

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board consists of four executive Directors (including one employee representative Director) and three independent non-executive Directors. Our Directors are appointed for a term of three years and are eligible for re-election upon expiry of their term of office. Our Company will not establish a supervisory committee upon [REDACTED].

The following table sets forth certain information regarding our Directors:

Name	Age	Position	Date of joining our Group	Date of appointment as Director	Major roles and duties	Relationship with Directors and other senior management
Dr. Wang Zhihan (汪之涵)	44	Founder, chairman of the Board and executive Director	June 2016	June 2016	Responsible for strategic planning and overall business development of our Group	N/A
Dr. He Weiwei (和巍巍)	41	Executive Director and chief executive officer	June 2016	June 2016	Responsible for overall business development and operation of our Group	N/A
Mr. Fu Junyin (傅俊寅)	44	Executive Director	July 2019	August 2020	Responsible for overall business development of our Group	N/A
Ms. Yan Rui (閔瑞)	40	Executive Director, employee representative Director and director of supply chain	July 2019	May 2025	Responsible for supply chain management and procurement matters of our Group	N/A
Mr. Li Juping (李居平)	70	Independent non-executive Director	May 2025	May 2025	Responsible for supervising and providing independent opinion and judgment to our Board	N/A
Mr. Ye Xiang (叶翔)	62	Independent non-executive Director	May 2025	May 2025	Responsible for supervising and providing independent opinion and judgment to our Board	N/A
Mr. Wang Susheng (王蘇生)	57	Independent non-executive Director	May 2025	May 2025	Responsible for supervising and providing independent opinion and judgment to our Board	N/A

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Executive Directors

Dr. Wang Zhihan (汪之涵), whose former name was Wang Hao (汪昊), aged 44, is our founder, chairman of the Board and executive Director. He was appointed as a Director since June 2016, the chairman of the Board since July 2018, and as an executive Director on May 10, 2025. Dr. Wang is a member of the Remuneration and Appraisal Committee. Dr. Wang is primarily responsible for strategic planning and overall business development of our Group. He has also been a director of Bronze Tech since August 2019 and the chairman of the board of Bronze Group since March 2009.

Dr. Wang has over 17 years of research and management experience in the power device industry. From October 2007 to December 2008, he served as a postdoctoral researcher in the Department of Engineering at the University of Cambridge. Dr. Wang founded Bronze Group in March 2009 and has served as the chairman of the board of Bronze Group ever since. Dr. Wang has received numerous accolades, including the “China Patent Excellence Award*” (中國專利優秀獎) from the State Patent Office (國家專利局) in July 2020, the “Youth Award of Science and Technology Award*” (科學技術獎青年獎) of China Power Supply Society* (中國電源學會) in November 2015, and “Shenzhen Youth Science and Technology Award*” (深圳市青年科技獎) from Shenzhen Municipal People’s Government (深圳市人民政府) in August 2015. He also received “Guangdong Youth May Fourth Medal*” (廣東青年五四獎章) by the Guangdong Provincial Committee of the Communist Youth League (共青團廣東省委員會) and the Guangdong Youth Federation (廣東省青年聯合會) in May 2019. Dr. Wang is a deputy of the 14th Guangdong Provincial People’s Congress.

Dr. Wang obtained a bachelor’s degree in electrical engineering and automation from Tsinghua University (清華大學) in the PRC in July 2003, and a master of philosophy (M.Phil.) degree and a doctor of philosophy (Ph.D.), both in power electronics, from the University of Cambridge in England in July 2005 and July 2009, respectively.

Dr. He Weiwei (和巍巍), aged 41, is our executive Director and chief executive officer. He was appointed as a Director since June 2016 and an executive Director on May 10, 2025. Dr. He is responsible for the overall business development and operation of our Group.

Dr. He has over 17 years of research and management experience in the power device industry. Dr. He served as the deputy general manager from September 2009 to June 2016 and, since October 2012, a director of Bronze Group. Dr. He is a council member of the China Semiconductor Industry Association* (中國半導體行業協會), and the secretary-general of the Youth Committee of the China Power Supply Society* (中國電源學會). Dr. He received the “China Patent Excellence Award*” (中國專利優秀獎) from the State Patent Office (國家專利局) in July 2020, and “Shenzhen Youth Science and Technology Award*” (深圳市青年科技獎) from Shenzhen Municipal People’s Government (深圳市人民政府) in October 2023.

