DIRECTORS

Upon **[REDACTED]**, our Board will consist of 11 Directors, including three executive Directors, four non-executive Directors and four independent non-executive Directors. The following table sets forth information regarding our Directors:

Name	Age	Position(s)	Time of joining our Group	Time of appointment as Director	Principal roles and responsibilities	Relationship with other Directors and senior management
Mr. Xu Hai (徐海)	55	Executive Director and chairman of the Board	March 2019	March 2019	Formulating the overall strategic planning and investment plans of our Group	None
Mr. Ma Jinsong (馬勁松)	53	Executive Director and general manager	September 2004	November 2015	Implementing our Group's strategies, overseeing its day-to-day operations and driving business development	None
Mr. Wang Chao (汪超)	45	Executive Director and deputy general manager	August 2006	March 2019	Leading our Group's brand building, market planning and channel management in the PRC	None
Mr. Lin Xiaofan (林曉帆)	50	Non-executive Director	March 2019	March 2019	Providing professional opinion and judgment to the Board	None
Mr. Zhang Nan (張楠)	42	Non-executive Director	November 2016	November 2016	Providing professional opinion and judgment to the Board	None
Mr. Cui Wenhan (崔文瀚)	37	Non-executive Director	August 2022	August 2022	Providing professional opinion and judgment to the Board	None
Mr. Peng Wei (彭巍)	46	Non-executive Director	June 2025	June 2025	Providing professional opinion and judgment to the Board	None
Ms. Wang Xiaoyan (王曉燕)	49	Independent non-executive Director	April 2023	April 2023	Supervising and providing independent opinion and judgment to the Board	None
Mr. Yan Biao (嚴彪)	65	Independent non-executive Director	December 2025	December 2025	Supervising and providing independent opinion and judgment to the Board	None
Ms. Yao Aidi (姚愛娣)	58	Independent non-executive Director	April 2026	April 2026	Supervising and providing independent opinion and judgment to the Board	None
Ms. Liu Qian (劉茜)	42	Independent non-executive Director	April 2026	April 2026	Supervising and providing independent opinion and judgment to the Board	None

Executive Directors

Mr. Xu Hai (徐海), aged 55, is our executive Director and chairman of the Board.

Mr. Xu joined our Group in March 2019. Prior to joining our Group, Mr. Xu served as a technical manager at China HP Co., Ltd. (中國惠普有限公司) from July 1996 to October 2008 and later as a vice president of Shanghai Lianxin Investment Management Co., Ltd. (上海聯新投資管理有限公司) from October 2008 to December 2012. He has served as a director of Microsoft Mobile Lianxin Internet Service Co., Ltd. (微軟移動聯新互聯網服務有限公司) since November 2009, a partner of Shanghai Lianxin Investment Consulting Co., Ltd. (上海聯新投資諮詢有限公司) since January 2013, a director of Shanghai Lianqi Investment Management Co., Ltd. (上海聯奇投資管理有限公司) since December 2015 and a director of Shanghai Lianyou Investment Co., Ltd. (上海聯佑投資有限公司) since November 2019.

Mr. Xu obtained an executive master of business administration degree from China Europe International Business School (中歐國際工商學院) in the PRC in September 2005 and a master's degree in computer application and a bachelor's degree in industrial automation from Shanghai Jiao Tong University (上海交通大學) in the PRC in March 1996 and July 1993, respectively.

Mr. Ma Jinsong (馬勁松), aged 53, is our executive Director and general manager.

Mr. Ma joined our Group in September 2004 and has since held various positions within our Group, including marketing manager, assistant to the general manager, executive deputy general manager, with his current position as our general manager since March 2019, our executive Director since November 2015, director of Shenzhen EuLink, chairman of the board of Dongguan HuiLink and director of Junchen Intelligent.

Mr. Ma was awarded the Third Prize of the 2019 Shanghai Enterprise Management Modernization Innovation Achievement Award (上海市企業管理現代化創新成果三等獎) by the Review Committee for Shanghai Enterprise Management Modernization Innovation Achievements (上海市企業管理現代化創新成果評審委員會) in December 2019 and the Third Prize of the Shanghai Science and Technology Award (上海市科學技術三等獎) by the Shanghai Municipal People's Government in April 2023.

