DIRECTORS

Our Board will comprise 10 Directors, including six executive Directors and four independent non-executive Directors. The following table sets out the key information in respect of the Directors of our Company.

Name	Age	Position	Time of joining our Group	Date of appointment as Director	Roles and responsibilities	Relationship with other Directors and members of senior management
Mr. Zhu Zhaojiang (竺兆江) . . .	52	Executive Director, chairman of the Board and general manager	August 2013	October 2017	Responsible for the strategic planning, decision-making and overall management of our Group	N/A
Mr. Zhang Qi (張祺)	47	Executive Director, and deputy general manager	August 2013	October 2017	Primarily responsible for the overall operation and management of supply chain business of our Group	N/A
Mr. Yan Meng (嚴孟)	46	Executive Director	August 2013	October 2017	Responsible for the overall operation and management of the energy storage business of our Group	N/A
Mr. Ye Weiqiang (葉偉強) . . .	49	Executive Director	August 2013	October 2017	Responsible for planning, development, operation and management of our business premises	N/A
Mr. Chowdhury Mohammad Ariful Hasan (阿里夫) . . .	45	Executive Director	August 2013	October 2020	Responsible for managing the overseas public relations of our Group	N/A
Ms. Yang Hong (楊宏)	57	Executive Director and deputy general manager	August 2013	October 2023	Primarily responsible for managing the legal affairs, securities-related matters and intellectual properties of our Group	N/A

Name	Age	Position	Time of joining our Group	Date of appointment as Director	Roles and responsibilities	Relationship with other Directors and members of senior management
Mr. Huang Yijian (黃益建)	46	Independent non-executive Director	October 2023	October 2023	Responsible for providing independent advice on the operations and management of our Group	N/A
Mr. Chen Linrong (陳林榮) . . .	54	Independent non-executive Director	October 2023	October 2023	Responsible for providing independent advice on the operations and management of our Group	N/A
Mr. Zhang Huailei (張懷雷) . . .	50	Independent non-executive Director	October 2023	October 2023	Responsible for providing independent advice on the operations and management of our Group	N/A
Ms. Wong Yee Man (黃綺汶) . . .	37	Independent non-executive Director	[**REDACTED**]	[**REDACTED**]	Responsible for providing independent advice on the operations and management of our Group	N/A

Executive Directors

Mr. Zhu Zhaojiang (竺兆江), aged 52, is our founder and has been our Director, chairman of our Board and the general manager of our Company since October 2017. He will be redesignated as an executive Director with effect from the [**REDACTED**]. He is primarily responsible for the strategic planning, decision-making and overall management of our Group. In August 2013, Mr. Zhu founded the Company, leveraging his extensive industry knowledge and experience. He also held various directorship and executive positions in several subsidiaries of our Group.

Prior to joining our Group, Mr. Zhu served as the general manager of mobile phone division (手機事業部) and overseas division (海外事業部) of Ningbo Bird Co., Ltd. (寧波波導股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600130.SH) from June 1996 to September 2006.

Mr. Zhu obtained his master's degree in business administration from Tsinghua University (清華大學) in the PRC in December 2019. Mr. Zhu has received numerous prestigious awards and accolades throughout his career, including the China Business Leader of the Year Award 2017 (2017年度中國商業領袖) from CNBC in November 2017, the EY Entrepreneur of the Year Award (安永企業家獎) from Ernst & Young in October 2019, and recognition as one of the 40 Most Respected Entrepreneurs in the Shenzhen Special Economic Zone (深圳特區40周年"最受尊敬40位企業家") by Securities Times in August 2020. He was also honored as a Pioneer of Emerging Industries in the Guangdong-Hong Kong-Macao Greater Bay Area in 2022 (2022年粵港澳大灣區戰略性新興產業拓荒人物) by the Shenzhen Strategic Emerging Industry Development Promotion Association and Shenzhen Special Economic Zone Daily in November 2022. Furthermore, Mr. Zhu was recognized in Forbes China's Best CEOs 2024 (2024福布斯中國最佳CEO) in November 2024.

