

## DIRECTORS AND SENIOR MANAGEMENT

### OVERVIEW

Our Board consists of nine Directors, including three executive Directors, three non-executive Directors and three independent non-executive Directors. Our Directors serve a term of three years and may be re-elected for successive reappointments.

The following table sets forth certain information regarding our Directors:

Name	Age	Position(s)	Date of joining our Group	Date of appointment as a Director	Roles and responsibilities	Relationship with other Directors and senior management
<b>Executive Directors</b>						
Mr. Yang Hongze (楊泓澤) . . . . .	58	Executive Director, chairman of our Board, general manager, and chief executive officer	August 2014	August 2014	Responsible for overall strategic planning, business development, and major operational decisions of our Group	None
Mr. Liang Guofeng (梁國鋒) . . . . .	53	Executive Director and president	March 2021	May 2023	Responsible for supervising business and daily operations, and providing guidance to ensure effective governance of our Group	None
Ms. He Yihan (何易韓) . . . . .	33	Executive Director, vice president and Board secretary	May, 2025	November, 2025	Responsible for securities affairs, financing and investment activities, investor relations, and overseas strategy of our Group	None
<b>Non-executive Director</b>						
Mr. Dang Jianming (黨建明) . . . . .	62	Non-executive Director	July 2017	August 2021	Providing professional advice to the Board	None
Mr. Wu Ke (吳珂) . . . . .	37	Non-executive Director	November 2025	November 2025	Providing professional advice to the Board	None
Mr. Zhang Weimin (張偉民) . . . . .	56	Non-executive Director	December 2020	December 2020	Providing professional advice to the Board	None
<b>Independent Non-executive Directors</b>						
Ms. Xin Zhu (辛珠) . . . . .	57	Independent Non-executive Director	Listing Date	November 2025 (effective upon Listing Date)	Supervising and providing independent opinion and judgment to the Board	None

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Name	Age	Position(s)	Date of joining our Group	Date of appointment as a Director	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Guo Qian (郭謙) . . . . .	61	Independent Non-executive Director	Listing Date	November 2025 (effective upon Listing Date)	Supervising and providing independent opinion and judgment to the Board	None
Ms. Xu Hui (徐輝) . . . . .	51	Independent Non-executive Director	Listing Date	November 2025 (effective upon Listing Date)	Supervising and providing independent opinion and judgment to the Board	None

Our senior management is responsible for the day-to-day management of our business. The following table provides information about the members of our senior management:

Name	Age	Position	Date of joining our Group	Date of appointment as a senior management	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Yang Hongze (楊泓澤) . . . . .	58	Executive Director, chairman of our Board, general manager, and chief executive officer	August 2014	August 2014	Responsible for overall strategic planning, business development, and major operational decisions of our Group	None
Mr. Liang Guofeng (梁國鋒) . . . . .	53	Executive Director and president	March 2021	March 2021	Responsible for supervising business and daily operations, and providing guidance to ensure effective governance of our Group	None
Ms. He Yihan (何易韓) . . . . .	33	Executive Director, vice president and Board secretary	May 2025	May 2025	Responsible for securities affairs, financing and investment activities, investor relations, and overseas strategy of our Group	None

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Name	Age	Position	Date of joining our Group	Date of appointment as a senior management	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Li Zhigang (李志剛) . . . . .	47	Vice president and chief strategy officer	February 2022	February 2022	Responsible for strategic planning, product planning, and strategic ecosystem cooperation of our Group	None
Mr. Chen Jianhua (陳健華) . . . . .	41	Assistant vice president	January 2021	January 2021	Responsible for product development and technological innovation of our Group	None

### DIRECTORS

#### Executive Directors

**Mr. Yang Hongze (楊泓澤)**, aged 58, is the chairman of our Board, an executive Director and chief executive officer of our Company. Mr. Yang founded our Group in August 2014 and has been serving as the chairman of the Board, a Director, general manager, and chief executive officer since then. He was re-designated as an executive Director on November 28, 2025. He is primarily responsible for overall strategic planning, business development and major operational decisions of our Group. Mr. Yang has also held directorship in certain subsidiaries of our Company, including Autolink Intelligent Network Connection (Beijing) Technology Co., Ltd. since January 2021, Wuxi Autolink Intelligent Manufacturing Co., Ltd. since July 2021, Autolink Intelligent Network Connection (Wuxi) Information Technology Co., Ltd. since July 2020 and Shanghai Autolink Tianxia Information Technology Co., Ltd since May 2016.

