

## DIRECTORS AND SENIOR MANAGEMENT

### BOARD OF DIRECTORS

Our Board is responsible for, and has general powers over, the management and operation of our business. Our Board will consist of eight Directors upon [REDACTED], comprising four executive Directors, one non-executive Director and three independent non-executive Directors. All Directors are elected by the general meeting of Shareholders for a term of three years which is renewable upon re-election and re-appointment.

The following table sets forth certain information regarding our Directors:

Name	Age	Position(s)	Time of joining our Group	Date of appointment as a Director	Roles and responsibilities
Mr. Sima Huapeng (司馬華鵬) . . . . .	44	Chairman of the Board, executive Director and chief executive officer	August 2017	September 2017	Overall strategy planning, business operation and management of our Group
Ms. Chen Liping (陳莉萍) . . . . .	42	Executive Director, chief financial officer and senior vice president	April 2018	September 2019	Formulation and implementation of development and financial strategies of our Group and in charge of investment and financing as well as comprehensive affairs of our Group
Ms. Mao Liyan (毛麗豔) . . . . .	44	Executive Director and senior vice president	December 2017	February 2023	Daily operation and management of the sales and marketing center of our Group
Mr. Sun Kai (孫凱) . . . . .	48	Executive Director and senior vice president	October 2017	August 2018	Development and maintenance of our key accounts in governmental and public sectors and in charge of public relations affairs of our Group
Mr. Liu Zixuan (劉子軒) . . . . .	37	Non-executive Director	December 2025	December 2025	Providing strategic advice and making recommendations on the business development and management to our Board
Mr. Li Dong (李東) . . . . .	49	Independent non-executive Director	October 2025	October 2025	Providing independent opinion to our Board
Mr. Shen Peng (沈鵬) . . . . .	38	Independent non-executive Director	October 2025	October 2025	Providing independent opinion to our Board
Prof. Dai Xianchi (戴先熾) . . . . .	51	Independent non-executive Director	October 2025	October 2025	Providing independent opinion to our Board

### Executive Directors

**Mr. Sima Huapeng (司馬華鵬)**, aged 44, is the founder of our Group and has been the chief executive officer of our Company since our establishment in August 2017, primarily responsible for overall strategy planning, business operation and management of our Group. He has served as a Director and the chairman of the Board since September 2017 and March 2018, respectively, and was re-designated as our executive Director in October 2025. He has also held key positions in our subsidiaries, including a director of Silicon HK and Silicon Singapore since July 2025 and November 2024, respectively.

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With over two decades of experience, Mr. Sima has gained in-depth understanding of AI and information technology industries. Prior to founding our Group, he founded Nanjing Bituoshi Network Technology Co., Ltd. (南京必拓獅網絡科技有限公司), a mobile internet technology company, and served as its general manager from July 2012 to August 2017. From May 2009 to December 2011, Mr. Sima served as the chief executive officer of Nanjing Ruitainier Information Technology Co., Ltd. (南京瑞泰尼爾信息技術有限公司), primarily responsible for its overall operation and management. Before that, he worked at Nanjing Lansha Information Technology Co., Ltd. (南京藍沙信息技術有限公司) from June 2003 to September 2007, with his last position being the chief technology officer, primarily responsible for its overall research and development.

Mr. Sima has also held various social positions in well-known industrial and social organizations, including a member of the Standing Committee of the Chinese People’s Political Consultative Conference of Nanjing Yuhuatai District (南京市雨花台區政協常務委員) since 2022, a member of Jiangsu Artificial Intelligence Standardization Technical Committee (江蘇省人工智能標準化技術委員會委員) since 2023, a member of the Artificial Intelligence Committee of All-China Federation of Industry and Commerce (全國工商聯人工智能委員會) since 2024 and a vice chairman of the Artificial Intelligence Committee of Jiangsu Federation of Industry and Commerce (江蘇省工商聯人工智能委員會) since 2025. He also served as a member of the China Youth Entrepreneurs Association (中國青年企業家協會會員) from 2019 to 2023 and a member of the Executive Committee of Nanjing Federation of Industry and Commerce (南京市工商聯執委) from 2022 to 2025.