Mr. Zhang Qi (張祺), aged 47, has been our Director and our deputy general manager since October 2017, and will be redesignated as an executive Director with effect from the [**REDACTED**]. He is primarily responsible for the overall operation and management of supply chain business of our Group. Mr. Zhang joined our Group since the establishment of our Company in August 2013 and has held various directorship and executive positions in several subsidiaries of our Group, including serving as the director of Shenzhen Xiaochuan Industrial Limited and Shenzhen Zhanxiang Information Technology Co., Ltd.

Prior to joining our Group, Mr. Zhang served as a quality engineer (質量部工程師) at Ningbo Bird Co., Ltd. from July 2001 to May 2002, a laboratory manager (實驗室負責人) of Ningbo Bird Sagem Electronics Co., Ltd. (寧波波導薩基姆電子有限公司) from June 2002 and July 2004, a deputy manager of quality management department of Ningbo Bird Co., Ltd. Suizhou Branch (寧波波導股份有限公司隨州分公司) from July 2004 to June 2007, and a deputy general manager of Shenzhen Tecno from June 2007 to August 2013.

Mr. Zhang obtained his bachelor's degree in mechanical and electrical engineering from Shenyang University of Technology (瀋陽工業學院) in the PRC in July 2001.

Mr. Yan Meng (嚴孟), aged 46, has been our Director since October 2017, and will be redesignated as an executive Director with effect from the [**REDACTED**]. He is responsible for the overall operation and management of the energy storage business of our Group. Mr. Yan joined our Group since the establishment of our Company in August 2013. He has served as the director of Shenzhen Dynamic Energy Technology Co., Ltd. (深圳市鈦氪能源科技有限公司). Prior to joining our Group, Mr. Yan served as a sales manager of Ningbo Bird Co., Ltd from August 2002 to September 2007.

Mr. Yan studied accounting education (財會教育) at Ningbo University (寧波大學) in the PRC in June 2002.

Mr. Ye Weiqiang (葉偉強), aged 49, has been our Director since October 2017, and will be redesignated as an executive Director with effect from the [**REDACTED**]. He is responsible for planning, development, operation and management of our business premises. Mr. Ye joined our Group since the establishment of our Company in August 2013. He has held various directorship and executive positions in several subsidiaries of our Group, including serving as the director of Chuanxiang Commercial Services (Shenzhen) Co., Ltd. (傳想商業服務(深圳)有限公司), Chongqing Chuanxiang Property Management Co., Ltd. (重慶傳想物業管理有限公司) and Shenzhen Chuanxiang Industrial Operation Co., Ltd. (深圳傳翔產業運營有限公司).

Prior to joining our Group, Mr. Ye worked at Ningbo Bird Co., Ltd. from July 1999 to July 2007, successively serving as an engineer, a supervisor and a manager. He served as the general manager at Shenzhen Tecno from July 2007 to August 2013.

Mr. Ye obtained his bachelor's degree in applied physics from China Agricultural University (中國農業大學) in the PRC in July 1999, and his master's degree in Executive Master of Business Administration (EMBA) from China Europe International Business School (中歐國際工商學院) in the PRC in April 2021.

Mr. Chowdhury Mohammad Ariful Hasan (阿里夫) ("Mr. Arif"), aged 45, has been our Director since October 2020, and will be redesignated as an executive Director with effect from the [**REDACTED**]. He is responsible for managing the overseas public relations of our Group. Mr. Arif joined our Group since the establishment of our Company in August 2013. He has held various directorship and executive positions in several subsidiaries of our Group, including serving as the director of Transsion Mobility Mideast DMCC and TRANSSION TECHNOLOGY PTE. LIMITED.

Prior to joining our Group, Mr. Arif served as a regional manager of Ningbo Bird Co., Ltd. from June 2004 to April 2006 and a key account manager of Ningbo Bird Sagem Electronics Co., Ltd. from April 2006 to October 2006.

Mr. Arif obtained his master's degree in business administration from Tsinghua University (清華大學) in the PRC in June 2024, and his bachelor's degree in computer science and technology from Tongji University (同濟大學) in the PRC in July 2004.