Prior to joining our Group, Mr. Yang served as a head of sales division at Henan HongYang Machinery Factory, China North Industries Group (兵器工業河南紅陽機械廠) from August 1988 to March 1999. From April 1999 to June 2005, he served as the head of brand and communications at Beiqi Foton Motor Co., Ltd. (北汽福田股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 600166)). From September 2005 to June 2010, he served as a vice general manager of Chery Automobile Co., Ltd. (奇瑞汽車股份有限公司), a company listed on the Main Board of the Stock Exchange (stock code: 9973). From July 2010 to June 2013, he served as the chief operating officer of Li& Lung Limited (內蒙古利豐汽車有限公司).

Mr. Yang graduated from Henan Open University (河南開放大學) (formerly known as Henan Radio and Television University (河南廣播電視大學)), and obtained his executive master degree in business administration in July 2010 from Peking University (北京大學) in the PRC.

**Mr. Liang Guofeng (梁國鋒)**, aged 53, is an executive Director of our Company. He was appointed as a Director on May 16, 2023 and re-designated as an executive Director on November 28, 2025. He is primarily responsible for supervising business and daily operations, and providing guidance to ensure effective governance of our Group.

Prior to joining our Group, Mr. Liang served as a senior manager of market research and planning at SAIC Volkswagen Automobile Co., Ltd. (上汽大眾汽車有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 600104)) from April 1997 to March 2006 during which he was responsible for formulating the company’s long-term market plans and annual marketing

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strategies, providing a basis for business decision-making and driving cross-functional implementation. From March 2006 to October 2011, he served as the executive deputy general manager at Anhui Chery Automobile Sales Co., Ltd. (安徽奇瑞汽車銷售有限公司) where he provided comprehensive support in managing the company’s day-to-day operations and executing major decisions. Afterwards, he joined BAIC Motor Corporation., Ltd. (北京汽車股份有限公司) (a company listed on the Main Board of the Stock Exchange (stock code: 1958)) and served as product planning department manager from January 2011 to January 2013 and became the vice president from January 2013 to April 2016. From May 2016 to August 2018, he served as the vice chairman of the board at Kayjet International Investment Pte. Ltd. (凱捷融資租賃有限公司), mainly to assist the chairman in overseeing the company’s strategic planning, day-to-day corporate management, risk control, external relations and capital markets operations. From October 2018 to November 2020, he served as the adviser at Shanghai Yingxiang Advertising Media Co., Ltd. (上海映相廣告傳媒有限公司), mainly to provide strategic and business planning guidance, professional solutions, operational management advice, and resource introduction in an advisory capacity.

Mr. Liang graduated from Wuhan University of Science and Technology (武漢科技大學) (formerly known as Wuhan Iron and Steel College (武漢鋼鐵學院)) with a focus on mining vehicle engineering, and obtained his master’s degree in vehicle operation engineering in July 1997 from Wuhan University of Technology (武漢理工大學) in the PRC.

**Ms. He Yihan (何易韓)**, aged 33, is an executive Director of our Company. She has been the vice president and board secretary of our Company since May 2025 and was further appointed as an executive Director on November 28, 2025. She is primarily responsible for securities affairs, financing and investment activities, investor relations, and overseas strategy of our Group.

