

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board consists of nine Directors, comprising four executive Directors, two non-executive Directors, and three independent non-executive Directors.

Name	Position	Age	Date of appointment as Director	Time of joining the Group	Role and responsibilities	Relationship with other Directors and senior management
Mr. Wang Xi (王曦)	Chairman of our Board, executive Director and Chief Executive Officer	42	March 2016	March 2016	Overseeing the overall management of the Group, implementing of the strategic planning and overseeing the business and daily operations of our Group	None
Dr. Wang Ruoyu (王若瑜)	Executive Director, employees’ representative Director and president of the Low-Speed Vehicle Automation	42	June 2019	March 2018	Overseeing our technology research and development regarding Low-Speed Vehicle Automation	None
Mr. Yuan Jin (袁晉)	Executive Director and Chief Financial Officer	36	September 2025	May 2024	Overseeing our Group’s financial management	None
Ms. Xu Jie (徐劼)	Executive Director and Chief Legal Officer	46	October 2025	January 2025	Overseeing our Group’s legal and compliance matters	None
Mr. Li Chengsheng (李程晟)	Non-executive Director	38	October 2021	October 2021	Participating in decision-making in respect of major matters such as corporate and business strategies	None
Mr. Pang Yi (龐毅)	Non-executive Director	39	September 2025	September 2025	Participating in decision-making in respect of major matters such as corporate and business strategies	None
Mr. Zhang Ning (張寧)	Independent non-executive Director	40	[REDACTED]	[REDACTED]	Supervising and providing independent judgment to our Board	None
Mr. Zhang Weidong (張衛東)	Independent non-executive Director	61	[REDACTED]	[REDACTED]	Supervising and providing independent judgment to our Board	None
Dr. BIAN, NING	Independent non-executive Director	46	[REDACTED]	[REDACTED]	Supervising and providing independent judgment to our Board	None

The following sets forth the biographies of our Directors:

Executive Directors

Mr. Wang Xi (王曦), aged 42, is our founder, chairman of our Board, executive Director and our Chief Executive Officer. He is primarily responsible for overseeing the overall management of the Group, implementing of the strategic planning and overseeing the business and daily operations of our Group. Mr. Wang has been serving as our Director and our Chief Executive Officer since March 2016. Mr. Wang was redesignated as an executive Director in September 2025. Mr. Wang has held directorships in our various subsidiaries.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Wang has over 18 years of extensive experience in automotive active safety electronics development. From July 2007 to January 2008, Mr. Wang was an electronics development engineer at van Aaken Developments Ltd, a motor manufacturing company, in the United Kingdom. From May 2008 to April 2012, Mr. Wang was an electronics engineer at TRW Automotive UK, an automotive company, in the United Kingdom. From August 2012 to November 2014, Mr. Wang served as a product engineer at Lumen Australia, a communication services company, in Australia. Mr. Wang graduated from Beihang University in the PRC with a bachelor’s degree in automation in July 2007. He graduated from the University of Reading in the United Kingdom with a Master of Engineering degree in Computer Science and Cybernetics in July 2007.

Mr. Wang obtained several awards including the followings: (i) “Wuzhong Leading Talents in Technology Innovation and Entrepreneurship (吳中區科技創新創業領軍人才)” issued by Wuzhong District People’s Government of Suzhou City in July 2016; (ii) “Suzhou Gusu Innovation and Entrepreneurship Leading Talents (蘇州市姑蘇創新創業領軍人才)” issued jointly by Suzhou Wuzhong District Talent Work Leading Group Office, Suzhou Wuzhong District Science and Technology Bureau and Suzhou Wuzhong District Finance Bureau in March 2017; (iii) “Jiangsu Province “Dual Innovation Talents” (江蘇省“雙創人才”)” issued by, among others, the Jiangsu Provincial Organization Department of the Communist Party of China and the Jiangsu Provincial Talent Work Leading Group Office in December 2017; and (iv) the “Thousand Talent Plan” Entrepreneurial Talent in Tianjin (天津市“千人計劃”創業人才) issued by the Office of the Leading Group for Talent Work of Tianjin City in February 2017.

