BOARD OF DIRECTORS

Upon **[REDACTED]**, the Board will consist of six Directors, including three executive Directors and three independent non-executive Directors. The following table provides certain information about our Directors:

The following table sets forth the key information about our Directors:

Name	Age	Position/Title	Time of Founding/Joining our Group	Date of Appointment as a Director	Responsibilities
Executive Directors					
Dr. Wu Di (吳迪)	47	Chairperson of the Board, chief executive officer and executive Director	December 2017	June 7, 2021	Being responsible for the overall management of business operations, strategies and corporate development of our Group
Ms. Zhang Qi (張琦)	39	Executive Director and chief financial officer	December 2017	June 7, 2021	Being responsible for overseeing the financial operations of our Group
Mr. Qin Shuo (秦碩)	32	Executive Director and chief operating officer	January 2019	September 14, 2021	Being responsible for product planning, sales activities and marketing activities of our Group
Independent Non-executive Directors					
Mr. Ho Shun Wah Montgomery (何舜華)	66	Independent non-executive Director	**[REDACTED]**	September 18, 2025, effective upon **[REDACTED]**	Being responsible for supervising and providing independent judgment to our Board
Mr. Debierre Félix	68	Independent non-executive Director	**[REDACTED]**	September 18, 2025, effective upon **[REDACTED]**	Being responsible for supervising and providing independent judgment to our Board
Ms. Ma Yuanyuan (馬源源)	44	Independent non-executive Director	**[REDACTED]**	September 18, 2025, effective upon **[REDACTED]**	Being responsible for supervising and providing independent judgment to our Board

Executive Directors

Dr. Wu Di (吳迪), aged 47, is our founder, chairperson of the Board, chief executive officer and executive Director. Dr. Wu founded our Group in December 2017, and has been a director of FJD Hubei since December 2017. He was appointed as a Director, the chairperson of the Board and chief executive officer of our Company since its incorporation in June 2021. He is responsible for the overall management of business operations, strategies and corporate development of our Group. Dr. Wu was re-designated as an executive Director in September 2025. He also serves as a director or senior management member in certain subsidiaries of our Company.

Dr. Wu has more than 15 years of experience in research and development of circuit design. Prior to founding our Group, Dr. Wu started his career in Sweden as a VP systems engineering at Coresonic AB.. Subsequently, Dr. Wu returned to China and from June 2012 to September 2013, he worked at Spreadtrum Communications (Shanghai), Inc. (展訊通信(上海)有限公司) as a system director. In October 2013, he joined Soochow University (蘇州大學) and served as a professor until March 2016. From June 2016 to June 2019, Dr. Wu worked at iFlight Technology Company Limited (智翔科技有限公司) and its associated company within the DJI group as the chief scientist.

Dr. Wu obtained his bachelor's degree in civil avionics from Nanjing University of Aeronautics and Astronautics (南京航空航天大學) in the PRC in June 2000. He further obtained his master's degree in pattern recognition and intelligent systems from Beijing University of Posts and Telecommunications (北京郵電大學) in the PRC in April 2003. Dr. Wu further pursued his study in Sweden, where he obtained his doctor's degree in computer engineering from the Linköping University in November 2009.

Ms. Zhang Qi (張琦), aged 39, is our executive Director and chief financial officer. Ms. Zhang joined our Group in December 2017 as a director of FJD Hubei. Ms. Zhang was appointed as a Director in June 2021, and was further appointed as the chief financial officer of our Company in November 2023. She was re-designated as an executive Director in September 2025. Ms. Zhang is responsible for overseeing the financial operations of our Group. She also serves as a director or senior management member in certain subsidiaries of our Company.

Ms. Zhang has about 15 years of experience in capital markets. Prior to joining our Group, from April 2010 to April 2014, she worked at BOCI Asia Limited and BOCI Securities Limited. From April 2014 to October 2016, she worked at Morgan Stanley Asia Limited as a vice president. From November 2016 to January 2019, Ms. Zhang worked at New China Asset Management (Hong Kong) Limited and its subsidiary, New China Capital Management Limited.

Ms. Zhang obtained her bachelor's degree in economics and finance from The Hong Kong University of Science and Technology in Hong Kong in September 2009.

Mr. Qin Shuo (秦碩) (whose former name is Qin Shuo (秦爍)), aged 32, is our executive Director and chief operating officer. Mr. Qin joined our Group in January 2019 and became the general manager of FJ Dynamics Technology (Wuhan) Co., Ltd. (豐疆智能科技(武漢)有限公司) in August 2019. He was appointed as a Director in September 2021, and was further appointed as the chief operating officer of our Company in November 2023. He was re-designated as an executive Director in September 2025. Mr. Qin is responsible for product planning, sales activities and marketing activities of our Group. He also serves as a director or senior management member in certain subsidiaries of our Company.