Ms. Yang Hong (楊宏), aged 57, has been our Director since October 2023, and will be redesignated as an executive Director with effect from the [**REDACTED**]. She joined our Group since the establishment of our Company in August 2013. She is primarily responsible for managing the legal affairs, securities-related matters and intellectual properties of our Group. Ms. Yang has served as the director of several subsidiaries of our Group, including TRANSSION TECHNOLOGY PTE. LIMITED and Transsion Technology Limited.

Prior to joining our Group, Ms. Yang served as a financial manager at Ningbo BIRD Sales Co., Ltd. (寧波波導銷售有限公司) from March 2001 to March 2010.

Ms. Yang studied industrial financial accounting at Jilin Electric Power Technology College (吉林電氣化高等專科學校) in the PRC in July 1991. She passed all the professional examinations held by Certified Public Accountants Examination Committee of the Ministry of Finance (財政部註冊會計師考試委員會) in April 2001.

Independent Non-Executive Directors

Mr. Huang Yijian (黃益建), aged 46, has been our independent Director since October 2023, and will be redesignated as an independent non-executive Director with effect from the [**REDACTED**]. He is primarily responsible for providing independent advice on the operations and management of our Group.

Mr. Huang has been working at Central University of Finance and Economics (中央財經大學) since June 2008 and was appointed as an associate professor in October 2014. He also served as an independent director in a number of listed companies, including Beijing Roborock Technology Co., Ltd. (北京石頭世紀科技股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688169), from January 2019 to February 2025, Zhongdian Electric Co., Ltd. (中電電機股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 603988), from January 2019 to February 2025, GigaDevice Semiconductor Co., Ltd. (聚辰半導體股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688123), from September 2018 to October 2023, Sichuan Languang Development Co., Ltd. (四川藍光發展股份有限公司), a company previously listed on the Shanghai Stock Exchange (stock code: 600466), from May 2021 to September 2023, and Chengdu Huashen Technology Group Co., Ltd. (成都華神科技集團股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 000790), from April 2017 to July 2023.

Mr. Huang obtained his Ph.D. in finance management from Southwestern University of Finance and Economics (西南財經大學) in the PRC in June 2008. He obtained the qualification of independent director from the Shenzhen Stock Exchange in February 2017. He was appointed as a member of the Fourth Corporate Accounting Standards Advisory Committee (第四屆企業會計準則諮詢委員會委員) by the Ministry of Finance of the People's Republic of China (中華人民共和國財政部) in September 2023, and has served as a member of the Independent Directors Committee of the China Association for Public Companies (中國上市公司協會) since April 2023.

Mr. Chen Linrong (陳林榮), aged 54, has been our independent Director since October 2023, and will be redesignated as an independent non-executive Director with effect from the [**REDACTED**]. He is primarily responsible for providing independent advice on the operations and management of our Group.

Mr. Chen served as an associate professor at Hangzhou Dianzi University (杭州電子科技大學) from January 2010 to December 2014. He has served as an associate professor at Zhejiang Gongshang University (浙江工商大學) since December 2014, and was appointed as a professor in December 2024. He also served as an independent director at Zhejiang Founder Motor Co., Ltd. (浙江方正電機股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 002196), since April 2023, and at Hengyi Petrochemical Co., Ltd. (恒逸石化股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 000703)), since September 2023.

Mr. Chen obtained his Ph.D. in accounting from Central South University (中南大學) in the PRC in December 2009.

Mr. Zhang Huailei (張懷雷), aged 50, has been our independent Director since October 2023, and will be redesignated as an independent non-executive Director with effect from the [**REDACTED**]. He is primarily responsible for providing independent advice on the operations and management of our Group.

Mr. Zhang has served at Wuhan College (武漢學院) (formerly known as Zhongnan University of Economics and Law Wuhan College (中南財經政法大學武漢學院)) since July 2011, and was appointed as associate professor in June 2013, primarily engaging in teaching in finance and taxation.

Mr. Zhang Huailei obtained a Ph.D. degree in finance from Southwestern University of Finance and Economics (西南財經大學) in the PRC in July 2011.

Ms. Wong Yee Man (黃綺汶), aged 37, has been appointed as our independent non-executive Director with effect from the [**REDACTED**]. She is primarily responsible for providing independent advice on the operations and management of our Group.