Prior to joining our Group, Ms. He served as the assistant director of TMT group at investment banking division of Guotai Haitong Securities Co., Ltd. (國泰海通證券股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 601211) and the Main Board of the Stock Exchange (stock code: 2611) and formerly known as Guotai Junan International) from July 2018 to March 2021. She served as the senior analyst at investment banking division of China International Capital Corporation Limited (中國國際金融股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 601995) and the Main Board of the Stock Exchange (stock code: 3908)) from March 2021 to June 2021. From November 2021 to December 2023, she served as vice president of TMT group at Huatai Securities Co., Ltd. (華泰證券股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 601688) and the Main Board of the Stock Exchange (stock code: 6886)). From March 2024 to May 2025, she served as the vice president of IMotion Automotive Technology (SuZhou) Co., Ltd. (知行汽車科技(蘇州)股份有限公司) (a company listed on the Main Board of the Stock Exchange (stock code: 1274)), responsible for strategic investment in European.

Ms. He studied at the University of California, Berkeley from 2015 to 2016 (for credit transfer). Subsequently, she obtained her bachelor’s degree in econometrics (minor in accounting) from the Pennsylvania State University in the U.S. in May 2016. Afterwards, Ms. He obtained her master’s degree in risk management and quantitative analysis from Columbia University in the U.S. in January 2018. She also completed two sections in the WIN Future China-Tsinghua PBC Young Entrepreneurs Program (WIN未來中國-清華五道口青年企業家項目) organized by The PBC School of Finance, Tsinghua University (清華大學五道口金融學院) in the PRC from April 2021 to September 2023.

### Non-executive Director

**Mr. Dang Jianming (黨建明)**, aged 62, is a non-executive Director of our Company. He was appointed as a Director in August 2021 and re-designated as a non-executive Director on November 28, 2025. He is primarily responsible for providing professional advice to the Board.

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Prior to joining our Group, Mr. Dang obtained senior engineer certificate at Beijing Research Institute of Uranium Geology (核工業北京地質研究院). From January 1995 to December 1999, he served as the senior engineer at WATCHDATA TECHNOLOGIES PTE LTD. (北京握奇數據股份有限公司). From January 2000 to May 2005, he served as the general manager and executive director at Beijing Yizhou Qicheng Information Technology Co., Ltd. (北京移舟啟程信息技術有限公司). From June 2003 to July 2004, he served as the vice general manager at Beijing Aoxing Tianwang Information Technology Co., Ltd. (北京奧星天網信息技術有限公司). From July 2004 to December 2006, he worked at Beijing MTY Information Technology Co., Ltd. (北京夢天遊信息技術有限公司). Afterwards, he served as the vice president from January 2007 to June 2017 and the executive director from October 2016 to June 2017 at Beijing Yesway Information Technology Co., Ltd. (北京九五智駕信息技術股份有限公司) (a company listed on the NEEQ (stock code: 430725)).

Mr. Dang obtained his bachelor's degree in electronic instruments and measurement technology in July 1987 from Changchun College of Geology (長春地質學院) in the PRC, which was merged into Jilin University (吉林大學) in June 2000.

**Mr. Wu Ke (吳珂)**, aged 37, is a non-executive Director of our Company. He was appointed as our non-executive Director on November 28, 2025. He is primarily responsible for providing professional advice to the Board.

Prior to joining our Group, Mr. Wu served as the market analyst at Omni Tech USA, Inc from September 2013 to February 2015. From April 2015 to June 2017, he served as the company project specialist at PT. Royal Industries Indonesia (Singapore/Indonesia). From August 2017 to January 2022, he served as the investment manager and investment director at Wuxi Baoding Jiafeng Private Equity Fund Management Partnership (Limited Partnership) (無錫寶頂嘉豐私募基金管理合夥企業(有限合夥)). From February 2022 to August 2024, he served as the senior investment manager at Wuxi Shangxian No.1 Equity Investment Partnership Enterprise (Limited Partnership) (無錫尚賢壹號股權投資合夥企業(有限合夥)). From August 2024 to present, he served as the deputy minister of equity investment at Wuxi Shangxian Private Equity Fund Management Co., Ltd. (無錫尚賢私募基金管理有限公司).

Mr. Wu obtained his bachelor's degree in international economy and trade on June 30, 2011 from Southeast University (東南大學) in the PRC, and his master's degree in international marketing in May 2013 from Saint Joseph's University in the USA.