Mr. Sima obtained his bachelor’s degree in electrical engineering and automation from Nanjing University of Aeronautics and Astronautics (南京航空航天大學) in June 2003. In addition, he received the certificate of completion of the Tencentx Future-Neocultural Creativity Entrepreneur Program (復旦—青騰未來文創學堂) from Fudan University (復旦大學) in March 2025. His entrepreneurship and expertise in AI industry is highly recognized nationwide, evidenced by the following honors and awards he received:

Honor/award	Awarding authority	Time of honor/award
CFS2025 Finance Summit: Pioneer in New Quality Productivity (CFS2025財經峰會新質生產力領軍人物)	Syobserve (數央網)	2025
2024 36Kr Annual Artificial Intelligence Trailblazer (2024年36氦年度人工智能領航人物)	36Kr	2024
2023 Nanjing Yuhuatai District CPPCC Committee Member: Outstanding Individual (2023南京雨花台區政協委員先進個人)	Nanjing Yuhuatai District People’s Government (南京市雨花台區政府)	2023
2023 Jiangsu Province Outstanding Entrepreneur (2023年度江蘇省優秀企業家)	The Communist Party of China Jiangsu Provincial Committee (中共江蘇省委) and Jiangsu Provincial People’s Government (江蘇省人民政府)	2023
Sixth Nanjing City Outstanding Contributor to the Cause of Socialism with Chinese Characteristics (第六屆南京市優秀中國特色社會主義事業建設者)	The Communist Party of China Nanjing Municipal Committee (中共南京市委) and Nanjing Municipal People’s Government (南京市人民政府)	2023
2023 Jiangsu Finance and Economics Figure (2023江蘇財經人物)	Xinhua Daily (新華日報)	2023
2023 China Digital Economy Innovation Top 10 (2023中國數字經濟榜創新人物TOP10)	Jazzyear (甲子光年)	2023
2023 China Pan-AI Excellence Top 20 (2023中國泛人工智能優秀人物TOP20)	EqualOcean (億歐)	2023

**Ms. Chen Liping (陳莉萍)**, aged 42, joined our Company in April 2018 as a senior vice president. In October 2025, she was further appointed as our chief financial officer, primarily responsible for formulation and implementation of development and financial strategies of our Group and in charge of investment and financing as well as comprehensive affairs of our Group. Ms. Chen has also been a Director since September 2019 and was re-designated as our executive Director in October 2025. Ms. Chen has also held key positions in our subsidiaries, including a director of Silicon Singapore and Silicon HK since November 2024 and July 2025, respectively.

Ms. Chen has over two decades of comprehensive experience across the fields of AI and fintech. Prior to joining our Group, she worked in the sales and marketing department of Beijing Jettech Technology Co., Ltd. (北京捷科智誠科技有限公司) from August 2014 to January 2018, primarily

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responsible for business development of domestic market and implementation of overall marketing strategy. She worked as the marketing department manager at Nanjing Fujitsu Nanda Software Technology Co., Ltd. (南京富士通南大軟件技術有限公司) from August 2009 to August 2014. Prior to that, Ms. Chen worked at Beijing Certificate Authority Co., Ltd. (北京數字認證股份有限公司) (stock code: 300579.SZ) from March 2008 to June 2009. Before that, from September 2005 to March 2008, Ms. Chen served as a development engineer of Beijing Watchdata System Co., Ltd. (currently known as Beijing Watchdata Co., Ltd. (北京握奇數據股份有限公司)), primarily responsible for research and development as well as commercialization of new products.