Ms. Wong has a wealth of experience in accounting, auditing, and compliance management. She served as the Manager at KPMG, the Senior Consultant at FTI Consulting (Hong Kong) Limited, the Manager of the Monitoring and Central Compliance Department at Invesco Hong Kong Limited, and the Manager of the Intermediaries Supervision Department at the Securities & Futures Commission of Hong Kong. She has served at PAL Advisory Limited as a director since October 2024. She also served as an independent non-executive director at First Tractor Company Limited, a company listed on the Hong Kong Stock Exchange (stock code: 00038), since December 2024.

Ms. Wong obtained her bachelor's degree in business administration in accountancy from The Hong Kong Polytechnic University (香港理工大學) in Hong Kong in November 2010, and an LL.B. from University of London in the United Kingdom in August 2020. She has been a Certified Public Accountant, a Certified ESG Analyst (CESGA) and a practicing accountant with the HKICPA since 2025, 2022 and 2014, respectively. She has also been serving as a member of the Young Members Committee of the HKICPA since 2024.

SENIOR MANAGEMENT

Our senior management team is responsible for the day-to-day operations and overall management of our business. The following table sets out the key information in respect of the senior management of our Company.

Name	Age	Position	Date of joining our Group	Date of appointment as senior management	Roles and responsibilities	Relationship with other Directors and members of senior management
Mr. Zhu Zhaojiang (竺兆江) . . .	52	Executive Director, chairman of the Board and general manager	August 2013	October 2017	Responsible for the strategic planning, decision-making and overall management of our Group	N/A

Name	Age	Position	Date of joining our Group	Date of appointment as senior management	Roles and responsibilities	Relationship with other Directors and members of senior management
Mr. Zhang Qi (張祺)	47	Executive Director, and deputy general manager	August 2013	October 2017	Primarily responsible for the overall operation and management of supply chain business of our Group	N/A
Ms. Yang Hong (楊宏)	57	Executive Director and deputy general manager	August 2013	October 2017	Primarily responsible for managing the legal affairs, securities-related matters and intellectual properties of our Group	N/A
Mr. Lei Weiguo (雷偉國) . . .	44	Deputy general manager	August 2013	October 2017	Primarily responsible for the product expansion and new business management of our Group	N/A
Mr. Wang Haibin (王海濱) . . .	43	Deputy general manager	August 2013	October 2023	Primarily responsible for the research and development of the mobile phone business of the Group	N/A
Mr. Jiang Shuming (姜曙明) . . .	45	Deputy general manager	August 2013	October 2023	Responsible for overall management, strategic planning and decision-making of our three brands, TECNO, Infinix and itel	N/A
Mr. Wu Wen (吳文)	47	Deputy general manager	August 2013	October 2023	Primarily responsible for the strategic planning and operational management of the manufacturing, customer service and quality management departments of our Group	N/A
Mr. Xiao Yonghui (肖永輝) . . .	56	Chief Financial Officer (財務負責人)	August 2013	October 2017	Primarily responsible for financial operations management of our Group	N/A
Mr. Zeng Chun (曾春)	46	Secretary to the Board	April 2020	October 2020	Primarily responsible for overseeing and managing the corporate affairs and investor relations of our Group	N/A

For the biographies of (i) Mr. Zhu Zhaojiang, our executive Director, chairman of the Board and general manager; (ii) Mr. Zhang Qi, our executive Director and deputy general manager; and (iii) Ms. Yang Hong, our executive Director and deputy general manager, who are also members of our senior management, please refer to "— Directors — Executive Directors" in this section.

Mr. Lei Weiguo (雷偉國), aged 44, has served as the deputy general manager of our Company since March 2017. He is primarily responsible for the product expansion and new business management of our Group. Mr. Lei joined our Group since the establishment of our Company in August 2013 and has held various directorship and executive positions in several subsidiaries of our Group, including serving as director of Shenzhen Sainex Electronics Technology Co., Ltd. (深圳賽尼克斯電子科技有限公司) and Chongqing Xiaochuan.

Prior to joining our Group, Mr. Lei served as a sales manager of Ningbo Bird Co., Ltd. Shenzhen Branch from June 2003 to August 2006.

Mr. Lei obtained his bachelor's degree in automation from Xi'an University of Electronic Science and Technology (西安電子科技大學) in the PRC in July 2003.