Dr. He obtained a bachelor’s degree in electrical engineering and automation from Tsinghua University (清華大學) in the PRC in July 2007 and a doctor of philosophy (Ph.D.) in power electronics from the University of Cambridge in England in November 2014. Dr. He is currently pursuing an executive master of business administration (EMBA) degree at PBC School of Finance, Tsinghua University (清華大學五道口金融學院) in the PRC.

Mr. Fu Junyin (傅俊寅), aged 44, is our executive Director. He was appointed as a Director since August 2020 and an executive Director on May 10, 2025. He is responsible for overall business development of our Group. Mr. Fu has also been the general manager of Bronze Tech since August 2019.

From July 2010 to June 2019, Mr. Fu served as the deputy general manager, and since October 2012, also as director, of Bronze Group. Prior to that, Mr. Fu successively served as a chief project engineer of Sieyuan Qingneng Electric & Electronics Ltd.* (思源清能電氣電子有限公司), a company principally engaging in the research and development, manufacturing, and sales of high-power power electronic equipment, a senior hardware engineer of Beijing Sifang Qingneng Electric & Electronics Ltd.* (北京四方清能電氣電子有限公司) (now known as Beijing Sieyuan Qingneng Electric & Electronics Ltd.* (北京思源清能電氣電子有限公司)), a company principally engaging in production of high-voltage frequency conversion equipment, reactive power compensation equipment and power quality equipment, and a hardware engineer at Flexible AC Transmission and Distribution Systems Research Institute, Department of Electrical Engineering, Tsinghua University (清華大學電機系柔性輸配電研究所).

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Mr. Fu obtained a bachelor’s degree in electrical engineering and automation from Tsinghua University (清華大學) in the PRC in July 2003. Mr. Fu is currently pursuing the Innovation Leadership Engineering Doctorate Program at Tsinghua University (清華大學) in the PRC.

Ms. Yan Rui (閔瑞), aged 40, is our executive Director, employee representative Director and director of supply chain. She joined our Group in July 2019, and was appointed as our executive Director on May 10, 2025. Ms. Yan is a member of the Nomination Committee. She is responsible for supply chain management and procurement matters of our Group.

From April 2009 to July 2019, Ms. Yan served as the procurement manager of Bronze Group. From July 2007 to December 2008, Ms. Yan served at Nanjing Allwin Technology Co. Ltd.* (南京傲文科技有限公司), a company principally engaging in the research and development and production of microwave products.

Ms. Yan obtained a bachelor’s degree in electronic information engineering from Xidian University (西安電子科技大學) in the PRC in July 2007.

Independent Non-executive Directors

Mr. Li Juping (李居平), aged 70, is our independent non-executive Director and was appointed on May 10, 2025. He is responsible for supervising and providing independent opinion and judgment to the Board. Mr. Li is the chairperson of Remuneration and Appraisal Committee, a member of the Audit Committee, and a member of the Nomination Committee.

Mr. Li has served as an independent director of Yangtze Optical Electronic Co., Ltd.* (武漢長盈通光電技術股份有限公司), a company whose shares are listed on the Shanghai Stock Exchange (stock code: 688143.SH) since August 2020. He served as an independent director of BYD Semiconductor Co., Ltd.* (比亞迪半導體股份有限公司) from December 2020 to November 2025. He served as the chairman of Zhongguancun National Science and Technology Aerospace Industry Innovation Alliance* (中關村國科航天產業技術創新聯盟) from April 2017 to October 2025. Mr. Li served as chief engineer at China Academy of Space Electronics Technology* (中國航天電子技術研究院) and China Aerospace Times Electronics Corporation* (中國航天時代電子公司), and the director at 771 Research Institute of the Ninth Research Institute of China Aerospace Science and Technology Corporation* (中國航天科技集團公司第九研究院第七七一研究所). He also served as a non-executive director of ZTE Corporation* (中興通訊股份有限公司), a company whose shares are listed on the Stock Exchange (stock code: 00763.HK) and the Shenzhen Stock Exchange (stock code: 000063.SZ) from April 1999 to March 2010.

Mr. Li obtained a bachelor’s degree in semiconductor physics and devices from Northwest Institute of Telecommunications Engineering (西北電訊工程學院) (now known as Xidian University (西安電子科技大學)) in the PRC in April 1982.