Mr. Ma obtained a bachelor's degree in packaging engineering from Tianjin College of Commerce (天津商學院) (currently known as Tianjin University of Commerce (天津商業大學)) in the PRC in July 1994.

Mr. Wang Chao (汪超), aged 45, is our executive Director and deputy general manager.

Mr. Wang joined our Group in August 2006 and has since held various positions within our Group, including sales manager from August 2006 to November 2014, regional manager of South China from December 2014 to February 2016, and director of the Asia-Pacific region from March 2016 to August 2017. He has served as the deputy general manager of our Company since August 2017, the person in charge of the Guangdong branch of our Company since December 2018, and our Director since March 2019.

Prior to joining our Group, Mr. Wang served as a sales manager of Guangdong Longchuangyu Technology Co., Ltd. (廣東龍創域科技有限公司) from July 2004 to July 2006.

Mr. Wang obtained a bachelor's degree in electrical automation from Hubei University of Automotive Technology (湖北汽車工業學院) in the PRC in June 2004.

Non-executive Directors

Mr. Lin Xiaofan (林曉帆), aged 50, is our non-executive Director.

Mr. Lin served as an investment director of Shenzhen Zhuojia Industrial Group Co., Ltd. (深圳市卓佳實業集團有限公司) from May 2003 to August 2006, and successively served as an investment director and deputy general manager of Shenzhen Zhuojia Huizhi Venture Capital Co., Ltd. (深圳市卓佳匯智創業投資有限公司) (currently known as Shenzhen Ruisi Huizhi Technology Co., Ltd. (深圳市睿思匯智科技有限公司)) from September 2006 to May 2016. He has served as a director of Shenzhen UnionTrust Quality and Technology Co., Ltd. (深圳一信泰質量技術有限公司) since May 2015 and a director and general manager of Shenzhen Qianhai Sihai New Material Investment Fund Management Co., Ltd. (深圳市前海四海新材料投資基金管理有限公司) since June 2016.

Mr. Lin obtained a master's degree in business administration from Beijing University of Posts and Telecommunications (北京郵電大學) in the PRC in April 2004 and a bachelor's degree in automatic control from South China University of Technology (華南理工大學) in the PRC in July 1997.

Mr. Zhang Nan (張楠), aged 42, is our non-executive Director.

Mr. Zhang served at Shanghai Lianxin Investment Management Co., Ltd. (上海聯新投資管理有限公司) from August 2009 to June 2016 with his last position as director of the investment department. He has served at Shanghai Lianxin Capital Management Co., Ltd. (上海聯新資本管理有限公司) since July 2016 with his current position as a partner, as a director of Microsoft Mobile Lianxin Internet Service Co., Ltd. (微軟移動聯新互聯網服務有限公司) since July 2014, a director of Shanghai Xinyi Lianwei International Trade Co., Ltd. (上海信億聯緯國際貿易有限公司) since November 2015, a director of Shanghai Guan An Information Technology Co., Ltd. (上海觀安信息技術股份有限公司) since September 2017, a director of Aerospace Engineering Equipment (Suzhou) Co., Ltd. (航天工程裝備(蘇州)有限公司) since December 2019, a director of Shanghai Junsheng Xiechuang Private Equity Fund Management Co., Ltd. (上海君盛協創私募基金管理有限公司) since February 2025 and a director of Chengdu Zhongkewei Information Technology Research Institute Co., Ltd. (成都中科微信息技術研究院有限公司) since February 2026.

Mr. Zhang obtained a master's degree in measurement and control technology and instrumentation and a bachelor's degree in testing and measuring technology and instrumentation from Shanghai Jiao Tong University (上海交通大學) in the PRC in January 2009 and July 2006, respectively.

Mr. Cui Wenhan (崔文瀚), aged 37, is our non-executive Director.