Mr. Wang Haibin (王海濱), aged 43, has served as the deputy general manager of our Company since October 2023. He is primarily responsible for the research and development of the mobile phone business of our Group. Mr. Wang joined our Group since the establishment of our Company in August 2013 and has held various directorship and executive positions in several subsidiaries of our Group, including serving as director of Shanghai Transsion and Chongqing Transsion Communications Technology Co., Ltd. (重慶傳音通訊技術有限公司).

Prior to joining our Group, Mr. Wang served as the industrial design manager (工業設計主管) of Ningbo Bird Sagem Electronics Co., Ltd. from July 2006 to August 2009, responsible for the appearance design and delivery of mobile phone products.

Mr. Wang obtained his bachelor's degree in art design from Chengdu University of Technology (成都理工大學) in the PRC in July 2006.

Mr. Jiang Shuming (姜曙明), aged 45, has served as the deputy general manager of our Company since October 2023. He has been responsible for overall management, strategic planning and decision-making of our three brands, TECNO, Infinix and itel. Mr. Jiang joined our Group since the establishment of our Company in August 2013 and has held various directorship and executive positions in several subsidiaries of our Group, including serving as the director of Carlcare Service THA Company Limited.

Prior to joining our Group, Mr. Jiang served as a project director of the international business department (國際業務部項目處處長) of Ningbo Bird Co., Ltd. from July 2003 to October 2005.

Mr. Jiang obtained his master's degree in business administration from Tsinghua University (清華大學) in the PRC in June 2025.

Mr. Wu Wen (吳文), aged 47, has served as the deputy general manager of our Company since October 2023. He is primarily responsible for the strategic planning and operational management of the manufacturing, customer service and quality management departments of our Group. Mr. Wu joined our Group since the establishment of our Company in August 2013 and has held various directorship and executive positions in several subsidiaries of our Group, including serving as the director of Shenzhen Tecno, Shenzhen Transsion Manufacture and Chongqing Transsion Technology.

Prior to joining our Group, Mr. Wu served as a supervisor of Ningbo Bird Sagem Electronics Co., Ltd. from July 2001 to May 2004 and a deputy manager of BIRD Suizhou Electric Co., Ltd. (隨州波導電子有限公司) from May 2004 to February 2008. He served as a deputy general manager of Shenzhen Tecno from October 2010 to August 2013.

Mr. Wu obtained his bachelor's degree in electronic engineering from Chongqing University (重慶大學) in the PRC in June 2001.

Mr. Xiao Yonghui (肖永輝), aged 56, has served as the Chief Financial Officer (財務負責人) of our Company since October 2017. He is primarily responsible for financial operations management of our Group. Mr. Xiao joined our Group since the establishment of our Company in August 2013 and has served as our Chief Financial Officer since January 2014. He has held various directorship and executive positions in several subsidiaries of our Group, including serving as director of TRANSSION TECHNOLOGY PTE. LIMITED, Transsion International Limited, Transsion Investment Limited and Transsion Technology Limited.

Prior to joining our Group, Mr. Xiao served as a financial manager of Ningbo Bird Co., Ltd. from July 2002 to May 2013.

Mr. Xiao studied industrial finance and accounting at Jingdezhen Ceramic Institute (景德鎮陶瓷學院) in the PRC in July 1991. He passed all the professional examinations held by Certified Public Accountants Examination Committee of the Ministry of Finance (財政部註冊會計師考試委員會) in 1998.

Mr. Zeng Chun (曾春), aged 46, joined our Company in April 2020 and has served as our secretary to the Board since October 2020. He is primarily responsible for overseeing and managing the corporate affairs and investor relations of our Group.

Prior to joining our Group, Mr. Zeng served at the Sichuan Branch and the head office of Industrial and Commercial Bank of China from July 2005 to March 2007. He successively served at Bohai Securities Co., Ltd. (渤海證券股份有限公司) and CITIC Securities Co., Ltd. (中信證券股份有限公司) from 2007 to 2020, engaging in IPOs, refinancing, and M&A investment banking activities.

Mr. Zeng obtained his master's degree in finance from Southwestern University of Finance and Economics (西南財經大學) in the PRC in June 2005.