Mr. Ye Xiang (叶翔), aged 62, is our independent non-executive Director and was appointed on May 10, 2025. He is responsible for supervising and providing independent opinion and judgment to the Board. Mr. Ye is a member of the Audit Committee.

Mr. Ye has served as the managing director of Vision Gain Capital Limited (匯信資本有限公司) since January 2008. From August 2001 to November 2007, Mr. Ye served at the SFC.

Mr. Ye served as an independent non-executive director of each of Datang Environment Industry Group Co., Ltd.* (大唐環境產業集團股份有限公司), a company whose shares are listed on the Stock Exchange (stock code: 01272.HK) from June 2015 to August 2024, and Jinshang Bank Co., Ltd.* (晉商銀行股份有限公司), a company whose shares are listed on the Stock Exchange (stock code: 2558.HK) from August 2019 to June 2023.

Mr. Ye has also served as an independent non-executive director of each of Wuling Motors Holdings Limited, a company whose shares are listed on the Stock Exchange (stock code: 00305.HK) since October 2008, and Vala Inc. (formerly known as 51 Credit Card Inc.), a company whose shares are listed on the Stock Exchange (stock code: 02051.HK) since February 2018.

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Mr. Ye obtained a bachelor’s degree in engineering in July 1983 and a master’s degree in economics in January 1991, both from Zhejiang University (浙江大學) in the PRC. Mr. Ye obtained his doctoral degree in economics at the Financial Research Institute of the People’s Bank of China (中國人民銀行總行金融研究所) in April 1995. He was accredited as a Chartered Financial Analyst by the CFA Institute in September 2004.

Mr. Wang Susheng (王蘇生), aged 57, is our independent non-executive Director and was appointed on May 10, 2025. He is responsible for supervising and providing independent opinion and judgment to the Board. He is the chairperson of the Audit Committee and a member of the Remuneration and Appraisal Committee.

Mr. Wang Susheng has extensive experience in investment, financial and corporate management. Since April 2017, he has been a professor and doctoral supervisor in the Department of Finance of Southern University of Science and Technology (南方科技大學).

From April 2017 to August 2023, Mr. Wang Susheng served as an independent director of Shahe Industrial Co., Ltd.* (沙河實業股份有限公司), a company whose shares are listed on the Shenzhen Stock Exchange (stock code: 000014.SZ). From December 2016 to July 2022, he served as an independent director of Tianma Microelectronics Co., Ltd.* (天馬微電子股份有限公司), a company whose shares are listed on the Shenzhen Stock Exchange (stock code: 000050.SZ). From January 2016 to February 2022, he served as an independent director of Wedge Industrial Co., Ltd.* (萬澤實業股份有限公司), a company whose shares are listed on the Shenzhen Stock Exchange (stock code: 000534.SZ). From July 2003 to April 2017, he worked at the Economics and Management School of Harbin Institute of Technology Shenzhen Graduate School (哈爾濱工業大學深圳研究生院) as a professor.

Mr. Wang Susheng has served as an independent non-executive director of DOWELL SERVICE GROUP CO. LIMITED* (東原仁知城市運營服務集團股份有限公司), a company whose shares are listed on the Stock Exchange (stock code: 02352.HK), since December 2020, an independent director of Changyuan Technology Group Co., Ltd.* (長園科技集團股份有限公司), a company whose shares are listed on the Shanghai Stock Exchange (stock code: 600525.SH), since August 2021, an independent non-executive director of CALB Group Co., Ltd.* (中創新航科技集團股份有限公司), a company whose shares are listed on the Stock Exchange (stock code: 03931.HK), since December 2021, and an independent director of Fiyta Precision Technology Co., Ltd.* (飛亞達精密科技股份有限公司), a company whose shares are listed on the Shenzhen Stock Exchange (stock code: 000026.SZ) since September 2024.

Mr. Wang Susheng obtained a bachelor’s degree in science majoring in geography from Changsha University of Water Resources, Electric Power and Teacher Education (長沙水利電力師範大學) (now known as Changsha University of Science and Technology (長沙理工大學)) in the PRC in July 1991, a master’s degree in economics from Renmin University of China (中國人民大學) in the PRC in July 1994. He received his doctoral degree in law majoring in international law from Peking University (北京大學) in the PRC in July 2000 and a postdoctoral degree majoring in management at the School of Economics and Management, Tsinghua University (清華大學) in the PRC in July 2002. He also earned a master’s degree in business administration from the University of Chicago in the United States in March 2004. He is also a non-practicing member of the Chinese Institute of Certified Public Accountants.

