr. Sang in connection with the revocation of the business license of KeLiang Development, and as of the Latest Practicable Date, there was no outstanding liability or ongoing claim or litigation against Mr. Sang in his capacity as a director prior to the revocation. Mr. Sang confirmed that KeLiang Development was solvent at the time its business license was revoked.

Mr. Sang obtained a bachelor's degree in electronics from the National University of Defense Technology (國防科技大學) in the PRC in July 1983 and a master's degree in radio technology from Harbin Institute of Technology (哈爾濱工業大學) in the PRC in June 1989.

Mr. Zou Yijun (鄒毅軍), aged [50], is our co-founder, an executive Director and deputy general manager. He was appointed as our Director and deputy general manager in December 2015. He was redesignated as an executive Director on May 18, 2026. He is responsible for the overall business direction and quality management of our Group.

Mr. Zou has over [23] years of experience in the information technology industry. Prior to founding our Group, from March 2003 to December 2007, Mr. Zou worked at KeLiang Development as an engineer, where he accumulated solid technical and operational experience in the information technology industry. It was during his tenure at KeLiang Development that Mr. Zou established a strong working relationship with Mr. Sang and Ms. Liu Lixia, and they subsequently co-founded our Group in December 2007. Since the establishment of our Group, Mr. Zou has played an instrumental role in the development and growth of our business, leveraging his technical expertise to oversee product quality and drive the strategic direction of our Group.

Mr. Zou obtained a bachelor's degree in July 1996 and a master's degree in March 2003 in automation from Shanghai Jiao Tong University (上海交通大學) in the PRC.

Ms. Liu Lixia (劉麗霞), aged [63], is our co-founder and an executive Director and the head of marketing department. She was appointed as our Director in December 2015. She was redesignated as an executive Director on May 18, 2026. She is responsible for the overall marketing and sales operations of our Group.

Ms. Liu has over [18] years' experience across the technology and industrial sectors. Prior to founding our Group, from July 1985 to February 1996, Ms. Liu was an engineer at Xi'an Optical Measurement Instrument Factory (西安光學測量儀器廠). From November 2003 to December 2007, Ms. Liu worked at KeLiang Development as the sales director where she was primarily responsible for the marketing and sales operations. Since the establishment of our Group, Ms. Liu has played an instrumental role in expanding the market presence of our business, leveraging her sales expertise to drive the marketing and sales strategy of our Group.

Ms. Liu obtained a bachelor's degree in optical metrology from Xi'an Technological University (西安工業大學) in the PRC in July 1985.

Mr. Li Hongbiao (李鴻彪), aged [39], is a deputy general manager and an executive Director of our Company. He was appointed as our Director in December 2024. He was redesignated as an executive Director on May 18, 2026. He is responsible for technology planning and R&D system strategies of our Group.

Mr. Li joined our Group as an engineer in April 2012 and has since accumulated over 10 years' experience in electronics, and information technology industries. Since July 2020, Mr. Li has been a deputy general manager of our Company.

Mr. Li obtained a bachelor's degree in electrical engineering and automation from East China University of Science and Technology (華東理工大學) in the PRC in June 2009 and a master's degree from Shanghai Jiao Tong University (上海交通大學) in the PRC in March 2012. He has received multiple industry awards, including the 2024 First Prize of the Science and Technology Progress Award of the China Electrotechnical Society, the 2024 Special Prize of the Science and Technology Progress Award of the Chinese Society of Naval Architects and Marine Engineers, and the 2025 First Prize of the Innovative Technology Award of the China Simulation Federation.

Non-executive Directors

Mr. Jiang Yong (江詠), aged [52], was appointed as a Director in May 2021 and was redesignated as a non-executive Director on May 18, 2026. He is responsible for providing professional advice to our Board.

Mr. Jiang is currently holding directorships at various companies. Since June 2015, he has been an executive director of Shanghai Yuanfan Investment Co., Ltd. (上海元藩投資有限公司). Since October 2020, he has been a director and the vice chairman of Shanghai Holystar Electrical Technology Co., Ltd. (上海宏力達信息技術股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688330).

Mr. Jiang obtained a bachelor's degree in technical economics in July 1995 and a master's degree in technical economics in March 1998 from Shanghai Jiao Tong University (上海交通大學) in the PRC.

Mr. Jin Yehui (金葉暉), aged [38], was appointed as a Director in May 2021 and was redesignated as a non-executive Director on May 18, 2026. He is responsible for providing professional advice to our Board.