JOINT COMPANY SECRETARIES

Mr. Zeng was appointed as one of our joint company secretaries. See "— Senior Management" above in this section for more details.

Ms. Chan Pui Ching (陳佩貞) has been appointed as one of our joint company secretaries on November 12, 2025 with effect from the [**REDACTED**].

Ms. Chan is currently a senior manager of Company Secretarial Services of Tricor Services Limited, a member of Vistra Group. She is responsible for providing professional corporate services to Hong Kong listed companies. Ms. Chan has over 17 years of experience in company secretary and corporate governance field.

Ms. Chan is a Chartered Secretary, a Corporate Governance Professional and an associate member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom. Ms. Chan obtained a bachelor's degree of social sciences from The University of Hong Kong in December 2003.

OTHER INFORMATION

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 November 28, 2025, and (ii) understands his or her obligations as a director of a [**REDACTED**] issuer under the Listing Rules.

Each of the independent non-executive Directors confirms (i) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) that he or she 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, and (iii) that there are no other factors that may affect his or her independence at the time of his or her appointments.

Save as disclosed above and in "Relationship with Our Controlling Shareholders" in this document, each of our Directors confirms that he or she does not have any interest in a business apart from the business of our Group which competes or is likely to compete, whether directly or indirectly, with our business, which would require disclosure under Rule 8.10 of the Listing Rules.

Except as disclosed above, none of our Directors and members of senior management held any other directorships in public companies, the securities of which are listed on any securities market in Hong Kong or overseas in the last three years immediately preceding the Latest Practicable Date.

To the best knowledge, information and belief of the Directors having made all reasonable inquiries, there was no information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules, and there were no other matters with respect to the appointment of the Directors that need to be brought to the attention of the Shareholders.

MANAGEMENT AND CORPORATE GOVERNANCE

Board Committees

Audit Committee

Our Board has established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules (the "**Corporate Governance Code**"). The primary duties of the Audit Committee are to review and supervise the financial reporting process and internal control system of our Group and provide advice and comments to the Board. The Audit Committee comprises Ms. Wong Yee Man (being our independent non-executive Director with appropriate professional qualifications), Mr. Huang Yijian and Mr. Zhang Huailei, with Ms. Wong Yee Man as the chairperson.

Remuneration and Appraisal Committee

Our Board has established the Remuneration and Appraisal Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code. The primary duties of the Remuneration and Appraisal Committee are to review and make recommendations to the Board on the terms of remuneration packages, bonuses and other compensation payable to our Directors and other senior management. The Remuneration and Appraisal Committee comprises Mr. Zhang Huailei, Mr. Zhu Zhaojiang and Mr. Chen Linrong, with Mr. Zhang Huailei as the chairperson.

Nomination Committee

Our Board has established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code. The primary duties of the Nomination Committee are to make recommendations to our Board on the appointment of Directors and management of Board succession. The Nomination Committee comprises Mr. Chen Linrong, Mr. Zhu Zhaojiang and Ms. Wong Yee Man, with Mr. Chen Linrong as the chairperson.

Strategy and Sustainable Development (ESG) Committee

Our Board has established the Strategy and Sustainable Development (ESG) Committee with written terms of reference. The primary duties of the Strategy and Sustainable Development (ESG) Committee are to provide strategic advice on major investments, sustainable development, operations, ESG matters and other key matters impacting our Company's development. The Strategy and Sustainable Development (ESG) Committee comprises Mr. Zhu Zhaojiang, Mr. Zhang Qi and Mr. Huang Yijian, with Mr. Zhu Zhaojiang as the chairperson.

Corporate Governance

We aim to achieve high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. In order to accomplish this, we expect to comply with all applicable code provisions of the Corporate Governance Code upon [**REDACTED**] save for the below.