Mr. Wang Susheng previously served as the legal representative of Shenzhen Jingshi Yongdao Investment Co., Ltd.* (深圳市經世永道投資有限公司) and the director of Shenzhen Xingtou Investment Management Co., Ltd.* (深圳市星投投資管理有限公司), both of which were revoked or ordered for closure due to failure to complete annual inspections. He confirmed that (i) the above companies were solvent immediately prior to their deregistration or revocation; (ii) there was no wrongful act on his part leading to the deregistration or revocation of the above companies and he was not aware of any actual or potential claim that had been or would be made against him as a result of such deregistration or revocation; and (iii) no misconduct or misfeasance had been involved in the deregistration or revocation of the above companies.

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OTHER INFORMATION IN RELATION TO OUR DIRECTORS

Each of our Directors has confirmed with respect to himself/herself that (i) save as disclosed in “Appendix V — Statutory and General Information — C. Further Information about our Directors and Substantial Shareholders — 3. Disclosure of interests — (a) Disclosure of interests of Directors and chief executive of our Company”, he/she did not hold other long positions or short positions in the shares, underlying shares or debentures of our Company or any associated corporation (within the meaning of Part XV of the SFO) as of the Latest Practicable Date; (ii) save as disclosed herein, he/she had no other relationship with any Directors, senior management, substantial Shareholders or Controlling Shareholders of our Company as of the Latest Practicable Date; (iii) save as disclosed herein, he/she 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; (iv) he/she completed his/her respective education programs by way of attendance of long distance learning or online courses; and (v) there are no other matters concerning our Directors’ appointments 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.

SENIOR MANAGEMENT

The following table sets forth certain information regarding our senior management:

Name	Age	Position(s) in our Group	Date of joining our Group	Major roles and duties	Relationship with Directors and other senior management
Dr. He Weiwei (和巍巍) . . .	41	Executive Director and chief executive officer	June 2016	Responsible for overall business development and management of our Group	N/A
Mr. Zhang Yongkun (張永坤) . . .	41	Director of finance	August 2021	Responsible for overall financial management and financial matters of our Group	N/A
Mr. Zhang Yu (張煜)	37	Secretary of the Board and joint company secretary	May 2018	Responsible for handling day-to-day affairs of our Board and handling investor relations of our Group	N/A

Dr. He Weiwei (和巍巍), see “Board of Directors — Executive Directors” for details.

Mr. Zhang Yongkun (張永坤), aged 41, is our director of finance. He is responsible for overall financial management and financial matters of our Group. Mr. Zhang joined our Group in August 2021.

Prior to joining our Group, Mr. Zhang successively served as an auditor, a manager and a senior manager of the Shenzhen branch of Ernst & Young Huaming Certified Public Accountants (Special General Partnership)* (安永華明會計師事務所(特殊普通合夥)) from September 2008 to August 2021.

Mr. Zhang obtained a bachelor’s degree in accounting from Guangdong University of Technology (廣東工業大學) in the PRC in June 2006 and a master’s degree in business management from South China University of Technology (華南理工大學) in the PRC in June 2008. He is also a non-practicing member of the Chinese Institute of Certified Public Accountants.

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Mr. Zhang Yu (張煜), aged 37, is the Secretary of the Board and a joint company secretary of our Company. He is responsible for handling day-to-day affairs of our Board and handling investor relations of our Group. Mr. Zhang joined our Group in May 2018 as an assistant to the general manager, and was appointed as the Secretary of the Board in September 2024 and a joint company secretary on May 10, 2025.

Mr. Zhang served at Shenzhen Qianhai Chuangshi Capital Management Co., Ltd.* (深圳前海創時資本管理有限公司) and its subsidiary, from November 2015 to April 2018. From September 2013 to November 2015, he served at ON Semiconductor (Shenzhen) Co., Ltd.* (安森美半導體(深圳)有限公司), which is a subsidiary of ON Semiconductor Corporation. From July 2011 to September 2013, Mr. Zhang served at Shenzhen STS Microelectronics Co., Ltd.* (深圳賽意法微電子有限公司), a semiconductor company.

