BOARD OF DIRECTORS

Our Board consists of nine Directors, comprising six executive Directors and three independent non-executive Directors. The following table sets forth the key information about our Directors as of the Latest Practicable Date.

Name	Age	Positions	Date of joining our Group	Date of appointment as a Director	Roles and responsibilities
Mr. Zhang Jian (張健)	51	Chairman of the Board, executive Director and general manager	October 2011	October 2011	Primarily responsible for the overall strategic planning and business management of our Company, overseeing our Company's marketing, sales, finance and administrative management.
Mr. Yang Xianwen (楊現文)	47	Vice chairman of the Board, executive Director and deputy general manager	October 2011	June 2018	Primarily responsible for overseeing our Company's human resources, production, quality control and operation planning and procurement management
Mr. Wu Tianshu (吳天書)	45	Executive Director and deputy general manager	October 2011	June 2018	Primarily responsible for the technological matters relating to optical module product development, craftwork development and engineering management.
Mr. Li Linke (李林科)	44	Executive Director and deputy general manager	October 2011	September 2020	Primarily responsible for the technological matters relating to optical sub-assembly product development, craftwork development and engineering management.
Mr. Lin Xuefeng (林雪楓)	46	Executive Director	August 2017	September 2023	Primarily responsible for the daily operation and management of our Company's Malaysian subsidiary
Mr. Wang Bing (王冰)	37	Executive Director	September 2013	September 2023	Primarily responsible for overseeing the management of the software development of our Company

Name	Age	Positions	Date of joining our Group	Date of appointment as a Director	Roles and responsibilities
Dr. Yu Guojie (余國傑)	62	Independent non-executive Director	May 2026	May 2026	Primarily responsible for supervising and providing independent opinion and judgment to the Board
Dr. Hong Hong (洪荭)	49	Independent non-executive Director	June 2026	June 2026	Primarily responsible for supervising and providing independent opinion and judgment to the Board
Ms. Fang Fang (方芳)	48	Independent non-executive Director	June 2026	June 2026	Primarily responsible for supervising and providing independent opinion and judgment to the Board

Executive Directors

Mr. Zhang Jian (張健), aged 51, is the chairman of the Board and general manager of our Company. Mr. Zhang has been a Director since the inception of our Company and was re-designated as our executive Director on June 25, 2026. Mr. Zhang is primarily responsible for the overall strategic planning and business management of our Company, overseeing our Company's marketing, sales, finance and administrative management. He also serves as a director of each of our three subsidiaries. For details of our subsidiaries, see "History, Development and Corporate Structure — Our Subsidiaries" of this document.

Prior to joining the Company, Mr. Zhang was employed by Wuhan Telecommunication Devices Co. Ltd. (武漢電信器件有限公司), a company principally engaged in the research and development, production, and sales of optoelectronic devices.

In August 2015, Mr. Zhang was selected for the eighth batch of the 3551 Optics Valley Talent Program by the Management Committee of Wuhan East Lake High-tech Development Zone. In the same year, he was also named under the list of Innovative Entrepreneurs (Private Enterprise) of the Chutian Talent Program.

Mr. Zhang obtained a bachelor's degree in electrical technology from Wuhan Automotive Industry University (武漢汽車工業大學) (currently known as Wuhan University of Technology (武漢理工大學)) in the PRC in June 1996, and a master's degree in business administration from Wuhan University (武漢大學) in the PRC in June 2010.

Mr. Yang Xianwen (楊現文), aged 47, is the vice chairman of the Board and deputy general manager of our Company. Mr. Yang joined the Company since its incorporation in 2011, and was appointed as a Director in June 2018. He was re-designated as our executive Director on June 25, 2026. Mr. Yang is primarily responsible for overseeing our Company's human resources, production, quality control, operation planning and procurement management.

Prior to joining the Company, Mr. Yang was employed by Wuhan Telecommunication Devices Co. Ltd. (武漢電信器件有限公司), a company principally engaged in the research and development, production, and sales of optoelectronic devices.

Mr. Yang received the Second Prize of the Electronic Information Science and Technology Award from the Chinese Institute of Electronics in December 2007, and the Second Prize of the Science and Technology Progress Award from the People's Government of Hubei Province in December 2008.

Mr. Yang obtained a bachelor's degree in measurement and control technology and instrumentation from Northeastern University (東北大學) in the PRC in July 2001, and a master's degree in optical engineering from Huazhong University of Science and Technology (華中科技大學) in the PRC in December 2014. Mr. Yang further obtained his Executive MBA degree from the China Europe International Business School (中歐國際工商學院) in the PRC in November 2024.