Dr. Wang Ruoyu (王若瑜), aged 42, is our co-founder, executive Director, employees’ representative Director and president of the Low-Speed Vehicle Automation. He is primarily responsible for overseeing our technology research and development regarding Low-Speed Vehicle Automation Division. Dr. Wang has been serving as a Director since June 2019 and was redesignated as an executive Director since September 2025. In addition, Dr. Wang held various positions in our Company, including the chief product officer and vice president since March 2018 and was redesignated as our president of the Low-Speed Vehicle Automation since September 2025. Dr. Wang has been serving as an employees’ representative Director of our Company since September 2025.

Dr. Wang has over 17 years of extensive experience in technology, radar electronics development, and vehicle automation. From June 2008 to April 2015, Dr. Wang was a research and development personnel at IHP GmbH, a research company in Germany. From April 2015 to October 2016, Dr. Wang was a technical director of Millimeter-Wave Radar at Dalian Roiland Technology Co., Ltd.* (大連樓蘭科技股份有限公司), a technology company. From December 2016 to February 2017, Dr. Wang served as a technical expert of the radar product line of Freetech Intelligent Systems Co., Ltd, a driving technology company. From June 2017 to March 2018, Dr. Wang served as an electrical control system engineer in Zhengzhou Yutong Bus Co., Ltd.* (鄭州宇通客車股份有限公司), a vehicle manufacturing company listed on the Shanghai Stock Exchange (stock code: 600066).

Dr. Wang graduated from Tianjin University in the PRC with a bachelor’s degree in communications engineering in July 2006. Dr. Wang graduated from Chalmers University of Technology in Sweden with a master’s degree in Science in Engineering in April 2008 and thereafter graduated from the University of Paderborn in Germany with a doctoral degree in microelectronics in December 2014. Dr. Wang obtained several awards, including (i) “Dongwu Leading Talents in Technology Innovation and Entrepreneurship (東吳科技創新創業領軍人才)” issued by Wuzhong District People’s Government of Suzhou City in July 2018, (ii) “Jiangsu Province “Dual Innovation Talents” (江蘇省“雙創人才”)” issued by, among others, the Jiangsu Provincial Organization Department of the Communist Party of China and the Jiangsu Provincial Talent Work Leading Group Office in 2019.

Mr. Yuan Jin (袁晉), aged 36, is an executive Director and our Chief Financial Officer. He is primarily responsible for overseeing our Group’s financial management. Mr. Yuan was appointed as our Chief Financial Officer in May 2024. Mr. Yuan became an executive Director in September 2025.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Yuan has over 13 years of extensive experience in financial management. From October 2012 to October 2016, Mr. Yuan served as an audit assistant manager at the Shanghai office of KPMG Huazhen LLP. From October 2016 to June 2020, Mr. Yuan served as the financial director of Hangzhou Yuyi Technology Co., Ltd.* (杭州語憶科技有限公司), currently known as Zhejiang Yuyi Technology Co., Ltd.* (浙江語憶科技有限公司), a technology service company. From July 2020 to June 2022, Mr. Yuan served as the investor relation budget director of Clobotics, an intelligent technology company. From August 2022 to April 2024, Mr. Yuan served as the senior financial expert (高級財務專家) of Qianxun Spatial Intelligence Inc.* (千尋位置網絡有限公司), a company engages in the business of navigation and positioning.

Mr. Yuan graduated from East China Normal University with a bachelor's degree in telecommunications engineering in the PRC in July 2012 and graduated from Fudan University with a master's degree in finance and business administration in the PRC in June 2023. In addition, he was accredited as a certified public accountant in the PRC by Shanghai Institute of Certified Public Accountants in June 2018.

Ms. Xu Jie (徐劼), aged 46, is an executive Director and our Chief Legal Officer. She is primarily responsible for overseeing our Group's legal and compliance matters. Ms. Xu was appointed as Chief Legal Officer in January 2025. She became an executive Director in October 2025.

Ms. Xu has over 17 years of extensive experience in the legal services industry. From August 2007 to December 2024, Ms. Xu was a consultant of Global Law Office Shanghai Office. Ms. Xu graduated from the University of Luton (currently known as the University of Bedfordshire) in the United Kingdom with a bachelor's degree in law in July 2004. Ms. Xu graduated from University College London in the United Kingdom with a master's degree in law in November 2005.

Non-executive Directors

Mr. Li Chengsheng (李程晟), aged 38, is our non-executive Director. He is primarily responsible for participating in decision-making in respect of major matters such as corporate and business strategies. Mr. Li was appointed as a Director in October 2021 and was redesignated as a non-executive Director in September 2025.