Mr. Cui served as the head of early-stage projects at Shanghai Ziyou Investment Management Co., Ltd. (上海自友投資管理有限公司) and worked at Ningbo Plum Angel Investment Management Co., Ltd. (寧波梅花天使投資管理有限公司) with his last position as assistant to the president. Mr. Cui has served as a senior vice president of CITIC Goldstone Investment Co., Ltd. (中信金石投資有限公司) and a director of YuShu Technology Co., Ltd. (宇樹科技股份有限公司) since February 2024.

Mr. Cui obtained a doctoral degree and a bachelor's degree in materials science and engineering from Tsinghua University (清華大學) in the PRC in June 2016 and July 2011, respectively.

Mr. Peng Wei (彭巍), aged 46, is our non-executive Director.

Mr. Peng served at Shenzhen Junxin Investment Management Co., Ltd. (深圳市浚信投資管理有限公司) from August 2006 to December 2012, as a partner of Shenzhen Readysun Investment Group Co., Ltd. (深圳市睿德信投資集團有限公司) from January 2013 to February 2015, as a managing director of Shenzhen Qianhai Hongtai Fund Management Co., Ltd. (深圳市前海弘泰基金管理有限公司) from June 2015 to May 2016 and at Shenzhen Jiuwan Investment Co., Ltd. (深圳九畹投資有限公司) from June 2017 to April 2021. Since May 2021, he has served as a partner of Shenzhen Venture Capital Huifu Asset Management Co., Ltd. (深圳市創投匯富資產管理有限公司).

Mr. Peng obtained a bachelor's degree in finance from South-Central Minzu University (中南民族大學) in the PRC in July 2002.

Independent non-executive Directors

Ms. Wang Xiaoyan (王曉燕), aged 49, is our independent non-executive Director.

Prior to joining our Group, she served at the Shanghai Branch of Chevron (China) Investment Co., Ltd. (雪佛龍(中國)投資有限公司上海分公司) from August 2005 to December 2007, as the chairperson and general manager of Aixi Enterprise Marketing Planning (Shanghai) Co., Ltd. (艾溪

企業營銷策劃(上海)有限公司) from February 2014 to June 2025. She has served as the director of EVO Control (Shanghai) Technology Co., Ltd. (億沃智控(上海)科技有限公司) since July 2025 and as the chief executive officer of SynaCore Pte. Ltd. since July 2025.

Ms. Wang obtained a master's degree in business administration from Webster University in the United States in August 2014 and a bachelor's degree in mathematics from Capital Normal University (首都師範大學) in the PRC in July 1999.

Mr. Yan Biao (嚴彪), aged 65, is our independent non-executive Director.

Prior to joining our Group, Mr. Yan served at Tongji University (同濟大學) from July 1983 to May 2021 with his last position as a professor. From May 2013 to July 2019, he served as the legal representative and executive director of Nanjing Houlai New Materials Co., Ltd. (南京後萊新材料有限公司). Since June 2021, he has served as the legal representative and executive director of Shanghai Zhichi Intelligent Technology Co., Ltd. (上海制馳智能科技有限公司).

Mr. Yan obtained a doctoral degree in inorganic materials from Tongji University (同濟大學) in the PRC in November 2001 and a bachelor's degree in metal hot processing from the Mechanical and Electrical Branch of Shanghai Jiao Tong University (上海交通大學機電分校) in the PRC in July 1983.

Ms. Yao Aidi (姚愛娣), aged 58, is our independent non-executive Director.

Prior to joining our Group, Ms. Yao served as an accountant in charge at the Jiepai Supply and Marketing Cooperative of Danyang City, Jiangsu Province (江蘇省丹陽市界牌供銷社) from July 1988 to December 1992, as an assistant to the director of Shanghai Xinmin Audit Firm (上海新閔審計事務所) from May 1995 to August 1998, and as a deputy director of Shanghai Minhang Audit Firm (上海閔行審計事務所) from September 1998 to December 1999. She has served as a deputy chief accountant of Shanghai Xinyi Accounting Firm Co Ltd. (上海信義會計師事務所有限公司) since January 2000.