Mr. Qin has more than eight years of experience in software development. Prior to joining our Group, from August 2018 to December 2018, Mr. Qin worked at SZ DJI Technology Co., Ltd. (深圳市大疆創新科技有限公司) as a management trainee.

Mr. Qin has been a member of the Council of Jiangsu Agricultural Machinery Industry Association (江蘇省農業機械工業協會理事會) since May 2025.

Mr. Qin obtained his bachelor's degree in computer science and technology from Nanjing University (南京大學) in the PRC in June 2016. He further obtained his master's degree in computer science from the University of Hong Kong in Hong Kong in December 2018.

Independent Non-executive Directors

Mr. Ho Shun Wah Montgomery (何舜華), aged 66, was appointed as an independent non-executive Director in September 2025, effective upon **[REDACTED]**. Mr. Ho is responsible for supervising and providing independent judgment to our Board.

Mr. Ho has more than 40 years of experience in banking and finance. From August 1983 to December 2017, Mr. Ho worked at multiple subsidiaries of HSBC Holdings plc, a company listed on the Stock Exchange (stock code: 0005), where he last served as the chief executive officer (Guangdong) of HSBC Bank (China) Company Limited (匯豐銀行(中國)有限公司). From March 2019 to April 2020, he worked at Regina Miracle International (Holdings) Limited, a company listed on the Stock Exchange (stock code: 2199), as a consultant. From April 2020 to April 2025, he worked at Bank of East Asia (China) Limited (東亞銀行(中國)有限公司) as the chief executive officer and an executive director. Since July 2025, Mr. Ho has worked at Fortune Pharmacal Company Limited as a advisor.

Mr. Ho obtained his bachelor's degree in arts from the University of Hong Kong in November 1983 and a master of business administration degree from The Chinese University of Hong Kong in October 1992.

Mr. Debierre Félix, aged 68, was appointed as an independent non-executive Director in September 2025, effective upon **[REDACTED]**. Mr. Félix is responsible for supervising and providing independent judgment to our Board.

Mr. Félix has about 40 years of experience in finance. From 1986 to 1988, Mr. Félix served for at the Ministry of Finance of France as a deputy to head of the Bureau A1. From 1989 to 1994, he worked at Indosuez, where he last served as a director of Indosuez Japan. From 1995 to 1997, he worked at Alcatel Shanghai Optical Fibre Cable Co. as the general manager. From 1997 to 2003, Mr. Félix worked at Nexans as a line director. From 2003 to 2006, he worked at Areva NP, with where he last served as a senior vice president. From 2007 to 2011, he worked at Areva Wind as the chief executive officer.

Mr. Félix obtained his master's degrees in mathematics, economy and international finance, and civil engineering from Ecole Polytechnique, Université Paris-Dauphine-PSL and Ecole des Ponts-et-Chaussées, in July 1980, October 1982 and July 1983, respectively.

Ms. Ma Yuanyuan (馬源源), aged 44, was appointed as an independent non-executive Director in September 2025, effective upon **[REDACTED]**. Ms. Ma is responsible for supervising and providing independent judgment to our Board.

Ms. Ma has more than 20 years of experience in finance. From August 2003 to July 2012, Ms. Ma worked at KPMG as an auditor. From July 2012 to March 2014, she worked at Allyes Media Group as a finance controller. From April 2014 to October 2014, she worked at Optegra Eye Clinic Franchise as the head of finance. From October 2014 to June 2019, Ms. Ma successfully worked at iFlight Technology Co., Ltd. (DJI group) as a consultant and senior finance director. From July 2019 to June 2020, she worked at Prime Watch Group as a senior finance director. From June 2020 to September 2020, she worked at Alibaba Group as a senior business partner. From September 2020 to October 2024, Ms. Ma worked at Dewu APP & HUPU APP as a senior business partner and senior finance director.

Ms. Ma has been a fellow of the Association of Chartered and Certified Accountant since June 2013 and a member of the Chinese Institute of Certified Public Accountants (中國註冊會計師協會) since June 2013.

Ms. Ma obtained her bachelor's degree in accounting from Shanghai University of Finance and Economics (上海財經大學) in the PRC in July 2003.

SENIOR MANAGEMENT

The following table sets forth the key information about our senior management.

