BOARD OF DIRECTORS

Upon the **[REDACTED]**, our Board will comprise seven Directors, including two executive Directors, two non-executive Directors and three independent non-executive Directors. The following table sets forth the key information about our Directors upon **[REDACTED]**.

Name[Note]	Age	Positions	Date of joining our Group	Date of appointment as a Director	Roles and responsibilities
Mr. Chen Keqing (陳可卿)	35	Founder, chairman of the Board, executive Director and chief executive officer	February 27, 2020	February 27, 2020	Responsible for providing strategic leadership and oversight of the entire business and operations of our Group
Ms. Zhang Liang (張亮)	45	Executive Director and chief financial officer	November 3, 2025	May 20, 2026	Responsible for overseeing financial management, legal and compliance matters, financing and investment activities, and investor relations of our Group
Mr. Tan Kah Ong	56	Co-founder and non-executive Director	February 27, 2020	February 27, 2020	Responsible for providing guidance and advice on the corporate and business strategies of our Group
Mr. Wang Chen (王晨)	42	Non-executive Director	October 25, 2024	October 25, 2024	Responsible for providing guidance and advice on the corporate and business strategies of our Group
Mr. Hasan Gadjali	63	Independent non-executive Director	**[REDACTED]**	**[REDACTED]**	Responsible for providing independent advice and judgment to our Board
Mr. Liang Guanning (梁冠寧)	46	Independent non-executive Director	**[REDACTED]**	**[REDACTED]**	Responsible for providing independent advice and judgment to our Board
Mr. Xu Xinran (許欣然)	33	Independent non-executive Director	**[REDACTED]**	**[REDACTED]**	Responsible for providing independent advice and judgment to our Board

Note:

As of the Latest Practicable Date, Mr. Zhou Siyuan (周思遠) was our Director. As investor-appointed Director, he has voluntarily tendered his resignation from the directorships of the Company which will take effect upon **[REDACTED]** *to support the Company's board optimization efforts. Upon* **[REDACTED]***, the Board will consist of seven members, namely, two executive Directors, two non-executive Directors, and three independent non-executive Directors, providing a balanced structure for efficient corporate governance.*

Executive Directors

Mr. Chen Keqing (陳可卿) is the founder, the chairman of our Board, an executive Director and the chief executive officer of our Company. He was redesignated as an executive Director on June 15, 2026. Mr. Chen has held key positions in three subsidiaries within our Group, including (i) the sole director at Tianjin Jichuang since July 2022, (ii) the sole director at Shanghai Jichuang since August 2023 and (iii) the sole director at Beijing Aurora since April 2023.

Mr. Chen has around 15 years of experience in technology development, productization and management in deep learning and computer vision. Prior to joining our Company, from July 2017 to November 2019, he served as a vice general manager at Beijing Megvii Technology Co., Ltd. (北京曠視科技有限公司), a company focused on the R&D and industrial application of computer vision and deep learning technologies, where he led the development of the Face ID cloud identity verification platform, contributed to industry standardisation efforts and accumulated expertise in deep learning model optimisation and large-scale system deployment.

Mr. Chen obtained his bachelor's degree in computer science and technology and his master's degree in computer science and technology from Tsinghua University (清華大學) in the PRC in June 2014 and June 2017, respectively.

Ms. Zhang Liang (張亮) is the executive Director and chief financial officer of our Group. She joined our Company on November 3, 2025 as the chief financial officer, and was redesignated as an executive Director on June 15, 2026.

Ms. Zhang has over 20 years of experience in financial management, accounting, auditing and investment. Ms. Zhang worked at KPMG Huazhen LLP (畢馬威華振會計師事務所(特殊普通合夥)) from August 2005 to April 2009 and from December 2010 to March 2017, where her last position is manager. From June 2019 to August 2021, she served as a senior manager of strategic investment at Beijing Megvii Technology Co., Ltd. From September 2021 to September 2025, Ms. Zhang served as a senior finance director at Axera Semiconductor Co., Ltd. (愛芯元智半導體股份有限公司), a company listed on the Stock Exchange (stock code: 00600), where she was responsible for accounting, financial management, treasury and compliance.

Ms. Zhang obtained her bachelor's degree in English and her master's degree in foreign linguistics and applied linguistics from Tsinghua University in the PRC in July 2002 and July 2005, respectively.

Non-Executive Directors

Mr. Tan Kah Ong is the co-founder and a non-executive Director of our Group. He was redesignated as a non-executive Director on June 15, 2026.