**Mr. Zhang Weimin (張偉民)**, aged 56, is a non-executive Director of our Company. He was appointed as a Director in December 2020 and re-designated as a non-executive Director on November 28, 2025. He is primarily responsible for providing professional advice to the Board.

Prior to joining our Group, Mr. Zhang worked at Wuxi Taihu National Tourism Resort Development Corporation (無錫太湖國家旅遊度假區發展總公司) from August 1993 to September 1995 where he was primarily responsible for the development of tourism projects and the management of investment enterprises. From October 1995 to May 2002, he worked at Guolian Securities Wuxi Hubin Road Business Department (國聯證券無錫湖濱路營業部) where he was responsible for the management of business halls and market development activities in the marketing department. From June 2002 to December 2003, he worked at Guolian Securities Investment Banking Department (國聯證券投資銀行部) where he was responsible for securities investment and banking operations. From January 2004 to January 2005, he worked at Wuxi Guolian Development (Group) Co., Ltd (無錫市國聯發展(集團)有限公司) where he was primarily engaged in the power investment operation and management. From February 2005 to December 2015, he worked at Wuxi Guolian Environmental Protection Energy Group Co., Ltd (無錫國聯環保能源集團有限公司). From January 2016 to April 2022, he worked at Wuxi Guolian Industrial Investment Co., Ltd (無錫國聯產業投資有限公司). From May 2022 to present, he served as the vice president at Wuxi Innovation Investment Group Co., Ltd (無錫市創新投資集團有限公司).

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Mr. Zhang obtained his bachelor’s degree in economics and management in July 1993 from Soochow University (蘇州大學) in the PRC.

### Independent Non-executive Directors

**Ms. Xin Zhu (辛珠)**, aged 57, was appointed as our independent non-executive Director on November 28, 2025. She is responsible for supervising and providing independent opinion and judgment to the Board.

Prior to joining our Group, Ms. Xin served as the audit officer at Shenzhen Shekou China Certified Public Accountants (深圳蛇口中華會計師事務所) from September 1990 to September 1996. From October 2001 to February 2005, she served as financial director at Shenzhen Jinwei Beer Group (深圳金威啤酒集團). From February 2005 to December 2005, she served as the deputy general manager of the finance department at Guangdong Holdings Limited (廣東粵海控股集團有限公司). From February 2006 to July 2008, she served as the vice president at Hopson Chuangzhan Group (合生創展集團), a company listed on the Main Board of the Stock Exchange (stock code: 0754). From July 2008 to June 2014, she served as the executive vice president at China Aoyuan Group Co., Ltd. (中國奧園集團股份有限公司), a company listed on the Main Board of the Stock Exchange (stock code: 3883). From July 2014 to March 2015, she served as the chief financial officer at Logan Group Co., Ltd. (龍光集團有限公司), a company listed on the Main Board of the Stock Exchange (stock code: 3380). From May 2015 to March 2017, she worked at Yihe Real Estate Group Co., Ltd. (頤和地產集團有限公司). From June 2018 to February 2024, she served as the independent non-executive director and chairman of the audit committee at CanSino Biologics AG (康希諾生物股份公司), a company listed on the Main Board of the Stock Exchange (stock code: 6185). From November 2020 to September 2024, she served as independent non-executive director and chairman of the audit committee at Datang Group Holding Company (大唐集團控股公司). From April 2020 to present, she served as the independent non-executive director and chairman of the audit committee at Jianye New Life Co., Ltd (建業新生活有限公司), a company listed on the Main Board of the Stock Exchange (stock code: 9983). From April 2021 to present, she served as the independent non-executive director and chairman of the audit committee at Suxin Better Life Service Co., Ltd (蘇新美好生活服務有限公司), a company listed on the Main Board of the Stock Exchange (stock code: 2152).

