DIRECTORS

Upon [**REDACTED**], our Board will consist of nine Directors, including two executive Directors, four non-executive Directors and three independent non-executive Directors. Our Directors serve a term of three years and shall be subject to re-election upon the expiry of their respective term of office. The following table sets out certain information in respect of our Directors.

Name	Age	Position(s)	Date of joining our Group	Date of appointment as Director	Roles and responsibilities
Mr. Liu Yu (劉羽)[2]	40	Executive Director and Chief Executive Officer	March 1, 2012	June 14, 2019	Responsible for executing board resolutions, executing the Company's strategy, coordinating overall operations and ensuring performance and compliant operations
Mr. Deng Li (鄧利)	48	Executive Director and Vice President	July 1, 2000	August 27, 2018	Responsible for leading the marketing center, formulating sales targets and implementing operating indicators for our Group
Mr. Liu Shaobai (劉紹柏)[2]	63	Non-executive Director and Chairman of our Board	March 9, 1993	June 8, 2013[1]	Responsible for formulating the Group's overall strategy and for supervising and guiding the Group's management
Mr. Cheuk Yung (卓勇)[2]	59	Non-executive Director, Vice Chairman of our Board	December 1, 2000	November 26, 2013[1]	Responsible for compliance decision-making and safeguarding the interests of the Company and its shareholders
Ms. Huang Xiaofen (黃小芬)[2]	62	Non-executive Director	October 1, 2007	June 8, 2013[1]	Responsible for compliance decision-making and safeguarding the interests of the Company and its shareholders
Ms. Cheuk Kwan (卓軍)[2]	59	Non-executive Director	September 1, 2011	June 8, 2013[1]	Responsible for compliance decision-making and safeguarding the interests of the Company and its shareholders

Name	Age	Position(s)	Date of joining our Group	Date of appointment as Director	Roles and responsibilities
Dr. Zhou Guoyun (周國雲)	41	Independent Non-executive Director	December 21, 2021	December 21, 2021	Responsible for participating in board decision-making, advising on the Company's operations and development, enhancing the Board's governance framework, and safeguarding the interests of the Company and shareholders
Dr. Xin Guosheng (辛國勝)	73	Independent Non-executive Director	August 13, 2025	August 13, 2025	Responsible for participating in board decision-making, advising on the Company's operations and development, enhancing the Board's governance framework, and safeguarding the interests of the Company and shareholders
Dr. Cao Chunfang (曹春方)	40	Independent Non-executive Director	August 23, 2022	August 23, 2022	Responsible for participating in board decision-making, advising on the Company's operations and development, enhancing the Board's governance framework, and safeguarding the interests of the Company and shareholders

Notes:

(1) The dates of the appointment refer to the first appointment of the relevant positions in our Company after its conversion into a joint stock company with limited liability in June 2013. For the details of the conversion, see "History and Corporate Structure — Conversion into Joint Stock Limited Company and Capital Increases."

(2) Ms. Huang Xiaofen is the wife of Mr. Liu Shaobai, and Mr. Liu Yu is the son of Mr. Liu Shaobai and Ms. Huang Xiaofen. Ms. Cheuk Kwan is the sister of Mr. Cheuk Yung.

Executive Directors

Mr. Liu Yu (劉羽), aged 40, is an executive Director and chief executive officer of our Company. Mr. Liu is primarily responsible for executing board resolutions, executing the Company's strategy, coordinating overall operations and ensuring performance and compliant operations, including developing the overseas customers base, expanding new businesses and scaling up production capacity.

Mr. Liu joined our Group in March 2012 as a procurement manager. From January 2013 to May 2016, he served as deputy general manager of the FPC business unit. From May 2016 to August 2017, he was assistant to the president of our Company. From August 2017 to June 2019, he served as vice president of the Company and president of the PCB business unit. From June 2019 to August 2022, he served as a director and vice president of the Company. Since August 2022, he has served as a director and chief executive officer of the Company.

Mr. Liu obtained a bachelor of business administration in global supply chain management from The Hong Kong Polytechnic University in October 2008, a Master of Science in Finance from The Chinese University of Hong Kong in November 2012 and an EMBA degree from Peking University HSBC Business School in the PRC in July 2018.

Mr. Deng Li (鄧利), aged 48, is an executive Director and vice president of our Company. Mr. Deng is primarily responsible for leading the marketing center, formulating sales targets and implementing operating indicators for our Group.