Ms. Yao obtained a junior college diploma in accounting from Jiangsu Radio and Television University (江蘇廣播電視大學) in the PRC in July 1988. She was accredited as a Certified Public Valuer by the Ministry of Personnel of the People's Republic of China (中華人民共和國人事部) and the Ministry of Finance of the People's Republic of China (中華人民共和國財政部) in May 1996, a Certified Public Accountant by the Shanghai Institute of Certified Public Accountants (上海市註冊會計師協會) in July 1997, a Registered Tax Agent by the State Taxation Administration (國家税務總局) in November 2001, a Real Estate Appraiser by the Ministry of Personnel of the People's Republic of China (中華人民共和國人事部) and the Ministry of Construction of the People's Republic of China (中華人民共和國建設部) in December 2002, and a Senior Accountant by the Shanghai Municipal Human Resources and Social Security Bureau (上海市人力資源和社會保障局) in December 2009.

Ms. Liu Qian (劉茜), aged 42, is our independent non-executive Director.

Prior to joining our Group, Ms. Liu served as sales at China Resources Land (Nanjing) Co., Ltd. (華潤置地(南京)有限公司) until 2016. Ms. Liu has served as financial advisor at Prudential Corporation since September 2019 and regional sales manager at Hong Kong Smart Light Quantum Technologies Co., Limited (香港靈光量子計算科技有限公司) since February 2026.

Ms. Liu obtained a master's degree in global and Hong Kong studies from The Education University of Hong Kong in Hong Kong in 2018 and a bachelor's degree in journalism from Sanjiang University (三江學院) in the PRC in 2007.

SENIOR MANAGEMENT

The following table sets forth certain information regarding the members of senior management of our Company (other than our executive Directors):

Name	Age	Position	Date of joining our Group	Date of appointment as senior management	Principal roles and responsibilities	Relationship with other Directors and senior management
Ms. Li Ningjun (李寧君)	46	Board secretary	September 2004	November 2015	Overseeing our corporate governance, information disclosure, investor relations and capital market activities	None
Mr. Du Ning (杜寧)	44	Chief financial officer and deputy general manager	May 2018	April 2020	Overseeing the overall financial management and financial reporting of our Group	None
Mr. Yu Qingxiao (于清曉)	44	Deputy general manager	March 2015	April 2020	Overseeing the technology R&D and product innovation of our Group	None
Mr. Wang Xianggen (汪祥艮)	56	Deputy general manager	May 2024	May 2024	Overseeing the strategic planning, daily operations and business development of our overseas business	None
Mr. Ma Yongzhou (馬永洲)	43	Deputy general manager	July 2016	April 2020	Overseeing the production operations of our Group	None
Mr. Yang Gen (楊根)	37	Deputy general manager	July 2019	November 2024	Overseeing digital production, digital marketing, digital supply chain systems and the overseas printing services business	None

Ms. Li Ningjun (李寧君), aged 46, is our Board secretary.

Ms. Li joined our Group in September 2004 and has since held various positions within our Group, including marketing specialist and manager of the general administration department of our Company from September 2004 to January 2015, Board secretary of our Company since November 2015, and director of Dongguan HuiLink since September 2021.

Ms. Li obtained a master's degree in business administration from Brest Business School in France in April 2025 and a bachelor's degree in business administration from Shanghai University of Engineering Science (上海工程技術大學) in the PRC in January 2024. She also obtained Board secretary qualifications from the Shenzhen Stock Exchange and the Shanghai Stock Exchange in July 2016 and February 2017, respectively, and the qualification for board secretaries of companies listed on the Shanghai Stock Exchange Science and Technology Innovation Board in September 2023.

Mr. Du Ning (杜寧), aged 44, is our chief financial officer and deputy general manager.

Mr. Du joined our Company in May 2018 as our chief financial officer, and has served as our deputy general manager since August 2022. He has also served as a director of Dongguan HuiLink since September 2021.