Mr. Wu Tianshu (吳天書), aged 45, is the Director and deputy general manager of our Company. Mr. Wu joined the Company since its incorporation in 2011, and was appointed as a Director in June 2018. He was re-designated as our executive Director on June 25, 2026. Mr. Wu is primarily responsible for the technological matters relating to optical module product development, craftwork development and engineering management.

Prior to joining the Company, Mr. Wu was employed by Wuhan Telecommunication Devices Co. Ltd. (武漢電信器件有限公司), a company principally engaged in the research and development, production, and sales of optoelectronic devices.

Mr. Wu obtained a bachelor's degree in physics and a master's degree in condensed matter physics from Wuhan University (武漢大學) in the PRC in June 2002 and June 2005, respectively.

Mr. Li Linke (李林科), aged 44, is the Director and deputy general manager of our Company. Mr. Li joined the Company since its incorporation in 2011, and was appointed as a Director in September 2020. He was re-designated as our executive Director on June 25, 2026. Mr. Li is primarily responsible for the technological matters relating to optical sub-assembly product development, craftwork development and engineering management.

From July 2007 to November 2010, Mr. Li served in the device development department of Wuhan Telecommunication Devices Co., Ltd. (武漢電信器件有限公司), a company principally engaged in the research and development, production, and sales of optoelectronic devices, where he was engaged in relevant development work.

Mr. Li obtained a bachelor's degree in applied physics from Harbin University of Science and Technology (哈爾濱理工大學) in the PRC in July 2004, and a master's degree in optical engineering from Dalian University of Technology (大連理工大學) in the PRC in July 2007.

Mr. Lin Xuefeng (林雪楓), aged 46, is the Director of our Company. Mr. Lin joined our Group in August 2017 and was appointed as a Director in September 2023. He was re-designated as our executive Director on June 25, 2026. Mr. Lin is primarily responsible for the daily operation and management of our Company's Malaysian subsidiary. Mr. Lin also serves as the director for both of our subsidiaries, LINKTEL TECHNOLOGIES SDN. BHD in Malaysia (where he is also the general manager) and LINKTEL TECHNOLOGIES PTE. LIMITED in Singapore. For details of our subsidiaries, see "History, Development and Corporate Structure — Our Subsidiaries" of this document.

From April 2015 to July 2017, Mr. Lin worked at Wuhan Lanbo Optical Communication Technology Co., Ltd. (武漢藍波光通訊科技有限公司).

Mr. Lin obtained a bachelor's degree in applied physics from Wuhan University (武漢大學) in the PRC in June 2001, and a master's degree in optical engineering from Huazhong University of Science and Technology (華中科技大學) in the PRC in June 2006.

Mr. Wang Bing (王冰), aged 37, is the Director of our Company. Mr. Wang joined our Group in September 2013 and was appointed as a Director in September 2023. He was re-designated as our executive Director on June 25, 2026. Mr. Wang is primarily responsible for overseeing the management of the software development of our Company.

Mr. Wang has been serving as a software development department manager and the head of the software team of our Company since December 2016 and September 2021, respectively, and is primarily responsible for overseeing software team management. Previously, he served as a software engineer at our Company from September 2013 to September 2021, primarily responsible for host computer software development.

Mr. Wang obtained a bachelor's degree in automation from Wuhan University of Science and Technology (武漢科技大學) in the PRC in June 2012.

Independent Non-Executive Directors

Dr. Yu Guojie (余國傑), aged 62, joined our Group as an independent Director in May 2026 and was re-designated as an independent non-executive Director on June 25, 2026. He is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Dr. Yu has been engaged in teaching and research at the Accounting Department in the School of Economics and Management of Wuhan University (武漢大學), serving as a professor from October 2005 to January 2024 and as a professor emeritus since February 2024. In addition, Dr. Yu has held directorships in several listed companies, in which he participates in board decision-making and provides independent judgment and financial expertise to the respective boards, including: serving as an independent director of Zhongbai Holdings Group Co., Ltd. (中百控股集團股份有限公司), a company listed on Shenzhen Stock Exchange (000759.SZ) since July 2021, an independent non-executive director of Be Friends Holding Limited (交個朋友控股有限公司), a company listed on the Stock Exchange (01450.HK) since September 2021, and an independent director of Guizhou BC&TV Information Network Co., Ltd. (貴州省廣播電視信息網絡股份有限公司) , a company listed on Shanghai Stock Exchange (600996.SH) since February 2026.