From July 2000 to June 2003, Mr. Deng served as a planner in the marketing department of our Company. From June 2003 to June 2006, he served as a manager in the marketing department of our Company. From June 2006 to March 2009, he served as a deputy general manager of the marketing department for the FPC business unit. From June 2009 to June 2022, he served as a general manager of the FPC business unit. Since June 2013, he has served as vice president of the Company. He has also served as a director of the Company since August 2018.

Mr. Deng obtained a bachelor's degree in international economics and trade from Jiangxi University of Finance and Economics (江西財經大學) in the PRC in July 2000.

Non-Executive Directors

Mr. Liu Shaobai (劉紹柏), aged 63, is a non-executive Director and chairman of the Board of our Company. Mr. Liu is primarily responsible for formulating the Group's overall strategy and for supervising and guiding the Group's management.

Mr. Liu founded our Group in March 1993 and has been serving as chairman of the board since March 1993. Mr. Liu has over 30 years of experience in the PCB industry. From March 1993 to August 2022, he served as chairman of the Board and the general manager. Since August 2022, he served as the chairman of the Board of our Company. Mr. Liu currently serves as a vice chairman of the China Printer Circuit Association.

Mr. Liu studied accounting at Huizhou Region Supply and Marketing School (惠陽地區供銷學校) in the PRC from September 1981 to July 1983 and studied business administration at Peking University HSBC Business School in the PRC from September 2012 to June 2014.

Mr. Cheuk Yung (卓勇), aged 59, is a non-executive Director and vice chairman of the Board of our Company. Mr. Cheuk is primarily responsible for compliance decision-making and safeguarding the interests of the Company and its shareholders.

He joined the Company in December 2000 and has served as chief financial officer from December 2000 to February 2017, during which he was responsible for overseeing the Company's financial management, budget management, capital management, cost management and financial accounting. He has served as director of the Company since November 2013, vice chairman of the Board since May 2014. During his tenure, he was deeply involved in the transformation and upgrading of our ERP systems and financial systems related to the procurement and supply chain. He became an associate member of the Association of International Accountants on September 7, 2016.

Mr. Cheuk studied accounting at Hong Kong Shue Yan University from September 1989 to July 1992 and obtained an EMBA degree from Research Institute of Tsinghua University in ShenZhen (深圳清華大學研究院) in the PRC from December 2011 to June 2013.

Ms. Huang Xiaofen (黃小芬), aged 62, is a non-executive Director of our Company. Ms. Huang is primarily responsible for compliance decision-making and safeguarding the interests of the Company and its shareholders. Ms. Huang started working in the Company from October 2007 and has served as a director of the Company since June 2013.

Ms. Huang studied finance and accounting at Shenzhen Nantou Adult Secondary Vocational School (深圳市南頭成人中等專業學校) from August 1990 to December 1993 and obtained an accountant qualification issued by the Ministry of Finance of the PRC in May 1996. Ms. Huang current also serves as the executive director and general manager of Jinghong Yongtai and the managing partner of Yizhao Investment.

Ms. Cheuk Kwan (卓軍), aged 59, is a non-executive Director of our Company. Ms. Cheuk is primarily responsible for compliance decision-making and safeguarding the interests of the Company and its shareholders.

From 1996 to 2011, Ms. Cheuk served various positions in Kinwong Group Limited (景旺企業集團有限公司) including director, manager and company secretary. Since 2011, she has served as a director in Kinwong Electronic (Hong Kong) Limited. She currently also serves as a director of our Company and Wise Able Investment.

Independent Non-Executive Directors

Dr. Zhou Guoyun (周國雲), aged 41, is an independent non-executive Director of our Company. Dr. Zhou is primarily responsible for participating in board decision-making, advising on the Company's operations and development, enhancing the Board's governance framework, and safeguarding the interests of the Company and shareholders.

Since December 2014, Dr. Zhou has served as a researcher and teacher at the University of Electronic Science and Technology of China (電子科技大學) in the PRC. He is currently a director of the Jiangxi Electronic Circuit Research Center of the University of Electronic Science and Technology of China (電子科技大學), chair of the Editorial Board of Printed Circuit Information. He is also an independent non-executive director of Tianjin Printronics Circuit Co., Ltd. (天津普林電路股份有限公司).