Mr. Tan has over 30 years of experience in the electronics and semiconductor industry. At an earlier stage of his career, Mr. Tan served as a product planning manager of Inventec (Shanghai) Co., Ltd. (英業達(上海)有限公司), a company engaged in the R&D and manufacturing of computer, communication and consumer electronics products. From September 2005 to December 2022, Mr. Tan served as a vice president of OmniVision. In addition to his role within our Group, Mr. Tan has served as partner and managing director of Shanghai Inno-Chip Investment Management Co., Ltd. (上海韋豪創芯投資管理有限公司) responsible for investment management, since December 2022.

Mr. Tan obtained his diploma with first class honours in electronic engineering from Federal Institute of Technology, Malaysia in October 1991, and obtained his MBA degree from East China University of Science and Technology (華東理工大學) in the PRC in March 2001.

Mr. Wang Chen (王晨) is a non-executive Director of our Group. He joined our Company on October 25, 2024 as a Director and was redesignated as a non-executive Director on June 15, 2026.

Mr. Wang possesses extensive experience in private equity, investment management, and corporate strategy. From January 2007 to October 2011, he served as an analyst and then a senior manager at Dubai Investment Co., Ltd. Shanghai Representative Office (迪拜投資股份有限公司上海代表處). From November 2011 to June 2013, Mr. Wang worked at Shanghai Fosun High Technology Group Co., Ltd (上海復星高科技(集團)有限公司) as a senior manager. From December 2015 to November 2018, he held the position of vice president at Shanghai Cedarlake Investment Management Co., Ltd. (上海沄柏投資管理有限公司). Since December 2018, he has been serving as the executive director of Zhuhai Youbai Private Fund Management Co., Ltd. (珠海佑柏私募基金管理有限公司). In addition, Mr. Wang currently holds directorships in public companies, including: (i) a non-executive director at Shanghai Iluvatar Corex Semiconductor Co., Ltd. (上海天數智芯半導體股份有限公司), a company listed on the Stock Exchange (stock code: 09903), since May 2025, and (ii) a non-executive director at Axera Semiconductor Co., Ltd., since June 2025.

Mr. Wang obtained his bachelor's degree in economics from Shanghai University of Finance and Economics (上海財經大學) in the PRC in June 2006. He obtained his MBA degree from the Johns Hopkins University in the United States in May 2015.

Independent Non-Executive Directors

Mr. Hasan Gadjali has been appointed as an independent non-executive Director with effect from the **[REDACTED]**.

Mr. Gadjali has over 35 years of experience spanning business management, product management and engineering in the semiconductor industry. Since 1990, Mr. Gadjali held the position of senior R&D engineer at Sharp Digital Information Products, Inc. He subsequently held a senior engineer position at Creative Labs, Inc., a consumer electronics company. He then worked as member of technical staff and video DSP software developer at Chromatic Research Inc., where he took on technical and product development roles. After that, he served as manager of advanced product at Winbond Systems Laboratory, the U.S. design center of Winbond Electronics Corp, a company listed on the Taiwan Stock Exchange (stock code: 2344). Later in his career, he served as vice president at OmniVision Technologies, Inc., where he was responsible for marketing, product management and business development. He subsequently held the position of vice president at 3DLabs Inc. He then rejoined OmniVision Technologies, Inc. as vice president of worldwide marketing and business development, overseeing global marketing and product commercialisation. He later served as vice president at ISSC Technologies Corp, a subsidiary of Microchip Technology Inc., which is listed on Nasdaq (ticker symbol: MCHP). Mr. Gadjali currently serves as a co-founder and chief operating officer of Meridian Innovation Limited, a fabless semiconductor company specialising in thermal imaging sensor solutions.

Mr. Gadjali obtained his bachelor of science degree in electrical engineering from the University of California, San Diego in the United States in August 1985 and his master of science degree in electrical engineering from San Diego State University in the United States in August 1987.

Mr. Liang Guanning (梁冠寧) has been appointed as an independent non-executive Director with effect from the **[REDACTED]**.