Prior to joining our Group, Mr. Du served as a finance supervisor of Kunshan Chi Cheng Technology Co., Ltd. (崑山及成通訊科技股份有限公司) from April 2010 to March 2013, as a finance director of Snap-on Asia Manufacturing (Kunshan) Co., Ltd. (實耐寶工具儀器(崑山)有限公司) from 2013 to 2016, as a finance manager of Shanghai Sijin Investment Management Co., Ltd. (上海司金投資管理有限公司) from March 2016 to June 2016 and as a manager of the finance department of Huaxin Gas (Shanghai) Co., Ltd. (華信天然氣(上海)有限公司) from July 2016 to May 2018.

Mr. Du obtained a bachelor's degree in accounting from Anhui University of Finance and Economics (安徽財經大學) in July 2006.

Mr. Yu Qingxiao (于清曉), aged 44, is our deputy general manager.

Mr. Yu joined our Group in March 2015 and has since held various positions within our Group, including our systems engineer, manager of the systems department, manager of the product R&D department and deputy general manager. Prior to joining our Group, Mr. Yu served as a senior researcher of Beijing Zhongtietong Signal and Communication Technology Development Co., Ltd. (北京中鐵通電務技術開發有限公司) from May 2013 to March 2015.

Mr. Yu was awarded the First Prize of the Innovation Achievement Award of The Chinese Workers' Technical Association (中國職工技術協會創新成果一等獎) in December 2023 and the Third Prize of the Shanghai Science and Technology Progress Award (上海市科技進步三等獎) by the Shanghai Municipal People's Government (上海市人民政府) in December 2022.

Mr. Yu obtained a doctoral degree in mechatronic engineering from Shanghai Jiao Tong University (上海交通大學) in the PRC in November 2012, and a master's degree in mechatronic engineering and a bachelor's degree in mechanical design, manufacturing, and automation from Harbin Institute of Technology (哈爾濱工業大學) in the PRC in July 2007 and July 2005, respectively. He was qualified as a Senior Engineer by the Shanghai Municipal Human Resources and Social Security Bureau (上海市人力資源和社會保障局) in November 2020.

Mr. Wang Xianggen (汪祥艮), aged 56, is our deputy general manager.

Mr. Wang joined our Group in May 2024. Prior to joining our Company, he served as the general manager of Shanghai Jinhong Digital Technology Co., Ltd. (上海金鴻數碼科技有限公司) from August 2008 to September 2010 and as the general manager for Greater China of Stratasys Shanghai Ltd. (遨傑貿易(上海)有限公司) from October 2010 to February 2016.

Mr. Wang obtained an executive master of business administration degree from Shanghai Jiao Tong University (上海交通大學) in the PRC in July 2006, and a bachelor's degree in international trade management from Beijing Institute of Fashion Technology (北京服裝學院) in the PRC in July 1993.

Mr. Ma Yongzhou (馬永洲), aged 43, is our deputy general manager.

Mr. Ma joined our Company in July 2016 and has since held various positions within our Company, including our structural manager of the R&D centre, director of our operations centre and our deputy general manager. He has served as the executive director of Shanghai EuLink since September 2022, the executive director of Jiaxing EuLink Intelligent Manufacturing Co., Ltd. (嘉興優聯智造科技有限公司) since May 2024 and the director of Jiangsu LinkSun Intelligent Manufacturing Co., Ltd. (江蘇聯順智造科技有限公司) since December 2025.

Prior to joining our Company, Mr. Ma served at Kailijia Automation Technology (Shanghai) Co., Ltd. (凱利嘉自動化科技(上海)有限公司) from December 2005 to January 2008 and at Shanghai Marktec Chemical & Machinery Corporation (碼科泰克(上海)化學有限公司) from February 2008 to November 2011. He then successively served at Shanghai Rabily Manufacturing Co., Ltd. (上海鋭畢利機電科技有限公司) from December 2011 to December 2012, at Jiangsu Hi-Print Electromechanical Technology Development Co., Ltd. (江蘇漢印機電科技發展有限公司) (currently known as Jiangsu Hi-Print Technology Co., Ltd. (江蘇漢印機電科技股份有限公司)) from January 2013 to February 2014, at Shanghai Tonsail Automation Equipment Co., Ltd. (上海通彩自動化設備有限公司) (currently known as Tonsail Intelligent Technology Group Co., Ltd. (通彩智能科技集團有限公司)) from November 2014 to May 2015, and at Shanghai Tongcai Robotics Co., Ltd. (上海通彩機器人有限公司) from June 2015 to July 2016.