Mr. Li served as the following positions: (i) from November 2009 to August 2010, Mr. Li served as a technical staff member for China National Software & Service Co., Ltd.* (中國軟件與技術服務股份有限公司), whose shares are listed on Shanghai Stock Exchange (Stock Code: 600536) and it is a technology service company; (ii) from May 2013 to March 2016, Mr. Li served as an investment manager for Shenzhen Capital Group Co., Ltd.* (深圳市創新投資集團有限公司), an investment company; (iii) from May 2017 to December 2023, Mr. Li served as a supervisor for Suzhou Oriental Semiconductor Company Limited (蘇州東微半導體股份有限公司), whose shares are listed on the Shanghai Stock Exchange (stock code: 688261) and it is a semiconductor technology company; (iv) from August 2018 to April 2025, Mr. Li served as a director (and subsequently redesignated as a non-executive director) of iMotion Automotive Technology (Suzhou) Co., Ltd. (知行汽車科技(蘇州)股份有限公司), whose shares are listed on the Stock Exchange (stock code: 01274), and it is an automotive technology company.

Mr. Li has been serving as the following positions: (i) the executive director of Shenzhen Guozhong Venture Capital Management Co., Ltd.* (深圳國中創業投資管理有限公司), a fund management company, since June 2016; (ii) a director of Guangzhou Perception Vision Medical Technologies Co., Ltd.* (廣州柏視醫療科技有限公司), a medical technology company, since April 2018; (iii) a director of Shenzhen Deepcam Information Technology Co., Ltd.* (深圳神目信息技術有限公司), a technology service company, since July 2020; (iv) a director of Anhui Volboff Electron Science & Technology Co., Ltd.* (安徽沃巴弗電子科技有限公司), a technology service company, since February 2022; (v) a director of Zhejiang Laifual Drive Co., Ltd.* (浙江來福諧波傳動股份有限公司), a components manufacturing company, since November 2021; (vi) a supervisor of

DIRECTORS AND SENIOR MANAGEMENT

Shanghai Slamtec Co., Ltd.* (上海思嵐科技有限公司), an information technology company, since January 2018; and (vii) a director of Microtera (微龍(廣州)半導體有限公司), a semi-conductor company, since February 2025. Mr. Li graduated from Beijing Institute of Technology in the PRC with a bachelor's degree in mechanical and electronics in June 2009. Mr. Li graduated from Polytechnic Institute of New York University in the United States of America with a master's degree in electronic engineering in May 2012.

Mr. Pang Yi (龐毅), aged 39, is our non-executive Director. He is primarily responsible for participating in decision-making in respect of major matters such as corporate and business strategies. Mr. Pang was appointed as a non-executive Director in September 2025.

From September 2011 to August 2012, Mr. Pang served as a credit analyst of Credit Agricole Corporate Investment Bank, a corporate and investment bank. From October 2016 to May 2018, Mr. Pang served as the M&A and strategic planning manager of Valeo S.A, an automobile component manufacturer. Mr. Pang has been serving as the head of strategy and M&A, Asia Pacific of ZF Asia Pacific Group Co., Ltd, responsible for regional strategy and investment decision, since January 2019. Mr. Pang graduated with a bachelor's degree in management in languages from ESC Saint-Etienne (currently known as Emlyon Business School) in September 2009 and obtained a Master of Science in Management from École de Management de Lyon (currently known as Emlyon Business School) in September 2014.

Independent Non-executive Directors

Mr. Zhang Ning (張寧), aged 40, is our independent non-executive Director. He is primarily responsible for supervising and providing independent judgment to our Board. Mr. Zhang was appointed as an independent non-executive Director in October 2025 with effect upon [REDACTED].

Mr. Zhang has over 17 years of extensive experience in financing and capital management. From July 2008 to July 2011, Mr. Zhang was an accountant in Huawei Technologies Co., Ltd. From July 2011 to July 2016, Mr. Zhang was a department general manager at Huarong Rongde Asset Management Co., Ltd. From April 2016 to June 2019, Mr. Zhang served as chief investment officer of Huarong Rongde (Hong Kong) Investment Management Co., Ltd. Mr. Zhang graduated from Nankai University with a bachelor's degree in financial management in the PRC in June 2008. Mr. Zhang was qualified as a certified public accountant in the PRC by The Chinese Institute of Certified Public Accountants in December 2018.

