BOARD OF DIRECTORS

Our board comprises nine Directors, including three executive Directors, three non-executive Directors and three independent non-executive Directors. The following table sets forth general information regarding our Directors:

Name	Age	Positions	Date of joining our Group	Date of appointment as a Director	Roles and responsibilities
Mr. Li Liangjun (李良軍)	46	chairman of the Board, general manager and executive Director	September 2012	April 1, 2017	overall management of our Group, overall strategic planning, business direction and operational management
Mr. Zhu Lusheng (朱路生)	45	executive Director, vice general manager and director of research and development	September 2012	February 5, 2018	management and business development of our Group
Ms. Gu Fei (谷菲)	41	executive Director and vice director of research and development	September 2012	September 13, 2018	management and business development of our Group
Ms. Qing Chen (卿晨)	43	non-executive Director	September 2018	September 13, 2018	providing professional opinion and judgment to our Board
Mr. Huang He (黃河)	48	non-executive Director	February 2018	February 5, 2018	providing professional opinion and judgment to our Board
Mr. Li Xiang (李祥)	48	non-executive Director, employees' representative Director and welding products director	June 2017	Upon **[REDACTED]**	providing professional opinion and judgment to our Board
Ms. Zhi Nan (支楠)	65	independent non-executive Director	June 2021	June 18, 2021	supervising and providing independent opinion and judgment to the board
Ms. Liang Min (梁敏)	61	independent non-executive Director	August 2024	August 21, 2024	supervising and providing independent opinion and judgment to the board
Mr. Chan Yik Pun (陳奕斌)	44	independent non-executive Director	upon **[REDACTED]**	upon **[REDACTED]**	supervising and providing independent opinion and judgment to the board

Mr. Li is the brother-in-law of Mr. Zeng, a member of our senior management. Save for this, none of our Directors or senior management is related to any other Director or member of our senior management.

Executive Directors

Mr. Li Liangjun (李良軍), aged 46, is the chairman of the Board, general manager and executive Director of our Company. Mr. Li served successively as the manager, the executive Director, a Director of our Company from September 2012 to February 2018. Since February 2018, he has been serving as chairman of the Board and general manager of the Company. Mr. Li was redesignated as an executive Director in November 2025. He is primarily responsible for the overall management of our Group, overall strategic planning, business direction and operational management. Since December 2017, he has been serving as the executive managing partner at

Changzhou Hongzhi, which is an employee shareholding platform and one of our Controlling Shareholders. From December 2017 to January 2025, he served as the executive director and manager of CRP Intelligent. Mr. Li also holds positions at Jiangsu CRP Robotics Co., Ltd.* (江蘇卡諾普機器人有限公司), which is our wholly-owned subsidiary. From December 2021 to September 2025, Mr. Li served as its executive director and since September 2025, he has been serving as its director.

Mr. Li has nearly 25 years of extensive experience in the industry. Prior to the establishment of the Company, from June 1999 to December 2010, Mr. Li successively held the positions of R&D engineer, project leader, head of technology department, and R&D director at Chengdu GUNT Industrial Co., Ltd.* (成都廣泰實業有限公司), now known as Chengdu GUNT Weida CNC Technique Co., Ltd.* (成都廣泰威達數控技術股份有限公司) ("**Chengdu GUNT**"), a company incorporated on 14 April 1997 in the PRC. It is principally engaged in the R&D, production, processing and sales of Computer Numerical Control (CNC) system software, machine tool accessories, moulds and metal processing machinery.

Mr. Li graduated from Neijiang Coal Technical College (內江市煤炭技工學校) in July 1999, currently known as Neijiang Technical College (內江市技工學校) majored in coal mine electrical installation.

Mr. Li has received a series of awards and positions held in the industrial automation, robotics, and standardization industry. From February 2014 to March 2024, he had been serving as a member at the National Technical Committee for Standardization of Industrial Machinery Electrical Systems (全國工業機械電氣系統標準化技術委員會).