Mr. Ma obtained a master's degree in mechatronics from INSEEC in France in December 2020 and a junior college diploma in mechatronics from Xi'an Aeronautical Polytechnic Institute (西安航空職業技術學院) in the PRC in July 2005.

Mr. Yang Gen (楊根), aged 37, is our deputy general manager.

Mr. Yang joined our Group in July 2019 and has since held various positions within our Group. He has served as the general manager of Unionfab AM since September 2019, as the executive director of Shanghai EuLink from June 2020 to September 2022 and as its head of finance since September 2022. He has been our deputy general manager since November 2024.

Prior to joining our Group, Mr. Yang served at Huawei Technologies Software Co., Ltd. (華為技術軟件有限公司) from August 2011 to June 2013. From April 2014 to November 2016, he co-founded Nanjing 1001 Automation Technology Co., Ltd. (南京壹千零壹號自動化科技有限公司). He then served at Rootcloud Technology Co., Ltd. (樹根互聯股份有限公司) from September 2018 to June 2019.

Mr. Yang obtained a bachelor's degree in statistics from Nanjing University (南京大學) in the PRC in June 2011.

JOINT COMPANY SECRETARIES

Ms. Li Ningjun (李寧君) is the joint company secretary of our Company. See "— Senior Management" for the biographical details of Ms. Li.

Mr. So Wing Chun (蘇永俊) is the joint company secretary of our Company. Mr. So is a Manager of Company Secretarial Services of Tricor Services Limited, a member of Vistra Group. He has over nine years of experience in the corporate secretarial field. He has been providing professional corporate services to Hong Kong listed companies as well as multinational, private and offshore companies.

Mr. So is a Chartered Secretary, a Chartered Governance Professional and an Associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom. Mr. So obtained a Bachelor of Business Administration Degree (Honours) from Hong Kong Shue Yan University (香港樹仁大學) in Hong Kong in 2016.

BOARD COMMITTEES

Our Company has established three Board Committees, namely the Audit Committee, the Remuneration and Appraisal Committee, and the Nomination Committee.

Audit Committee

We have established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph D.3 of Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The Audit Committee consists of three members, namely, Ms. Yao Aidi, Ms. Wang Xiaoyan and Mr. Yan Biao. Ms. Yao Aidi is the chairperson of the Audit

Committee. The primary responsibilities of the Audit Committee are, among others, 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

We have established the Remuneration and Appraisal Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and paragraph E.1 of Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The Remuneration and Appraisal Committee consists of three Directors, including Ms. Wang Xiaoyan, Ms. Yao Aidi and Mr. Ma Jinsong. Ms. Wang Xiaoyan is the chairperson of the Remuneration and Appraisal Committee. The primary responsibilities of the Remuneration and Appraisal Committee are, among others, 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

We have established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and paragraph B.3 of Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The Nomination Committee consists of three members, namely Mr. Xu Hai, Mr. Yan Biao and Ms. Liu Qian. Mr. Xu Hai is the chairperson of the Nomination Committee. The primary responsibilities of the Nomination Committee are, among others, to review the structure, size and composition (including the skills, knowledge and experience) of the Board at least annually, assist the Board in maintaining a Board skills matrix, and make recommendations on any proposed changes to the Board to complement our Company's corporate strategy.