Ms. Chen obtained her bachelor’s degree in communication engineering from Hohai University (河海大學) in July 2005. Her entrepreneurship and expertise in AI industry is highly recognized, evidenced by the honors and awards she received, including the 2024 Cyzone Most Promising Women Entrepreneurs to Watch List (2024年創業邦最值得關注的女性創業者) and the 2023 Fortune China Most Outstanding Women in Commerce (Future List) (2023年《財富》中國最具影響力的商界女性(未來榜)).

**Ms. Mao Liyan (毛麗豔)**, aged 44, joined our Company in December 2017 as a vice general manager of key account financial business department. Ms. Mao has been with our Group for more than eight years and built strong recognition of our corporate culture. She was successively promoted to a vice general manager of solutions and customer operations center, the general manager of digital human ecosystem center and a senior vice president of our Company in November 2018, June 2022 and August 2023, respectively, primarily responsible for daily operation and management of the sales and marketing center of our Group. Ms. Mao has also been a Director since February 2023 and was re-designated as our executive Director in October 2025. Ms. Mao has held key positions in our subsidiaries, including the manager and director of Jiaying Silicon and the executive director of Nanjing Silicon Dream since April 2025 and September 2023, respectively.

Ms. Mao has approximately two decades of experience in AI and ICT industry. Prior to joining our Group, she worked at Huawei Technologies Co., Ltd. (華為技術有限公司) from April 2006 to August 2017 with her last position being an executive product manager, primarily responsible for the market expansion, solutions sales and marketing of network products in overseas regions.

Ms. Mao obtained her bachelor’s degree in electrical engineering and automation in June 2003 and her master’s degree in navigation, guidance and control in March 2006, both from Nanjing University of Aeronautics and Astronautics. She also obtained her master’s degrees in business administration from Tsinghua University (清華大學) and Cornell University in June 2022 and May 2022, respectively. Her expertise in AI has been recognized by various honors and awards, including the third prize of “Wang Xuan News Science and Technology Award (王選新聞科學技術獎)” awarded by the China News Technology Workers Association (中國新聞技術工作者聯合會) in 2023, the Huawei Cloud Developer Expert (華為雲開發者專家) in 2025 and the Azure AI Fundamentals certification from Microsoft in 2023. In addition, she has also been an industrial professor (graduate tutor) at Nanjing University of Information Science and Technology (南京信息工程大學) since June 2024.

**Mr. Sun Kai (孫凱)**, aged 48, joined our Company in October 2017 as a sales vice president and was promoted to a senior vice president of our Company in June 2023. In October 2025, he was further appointed as the Board secretary of our Company, primarily responsible for development and maintenance of our key accounts in governmental and public sectors and in charge of public relations affairs of our Group. He has also been a Director since August 2018 and was re-designated as our Executive Director in October 2025. Mr. Sun has held key positions in our subsidiaries, including, among others, the executive director of Nanjing Silicon Language, the executive director and general manager of Silicon Kunshan since December 2020 and June 2023, respectively.

Mr. Sun has approximately two decades of experience in customer development and corporate management. Prior to joining our Group, he founded Guangzhou Louxia Enterprise Management Co., Ltd. (廣州樓下企業管理有限公司) and served as its executive director from December 2016 to October 2017. Before that, Mr. Sun worked at Shanjing Science and Technology Innovation Network Technology (Beijing) Co., Ltd. (山景科創網絡技術(北京)有限公司), a subsidiary of Beijing 58

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Information Technology Co., Ltd. (北京五八信息技術有限公司), from May 2012 to January 2015. From November 2006 to January 2010, he worked at Ecareer (Beijing) Co., Ltd. (英才華網網絡技術(北京)有限公司).

Mr. Sun obtained his college diploma in automotive engineering from Beijing Institute of Technology (北京理工大學) in July 2000.

### Non-executive Director

**Mr. Liu Zixuan (劉子軒)**, aged 37, was appointed as our non-executive Director in December 2025. He is responsible for providing strategic advice and making recommendations on the business development and management of our Group through the Board.

Mr. Liu has over ten years of experience in investment. He has been an investment director of Tencent Group (騰訊集團) since 2015, primarily responsible for investment in software and technology sectors.