Name	Age	Position/Title	Time of Founding/Joining our Group	Date of Appointment as our Senior Management	Responsibilities
Dr. Wu Di (吳迪).	47	Chairperson of the Board, chief executive officer and executive Director	December 2017	December 12, 2017	Being responsible for the overall management of business operations, strategies and corporate development of our Group
Ms. Zhang Qi (張琦).	39	Executive Director and chief financial officer	December 2017	December 12, 2017	Being responsible for overseeing the financial operations of our Group
Mr. Qin Shuo (秦碩).	32	Executive Director and chief operating officer	January 2019	January 1, 2019	Being responsible for product planning, sales activities and marketing activities of our Group

For the biographical details of Dr. Wu Di, Ms. Zhang Qi and Mr. Qin Shuo, see "— Board of Directors — Executive Directors" in this section.

GENERAL

None of the Directors or members of senior management of our Company has been a director of any public company the securities of which are listed on any securities market in Hong Kong or overseas in the three years immediately preceding the date of this Document.

None of the Directors or members of the senior management of our Company is related to any other Directors and members of the senior management of our Company.

Save as disclosed above, to the best knowledge, information and belief of our Directors having made all reasonable inquiries, there was no other matter with respect to the appointment of our Directors that needs to be brought to the attention of the Shareholders and there was no information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules as of the Latest Practicable Date.

CONFIRMATION FROM OUR DIRECTORS

Rule 8.10 of the Listing Rules

Each of our Directors confirms that as of the Latest Practicable Date, he/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/she (i) obtained the legal advice referred to under Rule 3.09D of the Listing Rules in September 2025, and (ii) understands his/her obligations as a director of a **[REDACTED]** under the Listing Rules.

Rule 3.13 of the Listing Rules

Each of the proposed 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 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 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.

JOINT COMPANY SECRETARIES

Ms. Wang Yuanxia (王遠霞) joined our Group in April 2024 as the compliance officer, responsible for risk control related matters, including internal audit, internal control and legal affairs. In September 2025, Ms. Wang was appointed as our joint company secretary.

Ms. Wang has more than 15 years of experience in risk control and management. From October 2008 to June 2010, Ms. Wang worked at Beijing Saniwei Investment Management Advisory Co., Ltd. (北京薩尼威投資管理顧問公司) as a consultant, responsible for strategic advisory services. From July 2010 to February 2024, she worked at Beijing Hanjian Heshan Pipeline Co., Ltd (北京韓建河山管業股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 603616), where she last served as the head of legal affairs and was responsible for legal matters, internal control and internal audit.

Ms. Wang obtained her bachelor's degree in law and economics from Minzu University of China (中央民族大學) in the PRC in July 2007. Ms. Wang further obtained her legal profession qualification from the Ministry of Justice of the PRC (中華人民共和國司法部) in February 2009. Besides, she obtained her qualification as an intermediate auditor, recognized by the National Audit Office of the PRC (中華人民共和國審計署) in April 2015.

Ms. Cheng Yan Yan (鄭欣欣) was appointed as our joint company secretary in April 2026. She has six years of experience in company secretarial services for companies listed in Hong Kong and trust administration services. She currently works at Entity Solutions of Computershare Hong Kong Development Limited.

Ms. Cheng obtained her bachelor's degree in business administration from Hong Kong Shue Yan University. She further obtained her master's degree in corporate governance from The Hong Kong Polytechnic 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

Audit Committee

We have established an audit committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph D.3 of the Corporate Governance Code, with effect from the **[REDACTED]**. The Audit Committee consists of three Directors, namely Ms. Ma Yuanyuan, Mr. Debierre Félix and Mr. Ho Shun Wah Montgomery. Ms. Ma Yuanyuan has the appropriate professional qualifications or accounting or related financial management expertise as required under Rules 3.10(2) and 3.21 of the Listing Rules. Ms. Ma Yuanyuan serves as the chairperson of the Audit Committee. The primary duties of the Audit Committee include but are not limited to: (a) proposing the appointment or change of external auditors to our Board, monitoring the independence of external auditors, and evaluating their performance; (b) examining the financial information of our Company and reviewing its financial reports and statements; and (c) examining the Company's financial reporting system, risk management, and internal control system, overseeing their rationality, efficiency, and implementation, and making recommendations to our Board.

Remuneration Committee

We have established a remuneration committee with written terms of reference in compliance with paragraph E.1 of the Corporate Governance Code, with effect from the **[REDACTED]**. The Remuneration Committee consists of three Directors, namely Mr. Ho Shun Wah Montgomery, Ms. Ma Yuanyuan and Dr. Wu. Mr. Ho Shun Wah Montgomery serves as the chairperson of the Remuneration Committee. The primary duties of the Remuneration Committee include but are not limited to: (a) making recommendations to our Board on our policy and structure for all Directors' and senior managements' remuneration, and on the establishment of a formal and transparent procedure for developing remuneration policy; (b) monitoring the implementation of our remuneration system; and (c) making recommendations on the remuneration packages of our Directors and senior management.