Mr. Zhang Weidong (張衛東), aged 61, is our independent non-executive Director. He is primarily responsible for supervising and providing independent judgment to our Board. Mr. Zhang was appointed as an independent non-executive Director in October 2025 with effect upon [REDACTED].

Mr. Zhang has almost 40 years of extensive experience in finance and capital management. Mr. Zhang worked in Industrial and Commercial Bank of China Limited ("ICBC"), a company listed on the Hong Kong Stock Exchange (stock code: 01398) and Shanghai Stock Exchange (stock code: 601398) from July 1987 to August 1998. During the years in the ICBC, Mr. Zhang served in the foreign exchange management division, foreign exchange credit division and Asia development bank division of the international department and subsequently served as the head of the treasury and credit department (deputy division chief level) in the Almaty branch of the ICBC, and a director of overseas institutions management division within the international department of the head office in the ICBC. Mr. Zhang served as an assistant to the president (deputy general manager level of the head office department) at ICEA Finance Holdings Limited (a joint venture established by the ICBC and the Bank of East Asia) from September 1998 to April 2002. From April 2002 to March 2003, Mr. Zhang pursued further studies in the United States, during which, from September to November in 2002, he obtained the certificate of management development program from Harvard Business School. From January 2008 to April 2020, Mr. Zhang served as an executive director, at OP Financial Investments Limited, a company listed on the Hong Kong Stock Exchange (stock code: 01140), currently known as HK.AI Capital Limited.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Zhang graduated from Tianjin University of Finance and Economics with a bachelor’s degree of economics with a major in international finance in the PRC in July 1987, and then graduated from Renmin University of China with a master’s degree in Economics in the PRC in July 1996 and obtained a certificate from Harvard Business School for a management development program in November 2002. Mr. Zhang was accredited as a senior economist (高級經濟師) by the Industrial and Commercial Bank of China in August 1999.

Since June 2012, Mr. Zhang has also been an independent non-executive director, chairman of the nomination committee, member of the audit committee, and member of the remuneration committee of Tianjin Port Development Holdings Limited, a company listed on the Hong Kong Stock Exchange (stock code: 03382). From July 2016 to August 2024, he served as an independent non-executive director of Kingwisoft Technology Group Co., Ltd., a company listed on the Hong Kong Stock Exchange (stock code: 08295). From November 2021 to October 2023, he also served as an independent non-executive director of China Brilliant Global Limited, a company listed on the Hong Kong Stock Exchange (stock code: 08026).

Dr. BIAN, NING, aged 46, is our independent non-executive Director. He is primarily responsible for supervising and providing independent judgment to our Board. Dr. BIAN was appointed as an independent non-executive Director in October 2025 with effect upon [REDACTED].

Dr. BIAN has over 20 years of extensive experience in automotive industry. From 2005 to 2012, he worked in BMW Forschung und Technologie GmbH, a R&D center and Conti AG, a tire manufacturer. From 2013 to 2024, he served various positions in Technical Center of Dongfeng Motor Corporation, including deputy-director, director, and Chief Engineer. From 2018 to 2021, he was the chairman of Intelligent Connected Technology Committee of Dongfeng Motor Corporation. From February 2024 to December 2025, Dr. BIAN was a consultant in Dongfeng Motor Group Co., Ltd Mengshi Automobile Technology Company.

Dr. BIAN received the M.S. degree in electrical and information technology from Technical University of Munich, Germany, in 2005, and the Ph.D. degree in automotive control and vehicle automation from University of Duisburg-Essen, Germany, in 2009. Dr. BIAN received a Master of Business Administration degree from Tsinghua University in the PRC in June 2024.

Dr. BIAN was awarded “2014 Overseas High-level Talent (2014海外高層次人才)” in January 2014 and “Hubei Province Chu Talents Class A Distinguished Expert (湖北省楚才A類特聘專家)” in June 2014. He was awarded the second prize of Science and Technology Progress Award (科學技術進步獎二等獎) of 2023 Hubei Province Science and Technology Progress Award (2023年度湖北省科學技術獎) in January 2024. He was also awarded the second prize of Science and Technology Progress Award (科技進步獎二等獎) of the China Society of Automotive Engineers Science and Technology Award in 2023. He obtained the first prize of 2022 Dongfeng Motor Group Co., Ltd. Science and Technology Progress Award (2022年度東風汽車集團有限公司科技進步獎) in September 2023. Dr. BIAN undertook one of the topics of the National Key Research and Development Project — Key technologies of self-evolving learning autonomous driving systems (國家重點研發計劃項目-自進化學習型自動駕駛系統關鍵技術) in December 2022. He participated in the Xiangshan Science Conference (香山科學會議) in April 2021 and delivered a keynote speech. Dr. BIAN was a Guest Professor of Tsinghua University from 2020 to 2023. From January 2021 to January 2024, he was a Guest Professor of Tongji University in the PRC. Dr. BIAN has been serving as (i) a vice chairman of the Electronic Technology Division of the Society of Automotive Engineers of China since October 2021; and (ii) vice chairman of the China Association of Vehicle Control and Intelligentization* (中國車輛控制與智能化協會).