Dr. Yu obtained a diploma in physics from the Hankou Branch of Wuhan Teachers College (武漢師範學院漢口分院) (currently known as Jianghan University (江漢大學)) in July 1983, a master's degree in philosophy of science and technology from Huazhong University of Science and Technology (華中理工大學) in June 1992, and a doctoral degree in political economy from Wuhan University (武漢大學) in June 2003, all in the PRC. He is also a Certified Public Accountant (non-practicing) and a Certified Public Valuer in the PRC.

Dr. Hong Hong (洪葒), aged 49, joined our Group as an independent Director in June 2026 and was re-designated as an independent non-executive Director on June 25, 2026. She is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Dr. Hong has been a faculty member at Wuhan University of Technology (武漢理工大學) since July 1998. She currently serves as a professor, the head of the Department of Finance and Accounting, the director of the MPAcc (Master of Professional Accounting) Center, and a doctoral supervisor at the university's School of Management. Dr. Hong possesses extensive experience in capital markets and currently holds, or has held, directorships in several companies. Specifically, from April 2010 to November 2013, she served as an independent director of Wuhan Xianglong Electric Co., Ltd. (武漢祥龍電業股份有限公司) (600769.SH), a company listed on the Shanghai Stock Exchange. From December 2021 to May 2024, she served as an independent director of Hubei Tianrui Electronic Co., Ltd. (湖北天瑞電子股份有限公司) (837601.NQ), a company listed on the National Equities Exchange and Quotations. Since April 2024, she has been serving as an independent director of Chitian Auto Co., Ltd. (馳田汽車股份有限公司). Additionally, since June 2025, she has been serving as an independent director of Chutian Dragon Co., Ltd. (楚天龍股份有限公司) (003040.SZ), a company listed on the Shenzhen Stock Exchange. In the field of academic research, she has published numerous academic articles in various reputable journals, including Accounting Research (會計研究), Accounting and Economic Research (會計與經濟研究), Finance and Accounting Monthly (財會月刊), Finance and Accounting Communication (財會通訊), Journal of Wuhan University of Technology (武漢理工大學學報) and Friends of Accounting (會計之友).

Dr. Hong obtained a bachelor's degree in accounting from Wuhan Industrial University (武漢工業大學) (currently known as Wuhan University of Technology) in the PRC in June 1997. She subsequently obtained a master's degree in industrial economics and a doctoral degree in management science and engineering from Wuhan University of Technology in June 2002 and June 2011, respectively. She obtained the qualification certificate for independent directors from the Shanghai National Accounting Institute (上海國家會計學院) in August 2010, and was awarded the professional title of professor of accounting by the Wuhan University of Technology in September 2023.

Ms. Fang Fang (方芳), aged 48, joined our Group as an independent Director in June 2026 and was re-designated as an independent non-executive Director on June 25, 2026. She is primarily responsible for supervising and providing independent opinion and judgment to the Board.

Ms. Fang has over 10 years of experience in financial investment and business management. Since May 2017, she has been serving as a managing director at Vision Finance Group (睿智金融集團), where she is primarily responsible for overseeing the asset management business. Ms. Fang has previously held directorships in two companies listed on the Stock Exchange, including serving as an independent non-executive director of Sheng Yuan Holdings Limited (盛源控股有限公司) (00851.HK) from April 2019 to May 2020 and an executive director of China Healthwise Holdings Limited (中國智能健康控股有限公司) (formerly known as Haier Healthwise Holdings Limited (海爾智能健康控股有限公司)) (00348.HK) from May 2013 to March 2017.

Ms. Fang obtained a bachelor's degree in tourism management from Fudan University (復旦大學) in the PRC in July 2000 and a master's degree in sociology from The Chinese University of Hong Kong in December 2003. She is currently a licensed person permitted to carry out Type 9 regulated activity under the SFO.