Ms. Xin obtained a graduation certificate in August 1990 from Chinese Renmin University (中國人民大學) in the PRC, and her master’s degree in business administration in 1999 from Auckland Business School, New Zealand. Ms. Xin pursued her MBA degree at the Auckland Institute of Studies in New Zealand from 1996 to 1999, and obtained the degree in 1999. Ms. Xin became a member of the Chinese Institute of Certified Public Accountant of the PRC in February 1996 and a member of the CPA Australia in January 2010.

**Mr. Guo Qian (郭謙)**, aged 61, was appointed as our independent non-executive Director on November 28, 2025. He is responsible for supervising and providing independent opinion and judgment to the Board.

From December 1989 to January 2001, Mr. Guo served as the section chief and factory director at China First Automobile Group Co. Ltd. (中國第一汽車集團有限公司). From January 2001 to October 2004, he served as deputy general manager at BAIC Motor Corporation Limited. (北京汽車股份有限公司), a company listed on the main board of the Stock Exchange (stock code: 1958). From October 2004 to October 2007, he served as the general director of production optimization department at Volkswagen China (大眾汽車中國). He served as a deputy general manager from October 2007 to April 2016, and has been serving as a consultant since November 2019 at Chery Automobile Co., Ltd. (奇瑞汽車股份有限公司), a company listed on the main board of the Stock Exchange (stock code: 9973).

Mr. Guo obtained his bachelor’s degree and master’s degree in engineering in July 1987 and December 1989 from Tsinghua University (清華大學) in the PRC, respectively.

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**Ms. Xu Hui (徐輝)**, aged 51, was appointed as our independent non-executive Director on November 28, 2025. She is responsible for supervising and providing independent opinion and judgment to the Board.

Ms. Xu worked at Lear Corporation, a company listed on the New York Stock Exchange (stock code: LEA) from July 1999 to December 2007. From January 2008 to April 2012, she served as vice president of China and vice president in commercial of Asia at International Automotive Components — IAC (Shanghai) Management Co., Ltd. In April 2012, she joined Infineon Technologies China Co., Ltd (英飛凌科技(中國)有限公司) as the vice president, head of automotive electronics business. In November 2019, she joined Gentherm Inc., a company listed on the NASDAQ (stock code: THRM) as senior vice president and managing director of Asia. In March 2025, she joined u-blox America Inc., the US-based subsidiary of u-blox (a company listed on the SIX Swiss Exchange (stock code: UBXN)), as the chief growth officer. In November 2025, she joined Tenneco Automotive Operating Company, LLC, a leading global designers, manufacturers and marketers of products for original equipment and aftermarket customers, as chief growth officer.

Ms. Xu obtained her bachelor’s degree in science, mechanical engineering in June 1998 from Kettering University in the USA, her master’s degree in science, mechanical engineering in December 2001 from Oakland University in the USA, and her second master’s degree in business administration in September 2004 from Walsh College in the USA.

Save as disclosed above, none of our Directors held any directorship in public companies, the securities of which are listed on any securities market in Hong Kong or overseas in the last three years immediately preceding the date of this document. Save as disclosed herein, to the best knowledge, information and belief of the Directors having made all reasonable inquiries, there are no other matters with respect to the appointment of the Directors that need to be brought to the attention of our Shareholders and there is no information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2)(a) to (v) of the Listing Rules.

### SENIOR MANAGEMENT

**Mr. Yang Hongze (楊泓澤)**, for biographical details of Mr. Yang Hongze, see “—Executive Directors” in this section.

**Mr. Liang Guofeng (梁國鋒)**, for biographical details of Mr. Liang Guofeng, see “—Executive Directors” in this section.

**Ms. He Yihan (何易韓)**, for biographical details of Ms. He Yihan, see “—Executive Directors” in this section.

**Mr. Li Zhigang (李志剛)**, aged 47, has been the vice president and chief strategy officer of our Company since February 2022. He is responsible for corporate strategic planning, product planning, and ecosystem cooperation of our Group.