Mr. Zhu Lusheng (朱路生), aged 45, is our executive Director, vice general manager and the director of research and development of our Company. Mr. Zhu has been serving successively as the director of research and development since September 2012, as the supervisor from September 2012 to December 2017, as a vice general manager since July 2016, and as a Director since February 2018. Mr. Zhu was redesignated as an executive Director in November 2025. He is primarily responsible for the management and business development of our Group. From February 2018 to November 2024, he served as the executive Director, and from December 2019 to November 2024, he served as the manager of Junnuo Weishi. Since December 2021, Mr. Zhu has served as the supervisor of Jiangsu CRP Robotics Co., Ltd.* (江蘇卡諾普機器人有限公司), our wholly-owned subsidiary.

Mr. Zhu has over 20 years of extensive experience in the robotics and automation industry. From August 2003 to December 2010, he served as software development engineer at Chengdu GUNT.

Mr. Zhu graduated from Chengdu College of Electronic and Mechanical Engineering (成都電子機械高等專科學校) in July 2002, currently known as Chengdu Technological University (成都工業學院), majored in mechatronics engineering. In January 2024, Mr. Zhu was selected for the 2023 Chengdu Industrial Chain Talent Program (2023年度成都市產業建圈強鏈人才計劃) and received a corresponding certificate issued by the Talent Work Leading Group Office of the CPC Chengdu Municipal Committee (中共成都市委人才工作領導小組辦公室).

Ms. Gu Fei (**谷菲**), aged 41, is our executive Director and vice director of research and development. Since September 2012, Ms. Gu has been serving as a vice director of research and development of the Company. Ms. Gu served as the supervisor of our Company from December 2017 to September 2018 and served as a Director since September 2018. Ms. Gu was redesignated as an executive Director in November 2025. She is primarily responsible for the management and business development of our Group. From December 2017 to January 2025, she served as the supervisor of CRP Intelligent.

Ms. Gu has over 18 years of extensive experience in the robotics and automation industry. From August 2007 to January 2011, she served as a research and development engineer at Chengdu GUNT.

Ms. Gu graduated from Chengdu University (成都大學) in July 2007, with a bachelor's degree in engineering, majoring in automation. She also holds five patents as the first inventor, granted by the National Intellectual Property Administration (國家知識產權局) between May 2015 and October 2021.

Non-executive Directors

Ms. Qing Chen (**卿晨**), aged 43, joined our Company as a Director since September 2018 and was redesignated as a non-executive Director in November 2025. She is primarily responsible for providing professional opinion and judgment to our Board.

Ms. Qing has over 17 years of extensive experience in the investment and technology industries. From August 2008 to September 2010, Ms. Qing served as a project staff of direct investment department at Industrial Securities Co., Ltd. (興業證券股份有限公司) ("**Industrial Securities**"), a company listed on the Shanghai Stock Exchange (stock code: 601377), and from October 2010 to July 2017, she served as a investment manager at one of Industrial Securities' subsidiaries, Xingzheng Innovation Capital Management Co., Ltd.* (興證創新資本管理有限公司). From November 2015 to July 2017, she served as a director at Shanghai Xingye Venture Capital Co., Ltd.* (上海興燁創業投資有限公司). She has been serving as a partner at Richen Investment Management Co., Ltd.* (興富投資管理有限公司) since July 2017. From April 2020 to May 2025, she serves as a director at Zhenyue Automation Technology (Shanghai) Co., Ltd.* (臻越自動化技術(上海)有限公司). From June 2021 to present, she serves as a director at Shanghai Leading Technology Co., Ltd.* (上海六晶科技股份有限公司). From February 2022 to present, she serves as a director at Shanghai Mange Technology Co., Ltd.* (上海漫格科技有限公司). From October 2022 to present, she serves as a supervisor at Mega Phase Industrial Inspection Technology (Shanghai) Co., Ltd.* (上海盛相工業檢測科技有限公司).

Ms. Qing graduated with a bachelor's degree in statistics from Shanghai University of Finance and Economics (上海財經大學) in July 2004 and further obtained a master's degree in business administration from Fudan University (復旦大學) in January 2014. In addition, Ms. Qing obtained a master's degree in business administration on a part-time basis from Tsinghua University (清華大學) in December 2024.