Mr. Zhang obtained a bachelor’s degree in optical information science and technology from Wuhan University (武漢大學) in the PRC in June 2011 and a master’s degree in business administration from Sun Yat-sen University (中山大學) in the PRC in December 2017.

JOINT COMPANY SECRETARIES

Mr. Zhang Yu (張煜), aged 36, was appointed as a joint company secretary on May 10, 2025. See “— Senior Management” above for Mr. Zhang’s biography.

Ms. Jian Xuegen (簡雪艮), aged 40, was appointed as a joint company secretary on May 10, 2025. Ms. Jian is an assistant vice president of SWCS Corporate Services Group (Hong Kong) Limited. Ms. Jian obtained her bachelor’s degree of accounting from South China University of Technology (華南理工大學) in the PRC in July 2008. She is a member of the Hong Kong Institute of Certified Public Accountants. She is also a non-practicing member of the Chinese Institute of Certified Public Accountants.

CONFIRMATION FROM OUR DIRECTORS

Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules in May 2025; and (ii) understands his or her obligations as a director of a [REDACTED] issuer under the Listing Rules.

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 has no past or present financial or other interest in the business of our Company or its subsidiaries or any connection with any core connected person of our Company under the Listing Rules as of the Latest Practicable Date; and (iii) that there are no other factors that may affect his independence at the time of his appointment.

DISCLOSURE UNDER RULE 8.10(2) OF THE LISTING RULES

As of the Latest Practicable Date, none of our Directors had interests in any business, which competes directly or indirectly with our business for the purpose of Rule 8.10(2) of the Listing Rules.

BOARD COMMITTEES

Our Company has established three board committees, namely, the Audit Committee, the Remuneration and Appraisal Committee, and the Nomination Committee in accordance with the relevant PRC laws and regulations and corporate governance practices under the Listing Rules.

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Audit Committee

Our Audit Committee consists of three Directors, including Mr. Wang Susheng, Mr. Li Juping and Mr. Ye Xiang. Mr. Wang Susheng is the chairperson of Audit Committee and 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 are to review the financial controls and the internal control and risk management systems of our Group, monitor the integrity of the Company’s financial statements, review and monitor the external auditor’s independence and objectivity and effectiveness of the audit process and perform other duties and responsibilities as assigned by our Board.

Remuneration and Appraisal Committee

Our Remuneration and Appraisal Committee consists of three Directors, including Mr. Li Juping, Mr. Wang Susheng and Dr. Wang. Mr. Li Juping is the chairperson of the Remuneration and Appraisal Committee. The primary duties of the Remuneration and Appraisal Committee are to establish and review the policy and structure of the remuneration for our Directors and senior management and make recommendations on remuneration packages of individual executive Directors and senior management.

Nomination Committee

Our Nomination Committee consists of three directors, including Mr. Ye Xiang, Mr. Li Juping and Ms. Yan Rui. Mr. Ye Xiang is the chairperson of the Nomination Committee. The primary duties of the Nomination Committee are to review the Board structure, size and composition, make recommendations to our Board on the appointment or re-appointment of Directors and review the Company’s board diversity policy (the “**Board Diversity Policy**”).

CORPORATE GOVERNANCE

We recognize the importance of incorporating elements of good corporate governance in our management structure and internal control procedures so as to achieve effective accountability and foster a compliance culture throughout our organization. The Board plays a central role in the formulation, approval, and oversight of governance policies and measures, ensuring that they are effectively implemented and aligned with applicable laws, regulations, and best practices.

We will comply with the Corporate Governance Code as set out in Appendix C1 to the Listing Rules after [REDACTED]. Our Directors will review our corporate governance policies and compliance with the Corporate Governance Code on an annual basis.

To ensure proper supervision and execution of compliance-related matters, we have designated specific staff members who are responsible for overseeing the implementation of internal control systems, conducting regular internal compliance checks, and escalating any material risks or non-compliance issues to the Board as necessary.

The Board has also established a three-tier environmental, social and governance (ESG) governance structure, comprising the Board, an ESG working group, and an implementation level. The Board holds ultimate responsibility for ESG strategy formulation and reporting. For further details, see “Business — 22. Environmental, Social and Governance — ESG Governance.”