FURTHER INFORMATION ABOUT OUR DIRECTOR

Mr. Zhang Nan (張楠), our non-executive Director, has been appointed as an investor-representative director of Suzhou Hangli Airborne Equipment Manufacturing Co., Ltd. (蘇州航理機載設備製造股份有限公司) ("**Suzhou Hangli**") since March 2018, following an investment made by a subsidiary of Shanghai Lianxin Capital Management Co., Ltd. (上海聯新資本管理有限公司), where Mr. Zhang is a partner. Suzhou Hangli was declared bankrupt in the PRC in December 2024 and the bankruptcy proceedings have not yet been concluded as of the Latest Practicable Date. To the best knowledge and belief of our Company as at the Latest Practicable Date, our Company is not aware of any facts against Mr. Zhang which would lead us to consider Mr. Zhang unsuitable to act as a Director under Rules 3.08 and 3.09 of the Listing Rules by virtue of the bankruptcy of Suzhou Hangli, on the following grounds: (i) Mr. Zhang has served as a director of Suzhou Hangli in a non-executive capacity and has not been involved in its day-to-day operations or management; (ii) Mr. Zhang has confirmed that, to the best of his knowledge and belief, there was no wrongful act on his part leading to the bankruptcy of Suzhou Hangli, and no claims had been made against him and he was not aware of any threatened or potential claims made against him as a result of the bankruptcy of Suzhou Hangli; (iii) as advised by our PRC Legal Advisor, the declared bankruptcy of Suzhou Hangli would not impair, and there has not been any ruling made by the competent authorities as of the Latest Practicable Date that affects, the suitability of Mr. Zhang to serve as a director of a PRC company (including Shanghai Union Technology Corporation) pursuant to the PRC Company Law and other PRC laws and regulations.

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 in May 2026, (ii) understands his or her obligations as a director of a listed issuer on the Stock Exchange under the Listing Rules and (iii) save as disclosed above, there are no other matters concerning our Directors' appointment that need to be brought to the attention of our shareholders and the Stock Exchange or shall be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules.

Each of the independent non-executive Directors confirms (i) his/her independence with regard to each of the factors referred to in Rule 3.13(1) to (8) of the Listing Rules; (ii) that he/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 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 appointment.

Each of our Directors (excluding our independent non-executive Directors) confirms that as of the Latest Practicable Date, he or she did not have any interest in a business which competes or is likely to compete, either directly or indirectly, with our Company's business which would require disclosure under Rule 8.10 of the Listing Rules.

REMUNERATION OF DIRECTORS

The aggregate amount of remuneration paid to our Directors (including directors' fee, salaries and other benefits, discretionary bonus, retirement benefit scheme contributions and equity-settled share-based payments) for the years ended December 31, 2023, 2024 and 2025 were approximately RMB2.4 million, RMB2.6 million and RMB2.4 million, respectively. Further information on the remuneration of each Director during the Track Record Period is set out in Appendix I to this document.

For each of the years ended December 31, 2023, 2024 and 2025, there were two, two and two Directors among the five highest paid individuals, respectively. The aggregate amount of salaries and other benefits, discretionary bonus, retirement benefit scheme contributions and equity-settled share-based payments of the remaining highest paid non-director individuals of our Group were approximately RMB3.8 million, RMB3.3 million and RMB2.5 million, respectively.

During the Track Record Period, no remuneration was paid or payable by our Company to our Directors or the five highest-paid individuals as an inducement to join or upon joining our Company. During the Track Record Period, no compensation was paid or payable by our Company to our Directors, former Directors or the five highest-paid individuals for the loss of any office in connection with the management of the affairs of any subsidiary of our Company.

During the Track Record Period, none of our Directors has waived or agreed to waive any remuneration or benefits in kind. Save as disclosed above, no other payments were paid or payable by our Company or any of our subsidiaries to our Directors or the five highest-paid individuals during the Track Record Period.

Under the arrangement currently in force, the aggregate amounts of remuneration payable by our Company to our Directors for the year ending December 31, 2026 to be approximately RMB2.1 million. The actual remuneration of Directors in 2026 may be different from the expected remuneration.

Save as disclosed above, no other payments have been made or are payable by our Group to our Directors or Supervisors in respect of the years ended December 31, 2023, 2024 and 2025.

Our Board will review and determine the remuneration and compensation packages of our Directors and senior management which, following the **[REDACTED]**, will receive recommendations from our Remuneration Committee which will take into account salaries paid by comparable companies, time commitment and responsibilities of our Directors and senior management and the performance of our Group.