Mr. Jin worked as an engineer at Schlumberger Oilfield Services Company (斯倫貝謝油田服務公司) from September 2012 to June 2014. From July 2014 to December 2025, he worked at SDIC Hi-Tech Investment Co., Ltd. (國投高科技投資有限公司). From January 2016 to September 2016, he worked at China SDIC Gaoxin Industrial Investment Co., Ltd. (中國國投高新產業投資有限公司). Since October 2016, he has worked at SDIC Chuanghe Capital Co., Ltd. (國投創合基金管理有限公司).

Mr. Jin obtained a bachelor's degree in engineering mechanics from Dalian University of Technology (大連理工大學) in the PRC in July 2010 and a master's degree in mechanical engineering from New Jersey Institute of Technology in the United States in January 2012.

Independent Non-executive Directors

Ms. Deng Ying (鄧穎), aged [37], was appointed as an independent Director in December 2024 and was redesignated as an independent non-executive Director on May 18, 2026, with effect from the **[REDACTED]**. She is responsible for supervising and providing independent advice to our Board.

Ms. Deng has been a practicing lawyer in the PRC since February 2012. She began her career as a trainee lawyer at Zhejiang Qingfeng Law Firm (浙江青風律師事務所) from October 2010 to November 2011. She worked as a lawyer at Zhong Lun Law Firm (北京市中倫(上海)律師事務所) from August 2017 to April 2018. Since April 2018, she worked as a lawyer at AllBright Law Offices (上海市錦天城律師事務所).

Since March 2025, she has been an independent director of Zhejiang JW Precision Machinery Co., Ltd. (浙江金沃精工股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300984). Since December 2025, she has been an independent director of Shanghai Enflame Technology Co., Ltd. (上海燧原科技股份有限公司).

Ms. Deng obtained a bachelor's degree in law from Zhejiang University City College (浙江大學城市學院) in the PRC in July 2010 and a master's degree in law from the University of Illinois College of Law in the United States in May 2013.

Mr. Wang Baoqing (王寶慶), aged [62], was appointed as an independent Director in March 2025 and was redesignated as an independent non-executive Director on May 18, 2026, with effect from the **[REDACTED]**. He is responsible for supervising and providing independent advice to our Board.

Mr. Wang has served as an independent director of Zhejiang Super Co., Ltd. (浙江蘇泊爾股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 002032) since April 2026, an independent director of Zhejiang Benli Technology Co., Ltd. (浙江本立科技股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 301065) since June 2024, and an independent director of Zhejiang Dingli Machinery Co., Ltd. (浙江鼎力機械股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 603338) since May 2023.

From May 1997 to April 2026, Mr. Wang worked as a lecturer at the School of Accounting, Zhejiang Gongshang University (浙江工商大學會計學院). Since August 2025, he has been the dean of the School of Accounting, Zhengzhou Shengda University of Economics, Business and Management (鄭州升達經貿管理學院會計學院) in the PRC.

Mr. Wang obtained a master's degree in accounting from Zhongnan University of Economics and Law (中南財經政法大學) in the PRC in June 1996. He obtained the senior management training completion certificate (上市公司高級管理人員培訓結業證) from the Shenzhen Stock Exchange in November 2009.

Mr. Kam Wai Man (甘偉民), aged [50], was appointed as an independent Director in March 2026 and was redesignated as an independent non-executive director on May 18, 2026, with effect from the **[REDACTED]**. He is responsible for supervising and providing independent advice to our Board.

Mr. Kam has served as a representative of Innovax Capital Limited ("**Innovax Capital**") since February 2017. He has been a responsible officer of Innovax Capital for Type 6 regulated activities (advising on corporate finance) under the SFO since April 2017 and Mr. Kam is one of the sponsor principals of Innovax Capital. From April 2003 to November 2005, Mr. Kam served as a licensed representative at Kingsway Capital Limited. He then worked at China Everbright Capital Limited from December 2005 to February 2017 with his last position being the responsible officer.

Mr. Kam has been serving as an independent non-executive director of the following listed companies:

Name of company	Principal business	Place of listing and stock code	Period of service
Duiba Group Limited . .	User management SaaS platform and internet advertising services	Main Board of the Stock Exchange (stock code: 1753)	April 2019 to present
Haosen Fintech Group Limited . .	Financial leasing, factoring, micro credit, securities dealing and broking	Main Board of the Stock Exchange (stock code: 3848)	January 2020 to present

Name of company	Principal business	Place of listing and stock code	Period of service
IGG Inc. . . .	Mobile and online game development and operation	Main Board of the Stock Exchange (stock code: 799)	June 2023 to present

Mr. Kam obtained a bachelor of arts in business studies from City University of Hong Kong in November 1997 and a postgraduate diploma in professional accountancy from the Chinese University of Hong Kong in December 2004. Mr. Kam is a member of the Hong Kong Institute of Certified Public Accountants and a CFA Institute charterholder.