Mr. Huang He (**黃河**), aged 48, joined our Company as a Director since February 2018 and was redesignated as a non-executive Director in November 2025. Mr. Huang is primarily responsible for providing professional opinion and judgment to our Board.

Mr. Huang has been working at Northern Lights Consulting (Beijing) Co., Ltd.* (北極光諮詢顧問(北京)有限公司) since August 2010, where he successively held several positions, including vice president from August 2010 until February 2013, executive director from March 2013 to January 2016, and partner from February 2016 to the present. Mr. Huang has served as a non-executive director at Zhejiang Hechuan Technology Co., Ltd.* (浙江禾川科技股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688320) from March 2015 to October 2024.

Mr. Huang graduated from Tsinghua University in July 1999 with a bachelor's degree in engineering in thermal energy and power engineering and double bachelor's degree in engineering in environmental engineering. Mr. Huang subsequently obtained a doctor of engineering degree in power engineering and engineering thermophysics in July 2004. He obtained the China Securities Investment Fund Practicing Certificate (中國證券投資基金從業證書) issued by the Asset Management Association of China (中國證券投資基金業協會) in November 2017.

Mr. Li Xiang (李祥), aged 48, has been appointed as our non-executive Director and employees' representative Director with effect upon **[REDACTED]**. Prior to these positions, from June 2017 to June 2021, he served as a robotics project director, and from June 2021 to November 2025, he served as the chairman of the supervisory board and welding product director of our Company. Since June 2021, Mr. Li has been serving as the welding products director of the Company. Mr. Li Xiang is primarily responsible for providing professional opinion and judgment to our Board.

Mr. Li Xiang has over 20 years of extensive experience in the engineering and automation industry. From May 2003 to March 2010, he served at Chengdu Hanyan Weida Automatic Welding Equipment Co., Ltd.* (成都焊研威達自動焊接設備有限公司), now known as Chengdu Hanyan Weida Science & Technology Co., Ltd.* (成都焊研威達科技股份有限公司) where he held the positions of electrical engineer, electrical supervisor and technical director. From May 2011 to June 2017, Mr. Li Xiang served as the manager and head of robot department at two subsidiaries of Shenzhen Jasic Technology Co., Ltd.* (深圳市佳士科技股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300193). Specifically, from May 2011 to April 2014, he served at Chengdu Jasic Technology Co., Ltd.* (成都佳士科技有限公司), and from April 2014 to June 2017, he served at Shenzhen Jasic Robot Automation Equipment Co., Ltd.* (深圳市佳士機器人自動化設備有限公司).

Mr. Li Xiang graduated from Wuhan University of Hydraulic and Electric Engineering (武漢水利電力大學), now merged into Wuhan University (武漢大學), with an associate degree in electrical technology in July 1998. In December 2022, he was awarded the Chengdu May Day Labor Medal (成都市五一勞動獎章) by the Chengdu Federation of Trade Unions (成都市總工會).

Independent Non-executive Directors

Ms. Zhi Nan (**支楠**), aged 65, has been serving as our independent non-executive Director since November 2025. Prior to that, she served as our independent director from June 2021 to November 2025. Ms. Zhi is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Ms. Zhi has over 43 years of extensive experience in the electrical and automation industry. From August 1982 to December 1999, she served as director of the research office and director of technology development at Chengdu Electric Welding Machine Research Institute (成都電焊機研究所), now known as Chengdu Electric Welding Machine Research Institute Co., Ltd.* (成都電焊機研究所有限公司), where she was primarily responsible for product technology development. From 2000 to 2017, she served as chief engineer and technology director at Chengdu Sanfang Electric Co., Ltd.* (成都三方電氣有限公司), a subsidiary of Suzhou Electric Apparatus Research Institute Co., Ltd.* (蘇州電器科學研究院股份有限公司) which is listed on the Shenzhen Stock Exchange (stock code: 300215).

Ms. Zhi graduated from Hefei University of Technology (合肥工業大學) in July 1982 with a bachelor's degree in engineering, majoring in industrial automation. In October 1996, she was qualified as a senior engineer in automatic control by the Ministry of Mechanical Industry of the People's Republic of China (中華人民共和國機械工業部).