Mr. Liu obtained his bachelor’s degree in computer engineering and master’s degree in random system from Stevens Institute of Technology (斯蒂文斯理工學院) in the U.S. in May 2012. He also obtained his master’s degree in business administration from Yale University (耶魯大學) in the U.S. in May 2015.

### Independent non-executive Directors

**Mr. Li Dong (李東)**, aged 49, was appointed as our independent non-executive Director in October 2025. He is responsible for providing independent opinions to our Board.

Mr. Li has over two decades of experience in public accounting, investment banking and corporate finance. Mr. Li currently serves as the chief financial officer of TH International Limited (stock code: THCH.NASDAQ) (“**Tim Hortons China**”). Prior to joining Tim Hortons China in September 2021, Mr. Li served as the chief financial officer of Ximalaya Inc., primarily responsible for managing corporate governance, capital market operations, investor relations, and internal financial management. Before that, Mr. Li served as the chief financial officer of OneSmart International Education Group Limited (stock code: ONE.NYSE) (currently known as Meta Data Limited (stock code: AIU.NYSE)), a company listed on the New York Stock Exchange, from July 2017 to June 2019. Mr. Li also previously served as the chief financial officer of Ecovacs Robotics Holdings Limited (科沃斯機器人股份有限公司) (stock code: 603486.SH). From August 2008 to February 2015, Mr. Li worked as an associate and later a vice president at the investment banking group of Merrill Lynch (Asia Pacific) Limited and as a vice president in the investment banking department of ICBC International Holdings Limited in Hong Kong. Prior to that, Mr. Li worked in KPMG’s auditing practice group from August 1999 to April 2006 in its Beijing and Mountain View, California offices, respectively.

He has served as an independent non-executive director for the following listed companies, (i) GreenTree Hospitality Group Ltd. (格林酒店集團有限公司) (stock code: GHG.NYSE) since March 2018, (ii) Helens International Holdings Company Limited (海倫司國際控股有限公司) (stock code: 9869.HK and HLS.SGX) since August 2021, (iii) Logory Logistics Technology Co., Ltd. (合肥維天運通信息科技股份有限公司) (stock code: 2482.HK) since March 2023, (iv) ZJLD Group Inc (珍酒李渡集團有限公司) (stock code: 6979.HK) since April 2023, and (v) Yuanbao Inc. (stock code: YB.NYSE) since April 2025.

Mr. Li obtained his bachelor’s degree in accounting from Tsinghua University in July 1999 and his master’s degree in business administration from Northwestern University in the U.S. in June 2008. Mr. Li became a member of the Chinese Institute of Certified Public Accountants in 2002 and a member of the Certified General Accountants Association of Canada in 2001.

**Mr. Shen Peng (沈鵬)**, aged 38, was appointed as our independent non-executive Director in October 2025. He is responsible for providing independent opinions to our Board.

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Mr. Shen is the founder and currently serves as the chairman of board of directors and chief executive officer of Waterdrop Inc. (stock code: WDH.NYSE). Prior to founding Waterdrop in 2016, in January 2010, Mr. Shen joined Meituan (stock code: 3690.HK), a leading e-commerce platform in China, at its early stage. He was also one of the founding members of Meituan Waimai, which provides food delivery services. Mr. Shen participated in the operations of Meituan Waimai from September 2013 to April 2016, where he was responsible for different matters including internet R&D, formulating operational rules, and establishing and managing the business systems. He has also been an independent non-executive director for J&T Global Express Limited (極兔速遞環球有限公司) (stock code: 1519.HK) since October 2023.