Dr. Zhou obtained a bachelor's degree in applied chemistry in July 2007 and a master's degree in applied chemistry in June 2010, both from the University of Electronic Science and Technology of China (電子科技大學) in the PRC, and a doctoral degree in materials science and engineering from the same university in December 2014. From September 2012 to November 2013, he was a doctoral student in a joint training program in Georgia Institute of Technology.

Dr. Xin Guosheng (辛國勝), aged 73, is an independent non-executive Director of our Company. Dr. Xin is primarily responsible for participating in board decision-making, advising on the Company's operations and development, enhancing the Board's governance framework, and safeguarding the interests of the Company and shareholders.

From August 1988 to August 2011, Dr. Xin held various positions at HT Electronic (Shenzhen) Co., Ltd. (永捷電子(深圳)有限公司), including deputy factory director, factory director, deputy general manager, and general manager. From 2011 to August 2016, he served as the general manager HT Electronic (Shixing) Co. Ltd. (永捷電子(始興)有限公司). From October 2015 to April 2023, he was a deputy general manager of HT Electronic and Technology (Tianjin) Co., Ltd. (永捷電子科技(天津)股份有限公司). Currently, Dr. Xin has served as an independent director of Guangdong Dingtai High-tech Co., Ltd. (廣東鼎泰高科技術股份有限公司) since August 2020; a director of Guangdong Zhongneng Medical Equipment Co., Ltd. (廣東中能醫療裝備有限公司) since October 2020; an independent director of Ganzhou Chaoyue Technology Co., Ltd. (贛州市超躍科技股份有限公司) since November 2023; an independent director of Shenzhen Songbai Science and Industry Co., Ltd. (深圳市松柏科工股份有限公司) since December 2023; and an independent director of Shenzhen Han's CNC Technology Co., Ltd. (深圳市大族數控科技股份有限公司) since May 2024.

He also serves as the honorary secretary general (founding chairperson) of the Guangdong Printed Circuit Association (廣東省電路板行業協會), and senior vice chairperson of the council of the China Electronic Circuit Industry Association (中國電子電路行業協會). Dr. Xin is an advisor to the Technical Expert Committee of the Electronic Copper Foil Materials Branch of the China Electronic Materials Industry Association (中國電子材料行業協會電子銅箔材料分會技術專家委員會顧問) and a senior advisor to the Copper-Clad Laminate Materials Branch of the China Electronic Materials Industry Association (中國電子材料行業協會覆銅板材料分會高級顧問).

Dr. Xin obtained his bachelor's degree in arts from Heilongjiang University (黑龍江大學) in the PRC in July 1982 and MBA degree jointly from Tsinghua University (清華大學) and University of Wales in October 2006. He further obtained his doctor of business administration degree from Victoria University in Switzerland in June 2009.

Dr. Cao Chunfang (曹春方), aged 40, is an independent non-executive Director of our Company. Dr. Cao is primarily responsible for participating in board decision-making, advising on the Company's operations and development, enhancing the Board's governance framework, and safeguarding the interests of the Company and minority shareholders.

From September 2012 to October 2017, Dr. Cao served as a lecturer, associate professor (promoted in December 2013), and Ph.D. supervisor in the Accounting Department at the School of Accounting, Southwestern University of Finance and Economics (西南財經大學會計學院). Since November 2017, he has been teaching at the School of Management at Sun Yat-sen University (中山大學管理學院). He is currently a professor of Accounting and a Ph.D. supervisor at the School of Management at Sun Yat-sen University (中山大學管理學院). Dr. Cao teaches courses including Economic Transformation and Risk Management, Enterprise Risk Management, Internal Control and Risk Management, Financial Statement Analysis, Accounting Basics, Theories and Practices of Corporate Governance and Advanced Financial Management. In these roles, he routinely reviews and analyzes audited public-company financial statements and the design, operation and assessment of internal controls over financial reporting. Dr. Cao has published quite a number of papers in both Chinese and English on corporate governance and financial accounting in renown journals, including in The Accounting Review which is one of the internationally recognized "Top Three" journals in the field of accounting. He was selected as National-level High-caliber Young Talent ("國家級高層次青年人才") and for the Ministry of Finance's Program to Enhance the Quality of Accounting Talents ("財政部高層次財會人才素質提升工程"). His teaching and research cover PRC GAAP and IFRS, audit quality, disclosure controls and internal control frameworks. From December 2020 to August 2023, Dr. Cao also served as an independent director and the chairperson of the audit committee of Naruida Technology Co., Ltd. (廣東納睿雷達科技股份有限公司), a company listed on the Shanghai Stock Exchange's Science and Technology Innovation Board (stock code: 688522). In carrying out the responsibilities of the positions, Dr. Cao has direct and ongoing oversight of the company's financial reporting processes and internal control over financial reporting, including the design, implementation and effectiveness of those controls. His roles entail regular review and analysis of the company's audited financial statements, engagement with and oversight of the external auditors, and evaluation of accounting policies and estimates to ensure compliance with applicable reporting standards. Dr. Cao has accumulated experience in reviewing and analyzing financial statements and examining the relevant internal controls of public companies. Dr. Cao has also served as an independent director of Alpha Group Co., Ltd. (奧飛娛樂股份有限公司) since March 2026.