Mr. Liang has over 20 years of experience in corporate finance, capital markets, and financial management. From July 2002 to November 2016, Mr. Liang Guanning successively worked at (i) KPMG in China and Singapore, with his last position being audit manager; (ii) GCL Technology Holdings Ltd. (協鑫科技控股有限公司), formerly known as GCL-Poly Energy Holdings Ltd., a company listed on the Stock Exchange (stock code: 3800), serving as finance manager; (iii) China Mass Media, serving as financial controller; (iv) SINA Corporation, serving as finance director; and (v) Weibo Corporation, a company listed on Nasdaq (ticker symbol: WB) and the Stock Exchange (stock code: 9898), serving as finance director. From February 2017 to October 2021, he served as the chief financial officer and board secretary of Yangtze Optical Fibre and Cable Joint Stock Limited Company (長飛光纖光纜股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 601869) and the Stock Exchange (stock code: 6869). From December 2021 to July 2022, he served as a deputy general manager and the chief financial officer of Appotronics Corporation Limited (深圳光峰科技股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688007). From July 2022 to November 2024, he joined EverProX Technologies Co., Ltd. (博創科技股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300548), as a deputy general manager and chief financial officer. Mr. Liang has served as chief financial officer since 2024 and as director since 2025 of Antalpha Platform Holding Company, a company listed on Nasdaq (ticker symbol: ANTA).

Mr. Liang obtained his bachelor's degree in management from Sun Yat-sen University (中山大學) in the PRC in June 2002. He is a fellow of the Association of Chartered Certified Accountants.

Mr. Xu Xinran (許欣然) has been appointed as an independent non-executive Director with effect from the **[REDACTED]**.

Mr. Xu has over 10 years of experience in artificial intelligence, deep learning infrastructure and large model training. From November 2015 to November 2022, Mr. Xu worked at Beijing Megvii Technology Co., Ltd., where he served as a chief software development engineer. From December 2022 to April 2023, he served as principal engineer of AI software architecture at Axera Semiconductor Co., Ltd. Since May 2023, Mr. Xu has served as vice president of engineering at Beijing Moonshot AI Technology Co., Ltd..

Mr. Xu obtained his bachelor's degree in computer science and technology from Tsinghua University in the PRC in July 2014.

SUPERVISOR

As of the Latest Practicable Date, we have one supervisor, being Ms. Zhang Jinya (張金亞). According to the PRC Company Law, a joint stock limited company may, in accordance with its articles of association, instead of having set up a supervisory committee, establish an audit committee which comprises members of the board of directors and exercises the functions of the supervisory committee. Accordingly, immediately upon the **[REDACTED]**, the supervisory committee will be dissolved. Ms. Zhang Jinya will resign as supervisor with effect from the **[REDACTED]**.

SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management of our business. The following table sets forth the key information about our senior management as of the Latest Practicable Date.

Name	Age	Positions	Date of joining our Group	Date of appointment as a senior management	Roles and responsibilities
Mr. Chen Keqing (陳可卿)	35	Chairman of the Board, executive Director and chief executive officer	February 27, 2020	February 27, 2020	Responsible for providing strategic leadership and oversight of the entire business and operations of our Group
Ms. Zhang Liang (張亮)	45	Executive Director and chief financial officer	November 3, 2025	November 3, 2025	Responsible for overseeing financial management, legal and compliance matters, financing and investment activities, and investor relations of our Group
Mr. Fang Jun (方軍)	57	Head of product & marketing	July 13, 2020	July 13, 2020	Responsible for leading the marketing center, driving market strategy and business development
Mr. Li Shih Yung (李嗣勇)	52	Head of supply chain management	July 13, 2020	July 13, 2020	Responsible for production planning, supply chain and agency management
Mr. Wang Haisheng (王海生)	41	Head of R&D center	May 1, 2020	May 1, 2020	Responsible for overseeing R&D and the productization of new technologies
Ms. Kong Yuan (孔沅)	40	Head of project management	May 1, 2020	May 1, 2020	Responsible for implementing product solutions, delivering customer services, and coordinating project execution
Dr. Tang Yao (湯瑤)	34	Head of Algorithm center	August 1, 2023	October 28, 2025	Responsible for overseeing target planning and execution, and the iteration and implementation of algorithm products

For biographical details of Mr. Chen Keqing and Ms. Zhang Liang, please see "— Board of Directors — Executive Directors" in this section.

Mr. Fang Jun (方軍) is head of product & marketing of our Group. Mr. Fang joined our Company as his current position in July 2020.

Mr. Fang has over 30 years of experience covering research and development, sales, marketing and business development. Prior to joining our Group, Mr. Fang worked at the 50th Research Institute of China Electronics Technology Group Corporation (中國電子工業部第五十研究所) from July 1990 to August 1993, where he served as an R&D engineer. After that, he served as a sales at Motorola (China) Electronics Co., Ltd. (摩托羅拉(中國)電子有限公司). From November 2004, he served as a market product manager at Shanghai Yiren Information Technology Co., Ltd. (上海毅仁信息科技有限公司). From September 2007, he served as a senior project manager at OmniVision Technologies (Shanghai) Co., Ltd (豪威科技(上海)有限公司), a subsidiary of OmniVision. From February 2009 to June 2014, he worked at Siano Mobile Silicon (思亞諾公司). From July 2014 to July 2019, he rejoined and served as a business development director at OmniVision Technologies (Shanghai) Co., Ltd.