Prior to joining our Group, Mr. Li worked at DIAS Automotive Electronic Systems Co., Ltd. (聯創汽車電子有限公司) from September 2006 to April 2013, which is invested by SAIC Motor Corporation Limited (上海汽車集團股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600104). From May 2013 to May 2020, he served as a vice dean, responsible for managing intelligent vehicle electronics technology development and core component development for electric vehicles, at Beijing Borgward Automotive Co., Ltd. (北京寶沃汽車股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600166). From June 2020 to September 2021, he served as a chief engineer of research and development at China Evergrande New Energy Vehicle Group Limited (中國恒大新能源汽車集團有限公司), a company listed on the Main Board of the Stock Exchange (stock code: 00708), responsible for the development of intelligent vehicle electronics technology.

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Mr. Li obtained his bachelor’s degree in information engineering in July 2003 and his master’s degree in telecommunication and information systems in July 2006 from Wuhan University of Technology (武漢理工大學) in the PRC.

**Mr. Chen Jianhua (陳健華)**, aged 41, has been the assistant vice president of our Company since January 2021. Mr. Chen has also held directorship in Wuxi Beice Testing Technology Service Co., Ltd since December 2024.

Prior to joining our Group, Mr. Chen served as the software engineer at Transcosmos Information Creative (China) Co., Ltd. (大宇宙資訊創造(中國)有限公司) from March 2007 to October 2009. From October 2009 to June 2010, he worked at Suzhou Highguard Network Technology Co., Ltd. (蘇州海加網路科技股份有限公司) (a company listed on NEEQ (stock code: 837788)). From July 2010 to October 2015, he served as the senior engineer and systems architect at Harman Holding Limited (哈曼(中國)投資有限公司). From October 2015 to January 2021, he served as the senior product manager and software director at Shanghai O-Film Tech. Co., Ltd. (上海歐菲智慧車聯科技有限公司), a company listed on Shenzhen Stock Exchange (stock code: 002456).

Mr. Chen obtained his bachelor’s degree in computer science and technology from Huazhong University of Science and Technology (華中科技大學) in the PRC in June 2007.

### JOINT COMPANY SECRETARIES

**Ms. He Yihan (何易韓)**, was appointed as our joint company secretary on November 28, 2025, with effect from the Listing Date. See “—Executive Directors” above for Ms. He Yihan’s biography.

**Ms. WONG Mei Fung Carrie (黃美鳳)** was appointed as a joint company secretary of our Company on November 28, 2025, with effect from the Listing Date. She serves as a manager, Entity Solutions of Computershare Hong Kong Investor Services Limited and has over 20 years of work experience in the field of corporate secretarial and regulatory compliance services.

Ms. Wong holds a degree of Bachelor of Arts (Accounting and Finance) from Edinburgh Napier University. She is an associate member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

### BOARD COMMITTEES

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

#### Audit Committee

We have established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The Audit Committee consists of three Directors, namely Ms. Xin Zhu (辛珠), Mr. Guo Qian (郭謙) and Mr. Zhang Weimin (張偉民). Ms. Xin Zhu (辛珠), being the chairperson of the Audit Committee, holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules. The primary duties of the Audit Committee include, but not limited to, the following:

- reviewing and evaluating the work of external auditors;
- monitoring and making recommendations to internal audit work of our Company;
- reviewing and making recommendations to the financial reports of our Company;
- evaluating the effectiveness of internal control work;

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- ensuring coordination between the management, internal audit department and relevant departments and external auditors; and
- performing other duties and responsibilities as assigned by our Board.

### Remuneration Committee

We have established the Remuneration Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The Remuneration Committee consists of three Directors, Mr. Guo Qian (郭謙), Ms. Xu Hui (徐輝) and Mr. Dang Jianming (黨建明). Mr. Guo Qian (郭謙) serves as the chairperson of the Remuneration Committee. The primary duties of the Remuneration Committee include, but not limited to, the following:

- reviewing and approving remuneration proposals of members of our senior management in accordance with our Company's policies and objectives as approved by our Board from time to time;
- making recommendations to our Board on our Company's policy and structure for all Directors' and senior management remuneration and on the establishment of a formal and transparent procedure for developing remuneration policies, including but are not limited to, performance evaluation standards, procedures and evaluation systems;
- conducting the evaluation of the annual performance of all Directors and senior management;
- monitoring compensation payable to all Directors and senior management;
- reviewing and/or approving matters relating to share schemes under Chapter 17 of the Listing Rules; and
- performing other duties and responsibilities as assigned by our Board.