Dr. Cao concurrently serves as Vice President of the Financial Cost Branch of the Accounting Society of China (中國會計學會財務成本分會副會長), a member of the Internal Control Professional Committee of the Accounting Society of China (中國會計學會內部控制專業委員會委員), and a part-time research fellow at the China Association for Corporate Governance (中國公司治理研究院兼職研究員).

Dr. Cao obtained a bachelor's degree in chemical engineering and technology from Anhui University of Engineering in the PRC (安徽工程大學) in July 2007, a master's degree in Management from Yunnan University of Finance and Economics (雲南財經大學) in the PRC in 2009 and a doctorate in corporate governance from Nankai University (南開大學) in the PRC in 2012.

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 December 8, 2025, and (ii) understands his or her obligations as a director of a listed issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

Each of the independent non-executive Directors has confirmed (i) his/her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) he/she has no past or present financial or other interest in the business of the Company or its subsidiaries or any connection with any core connected person of 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 appointments.

Rule 8.10 of the Listing Rules

Each of our Directors confirms that, as of the Latest Practicable Date, he/she did not have any interest in any 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.

SENIOR MANAGEMENT

The senior management is responsible for the day-to-day management of our business. The following table sets out the information of members of our senior management.

Name	Age	Position(s)	Date of joining our Group	Date of appointment as senior management[1]	Roles and responsibilities
Mr. Liu Yu (劉羽)[2] . .	40	Executive Director and Chief Executive Officer	March 1, 2012	August 14, 2017	Responsible for executing board resolutions, executing the Company's strategy, coordinating overall operations and ensuring performance and compliant operations
Mr. Deng Li (鄧利) . .	48	Executive Director and Vice President	July 1, 2000	June 8, 2013	Responsible for leading the marketing center, formulating sales targets and implementing operating indicators for our Group
Mr. Dong Xiaonjun (董曉軍)	66	Vice President	April 11, 2022	August 23, 2022	Responsible for assisting the president in managing and advancing procurement and supply chain optimization, and managing the execution of strategic planning

Name	Age	Position(s)	Date of joining our Group	Date of appointment as senior management[1]	Roles and responsibilities
Mr. Sun Junlei (孫君磊)	46	Chief Financial Officer	June 1, 2023	October 30, 2023	Responsible for the overall financial management
Mr. Wang Jun (王俊) .	46	Vice President	June 1, 2001	June 26, 2025	Responsible for managing the daily operations of the research institute and overseeing the Group's research and development management system
Mr. Huang Tian (黃恬)	44	Board Secretary and Joint Company Secretary	January 2, 2008	June 8, 2013[1]	Responsible for corporate governance, investors relation, information disclosure and company secretary matters for our Company

Notes:

(1) The dates of the appointment refer to the first appointment of the relevant positions in our Company after its conversion into a joint stock company with limited liability in June 2013. For the details of the conversion, see "History and Corporate Structure — Conversion into Joint Stock Limited Company and Listing on the Shanghai Stock Exchange."

(2) Mr. Liu Yu is the son of Mr. Liu Shaobai and Ms. Huang Xiaofen, both are non-executive Directors of the Company.

Mr. Liu Yu (劉羽), aged 40, is an executive Director and chief executive officer of our Company. For his biography, see "— Directors — Executive Directors" in this section.

Mr. Deng Li (鄧利), aged 48, is an executive Director and vice president of our Company. For his biography, see "— Directors — Executive Directors" in this section.

Mr. Dong Xiaojun (董曉軍), aged 66, is a vice president of our Company. He is primarily responsible for assisting the president in managing and advancing procurement and supply chain optimization, and managing the execution of strategic planning.

From March 1996 to March 2022, he served as a vice president at Shengyi Technology Co., Ltd. (廣東生益科技股份有限公司) and special assistant of the general manager. Since August 2022, he has served as vice president of our Company.