Mr. Shen obtained his master’s degree in retail management from NEOMA Business School in France in October 2013, his EMBA from Tsinghua University in July 2019 and his doctoral degree in hotel and tourism management from the Hong Kong Polytechnic University in September 2022. In honor of his contributions to the establishment and operation of Waterdrop as well as China’s insurtech industry, digital clinical trial solutions business and other fields, Mr. Shen was named to Fortune China’s list of the “2021 40 under 40 in China” and World Economic Forum’s list of “2022 Young Global Leaders,” and received the “Outstanding PolyU Alumni Award 2024” awarded by the Hong Kong Polytechnic University in November 2024. Mr. Shen has also been a vice chairman of the Hong Kong New Quality Entrepreneur Union (新質企業家聯合會) since November 2024, an industry mentor of the school of finance of the Central University of Finance and Economics (中央財經大學) and a sixth council member of the education foundation of the Central University of Finance and Economics since September 2024 and October 2025, respectively.

**Prof. Dai Xianchi (戴先熾)**, age 51, was appointed as our independent non-executive Director in October 2025. He is responsible for providing independent opinions to our Board.

Prof. Dai has over two decades of academic research experience in business and marketing. Since August 2009, Prof. Dai has been working at the Business School of the Chinese University of Hong Kong, with his academic research focusing on business and marketing. He joined the university as an assistant professor and was promoted as an associated professor (tenured) in August 2015.

Prof. Dai obtained his bachelor’s degree in engineering from Tianjin University (天津大學) in July 1996, his master’s degree in enterprise management from Shanghai Jiao Tong University (上海交通大學) in January 2002 and his doctoral degree in management from INSEAD (歐洲工商管理學院) in July 2009. Prof. Dai won numerous awards for his research, including, among others, European Association for Decision Making Biennial Best PhD Paper Award (De finetti Award), AMA Summer Conference Best Track Paper Award and INFORMS Decision Analysis Society Best PhD Paper Finalist.

### SENIOR MANAGEMENT

The following table sets forth certain information regarding our senior management upon [REDACTED]:

Name	Age	Position(s)	Time of joining our Group	Date of appointment as a senior management member	Roles and responsibilities
Mr. Sima Huapeng (司馬華鵬) . . . . .	44	Chairman of the Board, executive Director and chief executive officer	August 2017	August 2017	Overall strategy planning, business operation and management of our Group
Ms. Chen Liping (陳莉萍) . . . . .	42	Executive Director and chief financial officer	April 2018	April 2018	Formulation and implementation of development and financial strategies of our Group and in charge of investment and financing and comprehensive affairs of our Group

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Name	Age	Position(s)	Time of joining our Group	Date of appointment as a senior management member	Roles and responsibilities
Ms. Mao Liyan (毛麗豔)	44	Executive Director and senior vice president	December 2017	August 2023	Daily operation and management of the sales and marketing center of our Group
Mr. Sun Kai (孫凱)	48	Executive Director and senior vice president	October 2017	June 2023	Development and maintenance of our key accounts in governmental and public sectors and in charge of public relations affairs of our Group
Dr. Tang Yiping (湯毅平)	45	Senior vice president	August 2019	July 2022	Daily operation and management of the research and development center and the AI lab of our Group

For biographical details of **Mr. Sima Huapeng (司馬華鵬)**, **Ms. Chen Liping (陳莉萍)**, **Ms. Mao Liyan (毛麗豔)** and **Mr. Sun Kai (孫凱)**, see “— Board of Directors — Executive Directors.”

**Dr. Tang Yiping (湯毅平)**, aged 45, joined our Company in August 2019 as a senior AI algorithm engineer and was further promoted as the director of AI lab of our Company in March 2020. In July 2022, he was further appointed as a senior vice president of our Company, primarily responsible for daily operation and management of the research and development center and the AI lab of our Group.

Dr. Tang has over a decade of experience in research and development of AI algorithms. Prior to joining our Group, he served as an AI algorithm expert of Huatai Securities Co., Ltd. (華泰證券股份有限公司) (stock code: 601688.SH, 6886.HK) from May 2019 to July 2019. Before that, he served as the AI algorithm director of Nanjing Suning Software Technology Co., Ltd. (南京蘇寧軟件技術有限公司) from June 2017 to April 2019. From October 2015 to May 2017, Dr. Tang worked at the 28th Research Institute of China Electronics Technology Group Corporation (中國電子科技集團公司第二十八研究所).