Pursuant to code provision C.2.1 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules, companies listed on the Stock Exchange are expected to comply with, but may choose to deviate from the requirement that the roles of chairman and chief executive should be separate and should not be performed by the same individual. Our Company deviates from this provision because Mr. Zhu Zhaojiang performs both the roles of the chairman of our Board and our general manager. Mr. Zhu has been responsible for the overall strategic planning, decision-making and management of our Group since its establishment. Our Board believes that, in view of his experience, personal profile and understanding of our business operations as mentioned above, Mr. Zhu Zhaojiang is the Director best suited to identify strategic opportunities and focus of the Board. Vesting the roles of both chairman and general manager to Mr. Zhu Zhaojiang can ensure consistent leadership within our Group, promote the effective execution of strategic initiatives and facilitate the flow of information between management and the Board.

Our Board considers that the balance of power and authority will not be impaired due to this arrangement. In addition, all major decisions are made in consultation with members of the Board, including the relevant Board committees, and independent non-executive Directors. Our Board will reassess the division of the roles of chairman and the general manager from time to time, and may recommend dividing the two roles between different people in the future, taking into account the circumstances of our Group as a whole.

Board Diversity

Our Company has adopted a board diversity policy which sets out the approach to achieve diversity of the Board. We recognize and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level, including gender diversity, as an essential element in maintaining our competitive advantage and enhancing our ability to attract, retain and motivate employees from the widest possible pool of available talent. In reviewing and assessing suitable candidates to serve as a Director, the Nomination Committee will consider a number of aspects, including, but not limited to, gender, age, cultural and educational background, professional qualifications, skills, knowledge, and industry and regional experience.

Our Board currently consists of two female and eight male Directors ranging from 37 to 57 years old with a balanced mix of knowledge and skills, including, but not limited to, overall management and strategic development, accounting and corporate governance in addition to industry experience relevant to our Group's operations and business in the mobile phone industry. They obtained degrees in various majors including engineering, computer science, applied physics, business administration, finance and accounting. Taking into account our existing business model and specific needs, as well as the diverse background of our Directors, the composition of our Board satisfies the board diversity policy.

Our Nomination Committee will discuss periodically and when necessary, agree on the measurable objectives for achieving diversity, including gender diversity, on the Board and recommend them to the Board for adoption.

REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors receive remuneration in the form of fees, salaries, wages, bonuses, housing fund, retirement and other benefits and share-based compensation. We determine the remuneration of our Directors based on their responsibilities, qualification, position and seniority.

The aggregate amount of remuneration of our Directors for the years ended December 31, 2023, 2024 and 2025 were RMB52.1 million, RMB37.7 million and RMB20.4 million, respectively. None of our Directors waived or agreed to waive any emolument during the same periods.

Under the arrangements in force as of the date of this document, we estimate the aggregate remuneration payable to, and benefits in kind receivable by, our Directors by our Group in respect of the year ending December 31, 2026 to be approximately RMB24 million.

The five highest paid individuals of our Group for the years ended December 31, 2023, 2024 and 2025 included two, one and one Director(s), respectively. During the same periods, the aggregate amount of remuneration of the remaining three, four and four highest-paid non-Director individuals (including salaries, wages and bonuses, housing fund, retirement and other benefits and share-based compensation) were RMB52.3 million, RMB66.6 million and RMB35.6 million, respectively.

During the Track Record Period, no remuneration was paid to, or received by, our Directors or the five highest paid individuals as an inducement to join or upon joining us. No compensation was paid to, or received by, our Directors, former directors, or the five highest paid individuals for the loss of office as a director of any member of our Group or of any other office in connection with the management of the affairs of any member of our Group.

Save as disclosed above, no other payments have been made or are payable by our Group to our Directors in respect of the Track Record Period.

COMPLIANCE ADVISOR

We have appointed Red Sun Capital Limited as our compliance advisor pursuant to Rule 3A.19 of the Listing Rules. The compliance advisor will provide us with guidance and advice as to compliance with the requirements under the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, the compliance advisor will, amongst other things, advise our Company in the following circumstances:

1. before the publication of any regulatory announcement, circular or financial report;

2. where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues, sales or transfers of treasury shares and share repurchases;

3. 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, development or results of our Group deviate from any forecast, estimate or other information in this document; and

4. where the Stock Exchange makes an inquiry of our Company concerning unusual movements in the [**REDACTED**] or [**REDACTED**] volume of our [**REDACTED**] securities or any other matters under Rule 13.10 of the Listing Rules.

The term of appointment of our compliance advisor shall 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**].