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. Zhang Jian (張健)	51	Chairman of the Board, executive Director and general manager	October 2011	October 2011	Primarily responsible for the overall strategic planning and business management of our Company, overseeing our Company's marketing, sales, finance and administrative management.
Mr. Yang Xianwen (楊現文)	47	Vice chairman of the Board, executive Director and deputy general manager	October 2011	December 2017	Primarily responsible for overseeing our Company's human resources, production, quality control and operation planning and procurement management
Mr. Wu Tianshu (吳天書)	45	Executive Director and deputy general manager	October 2011	October 2011	Primarily responsible for the technological matters relating to optical module product development, craftwork development and engineering management.
Mr. Li Linke (李林科)	44	Executive Director and deputy general manager	October 2011	October 2011	Primarily responsible for the technological matters relating to optical sub-assembly product development, craftwork development and engineering management.
Mr. Xiao Ming (肖明)	47	Board secretary and deputy general manager	October 2022	February 2023	Primarily responsible for product marketing and operation and management of our Company's subsidiary in the U.S., and our Company's securities affairs

Name	Age	Positions	Date of joining our Group	Date of appointment as a senior management	Roles and responsibilities
Ms. Luo Nan (羅楠)	44	Finance director	November 2023	March 2024	Primarily responsible for the management of our Company's finance and performance reporting, overseeing our Company's financial affairs and strategies, financial management and internal control

For the biographical details of Mr. Zhang, Mr. Yang, Mr. Wu and Mr. Li, see "— Board of Directors — Executive Directors" in this section.

Mr. Xiao Ming (肖明), aged 47, is the Board secretary and deputy general manager of our Company. Mr. Xiao joined our Group in October 2022 and was appointed as a deputy general manager in February 2023. Mr. Xiao is primarily responsible for product marketing and operation and management of our Company's subsidiary in the U.S., and our Company's securities affairs.

From April 2012 to December 2017, Mr. Xiao was employed by Cisco Systems (China) Research and Development Co., Ltd., (思科系統（中國）研發有限公司) with his last position being a manager. From January 2018 to January 2019, he served as the chief executive officer at Puxiusi Technology (Shanghai) Co., Ltd. (普修斯科技（上海）有限公司), a company primarily engaged in technology development in the fields of computer technology, network technology, electronics technology, intelligent technology, etc., where he was primarily responsible for overall company operations. Between March 2019 and August 2022, Mr. Xiao held various positions at Suzhou TFC Optical Communication Co., Ltd. (蘇州天孚光通信股份有限公司), a company listed on the Shenzhen Stock Exchange (300394.SZ) primarily engaged in the manufacture and sale of optoelectronic devices, manufacturing of electronic components, including vice general manager and vice president of marketing.

Mr. Xiao obtained a bachelor's degree in materials science from Harbin Institute of Technology (哈爾濱工業大學) in the PRC in July 2001, and a master's degree in business administration from Fudan University (復旦大學) in the PRC in January 2014. Mr. Xiao was awarded the Second Prize of the Jiangxi Provincial Scientific and Technological Progress Award by the People's Government of Jiangxi Province in June 2021.

Ms. Luo Nan (羅楠), aged 44, is the finance director of our Company. Ms. Luo joined our Group in November 2023 and was appointed as a finance director in March 2024. Ms. Luo is primarily responsible for the management of our Company's finance and performance reporting, overseeing our Company's financial affairs and strategies, financial management and internal control.

From July 2004 to June 2019, Ms. Luo served as a finance manager at Dongfeng Peugeot Citroen Automobile Company Ltd. (神龍汽車有限公司), a company primarily engaged in vehicle manufacturing, parts sales, and automotive financial services, where she was primarily responsible for financial management related work. From June 2019 to October 2019, she served as the deputy finance director of Meicai (Wuhan) Investment Holding Co., Ltd. (美菜（武漢）投資控股有限公司)

(currently known as Wuhan Meiweixian Agricultural Technology Co., Ltd. (武漢美味鮮農業科技有限公司)), where she was responsible for financial management-related matters. From November 2019 to November 2023, Ms. Luo served as a senior finance director at Dongfeng Automobile Co., Ltd. Voyah Auto Technology Branch (東風汽車股份有限公司嵐圖汽車科技分公司) (currently is known as Voyah Automotive Technology Co., Ltd. (嵐圖汽車科技股份有限公司), a company listed on the Stock Exchange (07489.HK) primarily engaged in the sales of new energy vehicles, R&D and manufacturing of auto parts, and technology promotion services), where she was primarily responsible for financial management related work.

Ms. Luo received the title of Hubei Provincial High-end Accounting Talent in September 2020 from the Hubei Provincial Department of Finance, and the title of Wuhan Municipal High-level Accounting Talent in July 2023 from the Wuhan Municipal Leading Group for the Development of High-level Accounting Talent. In December 2017, a project in which Ms. Luo was involved was awarded the National Second Prize for Enterprise Management Modernization Innovation by the National Enterprise Management Modernization Innovation Achievement Appraisal Committee.