Mr. Dong obtained an EMBA degree from China Europe International Business School (上海中歐國際工商學院) in the PRC in September 2007.

Mr. Sun Junlei (孫君磊), aged 46, has been our chief financial officer since October 2023. He is responsible for the overall financial management of our Group.

From December 2013 to December 2022, Mr. Sun served as the chief financial officer of several PRC subsidiaries of the Philips Group, including Zhuhai Philips Household Appliances Co., Ltd. (珠海經濟特區飛利浦家庭電器有限責任公司), the Shenzhen Branch of Philips (China) Investment Co., Ltd. (飛利浦(中國)投資有限公司深圳分公司) and the Shenzhen Branch of Philips HealthTech (China) Co., Ltd. (飛利浦健康科技(中國)有限公司深圳分公司).

Mr. Sun obtained a master's degree in business administration from Shanghai University of Finance and Economics (上海財經大學) in the PRC in October 2009.

Mr. Wang Jun (王俊), aged 46, has been our vice president since June 2025. He is responsible for managing the daily operations of the research institute and overseeing the Group's research and development management system.

From June 2001 to July 2025, Mr. Wang held positions within our Group, including engineer/senior engineer from June 2001 to December 2007, process manager from January 2008 to June 2012, deputy general manager of the factory from July 2012 to February 2015, and Group technical director from March 2015 to July 2025, with responsibilities covering key customers support, process, engineering, R&D management, etc.

Mr. Wang obtained an associate degree from South China Normal University (華南師範大學) in the PRC in August 2000. He was awarded the professional title of Senior Engineer (Electronic Components) by the Shenzhen Municipal Human Resources and Social Security Bureau (深圳市人力資源和社會保障局) in August 2023.

Mr. Huang Tian (黃恬), aged 44, has been our board secretary since June 2013. He is responsible for corporate governance, investors relation, information disclosure and company secretary matters for our Company.

From January 2008 to May 2008, he was a credit specialist in our Company. From May 2008 to December 2009, he was the special assistant to the chief executive officer. From December 2009 to December 2010, he was a senior supervisor of the supply chain. From December 2010 to November 2025, he was the director of the president's office. He has also served as a director of Jiangxi Kinwong since July 2019 and director of Zhuhai Kinwong Flexible since October 2020.

Mr. Huang obtained a bachelor's degree in law from Southwest University of Political Science and Law (西南政法大學) in the PRC in July 2006.

JOINT COMPANY SECRETARIES

Mr. Huang Tian (黃恬), aged 44, has been appointed as one of our joint company secretaries in December 2025. For Mr. Huang's biography, see "— Senior Management" of this section.

Ms. Ye Jiahong was appointed as one of our joint company secretaries in December 2025. She serves as an assistant manager of the listing services department of TMF Hong Kong Limited, responsible for providing corporate secretarial and compliance services to listed companies.

Ms. Ye has approximately 7 years of experience in the corporate secretarial field, being an associate member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

Ms. Ye obtained a bachelor of arts degree in English (business management stream) from Jinan University in June 2013 and a master of arts degree in computer-aided translation from The Chinese University of Hong Kong in November 2014.

MANAGEMENT AND CORPORATE GOVERNANCE

Board Committees

Our Board delegates certain responsibilities to various committees. In accordance with the relevant PRC laws and regulations and the Corporate Governance Code, Appendix C1 to the Listing Rules, our Company has established four Board committees, namely the Audit Committee, the Remuneration and Appraisal Committee, the Nomination Committee and the Strategy and ESG 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 the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the Audit Committee are to review our Group's financial information and disclosure, and to oversee and evaluate internal and external audit work and the internal control system. The Audit Committee comprises three members, namely Dr. Cao Chunfang, Dr. Zhou Guoyun and Mr. Cheuk Yung, with Dr. Cao Chunfang (being an independent non-executive Director with the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules) as chairperson of the Audit Committee.

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 the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the Remuneration and Appraisal Committee are to develop performance evaluation standards for the Directors and senior management and conduct such evaluations, and to formulate and review the remuneration policies and plans for the Directors and senior management and make recommendations to the Board. The Remuneration and Appraisal Committee comprises three members, namely Dr. Zhou Guoyun, Dr. Xin Guosheng and Mr. Liu Shaobai, with Dr. Zhou Guoyun as chairperson of the Remuneration and Appraisal Committee.