Mr. Fang obtained his bachelor's degree in electronic engineering from Shanghai Jiao Tong University in the PRC in July 1990. He obtained his MBA degree from Shanghai Jiao Tong University in the PRC in March 2001.

Mr. Li Shih Yung (李嗣勇) is head of supply chain management of our Group. Mr. Li joined our Company as his current position in July 2020.

Mr. Li has over 20 years of experience in the semiconductor and electronics industries, covering sales operations, product management and supply chain management. Prior to joining our Group, from October 1998 to February 2002, Mr. Li worked at Tai Hong Electric Industrial Co., Ltd. (大豐電化工業股份有限公司)). From March 2002 to March 2007, he served at World Peace Industry Co., Ltd. (世平興業股份有限公司), a subsidiary of WPG Holdings Limited (大聯大控股股份有限公司), a company listed on the Taiwan Stock Exchange (stock code: 3702). From March 2007 to July 2020, he served as a regional sales director at OmniVision Technologies (Shanghai) Co., Ltd.

Mr. Li obtained his bachelor's degree from The University of Auckland in New Zealand in September 1999.

Mr. Wang Haisheng (王海生) is head of R&D center of our Group. Mr. Wang joined our Company as his current position in May 2020.

Mr. Wang has over 15 years of experience in research and development in the display and sensor technology industry. From July 2007 to August 2009, Mr. Wang served as an engineer at InnoLux Corporation (群創光電股份有限公司), a company listed on the Taiwan Stock Exchange (stock code: 3481). From May 2010 to November 2019, he held a leadership position of the sensor technology research institute at BOE Technology Group Co., Ltd. (京東方科技集團股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 000725). Before joining our Group, Mr. Wang was a senior director of the mobile business division at Beijing Megvii Technology Co., Ltd. from December 2019 to April 2020.

Mr. Wang obtained his bachelor's degree in applied physics from Hebei University of Technology (河北工業大學) in July 2007, and a master's degree in engineering management from Peking University (北京大學) in June 2019. He was awarded the First Prize of Beijing Science and Technology Progress in November 2017.

Ms. Kong Yuan (孔沅) is head of project management of our Group. She joined our Company in May 2020 as the head of project management.

Ms. Kong has over 15 years of experience in software development and AI product management. From April 2011 to January 2017, she served as a program manager at Microsoft (China) Co., Ltd. (微軟(中國)有限公司). Before joining our Group, she held the position of senior AI product manager at Beijing Megvii Technology Co., Ltd. from December 2017 to February 2020.

Ms. Kong obtained her bachelor's degree in computer science and technology from Beijing Jiaotong University (北京交通大學) in July 2008 in the PRC and obtained her master's degree in computer science from the University of North Carolina at Greensboro in the United States in June 2010.

Dr. Tang Yao (湯瑤) is head of algorithm center of our Group. He joined our Company in August 2023 as algorithm team leader and was appointed as the head of algorithm center in October 2025.

Before joining our Group, Dr. Tang served as a senior algorithm researcher at Beijing Megvii Technology Co., Ltd. from January 2020 to August 2023, engaged in deep learning algorithm research.

Dr. Tang obtained his bachelor's degree and PhD in intelligent science and technology from Xidian University (西安電子科技大學) in June 2014 and from Peking University in January 2020, respectively.

OTHER INFORMATION IN RELATION TO OUR DIRECTORS AND SENIOR MANAGEMENT

Save as disclosed above, to the best knowledge, information and belief of our Directors having made all reasonable inquiries, there is no other information in relation to his or her appointment which is required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules as of the Latest Practicable Date.

Save as disclosed above, none of our Directors and senior management held any directorships in any other company listed in Hong Kong or overseas during the three years immediately preceding the date of this document.

None of our Directors and senior management is related to other Directors and senior management.

JOINT COMPANY SECRETARIES

Ms. Zhang Liang was appointed as one of the joint company secretaries of our Company with effect from June 15, 2026. For details of her biography, see "— Board of Directors — Executive Directors" in this section.