DIRECTORS' INTEREST

Save as disclosed in this document, none of our Directors (i) held any other positions in our Company or any other members of our Group as of the Latest Practicable Date; (ii) had any other relationship with any Directors or senior management of our Company as of the Latest Practicable Date; and (iii) held any directorship in any other listed companies in the three years immediately prior to the date of this document.

WAIVER GRANTED BY THE STOCK EXCHANGE

We have applied to the Stock Exchange for, and the Stock Exchange [has granted], a waiver from strict compliance with the requirement of Rules 8.12 and 19A.15 of the Listing Rules in relation to the requirement of management presence in Hong Kong. For details of the waiver, see "Waiver from Strict Compliance with the Listing Rules — Waiver in respect of Management Presence in Hong Kong."

We have applied to the Stock Exchange for, and the Stock Exchange [has granted], a waiver from strict compliance with the requirement of Rules 3.28 and 8.17 of the Listing Rules in relation to the academic or professional qualifications of our Company's joint company secretaries. For details of the waiver, see "Waiver from Strict Compliance with the Listing Rules — Waiver in respect of Joint Company Secretaries."

SHARE INCENTIVE SCHEMES

In order to incentivize our Directors, senior management and other participants for their contribution to our Group and to attract and retain talented personnel for our Group, we have adopted the share incentive plans. For further details, see "Statutory and General Information — 5. Share Incentive Schemes.

BOARD DIVERSITY POLICY

In order to enhance the effectiveness of our Board and to maintain high standard of corporate governance, the Board has adopted a board diversity policy (the "**Board Diversity Policy**"). The Board Diversity Policy sets out the criteria in selecting candidates to our Board, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

Our Board currently consists of eight male members and three female members, with three executive Directors, four non-executive Directors and four independent non-executive Directors at diverse age ranges and possessing academic backgrounds in a variety of disciplines. Our Board has a balanced mix of skillsets, expertise, and diversity which enhances decision-making capability and the overall effectiveness of the Board in achieving sustainable business operation and enhancing shareholder value. We consider that our Board satisfies our Broad Diversity Policy.

The Nomination Committee is responsible for reviewing the structure and diversity of the Board and selecting individuals to be nominated as Directors. After the **[REDACTED]**, the Nomination Committee will monitor and evaluate the implementation of the Board Diversity Policy from time to time to ensure its continued effectiveness, and when necessary, make any revisions that may be required and recommend any such revisions to our Board for consideration and approval. The Nomination Committee will also include in successive annual reports a summary of the Board Diversity Policy, including any measurable objectives set for implementing the Board Diversity Policy and the progress on achieving these objectives.

COMPLIANCE WITH THE CORPORATE GOVERNANCE CODE

We are committed to achieving high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. To accomplish this, we expect to comply with the corporate governance requirements under the Corporate Governance Code and Corporate Governance Report as set out in Appendix C1 to the Listing Rules after the **[REDACTED]**.

COMPLIANCE ADVISOR

We have appointed Maxa Capital Limited as our compliance advisor pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, we must consult with and, if necessary, seek advice from our compliance advisor on a timely basis in the following circumstances: (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 but not limited to share issues, sales or transfers of treasury shares and share repurchases; (c) where our Company proposes to use the **[REDACTED]** of the **[REDACTED]** in a manner different from that detailed in this document, or where the business activities, developments or results of our Group deviate from any forecast, estimate or other information in this document; and (d) where the Stock Exchange makes an inquiry of our Company regarding unusual movements in the price or trading volume of our listed securities, the possible development of a false market in our securities, or any other matters under Rule 13.10 of the Listing Rules.

Our compliance advisor will, in a timely manner, inform us of any amendments or supplements to the Listing Rules and any new or amended law, regulation or code in Hong Kong applicable to our Group. The term of the appointment of our compliance advisor shall commence on the **[REDACTED]** and end on the date when we distribute our annual report in respect of our financial results for the first full financial year commencing from the **[REDACTED]**, and such appointment may be subject to extension by mutual agreement.