Dr. Tang obtained his bachelor’s degree in computer science and technology from Northwestern Polytechnical University (西北工業大學) in July 2004. Subsequently, in March 2009 and March 2014, he obtained his master’s degree and doctoral degree majoring in basic science from Chiba University in Japan (日本千葉大學). Dr. Tang also obtained the Jiangsu Provincial Senior Professional and Technical Qualification Certificate (Senior Engineer, AI Engineering) (江蘇省高級專業技術資格證書(高級工程師，人工智能工程專業)) from Digital Economy (AI & Big Data) Engineering Senior Professional and Technical Qualification Review Committee of Nanjing, Jiangsu Province (江蘇省南京市數字經濟(人工智能、大數據)工程高級專業技術資格評審委員會) in November 2024.

### GENERAL INFORMATION

Except as disclosed in this document, each of our Directors and members of the senior management of our Company (i) had no other relationship with any of the other Directors and members of our senior management as of the Latest Practicable Date; and (ii) did not hold any other directorship in listed companies in the three years prior to the Latest Practicable Date. For the Directors’ interests in the Shares within the meaning of Part XV of the SFO, see “Appendix VI — Statutory and General Information — C. Further Information about Our Directors and Substantial Shareholders.”

Except as disclosed in this document, to the best knowledge, information and belief of our Directors having made all reasonable enquiries, as of the Latest Practicable Date, there was no other matters in respect of our Directors and the members of our senior management that are required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules and there are no other material matters relating to our Directors and members of our senior management that need to be brought to the attention of our Shareholders.

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Each of our Directors confirms that as of the Latest Practicable Date, he or she did not have any interest in a business which competes or is likely to compete, either directly or indirectly, with our Company’s business which would require disclosure under Rule 8.10 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 October 28, 2025 or March 30, 2026; and (ii) understands his or her obligations as a director of a [REDACTED] issuer under the Listing Rules.

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

### JOINT COMPANY SECRETARIES

**Mr. Sun Kai (孫凱)**, see “— Executive Directors “ for his detailed background.

**Ms. Ye Jiahong (叶嘉紅)**, was appointed as one of the joint company secretaries of our Company in October 2025. Ms. Ye has approximately seven years of experience in corporate secretarial work. She is an assistance manager of the Listing Services Department at TMF Hong Kong Limited, primarily responsible for providing company secretarial and compliance services to listed companies. Ms. Ye obtained her bachelor’s degree in English (business management stream) from Jinan University in June 2013 and her master’s degree in computer-aided translation from The Chinese University of Hong Kong in November 2014. She is an Associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom, respectively.

### BOARD COMMITTEES

Our Board delegates certain responsibilities to various committees. In accordance with the relevant PRC laws and regulations and the Corporate Governance Code as set out in Appendix C1 to the Listing Rules, our Company has established three Board committees, namely the Audit Committee, the Remuneration Committee and the Nomination Committee.

#### Audit Committee

Pursuant to the PRC Company Law which came into force on July 1, 2024, a joint stock limited company may, in accordance with its articles of association, instead of setting up a board of supervisors, establish an audit committee which comprises directors of the board of directors and exercises the functions of the board of supervisors. In accordance with the PRC Company Law and our Articles of Association, we passed a resolution at our general meeting on January 27, 2025 to establish the Audit Committee exercising the relevant principal functions of the board of supervisors.