Save as disclosed in this document, each of our Directors confirms with respect to himself or herself, to the best of his or her knowledge, information and belief, that he or she (1) did not hold other long positions or short positions in the Shares, underlying Shares, debentures of our Company or any associated corporation (within the meaning of Part XV of the SFO) as at the Latest Practicable Date; (2) had no other relationship with any Directors, senior management or substantial

DIRECTORS AND SENIOR MANAGEMENT

Shareholders of our Company as at the Latest Practicable Date; (3) did not hold any other directorships in the three years prior to the Latest Practicable Date in any public companies of which the securities are listed on any securities market in Hong Kong and/or overseas; and (4) there are no other matters concerning our Director’s appointment that need to be brought to the attention of our Shareholders and the Stock Exchange or shall be disclosed pursuant to Rules 13.51(2)(h) to (v) of the Listing Rules as at the Latest Practicable Date.

SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management of our business. Our senior management team consists of our four executive Directors, namely Mr. Wang Xi, Dr. Wang Ruoyu, Mr. Yuan Jin and Ms. Xu Jie, as well as the following senior management members:

Name	Position	Age	Date of Appointment	Date of joining the Group	Role and responsibilities	Relationship with other Directors and senior management
Ms. Tao Zhiheng (陶知姮) . . .	Board Secretary, Chief Capital Officer and company secretary	38	June 2025	June 2025	Overseeing board-related matters, corporate governance and strategic and capital market operations of our Group	None
Mr. Cheng Shiqing (程士慶) . . .	President of the High-Speed Vehicle Automation Division	37	June 2020	June 2017	Responsible for the management of the research and development team of the High-Speed Vehicle Automation Division	None
Mr. Song Jianming (宋健明) . . .	President of the Progressive Technology Research Lab	35	February 2020	March 2016	Responsible for exploring cutting-edge algorithmic solutions	None
Mr. DU, BO . . .	President of the Software Engineering and Verification & Validation Division	41	August 2021	August 2021	Responsible for the software integration and delivery, testing including verification and validation, and the definition and optimization of engineering processes	None
Mr. Chen Qiang (陳強)	President of the Project Management and Systems Division	43	August 2021	August 2021	Comprehensive Management of clients’ projects	None

Please see “— Board of Directors — Executive Directors” for details of the other senior management.

Ms. Tao Zhiheng (陶知姮), aged 38, is our Board Secretary, Chief Capital Officer and our company secretary. She is primarily responsible for overseeing board-related matters, corporate governance and strategic and capital market operations of our Group. Ms. Tao was appointed as Board Secretary and Chief Capital Officer in June 2025. Ms. Tao was appointed as a company secretary with effect from the date of [REDACTED].

Ms. Tao has over 14 years of professional experience spanning the capital markets, corporate finance and media sectors, having held senior roles in various financial institutions and listed companies. From June 2020 to May 2025, Ms. Tao served as general manager of the Capital Market division of Star Plus Legend Holdings Limited, a company listed on the Hong Kong Stock Exchange (stock code: 06683). Prior to that, from August 2018 to September 2019, Ms. Tao served as general

DIRECTORS AND SENIOR MANAGEMENT

manager of the Capital Market division of Carnival Group International Holdings Limited, a former listed company listed on the Hong Kong Stock Exchange (stock code: 996). Her earlier career included positions such as vice president of the Institutional Sales Division at Ping An Securities Group from January 2018 to August 2018, vice president of Institutional Sales and Client Relations at AMTD Group Company Limited (currently known as AMTD Group Inc.), a financial service company, from June 2017 to January 2018, and deputy general manager at Wonderful Sky Financial Group Holdings Limited, a company listed on the Hong Kong Stock Exchange (stock code: 01260) from May 2012 to June 2017. She began her career as a journalist and editor at Xinhua News Agency Hong Kong Branch from June 2011 to May 2012.