Nomination Committee

We have established a nomination committee with written terms of reference in compliance with paragraph B.3 of the Corporate Governance Code, with effect from the **[REDACTED]**. The Nomination Committee consists of three Directors, namely Dr. Wu, Mr. Ho Shun Wah Montgomery and Ms. Ma Yuanyuan. Dr. Wu serves as the chairperson of the Nomination Committee. The primary duties of the Nomination Committee include but are not limited to (a) conducting extensive searches and providing our Board with suitable candidates for Directors, the chief executive officer, and other members of senior management; (b) reviewing at least annually the structure, size, and composition of our Board (including skills, knowledge, and experience), assisting in maintaining a board skills matrix, and making recommendations on proposed changes to align with the Company's corporate strategy; (c) researching and developing standards and procedures for the election of Board members, the chief executive officer, and senior management, and making recommendations to our Board; (d) assessing the independence of independent non-executive Directors; and (e) supporting our regular evaluation of Board performance.

REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors receive compensation in the form of salaries, other emoluments, bonuses, share-based compensation expenses, pension costs, and welfare, medical and other benefits. For information on remuneration of Directors and the five highest paid individuals of the Group during the Track Record Period, see notes 13 and 14 to the Accountant's Report.

Under the current compensation arrangement, we estimate the total remuneration before taxation to be accrued to our Directors for the year ending December 31, 2026 to be approximately RMB6.27 million.

During the Track Record Period, no remuneration was paid by our Company to, or receivable by, our Directors or the five highest paid individuals as an inducement to join or upon joining our Company or as compensation for loss of office in connection with the management positions of our Company or any of our subsidiaries. During the same period, none of our Directors waived any remuneration. Save as disclosed in notes 13 and 14 to the Accountant's Report, 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 during the Track Record Period.

CORPORATE GOVERNANCE

Pursuant to Code Provision C.2.1 of part 2 of the Corporate Governance Code as set out in Appendix C1 of the Listing Rules, companies listed on the Stock Exchange are expected to comply with, but may choose to deviate from the requirement that the responsibilities between the chairperson and the chief executive officer should be separate and should not be performed by the same individual. We do not have a separate chairperson and chief executive officer and Dr. Wu currently performs these two roles. The Board believes that vesting the roles of both chairperson and chief executive officer in the same person has the benefit of ensuring consistent leadership within the Group and enables more effective and efficient overall strategic planning for the Group. The Board considers that the balance of power and authority for the present arrangement will not be impaired and this structure will enable the Company to make and implement decisions promptly and effectively.

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 candidates to our Board, including but not limited to gender, skills, age, professional experience, knowledge, cultural and educational background, 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 have a balanced mix of knowledge and skills, including overall management and strategic development, accounting and corporate governance in addition to industry experience. We have three independent non-executive Directors with different industry backgrounds, representing one-third of the members of our Board. Our Company has evaluated the structure, size and composition of our Board, and is of the opinion that the structure of our Board is reasonable, and the experience and skills of the Directors in various aspects and fields can enable our Company to maintain a high standard of operations.

Besides, we particularly recognize the importance of gender diversity. We have taken, and will continue to take, steps to promote gender diversity at all levels of our Company, including but without limitation to our Board and senior management levels. Going forward, we will continue to work to enhance gender diversity of our Board when selecting and recommending suitable candidates for Board appointments. We aim to maintain at least one female representation in the Board and the current composition of the Board satisfies this target gender ratio. Our Company also intends to promote gender diversity at the mid to senior level so that our Company can maintain a balanced gender ratio at different levels. Taking into account our existing business model and specific needs as well as the different background of our Directors, the composition of our Board satisfies our board diversity policy.

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

COMPLIANCE ADVISER

We have appointed Rainbow Capital (HK) Limited as our Compliance Adviser pursuant to Rule 3A.19 of the Listing Rules, with a term commencing on the **[REDACTED]** and ending 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]**. Our Compliance Adviser will provide us with guidance and advice as to compliance with the Listing Rules and applicable Hong Kong laws.

Pursuant to Rule 3A.23 of the Listing Rules, our Compliance Adviser will advise our Company, among others, in the following circumstances: (a) before the publication of any regulatory announcement, circular, or financial report; (b) when a transaction that might constitute a notifiable or connected transaction is contemplated, including share issues, sales or transfers of treasury shares, and share repurchases; (c) when we propose to use the **[REDACTED]** from the **[REDACTED]** in a manner different from that detailed in this Document, or when our business activities, developments, or results deviate from any forecast, estimate, or other information in this Document; and (d) when the **[REDACTED]** makes an inquiry to our Company regarding unusual movements in the **[REDACTED]** or **[REDACTED]** of its **[REDACTED]**, or any other matters in accordance with Rule 13.10 of the Listing Rules.