Our Audit Committee has formulated written terms of reference in compliance with the requirements under the Listing Rules. The Audit Committee consists of three Directors, namely Mr. Li Dong, Mr. Shen Peng and Prof. Dai Xianchi. The chairman of the Audit Committee is Mr. Li Dong, who is an independent non-executive Director with the appropriate accounting and related financial management expertise. The primary duties of the Audit Committee include, among others: (i) making recommendations to our Board on the appointment, reappointment and removal of external auditor, and monitoring the external auditor’s independence and evaluating the effectiveness of the audit process and their performance; (ii) monitoring integrity of our financial statements and annual report and accounts, half-year report and, if prepared for publication, quarterly reports, and reviewing significant financial reporting judgements contained therein; (iii) assessing the effectiveness of internal control; (iv) guiding internal audit work; (v) coordinating the communication among management, internal audit department, related departments and external audit agency; and (vi) other responsibilities as authorized by our Board or required by the relevant laws and regulations.

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### Remuneration Committee

Our Company has established a Remuneration Committee with written terms of reference in compliance with the requirements under the Listing Rules. The Remuneration Committee consists of three Directors, namely Mr. Shen Peng, Mr. Sima and Prof. Dai Xianchi. The chairman of the Remuneration Committee is Mr. Shen Peng. The primary duties of the Remuneration Committee include, among others: (i) making recommendations to our Board on the policy and structure for the remuneration of Directors and senior management and on the establishment of a formal and transparent procedure for developing remuneration policy; (ii) determining, with delegated responsibility, the remuneration packages of individual executive Directors and senior management, or making recommendations to our Board on the remuneration packages of individual executive Directors and senior management; (iii) reviewing and approving compensation payable to executive Directors and senior management of our Company for any loss or termination of office or appointment to ensure that it is consistent with contractual terms and is otherwise fair and not excessive; (iv) reviewing and approving compensation arrangements relating to dismissal or removal of Directors for misconduct to ensure that they are consistent with contractual terms and are otherwise reasonable and appropriate; and (v) other responsibilities as authorized by our Board or required by the relevant laws and regulations.

### Nomination Committee

Our Company has established a Nomination Committee with written terms of reference in compliance with the requirements under the Listing Rules. The Nomination Committee consists of three members, namely Mr. Shen Peng, Ms. Chen Liping and Mr. Li Dong. The chairman of the Nomination Committee is Mr. Shen Peng. The primary duties of the Nomination Committee include, among others: (i) reviewing the structure, size and composition (including the skills, knowledge and experience) of our Board at least annually, assist the Board in maintaining a board skills matrix, and making recommendations on any proposed changes to our Board to complement our Company’s corporate strategy; (ii) identifying individuals who are suitably qualified to become Board members and selecting or making recommendations to our Board on the selection of individuals nominated for directorships; (iii) assessing the independence of independent non-executive Directors; (iv) researching and developing standards and procedures for the election of our Board members and members of the senior management, and making recommendations to our Board; and (v) other responsibilities as authorized by our Board or required by the relevant laws and regulations.

## CORPORATE GOVERNANCE

Our Company is committed to achieving 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 requirements under the Corporate Governance Code set out in Appendix C1 to the Listing Rules after the [REDACTED].

Pursuant to code provision C.2.1 in the Corporate Governance Code as set out in Appendix C1 to the Listing Rules, the roles of chairman and chief executive should be separate and should not be performed by the same individual. Mr. Sima is currently serving as the chairman of the Board and the chief executive officer of our Company. As Mr. Sima has been responsible for the overall strategy planning, business operation and management of our Group since our establishment, our Directors believe that vesting the roles of both chairman and chief executive officer in Mr. Sima is beneficial to the business prospects and management of our Group by ensuring consistent leadership within our Group. Taking into account all the corporate governance measures that we are going to implement upon [REDACTED], our Board considers that the balance of power and authority for the present arrangement will not be impaired, and this structure will enable our Company to make and implement decisions promptly and effectively. Accordingly, our Company had not segregated the roles of its chairman and chief executive officer. Our Board will continue to review and consider splitting the roles of chairman of the Board and the chief executive officer of our Company at an appropriate time if necessary, taking into account the circumstances of our Group as a whole.