Ms. Tao graduated from Hong Kong Baptist University with a bachelor’s degree in international journalism in November 2010 and a master’s degree in media management from the same university in November 2011. Ms. Tao graduated from the Hong Kong Metropolitan University with a master’s degree in corporate governance in September 2024. Ms. Tao was also admitted as an associate of the Chartered Governance Institute (CGI) of both London and Hong Kong in January 2025 with the qualifications of Chartered Secretary and Chartered Governance Professional.

Mr. Cheng Shiqing (程士慶), aged 37, is the president of our High-Speed Vehicle Automation Division. He is primarily responsible for the management of the research and development team of the High-Speed Vehicle Automation Division. Mr. Cheng joined our Group in June 2017 and has been appointed as a vice president and director of system research and development of the Company in June 2020 and was redesignated as the president of our High-Speed Vehicle Automation Division since September 2025. Mr. Cheng has been appointed as a Director from June 2019 until his resignation upon the [REDACTED].

Mr. Cheng has over 15 years of extensive experience in algorithm and system research and development. From May 2013 to February 2016, Mr. Cheng was a senior algorithm engineer in Beijing Deep Glint Technology Co., Ltd, a company listed on the Shanghai Stock Exchange (stock code: 688207). From February 2016 to May 2017, Mr. Cheng was also a senior algorithm engineer in Beijing GEO Network Technology Co., Ltd.* (北京集奧聚合網絡技術有限公司), a software development company. Mr. Cheng graduated from Shandong Normal University in the PRC with a bachelor’s degree in electronic information engineering in June 2010 and graduated from Zhejiang University in the PRC with a master’s degree in software engineering in September 2014.

Mr. Song Jianming (宋健明), aged 35, is the president of our Progressive Technology Research Lab. He is primarily responsible for exploring cutting-edge algorithmic solutions. Mr. Song joined our Company in March 2016 and has been appointed as a vice president, director of planning and control, director of perception algorithm research and development of our Company in February 2020 and was redesignated as the president of our Progressive Technology Research Lab since September 2025. Mr. Song has been appointed as a Director from June 2019 until his resignation in October 2025.

Mr. Song has over 10 years of extensive experience in algorithm research and development. From March 2015 to December 2015, Mr. Song was an algorithm engineer in Beijing Hanwang Zhitong Technology Co., Ltd.* (北京漢王智通科技有限公司), currently known as Beijing Digital Intelligence Technology Co. Ltd* (北京數字智通科技有限公司), a subsidiary under Beijing eGOVA Co. Ltd, a company listed on Shenzhen Stock Exchange (stock code: 300075).

Mr. Song graduated from Zhengzhou University with a bachelor’s degree in computer science and technology (software engineering) in the PRC in July 2012 and then graduated from Tianjin University of Technology (天津理工大學) with a master’s degree in computer application technology in the PRC in March 2015.

DIRECTORS AND SENIOR MANAGEMENT

Mr. DU, BO, aged 41, is the President of the Software Engineering and Verification & Validation Division. He is primarily responsible for software integration and delivery, testing including verification and validation, and the definition and optimization of engineering processes. Mr. DU joined our Group in August 2021. He was appointed as Director of Base Software Engineering in August 2021 and subsequently appointed as the President of the Software Engineering and Verification & Validation Division in September 2025.

Mr. DU has over 15 years of extensive experience in automotive engineering. Mr. DU joined TRW Automotive UK (which was acquired by ZF Friedrichshafen AG in 2015) in January 2010 as an Electronics Engineer, and left the company in March 2017 as a Senior Engineer. From April 2017 to March 2018, Mr. DU served as a Software Engineer (Advanced) at Dyson Technology Limited in the UK. From April 2018 to August 2021, he was a Principal Product Engineer at ZF Friedrichshafen AG in the UK. Mr. DU graduated from Dalian University of Technology in the PRC with a bachelor’s degree in Electronics Engineering in July 2008, and subsequently obtained a master’s degree in Analogue and Digital Integrated Circuit Design from Imperial College London in the UK in November 2009.