### Nomination Committee

We have established the Nomination Committee pursuant to Rule 3.27A of the Listing Rules with written terms of reference set out in the Code on Corporate Governance in Appendix C1 to the Listing Rules. The Nomination Committee consists of three Directors, namely, Mr. Yang, Mr. Guo Qian (郭謙) and Ms. Xu Hui (徐輝). Mr. Yang serves as the chairperson of the Nomination Committee. The primary duties of the Nomination Committee include, but not limited to, the following:

- reviewing and making recommendations to the Board on the composition and number of our Board and senior management with reference to our Company's business activities, the scale of assets and shareholding structure;
- identifying individuals suitably qualified to become a member of our Board and senior management and making recommendations to our Board on the selection of individuals nominated for directorships and senior management;
- reviewing the structure and diversity of the Board and selecting individuals to be nominated as Directors;
- accessing and making recommendations to the selection of other senior management appointed by our Board; and

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- performing other duties and responsibilities as assigned by our Board.

### CONFIRMATION FROM OUR DIRECTORS

#### Rule 8.10 of the Listing Rules

Each of our Directors and proposed 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.

#### Rule 3.09D of the Listing Rules

Each of our Directors and proposed Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules in November 20, 2025, and (ii) understands the requirements under the Stock Exchange Listing Rules that are applicable to him or her as a director of a listed issuer under the Listing Rules and the possible consequences of making a false declaration or giving false information to the Stock Exchange.

#### Rule 3.13 of the Listing Rules

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

### COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors and senior management receive remuneration, including salaries, allowances, and benefits in kind and our contribution to the pension plan on their behalf.

The aggregate amount of remuneration (including salaries and benefits, performance-based bonuses, retirement benefit scheme contributions) for our Directors for the years ended December 31, 2023, 2024 and 2025 was approximately RMB4.1 million, RMB3.7 million and RMB4.3 million, respectively.

For each of the years ended December 31, 2023, 2024 and 2025, there were two, two and two Directors among the five highest paid individuals, respectively. The total emoluments for the remaining individuals among the five highest paid individuals amounted to approximately RMB5.4 million, RMB5.1 million and RMB6.3 million, for the years ended December 31, 2023, 2024 and 2025, respectively.

Save as disclosed above, no other payments have been paid or are payable, in respect of the Track Record Period by our Company to our Directors. For the year ended December 31, 2026, we expect to pay approximately RMB4.5 million in aggregate remuneration to our Directors.

No remuneration was paid to our Directors or the five highest paid individuals as an inducement to join, or upon joining, our Company. No compensation was paid to, or receivable by, our Directors or past directors for the Track Record Period for the loss of office as director or supervisor or any member of our Group or of any other office in connection with the management of the affairs of any member of our Group. None of our Directors waived any emoluments during the same period.

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## DIRECTORS AND SENIOR MANAGEMENT

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Our Board will review and determine the remuneration and compensation packages of our Directors and senior management and will receive recommendation from the Remuneration and Appraisal Committee, which will take into account salaries paid by comparable companies, time commitment and responsibilities of our Directors and senior management as well as the performance of our Group.

### CORPORATE GOVERNANCE

The Directors recognize the importance of incorporating elements of good corporate governance in the management structures and internal control procedures of our Group to achieve effective accountability. Our Company intends to comply with all code provisions in the Corporate Governance Code as set out in Appendix C1 to the Listing Rules after Listing except for Code Provision C.2.1 of the Corporate Governance Code, which provides that the roles of chairman of the Board and chief executive officer should be separate and should not be performed by the same individual.