Ms. Tsui Ka Yan (崔嘉欣) is an assistant manager of the Listing Services Department of TMF Hong Kong Limited and is responsible for the provision of corporate secretarial and compliance services to listed company clients. She has been appointed as one of the joint company secretaries of our Company effective on June 15, 2026. She has over eight years of experience in the company secretarial field. She obtained her bachelor's degree in business administration in accountancy from City University of Hong Kong in July 2017. She is a member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

BOARD COMMITTEES

Our Company has established three committees under the Board in accordance with the relevant laws and regulations in mainland China, the Articles of Association and the code of corporate governance practices under the Listing Rules, including the Audit Committee, the Remuneration and Appraisal Committee and the Nomination Committee.

Audit Committee

We have established an Audit Committee 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 primary duties of the Audit Committee are to review and supervise internal control management system in the fields of financial management, risk management and regulatory compliance. The Audit Committee comprises one non-executive Director and two independent non-executive Directors, namely, Mr. Liang Guanning, Mr. Wang Chen and Mr. Hasan Gadjali. Mr. Liang Guanning being the chairperson of the Audit Committee, holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules.

Nomination Committee

We have established a Nomination Committee in compliance with the Code on Corporate Governance set out in Appendix C1 to the Listing Rules. The primary duties of the Nomination Committee are to make recommendations to our Board regarding the appointment of Directors and Board succession. The Nomination Committee comprises one executive Director and two independent non-executive Directors, namely, Mr. Hasan Gadjali, Ms. Zhang Liang and Mr. Xu Xinran. Mr. Hasan Gadjali is the chairperson of the Nomination Committee.

Remuneration and Appraisal Committee

We have established a Remuneration and Appraisal Committee in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the Remuneration and Appraisal Committee are to review and make recommendations to the Board regarding the terms of remuneration packages, bonuses and other compensation payable to our Directors and senior management. The Remuneration and Appraisal Committee comprises one non-executive Director and two independent non-executive Directors, namely, Mr. Xu Xinran, Mr. Tan and Mr. Liang Guanning. Mr. Xu Xinran is the chairperson of the Remuneration and Appraisal Committee.

CORPORATE GOVERNANCE CODE

Our Directors recognize the importance of incorporating elements of good corporate governance in the management structures and internal control procedures of our Group to achieve effective accountability. Our Company intends to comply with all code provisions in the Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules after the **[REDACTED]** except for code provision C.2.1 of Part 2 of the Corporate Governance Code, which provides that the roles of chairman of the Board and chief executive should be separate and should not be performed by the same individual.

The roles of chairman and chief executive officer of our Company are currently performed by Mr. Chen. In view of Mr. Chen's substantial contribution to our Group since our establishment and his extensive experience, we consider that having Mr. Chen acting as both our chairman and chief executive officer will provide strong and consistent leadership to our Group and facilitate the efficient execution of our business strategies. We consider it appropriate and beneficial to our business development and prospects that Mr. Chen continues to act as both our chairman and chief executive officer after the **[REDACTED]**, and therefore currently do not propose to separate the functions of chairman and chief executive officer. While this would constitute a deviation from code provision C.2.1 of Part 2 of the Corporate Governance Code, the Board believes that this structure will not impair the balance of power and authority between the Board and the management of our Company, given that: (i) there are sufficient checks and balances in the Board, as a decision to be made by our Board requires approval by at least a majority of our Directors, and our Board comprises three independent non-executive Directors, which is in compliance with the requirement under the Listing Rules; (ii) Mr. Chen and the other Directors are aware of and undertake to fulfill their fiduciary duties as Directors, which require, among other things, that they act for the benefit and in the best interests of our Company and will make decisions for our Group accordingly; and (iii) the balance of power and authority is ensured by the operations of the Board which comprises experienced and high caliber individuals who meet regularly to discuss issues affecting the operations of our Company. Moreover, the overall strategic and other key business, financial, and operational policies of our Group are made collectively after thorough discussion at both Board and senior management levels. The Board will continue to review the effectiveness of the corporate governance structure of our Group in order to assess whether the separation of the roles of chairman and chief executive officer is necessary.

BOARD DIVERSITY POLICY

Our Board has adopted a board diversity policy which sets out the approach to achieve diversity on our Board. Our Company seeks to achieve Board diversity through the consideration of a number of factors, including but not limited to talent, skills, gender, age, cultural and educational background, ethnicity, professional experience, independence, knowledge and length of service. We select potential Board candidates based on merit and their 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, skills and experience. We have three independent non-executive Directors who have different industry backgrounds. Furthermore, our Directors are of a wide range of age, from 33 to 63 years old. Taking into account our business model and specific needs as well as the presence of one female Director out of a total of seven Board members, we consider that the composition of our Board satisfies our board diversity policy.