Ms. Liang Min (**梁敏**), aged 61, has been serving as our independent non-executive Director since November 2025. Prior to that, she served as our independent director from August 2024 to November 2025. Ms. Liang is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Ms. Liang has years of extensive experience in the technology and software industry. From July 1985 to September 1988, Ms. Liang worked at State-owned No. 784 Factory, now known as Chengdu Zhongdian Jinjiang Information Industry Co., Ltd.* From September 1991 to August 1994, Ms. Liang worked at Sichuan Sikai Network Software Co., Ltd.* (四川四凱網絡軟件有限公司), now known as Sichuan Sikai Development Technology Group Co., Ltd.* (四川四凱發展科技集團有限公司) ("**Sichuan Sikai**"). From February 2000 to July 2001, Ms. Liang worked at system development department of the Osaka Technology Center of Aioi Nissay Dowa Insurance Co., Ltd.* (あいおい損害保險株式會社). From March 2004 to April 2006, Ms. Liang worked at Sichuan Sikai. From January 2007 to September 2019, Ms. Liang held various roles including practice area leader and service delivery manager of IBM Solution and Services (Shenzhen) Company Limited Chengdu Branch, a subsidiary ultimately controlled by International Business Machines Corporation which is listed on New York Stock Exchange (stock code: IBM).

Ms. Liang graduated from Chengdu University of Science and Technology (成都科技大學) in July 1985 with a bachelor's degree in engineering, majoring in automation. In June 1991, Ms. Liang obtained a master's degree in engineering, majoring in automatic control theory and applications, from Sichuan University (四川大學).

Mr. Chan Yik Pun (**陳奕斌**), aged 44, has been appointed as our independent non-executive Director with effect upon **[REDACTED]**. Mr. Chan is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Mr. Chan has over 20 years of extensive experience in the finance and accounting industry. From September 2005 to August 2009, he worked at Grant Thornton (致同會計師事務所) with his last position as Audit – Senior Accountant. From August 2010 to September 2012, he served as Financial Control Manager at Regal Hotels International Limited, the wholly owned management arm of Regal Hotels Internation Holdings Limited, a company listed on the Stock Exchange (stock code: 78). From October 2012 to September 2014, he served as senior accountant at Ernst & Young (Shanghai) and Ernst & Young (Australia) (安永(上海), 安永(澳大利亞)). From March 2015 to July 2016, he served as senior finance manager at Chaoyue Group Limited (超越集團有限公司), now known as International Business Settlement Holdings Limited (國際商業結算控股有限公司), a company listed on the Stock Exchange (stock code: 147). From August 2016 to January 2017, he served as financial controller and company secretary at Zall Group Ltd. (卓爾集團股份有限公司), now known as Zall Smart Commerce Group Ltd. (卓爾智聯集團有限公司), a company listed on the Stock Exchange (stock code: 2098). From July 2022 to May 2023, he served as financial controller of the hotel division at Sun Hung Kai Real Estate Agency Limited (新鴻基地產代理有限公司), a subsidiary of Sun Hung Kai Properties Limited. (新鴻基地產發展有限公司), a company listed on the Stock Exchange (stock code: 16). Since January 2026, Mr. Chan has been serving as an independent non-executive director at Yunhong Guixin Group Holdings Limited (運鴻硅鑫集團控股有限公司), a company listed on the Stock Exchange (stock code: 8349).

From April 2017 to September 2023, he served as financial controller at Tianfang Hospitality Management Pte Ltd. From November 2023 to present, he served as finance director at Tianfang Jincheng (HK) Limited (天房津城(香港)有限公司). From February 2024 to present, he served as an independent non-executive director at Xintian Green Energy Co., Ltd.* (新天綠色能源股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600956). From October 2024 to present, he served as company secretary at Beijing Biostar Pharmaceuticals Co., Ltd. (北京華昊中天生物醫藥股份有限公司), a company listed on the Stock Exchange (stock code: 02563).

Mr. Chan graduated from Monash University in December 2004 with a bachelor's degree in business, majored in accounting and minoring in economics. In addition, Mr. Chan holds professional qualifications, he was qualified as a Hong Kong Certified Public Accountant by the Hong Kong Institute of Certified Public Accountants (香港會計師公會) in September 2023 and as an Australian Certified Public Accountant by CPA Australia in May 2009.

SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management of our business. The following table sets out the key information about our senior management of our Group.

Name	Age	Positions	Date of joining our Group	Date of appointment as a senior management	Roles and responsibilities
Mr. Li Liangjun (李良軍)	46	chairman of the Board, general manager and executive Director	September 2012	September 6, 2012	overall management of our Group, overall strategic planning, business direction and operational management
Mr. Zhu Lusheng (朱路生)	45	executive Director, vice general manager and director of research and development	September 2012	September 6, 2012	management and business development of our Group
Ms. Gu Fei (谷菲)	41	executive Director and vice director of research and development	September 2012	June 18, 2021	management and business development of our Group
Mr. Zeng Bing (曾兵)	39	director of operations and vice general manager	September 2012	September 6, 2012	operations management and business development of our Group
Ms. Song Qionglian (宋瓊蓮)	47	chief financial officer	October 2015	October 1, 2015	establishing the financial framework, formulating financial strategy, capital operations, fund management, and external risk control management
Mr. Deng Shihai (鄧世海)	39	vice general manager and director of general administration	September 2012	September 6, 2012	general administration management of our Group
Mr. Xia Huisheng (夏輝勝)	46	vice general manager and vice director of research and development	August 2013	June 18, 2021	team building, product management, customer support, and client solutions
Mr. Song Zhexing (宋哲行)	35	vice general manager and secretary of the Board	August 2019	June 18, 2021	overall corporate governance, information disclosure, investor relation and other Board-related matters

Mr. Li Liangjun (李良軍), **Mr. Zhu Lusheng (朱路生)** and **Ms. Gu Fei (谷菲)**, see "– Board of Directors – Executive Directors" for details.

Mr. Zeng Bing (曾兵), aged 39, has been serving as our director of operations and vice general manager since September 2012. Prior to these positions, he served successively as the director of production center from September 2012 to June 2021, as the supervisor from September 2018 to April 2020, and as a Director from April 2020 until the day prior to the **[REDACTED]**. Mr. Zeng is primarily responsible for operations management and business development of our Group.

From September 2006 to February 2011, Mr. Zeng successively served as production maintenance operator, production planning team leader, and production supervisor at Chengdu GUNT.

Mr. Zeng graduated from Longchang County Adult Secondary Specialized School (隆昌縣成人中等專業學校) in July 2005, majored in computer and secretarial studies.

Ms. Song Qionglian (宋瓊蓮), aged 47, has been serving as our chief financial officer since October 2015. Ms. Song is primarily responsible for overall financial management of our Company, including establishing the financial framework, formulating financial strategy, capital operations, fund management, and external risk control management.

Ms. Song has extensive experience in finance and accounting. From July 2007 to July 2010, Ms. Song was the chief accountant at Sichuan Zhongzi Environmental Protection Technology Co., Ltd.* (四川中自環保科技股份有限公司), currently known as SINOTECH Company Limited (中自科技股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688737). From August 2010 to September 2015, she served as financial director at Chengdu Kangrun Import & Export Co., Ltd.* (成都康潤進出口有限公司), where she was primarily responsible for the comprehensive financial management of the company, covering the establishment of financial frameworks, formulation of financial strategies, capital operations, treasury management, and external risk control management.

Ms. Song graduated from Sichuan Agricultural University (四川農業大學) in June 2005 with a bachelor's degree in management, majoring in land resources management. In December 2016, Ms. Song was qualified as certified tax agent by China Certified Tax Agents Association (中國註冊稅務師協會). In June 2024, she was awarded the title of Senior Accountant by the Chengdu Human Resources and Social Security Bureau (成都市人力資源和社會保障局).

Mr. Deng Shihai (鄧世海), aged 39, has been serving as our vice general manager and director of general administration since September 2012. Mr. Deng is primarily responsible for general administration management of our Group. Mr. Deng joined our Company in September 2012. From September 2012 to June 2021, he served as the executive Director. From December 2019 to November 2024, Mr. Deng served as supervisor of Junnuo Weishi.