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

Save as disclosed above, to the best of the knowledge, information and belief of our Directors having made all reasonable enquiries, none of our Directors held 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. There are no other matters concerning his or her 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. As of the Latest Practicable Date, none of our Directors or senior management is related to other Directors or senior management of our Company.

Save as disclosed in the sections headed "Relationship with our Controlling Shareholders," "Substantial Shareholders" and "Statutory and General Information — Further Information about our Directors and Substantial Shareholders", each of our Directors confirms with respect to himself or herself that he or 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.

SENIOR MANAGEMENT

In addition to our executive Directors, the following table sets forth the key information of our senior management:

Name	Age	Position(s) in our Company	Date joining our Group	Date of appointment as senior management	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Kang Hesheng (康合生)	[54]	Chief financial officer	July 11, 2016	July 11, 2016	Responsible for the overall financial management of our Group	None
Ms. Zhu Suya (朱蘇雅)	[39]	Secretary of the Board	March 30, 2015	July 1, 2020	Responsible for managing capital operations, compliance matters and Board-related matters of our Group	None

Mr. Kang Hesheng (康合生), aged [54], joined our Group in July 2016 and has been serving as the chief financial officer of our Company since then. Mr. Kang is primarily responsible for the overall financial management of our Group.

Mr. Kang has over [12] years' experience in finance, audit and corporate management. Prior to joining our Group, from August 2013 to June 2016, he served as the chief financial officer at Shanghai Emperor of Cleaning Hi-Tech Co., Ltd. (上海洗霸科技股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 603200).

Mr. Kang obtained a bachelor's degree in physics from Shandong Normal University (山東師範大學) in the PRC in July 1994 and a master's degree in financial management from Hebei University of Technology (河北工業大學) in the PRC in March 1998. He was qualified as a certified public accountant by the Chinese Institute of Certified Public Accountants (中國註冊會計師協會) in March 2006, and was qualified as a certified tax agent by China Certified Tax Agents Association (中國註冊稅務師協會) in August 2006.

Ms. Zhu Suya (朱蘇雅), aged [39], joined our Group in March 2015 as the general manager's office director and has been serving as the secretary of our Board since July 2020. Ms. Zhu is primarily responsible for managing capital operations, compliance matters and Board-related matters of our Group.

Ms. Zhu has over [17] years' experience in securities affairs and corporate governance. Prior to joining our Group, from July 2008 to January 2010, she served as a board office specialist at Shanghai Tianma Micro-Electronics Co., Ltd. (上海天馬微電子有限公司). From January 2010 to July 2011, she served as a board office supervisor at Shanghai AVIC Optoelectronics Co., Ltd. (上海中航光電子有限公司). From July 2011 to March 2015, she served as an assistant to the secretary of the board at Shanghai Intco Green Forest Import & Export Co., Ltd. (上海英科綠林進出口有限公司).

Ms. Zhu obtained a bachelor's degree in public finance with a second major in business administration from Shanghai University of Finance and Economics (上海財經大學) in the PRC in July 2008. She obtained the board secretary qualification certificate from the Shenzhen Stock Exchange in September 2013 and the board secretary qualification certificate from the Shanghai Stock Exchange STAR Market in July 2021.

JOINT COMPANY SECRETARIES

Ms. Zhu Suya (朱蘇雅), aged [39], the secretary of the Board was appointed as one of our joint company secretaries in May 2026. For her biography, see "— Senior Management" in this section.

Mr. Tse Yu Yeung (謝愉陽), joined our Group and was appointed as one of our joint company secretaries in May 2026, with effect from the **[REDACTED]**. Mr. Tse has over 5 years of experience in company secretarial and corporate governance fields and is currently an assistant manager, entity solutions at Computershare Hong Kong Investor Services Limited. Mr. Tse obtained the Master of Science in Corporate Governance and Compliance from Hong Kong Baptist University in July 2024. He is an associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

BOARD COMMITTEES

Audit Committee

We [have] established the Audit Committee in compliance with Rule 3.21 of the Listing Rules and paragraphs D.3 of Part 2 of the Corporate Governance Code, Appendix C1 to the Listing Rules (the "**Corporate Governance Code**"). Our Audit Committee comprises three members, namely Mr. Kam Wai Man (甘偉民), Ms. Deng Ying (鄧穎) and Mr. Wang Baoqing (王寶慶), with Mr. Kam Wai Man (甘偉民) being our independent non-executive Director with the appropriate professional qualifications or accounting or related financial management expertise as required under Rules 3.10(2) and 3.21 of the Listing Rules as chairperson of our Audit Committee. The primary duties of our Audit Committee are, among other things, to review and supervise our financial reporting process and internal control system, risk management and internal audit of our Group, to provide advice and comments to our Board in respect of financial risk, risk management and internal control matters, and to perform other duties and responsibilities as may be assigned by our Board.