Mr. Chen Qiang (陳強), aged 43, is the president of our Project Management and Systems Division. He is primarily responsible for the comprehensive management of clients’ projects. Mr. Chen has been appointed as the director of project management of our Company in August 2021 and was redesignated as the president of our Project Management and Systems Division since September 2025.

Mr. Chen has 15 years of extensive experience in engineering project management. From March 2008 to May 2010, Mr. Chen was a project engineer in Beijing NAURA Microelectronics Equipment Co., Ltd.* (北京北方華創微電子裝備有限公司) of NAURA Technology Group Co., Ltd. (北方華創科技集團股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 002371). From June 2010 to August 2021, Mr. Chen was a engineering project manager in ZF Automotive Technology Shanghai Co., Ltd.* (採埃孚汽車科技上海有限公司) (previously known as TRW Automotive Shanghai). Mr. Chen graduated from Beihang University with a bachelor’s degree in optoelectronic information engineering in the PRC in July 2005 and then graduated from the same university with a master’s degree in Testing Measurement Technology and Instruments in the PRC in January 2008. In June 2015, Mr. Chen was accredited as a project management professional by Project Management Institute.

COMPANY SECRETARY

Ms. Tao Zhiheng (陶知姮), see “Senior Management” for details.

BOARD COMMITTEES

We have established the Audit Committee, Remuneration Committee and Nomination Committee.

Audit Committee

We have established an Audit Committee with terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph D.3 of the Corporate Governance Code. The Audit Committee consists of Mr. Zhang Ning, Mr. Zhang Weidong and Dr. BIAN, NING, with Mr. Zhang Ning being the chairman of the committee.

The primary function of the Audit Committee is to assist our Board in providing an independent view of our financial reporting process, internal control and risk management system, overseeing the audit process and performing other duties and responsibilities as assigned by our Board which includes, amongst other things: (i) proposing to the Board of Directors the

DIRECTORS AND SENIOR MANAGEMENT

appointment and replacement of external audit firms; (ii) supervising the implementation of our internal audit system; (iii) liaising between our internal audit department and external auditors; (iv) reviewing our financial information and related disclosures; and (v) other duties conferred by the Board.

Remuneration Committee

We have established a Remuneration Committee with terms of reference in compliance with Rule 3.25 of the Listing Rules and paragraph E.1 of the Corporate Governance Code. The Remuneration Committee consists of Mr. Zhang Weidong, Mr. Yuan Jin and Mr. Zhang Ning, with Mr. Zhang Weidong being the chairman of the committee.

The primary function of the Remuneration Committee is to develop remuneration policies of our Directors, evaluate the performance, make recommendations on the remuneration packages of our Directors and senior management and evaluate employee benefit arrangements which includes, amongst other things: (i) establishing, reviewing and making recommendations to our Directors on our policy and structure concerning remuneration of our Directors and senior management; (ii) determining the terms of the specific remuneration package of each Director and members of senior management; (iii) reviewing and approving performance-based remuneration by reference to corporate goals and objectives resolved by our Directors; and (iv) other duties conferred by the Board.

Nomination Committee

We have established a Nomination Committee with terms of reference in compliance with Rule 3.27A of the Listing Rules and paragraph B.3 of the Corporate Governance Code. The Nomination Committee consists of Mr. Zhang Weidong, Dr. BIAN, NING and Ms. Xu Jie, with Mr. Zhang Weidong being the chairman of the committee.

The primary function of the Nomination Committee is to make recommendations to our Board in relation to the appointment and removal of Directors which includes, amongst other things: (i) reviewing the structure, size and composition of our Board on a regular basis and making recommendations to the Board regarding any proposed changes; (ii) identifying, selecting or making recommendations to our Board on the selection of individuals nominated for directorships; (iii) assessing the independence of our independent non-executive Directors; (iv) making recommendations to the Board on matters relating to the appointment, re-appointment and removal of our Directors; and (v) other duties conferred by the Board.

CONFIRMATION FROM OUR DIRECTORS

Each of our Directors confirms that as at 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 20, 2025, and (ii) understands his or her obligations as a director of a [REDACTED] issuer under the Listing Rules.

Each of the 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) he had 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 at the Latest Practicable Date, and (iii) that there are no other factors that may affect his independence at the time of his appointment.