Prior to joining the Company, Mr. Deng served as CNC hardware engineer at Chengdu GUNT from January 2009 to February 2011.

Mr. Deng graduated from Sichuan Normal University (四川師範大學) in June 2009 with a bachelor's degree in engineering, majored in communication engineering. In November 2023, he was awarded the "2022 Chengdu Industry and Information Technology Leader Entrepreneur" (2022年成都市工業和信息化行業領軍企業家) by Chengdu Federation of Industrial Economics (成都市工業經濟聯合會).

Mr. Xia Huisheng (夏輝勝) (formerly known as Xia Huisheng (夏輝盛)), aged 46, has been serving as our vice general manager and vice director of research and development since June 2021. Mr. Xia is primarily responsible for team building, product management, customer support, and client solutions. Mr. Xia joined our Company in August 2013. From August 2013 to June 2021, he held the position of head of technical department, responsible for establishing the technical services team, software testing team, and application requirements team, as well as overseeing the operational and managerial aspects of these teams.

Mr. Xia has over 24 years of extensive experience in the industrial technology sector. From January 2002 to February 2004, Mr. Xia worked at Nanjing Huaxing CNC Technology Co., Ltd.* (南京華興數控技術有限公司). From March 2004 to August 2008, Mr. Xia worked as a technical engineer at Nanjing Huijie CNC Equipment Co., Ltd.* (南京匯傑數控設備有限責任公司). From September 2008 to June 2009, Mr. Xia served as a technical engineer at Parlec Machinery (Nanjing) Co., Ltd.* (帕萊克機械(南京)有限公司). From July 2009 to July 2013, Mr. Xia held the position of technical supervisor at Nanjing Sinac Automation Co., Ltd.* (南京新那克自動化有限公司).

Mr. Xia graduated from Nanjing Institute of Technology (南京工程學院) in June 2001 with an associate degree in mechanical manufacturing technology and equipment (CAD).

Mr. Song Zhexing (宋哲行), aged 35, has been serving as our vice general manager and secretary of the Board since June 2021. Mr. Song is primarily responsible for overall corporate governance, information disclosure, investor relation and other Board-related matters. Mr. Song joined our Company in August 2019. From August 2019 to June 2021, Mr. Song previously served as assistant to the general manager, with specific responsibilities encompassing financing coordination and the development of internal systems.

Mr. Song has extensive experience in the investment industry. From November 2016 to September 2018, Mr. Song held the position of investment director at Chengdu Pengjin Asset Management Co., Ltd.* (成都朋錦資產管理有限公司). From October 2018 to July 2019, he served as the manager at Wenjiang Nihao Dashan E-Commerce Business Department* (溫江你好大山電子商務經營部).

Mr. Song graduated from Nanjing Institute of Technology (南京工程學院) in June 2014 with a bachelor's degree, majored in Accounting (Certified Public Accountant). He further obtained a degree of master of science in international accounting and finance in October 2015, from Bournemouth University.

COMPANY SECRETARY

Mr. Song Zhexing (宋哲行), has been appointed as a joint company secretary of our Company with effect from the **[REDACTED]**. See "– Senior Management" for details.

Ms. Wong Mei Fung Carrie (黃美鳳), was appointed as a joint company secretary of our Company with effect from the **[REDACTED]**.

Ms. Wong brings over 20 years of expertise in provision of company secretarial services and corporate governance for companies in Hong Kong. Before joining Computershare (as defined below), Ms. Wong worked at a professional services firm. Her diverse portfolio encompasses both listed and private clients in various industries including trading, construction, engineering and insurance companies and individual clients. In her current role as manager, entity solutions at Computershare Hong Kong Investor Services Limited ("**Computershare**"), she continues to leverage her extensive expertise in corporate governance and compliance to support clients in navigating complex regulatory environments and strategic initiatives. 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 Board committees. In accordance with the relevant PRC laws and regulations, the Articles and the Listing Rules, we have established our Audit Committee, Remuneration Committee, Nomination Committee and Strategy 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 on November 7, 2025. The audit committee consists of Mr. Chan Yik Pun (陳奕斌), Ms. Liang Min (梁敏) and Ms. Zhi Nan (支楠), with Mr. Chan Yik Pun (陳奕斌) 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.