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 at our Board and senior management levels. In particular, taking into account the business needs of our Group and changing circumstances that may affect our business plans, we will actively identify and select several female individuals with a diverse range of skills, experience and knowledge in different fields from time to time, and maintain a list of such female individuals who possess qualities to become our Board members, which will be periodically reviewed by our Nomination Committee in order to develop a pipeline of potential successors to our Board and promote gender diversity. We will also ensure that there is gender diversity when recruiting staff at the mid- to senior- levels so that we have a pipeline of female senior management and potential successors to our Board going forward.

Our Nomination Committee is responsible for ensuring the diversity of our Board members. After **[REDACTED]**, our Nomination Committee will review our board diversity policy and its implementation annually to monitor its continued effectiveness and we will disclose the implementation of our board diversity policy, including any measurable objectives set for implementing the board diversity policy and the progress on achieving these objectives, in our corporate governance report on an annual basis.

COMPLIANCE ADVISOR

We have appointed Maxa Capital Limited as our Compliance Advisor pursuant to Rule 3A.19 of the Listing Rules. Our Compliance Advisor will provide us with guidance and advice as to compliance with the Listing Rules and applicable Hong Kong laws. Our Compliance Advisor will advise our Company, among others, in the circumstances pursuant to Rules 3A.23 and 3A.24 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]**.

REMUNERATION OF DIRECTORS, SUPERVISOR AND FIVE HIGHEST PAID INDIVIDUALS

The Directors, Supervisor and senior management members who receive remuneration from our Company are paid in forms of fees, wages, salaries, bonuses, pension scheme contributions, and other benefits in kind. When reviewing and determining the specific remuneration packages for our Directors, Supervisor and members of the senior management of our Company, the Shareholders' meetings and the Board take into account factors such as salaries paid by comparable companies, time commitment, level of responsibilities, employment elsewhere in our Group and desirability of performance-based remuneration. As required by the relevant PRC laws and regulations, our Company also participates in various defined contribution plans organized by relevant provincial and municipal government authorities and welfare schemes for employees of our Company, including medical insurance, injury insurance, unemployment insurance, pension insurance, maternity insurance and housing provident fund.

Under the arrangement currently in force, we estimate the total compensation before taxation to be accrued to our Directors for the year ending December 31, 2026 to be RMB8.05 million.

For the years ended December 31, 2023, 2024 and 2025, the total amount of remuneration (including fees, wages, salaries, bonuses and pension scheme contributions) and other benefits in kind (if applicable) paid to our Directors were RMB5.4 million, RMB5.5 million and RMB5.5 million, respectively. For details on the remuneration of each Director during the Track Record Period, please refer to Note 8 to the Accountants' Report in Appendix I to this document.

For the years ended December 31, 2023, 2024 and 2025, the total amount of remuneration and other benefits in kind (if applicable) paid to our Supervisors were RMB1.5 million, RMB1.6 million and RMB1.7 million, respectively. For details on the remuneration of each Supervisor during the Track Record Period, please refer to Note 8 to the Accountants' Report in Appendix I to this document.

For the years ended December 31, 2023, 2024 and 2025, the total emoluments paid to the five highest paid individuals (excluding two, two and two Director(s)) by us amounted to RMB5.8 million, RMB5.8 million and RMB6.3 million, respectively. For details on the remuneration of the five highest-paid employees during the Track Record Period, please refer to Note 9 to the Accountants' Report in Appendix I to this document.

During the Track Record Period, (i) no remuneration was paid to or receivable by our Directors, Supervisors or the five highest paid individuals as an inducement to join or upon joining our Company or as compensation for loss of office; (ii) none of our Directors or Supervisors waived any remuneration; and (iii) save as disclosed above, no other payments have been or are payable by us or any of our subsidiaries to our Directors, Supervisors or the five highest paid individuals.

CONFIRMATIONS FROM OUR DIRECTORS

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 June 10, 2026, and (ii) understands his or her obligations as a director of a **[REDACTED]** under the Listing Rules.

Each of the independent non-executive Directors has confirmed (i) that his independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules; (ii) that 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 appointments.

Each of our Directors confirms that as of the Latest Practicable Date, they did not have any interest in a business which competes or is likely to compete, directly or indirectly, with our business and requires disclosure under Rule 8.10 of the Listing Rules.