DIRECTORS AND SENIOR MANAGEMENT

CORPORATE GOVERNANCE

Code Provision C.2.1 of the Corporate Governance Code

Under paragraph C.2.1 of the Corporate Governance Code, the roles of chairman and the chief executive officer of the Company should be separate and should not be performed by the same individual. Mr. Wang is our chairman of the Board and the chief executive officer of our Company. With extensive experience in our industry and having served in our Company since its establishment, Mr. Wang is in charge of overall management, business, strategic development and scientific research and development of our Group. Accordingly, our Board considers that vesting the roles of chairman and our chief executive officer of the Company in the same person is beneficial to the management of our Group. The balance of power and authority is ensured by the operation of our Board and our senior management, which comprises experienced and diverse individuals. Our Board currently comprises four executive Directors (including Mr. Wang), two non-executive Directors and three independent non-executive Directors, and therefore has a strong independence element in its composition. Save as disclosed above, our Company intends to comply with all code provisions under the Corporate Governance Code after the [REDACTED].

Board Diversity

The Board has adopted a board diversity policy (the “**Board Diversity Policy**”) prior to the [REDACTED] in order to enhance the effectiveness of our Board and to maintain a high standard of corporate governance. Pursuant to the Board Diversity Policy, in reviewing and assessing suitable candidates to serve as a Director of the Company, the Nomination Committee will consider a range of diversity perspectives with reference to the Company’s business model and specific needs, including but not limited to gender, age, language, cultural and educational background, professional qualifications, skills, knowledge, industry and regional experience and/or length of service. All board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

As at the Latest Practicable Date, our Board consists of eight male members and one female member with ages ranging from 36 years old to 61 years old. Our Directors have a balanced portfolio of knowledge and skills, including engineering, legal, finance and capital management. Our Company has reviewed the membership, structure, and composition of the Board, and is of the opinion that the structure of the Board is reasonable, and the experiences and skills of the Directors in various aspects and fields can enable our Company to maintain a high standard of operation.

Upon the [REDACTED], the Nomination Committee will, from time to time, review the Board Diversity Policy and monitor the progress on achieving measurable objectives. The Company will (i) disclose the biographical details of each Director and (ii) report on the implementation of the Board Diversity Policy in its annual corporate governance report.

EMOLUMENT OF DIRECTORS AND SENIOR MANAGEMENT

We offer our Directors and senior management members, who are also employees of our Company, emoluments in the form of salaries, allowances, bonuses, and benefits in kind. Our independent non-executive Directors receive emoluments based on their responsibilities.

For information on Directors’ remuneration during the Track Record Period as well as information on the five highest paid individuals, please refer to Note 13 of the Accountants’ Report in Appendix I to this document.

It is estimated that the aggregate amount of remuneration (including salaries and allowances, retirement benefits scheme contributions and discretionary performance related bonuses) payable to Directors for the year ending December 31, 2026 will be approximately RMB755 million under arrangements in force at the date of this document.

DIRECTORS AND SENIOR MANAGEMENT

None of our Directors or any past directors of any member of the Group has been paid any sum of money for the years ended December 31, 2023, 2024 and 2025 as (a) an inducement to join or upon joining the Company; or (b) for loss of office as a director of any member of the Group or of any other office in connection with the management of the affairs of any member of the Group. There has been no arrangement under which a Director has waived or agreed to waive any emoluments for the years ended December 31, 2023, 2024 and 2025. No other payments have been paid, or are payable, by our Company or any of our subsidiaries to our Directors or the five highest paid individuals of our Group during the Track Record Period.

COMPLIANCE ADVISER

We have appointed Guotai Junan Capital Limited as our compliance adviser pursuant to Rules 3A.19 and 19A.05 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, the compliance adviser will advise us on the following circumstances: (a) before the publication of any announcements, circulars or financial reports required by regulatory authorities or applicable laws; (b) where a transaction, which might constitute a notifiable or connected transaction under the Listing Rules, is contemplated, including share issues and securities repurchases; (c) where we propose 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 (d) where the Stock Exchange makes an inquiry of us regarding unusual price movement and trading volume or other issues under Rule 13.10 of the Listing Rules. Pursuant to Rule 19A.06 of the Listing Rules, our compliance adviser will, in a timely manner, inform us of any amendment or supplement to the Listing Rules that are announced by the Stock Exchange. Our compliance adviser will also inform us of any amendment or supplement to applicable laws and guidelines.

The term of the appointment will commence on the [REDACTED] and end on the date on which we distribute the annual report of the first full financial year commencing after the [REDACTED] pursuant to the Rule 13.46 of the Listing Rules.