We also take into consideration the ability of our Directors to devote sufficient time and attention to our affairs, particularly in light of their existing commitments to other companies or organizations. Each Director has confirmed that he or she is able to fulfill their duties to the Company and has not exceeded the number of directorships or equivalent roles that would impair their effectiveness. The Nomination Committee will evaluate the time commitment of Directors on an ongoing basis and as part of the annual performance assessment.

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BOARD DIVERSITY POLICY

We have adopted the Board Diversity Policy, which sets out the approach to achieve and maintain diversity on our Board in compliance with the Listing Rules, pursuant to which our Company seeks to achieve Board diversity through consideration of a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, length of service and any other factors that the Board may consider relevant and applicable from time to time. We will select potential Board candidates based on merit and his/her potential contribution to our Board while taking into consideration our own business model and specific needs from time to time.

Our Board has a balanced mix of knowledge and skills, including overall management and strategic development, accounting and financial management and corporate governance in addition to industry experience relevant to our Group’s operations and business. We have three independent non-executive Directors from different industry backgrounds, representing more than one third of the members of our Board. With regards to gender diversity on the Board, we recognize the particular importance of gender diversity. Our Board currently comprises one female Director and six male Directors. We have taken and will continue to take steps to promote and enhance gender diversity at all levels of our Company, including but without limitation to our Board and senior management levels.

We will continue to implement measures and steps to promote our Board Diversity Policy. The Nomination Committee will review the Board composition at least once annually taking into account the benefits of all relevant diversity aspects, and adhering to the Board Diversity Policy when making recommendation to the Board on appointment of new Directors. The Nomination Committee will also review the Board Diversity Policy, as appropriate, to ensure its continued effectiveness. We will disclose the implementation of the Board Diversity Policy in our corporate governance report on an annual basis. We will continue to appoint Directors to our Board based on recommendations from the Nomination Committee, who will consider the Directors’ merits with reference to our Board Diversity Policy as a whole.

REMUNERATION

The compensation and remuneration of our Directors are determined by our Shareholders’ general meetings and the compensation and remuneration of members of the senior management are determined by the Board. We also reimburse them for expenses which are necessary and reasonably incurred in providing services to us or discharging their duties in relation to our operations. When reviewing and determining the specific remuneration packages for our Directors and members of the senior management, our Shareholders’ general meetings and the Board take into consideration factors such as salaries paid by comparable companies, time commitment, level of responsibilities and desirability of performance-based remuneration.

Our Company offers our executive Directors and senior management members, who are also our employees, compensation in the form of salaries, social insurance, housing provident fund, discretionary bonus, equity-settled share-based payments, and other benefits in kind. Our independent non-executive Directors receive fixed compensation.

The aggregate amounts of remuneration paid by us to our Directors in 2023, 2024 and 2025 were RMB14.3 million, RMB14.3 million and RMB21.2 million, respectively.

The five highest paid individuals of our Group included three, five and three Directors, in 2023, 2024 and 2025, respectively. The aggregate amounts of remuneration paid by us to the remaining two highest paid individuals in 2023 was RMB2.1 million, and to the remaining two highest paid individuals in 2025 was RMB5.4 million.

It is estimated that remuneration (excluding equity-settled share-based payments) equivalent to approximately RMB5.4 million in aggregate will be paid to the Directors by our Company for the year ending December 31, 2026 based on the arrangements in force as of the date of this document.

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

Save as disclosed above, no other payments have been paid or are payable, in 2023, 2024 and 2025, respectively, by us to our Directors.

Employee Shareholding Platforms

See “History, Development and Corporate Structure — Employee Shareholding Platforms” and “Appendix V — Statutory and General Information — D. Employee Shareholding Platforms”.

COMPLIANCE ADVISOR

Our Company has appointed Rainbow Capital (HK) Limited as our compliance advisor pursuant to Rules 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, we shall consult the compliance advisor timely under the following circumstances and, if necessary, seek its advice:

- (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 and share repurchases;
- (c) where our Company proposes to use the [REDACTED] of the [REDACTED] in a manner that is different from that detailed in this document or where our business activities, developments or results deviate from any forecasts, estimates or other information in this document; and
- (d) where the Stock Exchange makes an inquiry to our Company regarding unusual movements in the price or trading volume of our H Shares or any other matters in accordance with Rule 13.10 of the Listing Rules.

The term of appointment of the compliance advisor will commence on the [REDACTED] and is expected to end on the date on which we comply with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the [REDACTED] and such appointment may be subject to extension by mutual agreement.