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 on November 7, 2025. The remuneration committee consists of Ms. Liang Min (梁敏), Mr. Li Liangjun (李良軍) and Ms. Zhi Nan (支楠), with Ms. Liang Min (梁敏) 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 and make recommendations on employee benefit arrangements.

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 on November 7, 2025. The nomination committee consists of Ms. Zhi Nan (支楠), Mr. Zhu Lusheng (朱路生) and Ms. Liang Min (梁敏), with Ms. Zhi Nan (支楠) 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.

Strategy Committee

We have established a strategy committee with terms of reference in compliance with the Articles of Association on November 7, 2025. The strategy committee consists of Mr. Zhu Lusheng (朱路生), Mr. Li Liangjun (李良軍) and Mr. Huang He (黃河), with Mr. Zhu Lusheng (朱路生) being the chairman of the committee. The primary duties of the strategy committee are to review our Company's long-term development strategies and major investment decisions, and to make recommendations to our Board.

CONFIRMATION FROM OUR DIRECTORS

Rule 8.10 of the Listing Rules

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.

Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on October 27, 2025, and (ii) understands all the requirements under the Listing Rules that are applicable to him or her as a director of a listed issuer and the possible consequences of making a false statement or providing false information to the Stock Exchange.

Rule 3.13 of 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.

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. Li Liangjun is our chairman of the Board and the general manager and executive Director of our Company. With extensive experience in the industrial robotics industry, Mr. Li is in charge of overall management, business, strategic development and scientific research and development of our Group. Despite the fact that the roles of our chairman of the Board and our general manager and executive Director of the Company are both performed by Mr. Li which constitutes a deviation from paragraph C.2.1 of the Corporate Governance Code, 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 three executive Directors (including Mr. Li), three 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. Our Company recognizes and embraces the benefits of having a diverse Board. 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 five male members and four female member with ages ranging from 41 years old to 65 years old. Our Directors have a balanced portfolio of knowledge and skills, including intelligent technology, engineering and automation technology, electric machinery manufacturing, fund investment, enterprise management and accounting. They obtained degrees in various fields such as engineering, business administration and accounting. 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 high standard of operation.

Upon the **[REDACTED]**, the Nomination Committee will from time to time review the Board Diversity Policy, develop and review measurable objectives for implementing the policy, and monitor the progress on achieving these measurable objectives in order to ensure that the policy remains effective. The Company will (i) disclose the biographical details of each Director and (ii) report on the implementation of the Board Diversity Policy (including whether we have achieved board diversity) 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, emolument in the form of salaries, allowances, bonuses and benefits in kind. Our independent non-executive Directors receive emolument based on their responsibilities (including being members or chairman of Board committees).

The aggregate amount of remuneration which was paid to our Directors for the three years ended December 31, 2023 and 2024 and 2025 were RMB1.82 million, RMB1.97 million and RMB2.44 million, respectively.

It is estimated that the aggregate amount of remuneration payable to Directors for the year ending December 31, 2026 will be approximately RMB2.91 million under arrangements in force at the date of this document.

The aggregate amount of remuneration which were paid by the Group to our five highest paid individuals (excluding Directors) for the three years ended December 31, 2023 and 2024 and 2025 were RMB2.51 million, RMB2.52 million and RMB7.42 million, respectively.

None of our Directors or any past directors of any member of the Group has been paid any sum of money for the three years ended December 31, 2023 and 2024 and 2025 as (a) an inducement to join or upon joining the Company; or (b) a compensation 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 three years ended December 31, 2023 and 2024 and 2025.

Except as disclosed above, 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 Zhongtai International 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;

d. where the Stock Exchange makes an inquiry of us regarding unusual **[REDACTED]** and **[REDACTED]** volume or other issues under Rule 13.10 of the Listing Rules; and

e. Pursuant to Rule 19A.06 of the Listing Rules, Zhongtai International Capital Limited will, in a timely manner, inform us of any amendment or supplement to the Listing Rules that are announced by the Stock Exchange. Zhongtai International Capital Limited 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.