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Saved as disclosed above, as of the Latest Practicable Date and to the best of the knowledge, information and belief of our Directors, having made all reasonable enquiries, our Directors are not aware of any deviation from the provisions in the Corporate Governance Code as set out in Appendix C1 to the Listing Rules.

### BOARD DIVERSITY

We are committed to promoting the culture of diversity in our Company. We have strived to promote diversity to the extent practicable by taking into consideration a number of factors in our corporate governance structure.

We [have adopted] a board diversity policy which sets out the approach to achieve and maintain an appropriate balance of diversity on our Board that would be conducive to our business growth. Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate appointment decisions will be based on merits and contribution that the selected candidates will bring to our Board.

Our Directors have a balanced mix of knowledge and skills, including AI, information technology, fintech, public accounting, corporate management, business and marketing. They obtained degrees in various majors, including electrical engineering and automation, communication engineering, accounting and management. Our three independent non-executive Directors with different industry backgrounds, representing more than one-third of the Board. Furthermore, our Board has a diverse age and gender representation, ranging from 37 years old to 51 years old and comprising six male and two female Directors. Taking into account our existing business mode and specific needs as well as the different background of our Directors, we are of the view that the composition of our Board satisfies our board diversity policy. We will continue to apply the principles of appointments based on merits with reference to our board diversity policy as a whole.

Our Nomination Committee is responsible for reviewing the structure and ensuring the diversity of our Board. After the [REDACTED], our Nomination Committee will monitor and evaluate the implementation of the board diversity policy from time to time to ensure its continued effectiveness and we will disclose in our corporate governance report about the implementation of the board diversity policy on annual basis.

### COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors and senior management members receive compensation from our Company in the form of director’s fee, salaries, allowances and benefits in kind, discretionary bonuses, equity-settled share-based payment expenses, and retirement scheme contributions.

The aggregate amount of remuneration (including director’s fee, salaries, allowances and benefits in kind, discretionary bonuses, equity-settled share-based payment expenses, and retirement scheme contributions) of our Directors for the years ended December 31, 2023, 2024 and 2025 were RMB11.1 million, RMB13.4 million and RMB14.8 million, respectively.

The five highest paid individuals for the years ended December 31, 2023, 2024 and 2025 included four, four and four Directors, respectively, whose remunerations are included in the aggregate amount of remuneration set out above. For the years ended December 31, 2023, 2024 and 2025, the aggregate amount of remuneration (including salaries, allowances and benefits in kind, discretionary bonuses, equity-settled share-based payment expenses, and retirement scheme contributions) for the remaining one, one and one highest paid individuals who are not our Directors were RMB1.1 million, RMB11.2 million and RMB11.2 million, respectively.

It is estimated that remuneration equivalent to approximately RMB12.3 million in aggregate will be incurred to our Directors (inclusive of benefits in kind but exclusive of any discretionary bonuses) by our Company for the year ending December 31, 2026 based on the arrangements currently in force.

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## DIRECTORS AND SENIOR MANAGEMENT

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

### COMPLIANCE ADVISOR

We have appointed Maxa Capital Limited as the compliance advisor pursuant to Rule 3A.19 of the Listing Rules, and the compliance advisor will advise our Company: (i) before the publication of any regulatory announcement, circular or financial report; (ii) where a transaction, which might be a notifiable or connected transaction under the Listing Rules, is contemplated, including share issues, sales or transfers of treasury shares and share repurchases; (iii) where our Company proposes to use the [REDACTED] of the [REDACTED] in a manner that is different from that detailed in this document or where our business activities, developments or results deviate from any forecasts, estimates or other information in this document; and (iv) where the Stock Exchange makes an inquiry of our Company regarding unusual movements in the price or [REDACTED] volume of the Shares, the possible development of a false market in the Shares or any other matters under Rule 13.10 of the Listing Rules. The term of the appointment of the compliance advisor will commence on the [REDACTED] and is expected to end on the date when our Company distributes the annual report of its financial results for the first full financial year commencing after the [REDACTED].