The role of the chairman of the Board and the general manager of our Company are currently performed by Mr. Yang. In view of Mr. Yang’s substantial contribution to our Group since our establishment and his extensive experience, we consider that having Mr. Yang acting as both the chairman of the Board and the general manager of our Company will provide strong and consistent leadership to our Group and our business development and prospects that Mr. Yang continues to act as both the chairman of the Board and the general manager of our Company after the Listing, and therefore currently do not propose to separate the functions of chairman of the Board and general manager of our Company.

While this would constitute a deviation from Code Provision C.2.1 of the Corporate Governance Code, the Board believes that this structure will not impair the balance of power and authority between the Board and the management of our Company, given that: (i) there are sufficient checks and balances in the Board, as a decision to be made by the Board requires approval by at least a majority of the Directors, and the Board comprises three independent non-executive Directors, which is in compliance with the requirement under the Listing Rules; (ii) Mr. Yang and the other Directors are aware of and undertake to fulfill their fiduciary duties as Directors, which require, *inter alia*, that he/she acts for the benefit and in the best interests of our Company and will make decisions for our Group accordingly; and (iii) the balance of power and authority is ensured by the operations of the Board which comprises experienced and high caliber individuals who meet regularly to discuss issues affecting the operations of our Company. Moreover, the overall strategic and other key business, financial, and operational policies of our Group are made collectively after thorough discussion at both Board and senior management levels. The Board will continue to review the effectiveness of the corporate governance structure of our Group in order to assess whether separation of the roles of chairman of the Board and general manager is necessary.

### Share Incentive Scheme

In order to incentivize our Directors, senior management and other participants for their contribution to our Group and to attract and retain suitable personnel to our Group, we adopted the 2016 Employee Shareholding Scheme, 2025 Employee Shareholding Scheme and Pre-[REDACTED] Share Option Scheme. For further details, see the section headed “Appendix VI—Statutory and General Information—D. Share Incentive Schemes” in this document.

### BOARD DIVERSITY POLICY

In order to enhance the effectiveness of our Board and to maintain the high standard of corporate governance, we have adopted the board diversity policy which sets out the objective and approach to achieve and maintain diversity of our Board. Pursuant to the board diversity policy, we seek to achieve Board diversity through the consideration of a number of factors when selecting the

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## DIRECTORS AND SENIOR MANAGEMENT

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candidates to our Board, including but not limited to gender, skills, age, professional experience, knowledge, cultural, education background, ethnicity and length of service. The ultimate decision of the appointment will be based on merit and the contribution which the selected candidates will bring to our Board.

Our Directors currently consists of three female Director and six male Directors with a balanced mix of knowledge and skills, including overall business management, engineering, and finance and accounting in addition to industry experience relevant to our Group's operations and business. They obtained degrees in various majors including engineering, economics, and business administration. We have three independent non-executive Directors with different industry backgrounds, representing more than one third of the members of our Board. Furthermore, our Board has a diverse age and gender representation. Taking into account our existing business model and specific needs as well as the different backgrounds of our Directors, the composition of our Board satisfies our board diversity policy.

Our Nomination Committee is responsible for reviewing the structure and diversity of the Board and selecting individuals to be nominated as Directors. After the Listing, our Nomination Committee will monitor and evaluate the implementation of the Board Diversity Policy from time to time to ensure its continued effectiveness, and when necessary, make any revisions that may be required and recommend any such revisions to our Board for consideration and approval. The Nomination Committee will also include in annual reports a summary of the Board Diversity Policy, including any measurable objectives set for implementing the Board Diversity Policy and the progress on achieving these objectives.

### COMPLIANCE ADVISOR

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

- (a) before the publication of any regulatory announcement, circular or financial report;
- (b) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues, sales or transfers of treasury shares and share repurchases;
- (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 Hong Kong Stock Exchange makes an inquiry to our Company regarding unusual movements in the price or trading volume of its listed securities or any other matters in accordance with Rule 13.10 of the Listing Rules.

The term of the appointment will commence on the Listing Date and is expected to end on the date on which our Company complies with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the Listing.