Ms. Luo obtained a double bachelor's degree in accounting and law from Zhongnan University of Economics and Law (中南財經政法大學) in the PRC in June 2004. Ms. Luo obtained the Intermediate Accountant Certificate issued by the Ministry of Finance of the People's Republic of China in May 2007, and the Senior Accountant Certificate issued by the Office of the Leading Group for Professional Title Reform and Vocational Skills Appraisal of Dongfeng Motor Corporation in December 2019.

RELATIONSHIP AMONG DIRECTORS AND SENIOR MANAGEMENT

For details of the relationship among our Directors, see "History, Development and Corporate Structure — Our Single Largest Group of Shareholders and Acting-In-Concert Arrangement". Save as the foregoing, there are no other relationships among our Directors and members of the senior management.

GENERAL

Save as disclosed above, none of the Directors or members of senior management of our Company has been a director of any public company the securities of which are listed on any securities market in Hong Kong or overseas in the three years immediately preceding the date of this document.

None of the Directors or members of the senior management of our Company has completed his/her respective education programs as disclosed in this section by way of attendance of long-distance learning or online courses.

Save as disclosed above, none of the Directors or members of the senior management of our Company is related to any other Directors and members of the senior management of our Company.

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

CONFIRMATION FROM OUR DIRECTORS

Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on June 14, 2026, and (ii) understands his or her obligations as a director of a **[REDACTED]** issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

Each of the independent non-executive Directors has confirmed (i) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) 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 under the Listing Rules as of the Latest Practicable Date, and (iii) that there are no other factors that may affect his or her independence at the time of his/her appointment.

Rule 8.10(2) of the Listing Rules

Each of our 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(2) of the Listing Rules.

JOINT COMPANY SECRETARIES

Mr. Xu Yi and Ms. Wong Wing Yee have been appointed as the joint company secretaries of our Company on June 25, 2026.

Mr. Xu Yi (許怡), aged 32, has been serving as our securities affairs representative since December 2020. He is primarily responsible for information disclosure, investor relations, and corporate governance. Mr. Xu joined our Group in March 2017 and served as the cost supervisor until September 2020, in which role he was primarily responsible for cost accounting and management matters. From September 2020 to September 2025, he served as an employee representative supervisor of our Company, where he was primarily responsible for supervising senior management and safeguarding employee interests.

Mr. Xu obtained a diploma in accounting and auditing from Wuhan Donghu University (武漢東湖學院) in the PRC in June 2014. He obtained the Board Secretary Qualification Certificate for Listed Companies issued by the Shenzhen Stock Exchange in June 2023.

Ms. Wong Wing Yee (黃詠儀) joined Vistra Corporate Services (HK) Limited since September 2022 and now serves as a Manager of Corporate Services. Ms. Wong has over 8 years of experience in the corporate services industry. She is currently a named company secretary of TYK Medicines, Inc (02410.HK) and a named joint company secretary of Distinct Healthcare Holdings Limited (02677.HK), both of which are listed on the Stock Exchange, and assists corporate secretarial affairs of multiple listed companies.

Ms. Wong obtained a Bachelor of Arts (Chinese) from the Lingnan University in Hong Kong in November 2015. She has been an associate member of the Chartered Governance Institute (formerly known as the Institute of Chartered Secretaries and Administrators) in United Kingdom and the Hong Kong Chartered Governance Institute (formerly known as the Hong Kong Institute of Chartered Secretaries) since June 2022.

BOARD COMMITTEES

Our Company has established four committees under the Board pursuant the corporate governance practice requirements under the Listing Rules and relevant PRC laws and regulations, including the Audit Committee, Remuneration and Appraisal committee, Nomination Committee and Strategy Committee.

Audit Committee

We have established an Audit Committee in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The primary duties of the Audit Committee are to (i) inspect financial status and supervise management conduct, (ii) convene and preside over shareholder meetings and submit formal corporate proposals, and (iii) file lawsuits against Directors or officers for misconduct. The Audit Committee comprises Dr. Yu Guojie, Dr. Hong Hong and Ms. Fang Fang. Dr. Yu Guojie is the chairperson of the Audit Committee. Dr. Yu Guojie holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules.