Remuneration Committee

We [have] established the Remuneration Committee in compliance with Rule 3.25 of the Listing Rules and paragraph E.1 of Part 2 of the Corporate Governance Code. Our Remuneration Committee comprises three members, namely Mr. Wang Baoqing (王寶慶), Mr. Zou Yijun (鄒毅軍) and Ms. Deng Ying (鄧穎), with Mr. Wang Baoqing (王寶慶) as chairperson of the Remuneration Committee. The primary duties of the Remuneration Committee are to review and make recommendations to the Board on our policy and structure for all remuneration of Directors and senior management and on the terms of remuneration packages, bonuses and other compensation payable to our Directors and other senior management.

Nomination Committee

We [have] established the Nomination Committee in compliance with Rule 3.27A of the Listing Rules and paragraph B.3 of Part 2 of the Corporate Governance Code. Our Nomination Committee comprises three members, namely Mr. Kam Wai Man (甘偉民), Ms. Deng Ying (鄧穎) and Mr. Sang Suming (桑蘇明), with Mr. Kam Wai Man (甘偉民) as chairperson of the Nomination Committee. The primary duties of the Nomination Committee include (i) reviewing the structure, size and composition of our Board on a regular basis and make recommendations to the Board regarding any proposed changes to the composition of our Board; (ii) identifying, selecting or making recommendations to our Board on the selection of individuals nominated for directorship, and ensuring the diversity of our Board members; (iii) performing review on the contributions made by our Directors (including our independent non-executive Directors) and the sufficiency of time devoted to perform their duties; (iv) assessing the independence of our independent non-executive Directors; and (v) making recommendations to our Board on relevant matters relating to the appointment, re-appointment and removal of our Directors.

Strategy Committee

We have established the Strategy Committee with written terms of reference. The Strategy Committee consists of three Directors, namely Mr. Sang Suming (桑蘇明), Mr. Zou Yijun (鄒毅軍) and Mr. Kam Wai Man (甘偉民), with Mr. Sang Suming (桑蘇明) as chairperson of the Strategy Committee. The primary duties of the Strategy Committee include, but are not limited to, conducting research and making recommendations on our Company's long-term development plans, business strategies and objectives, and major strategic investment and financing proposals.

BOARD DIVERSITY POLICY

We have adopted a board diversity policy which sets out the approach to achieve and maintain an appropriate balance of diversity perspectives of our Board that are relevant to our Company's development. Pursuant to our board diversity policy, selection of Board candidates will be based on a range of diversity perspectives, including but not limited to educational background, professional qualifications, skills, knowledge, industry experience, gender, age, independence, knowledge and length of service. We will select potential Board candidates 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. All 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.

Our Board members have a balanced mix of experiences and background, including but not limited to experiences in the aerospace, electronics, information technology, industrial engineering, legal services, and accounting industries. Our Board members obtained degrees in various majors including but not limited to electronics, radio technology, automation, engineering, optical metrology, law, taxation, and accounting. We have two non-executive Directors and three independent non-executive Directors with different industry backgrounds, and they together represent more than half of the members of our Board. We also recognize the importance of gender diversity, and take into account gender balance when nominating candidates to our Board. Taking into account our business model and specific needs as well as the presence of two female Directors out of a total of nine Board members, we consider that the composition of our Board satisfies our board diversity policy.

We recognize the particular importance of gender diversity on our Board. We have taken and will continue to take steps to promote and enhance gender diversity at all levels of our Company, including but without limitation at our Board and senior management levels. Our board diversity policy provides that our Board shall take opportunities when selecting and making recommendations on suitable candidates for Board appointments with the aim of increasing the proportion of female members over time after the **[REDACTED]**. In particular, taking into account the business needs of our Group and changing circumstances that may affect our business plans, we will actively identify and select several female individuals with a diverse range of skills, experience and knowledge in different fields from time to time, and maintain a list of such female individuals who possess qualities to become our Board members, which will be periodically reviewed by our nomination committee in order to develop a pipeline of potential successors to our Board and promote gender diversity. We plan to offer well-rounded trainings to female employees whom we consider have the requisite experience, skills and knowledge of our operation and business, on topics including but not limited to business operation, management, accounting and finance, and legal compliance. We are of the view that such strategies will provide our Board with ample opportunities to identify capable female employees to be nominated as Directors in the future, fulfilling our aim to develop a pipeline of female candidates to achieve greater gender diversity in our Board in the long run.

Our Nomination Committee is responsible for ensuring the diversity of our Board members. After **[REDACTED]**, our Nomination Committee will review our board diversity policy and its implementation annually to monitor its continued effectiveness and we will disclose the implementation of our board diversity policy, including any measurable objectives set for implementing the board diversity policy and the progress on achieving these objectives, in our corporate governance report on an annual basis.

CORPORATE GOVERNANCE

We recognize the importance of incorporating elements of good corporate governance in our management structure and internal control procedures so as to achieve effective accountability. We have adopted the code provisions stated in the Corporate Governance Code. We are committed to the view that the Board should include a balanced composition of executive Directors and independent non-executive Directors so that there is a strong independent element on the Board that can effectively exercise independent judgment. To accomplish the high standards of corporate governance, our Company expects to comply with the Corporate Governance Code and the associated Listing Rules after the **[REDACTED]** save for the deviation as mentioned below. Any deviation from the Corporate Governance Code shall be carefully considered, and the reasons for any deviation and explanation of how good corporate governance was achieved by means other than strict compliance with the code provisions shall be given in the interim report and the annual report in respect of relevant period.

Pursuant to 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. Mr. Sang is the chairman of our Board and the general manager of our Company. In view of the fact that Mr. Sang is the co-founder of our Group and has been assuming the responsibilities in the overall management and business operation, board affairs, formulating strategies and operation plans and making major business decisions of our Group since our establishment, despite the fact that the roles of the chairman of our Board and the general manager of our Company are both performed by Mr. Sang which constitutes a deviation from paragraph C.2.1 of part 2 of the Corporate Governance Code, our Board considers that vesting the roles of both the chairman of the Board and general manager all in Mr. Sang has the benefit of ensuring consistent leadership and more effective and efficient overall strategic planning of our Company. In addition, as all major decisions will be made in consultation with members of our Board and the relevant Board Committees, and there are three independent non-executive Directors on our Board offering independent perspective, our Board is therefore of the view that there are adequate safeguards in place to ensure sufficient balance of powers within our Board. Our Board shall nevertheless review the structure and composition of our Board and senior management from time to time in light of prevailing circumstances to maintain a high standard of corporate governance practices of our Company.

CONFIRMATIONS FROM OUR DIRECTORS

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 May 12, 2026; and (ii) understands his or her obligations as a director of a listed issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

Each of our independent non-executive Directors has confirmed (i) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules; (ii) that he or she has no past or present financial or other interest in the business of our Company or its subsidiaries or any connection with any core connected person of our Company under the Listing Rules as of the Latest Practicable Date; and (iii) that there are no other factors that may affect his or her independence at the time of his or her appointment.

Rule 8.10 of the Listing Rules

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

REMUNERATION

Our Directors and members of our senior management receive compensation from our Group in the form of fees, salaries and bonuses, pension scheme contributions, other social welfare and share-based payment expenses.

For the years ended December 31, 2023, 2024 and 2025, the total remuneration paid to our Directors amounted to RMB2.4 million, RMB2.5 million and RMB3.9 million, respectively.

The five highest paid individuals of the Group for the years ended December 31, 2023, 2024 and 2025 included one, one and two Directors, respectively. During the same year, the aggregate amount of remuneration of the five highest paid individuals was RMB5.1 million, RMB5.5 million and RMB5.5 million, respectively.

During the Track Record Period, (i) no remuneration was paid to our Directors or the five highest paid individuals as an inducement to join, or upon joining our Group; (ii) no compensation was paid to, or receivable by, our Directors, or the five highest paid individuals for the loss of office as 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) none of our Directors waived or agreed to waive any emoluments.

Save as disclosed above, no other payments have been made or are payable by the Group to our Directors in respect of the Track Record Period. For the year ending December 31, 2026, we expect to pay approximately RMB4.3 million in aggregate remuneration to our Directors.

COMPLIANCE ADVISOR

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

- 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 shares issues and share repurchases;
- where our Company proposes to use the **[REDACTED]** of the **[REDACTED]** in a manner different from that detailed in this document or where our business activities, developments or results deviate from any forecast, estimate or other information in this document; and
- where the Stock Exchange makes an inquiry of us under Rule 13.10 of the Listing Rules.

The term of the appointment of our compliance advisor will commence on the **[REDACTED]** and end on the date on which we distribute our annual report in respect of our financial results for the first full financial year commencing after the **[REDACTED]** and such appointment may be extended by mutual agreement.