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 as set out in Appendix C1 to the Listing Rules. The primary duties of the Remuneration and Appraisal Committee are to (i) establish appraisal criteria and conduct assessments for Directors and our senior management, while formulating and reviewing overarching remuneration policies and schemes; (ii) manage the initiation or modification of equity incentives and employee stock ownership plans; and (iii) provide formal recommendations to the Board on executive compensation. The Remuneration and Appraisal Committee comprises Dr. Hong Hong, Mr. Zhang Jian and Dr. Yu Guojie. Dr. Hong Hong is the chairperson of the Remuneration and Appraisal Committee.

Nomination Committee

We have established a Nomination Committee in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The primary duties of the Nomination Committee are to (i) vet candidates and advise on appointments and succession planning, (ii) review Board structure, Director independence, and overall performance; and (iii) fulfill statutory mandates and ensure transparency for unadopted advice. The Nomination Committee comprises Ms. Fang Fang, Mr. Yang Xianwen and Dr. Hong Hong. Ms. Fang Fang is the chairperson of the Nomination Committee.

Strategy Committee

We have established a Strategy Committee. The primary duties of Strategy Committee are to (i) research and formulate our Company's medium-to-long-term development strategies; (ii) evaluate and provide recommendations on major corporate actions, including financing and M&A activities; and (iii) monitor the business environment and supervise the progress of strategy execution. The Strategy Committee comprises Mr. Zhang Jian, Mr. Yang Xianwen and Dr. Yu Guojie. Mr. Zhang Jian is the chairperson of the Strategy 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 of the Board and general manager are currently performed by Mr. Zhang. The Board believes that vesting the roles of chairman of the Board and general manager in the same person has the benefit of ensuring consistent leadership within our Group and enables more effective and efficient overall strategic planning for our Group. The Board considers that the balance of power and authority for the present arrangement will not be impaired and this structure will enable our Company to make and implement decisions promptly and effectively. The Board will continue to review and consider splitting the roles of chairman of the Board and general manager of our Company if and when it is appropriate taking into account the circumstances of our Group as a whole.

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, 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 37 to 62 years old. Taking into account our business model and specific needs as well as the presence of two female Directors out of a total of nine 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 ADVISER

We have appointed Zero2IPO 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. Pursuant to Rule 3A.23 of the Listing Rules, the Compliance Adviser will advise our Company in certain circumstances including:

(i) before the publication of any regulatory announcement, circular or financial report;

(ii) 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;

(iii) where our Group proposes to use the **[REDACTED]** of the **[REDACTED]** in a manner different from that detailed in this document or where the business activities, development or results of our Group deviate from any forecast, estimate, or other information in this document; and

(iv) where the Stock Exchange makes an inquiry of our Company 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]**.

WAIVERS IN RESPECT OF MANAGEMENT PRESENCE IN HONG KONG AND JOINT COMPANY SECRETARIES

For details of waivers in respect of management presence in Hong Kong and joint company secretaries, see "Waivers and Exemptions" of this document.

REMUNERATION OF DIRECTORS AND FIVE HIGHEST PAID INDIVIDUALS

The Directors and senior management members who receive remuneration from our Company are paid in forms of fees, salaries, allowances and benefits in kind, performance-based bonus, contributions to pension plans and share-based payment expenses. 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.

For the three financial years ended December 31, 2023, 2024 and 2025, the total amount of remuneration (including fees, salaries, allowances and benefits in kind, performance-based bonus and contributions to pension plans) and other benefits in kind (if applicable) paid to our Directors were RMB3.3 million, RMB7.3 million and RMB7.5 million, respectively.

According to existing effective arrangements, we estimate the total remuneration before taxation to be accrued to our Directors in kind for their service for the year ending December 31, 2026 to be approximately RMB7.3 million. The actual remuneration of our Directors in 2026 may be different from the expected remuneration.

For the three financial years ended December 31, 2023, 2024 and 2025, the total emoluments paid to the five highest paid individuals (including Directors) by us amounted to RMB6.2 million, RMB8.4 million and RMB14.3 million, respectively.

During the Track Record Period, (i) no remuneration was paid to or receivable by our Directors or the five highest paid individuals as an inducement to join or upon joining our Company or as compensation for loss of office; (ii) none of our Directors 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 or the five highest paid individuals.

For details of the incentive scheme for our senior management and key employees, see "Appendix VI Statutory and General Information — D. Pre-**[REDACTED]** Share Incentive Scheme" of this document.