Nomination Committee

We have established the Nomination Committee pursuant to Rule 3.27A of the Listing Rules with written terms of reference set out in the Code on Corporate Governance in Appendix C1 to the Listing Rules. The primary duties of the Nomination Committee are to formulate the selection criteria and procedures for Directors and senior management, and to screen and review candidates for Directors and senior management and make recommendations to the Board. The Nomination Committee comprises three members, namely Dr. Xin Guosheng, Dr. Cao Chunfang and Ms. Huang Xiaofen, with Dr. Xin Guosheng as chairperson of the Nomination Committee.

Strategy and ESG Committee

We have established the Strategy and ESG Committee. The primary duties of the Strategy and ESG Committee are to evaluate and make recommendations to the Board on the our Group's long-term development strategy, major investment decisions and ESG work. The Strategy and ESG Committee comprises three members, namely Mr. Liu Shaobai, Mr. Cheuk Yung and Dr. Zhou Guoyun, with Mr. Liu Shaobai as chairperson of the Strategy and ESG Committee.

Corporate Governance Code

We aim to achieve high standards of corporate governance which are crucial to the development and safeguard the interests of our Shareholders. In accomplish this, our Company expects to comply with the Corporate Governance Code set out in Appendix C1 to the Listing Rules after the [**REDACTED**] save for the deviation as mentioned below. Any deviation from the code provisions shall be carefully considered, and the reasons for any deviation and explanation of how good corporate governance was achieved by means other than strict compliance with the code provisions shall be given in the interim report and the annual report in respect of relevant period.

Board diversity

Our Company has adopted a board diversity policy (the "**Board Diversity Policy**"), which sets out the approach to achieve diversity of the Board. Our Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level, including gender diversity, as an essential element in maintaining our Company's competitive advantage and enhancing its ability to attract, retain and motivate employees from the widest possible pool of available talent. Pursuant to the Board Diversity Policy, in reviewing and assessing suitable candidates to serve as a Director of our Group, the Nomination Committee will consider a number of aspects, including but not limited to gender, age, cultural and educational background, professional qualifications, skills, knowledge, and industry and regional experience. Pursuant to the Board Diversity Policy, the Nomination Committee will discuss periodically and when necessary, agree on the measurable objectives for achieving diversity, including gender diversity, on the Board and recommend them to the Board for adoption.

Our Directors have a balanced mixed of knowledge and skills, including but not limited to global supply chain management, engineering, and finance and accounting. They received degrees in various majors including engineering, material science, international economics and trade, applied chemistry, business administration and accounting. We have both male and female members serving on the Board currently. Furthermore, the Board has a relatively wide range of ages, ranging from 40 years old to 73 years old. The Board is of the view that the Board satisfies the Board Diversity Policy.

The Nomination Committee is responsible for reviewing the diversity of the Board. Upon the [**REDACTED**], the Nomination Committee will from time to time review the Board Diversity Policy, develop and review measurable objectives for implementing the policy, and monitor the progress on achieving these measurable objectives in order to ensure that the policy remains effective. Our Company will disclose the biographical details of each Director and plans to report on the implementation of the Board Diversity Policy (including whether we have achieved board diversity) in our annual corporate governance report. Our Company also intends to promote gender diversity when recruiting staff at the mid to senior level so that our Company will have a pipeline of female senior management and potential successors to the Board. We plan to offer all-rounded training to female employees whom we consider to have the suitable experience, skills, and knowledge of our operation and business, including but not limited to, business operation, management, accounting and finance, legal and compliance, and research and development. We are of the view that such a strategy will offer chances for the Board to identify more capable female employees to be nominated as a member of the Board in future with an aim to providing the Board with a pipeline of female candidates to achieve gender diversity in the Board in the long run.

Management presence

Pursuant to Rules 8.12 and 19A.15 of the Listing Rules, an issuer must have a sufficient management presence in Hong Kong. This normally means that at least two of its executive Directors must be ordinarily resident in Hong Kong. We do not have sufficient management presence in Hong Kong for the purposes of Rules 8.12 and 19A.15 of the Listing Rules.

Accordingly, we have applied for, and the Stock Exchange [has granted], a waiver from strict compliance with Rules 8.12 and 19A.15 of the Listing Rules. See "Waivers and Exemption — Waiver in respect of Management Presence in Hong Kong" for further details.

REMUNERATION

Our Directors and senior management receive remuneration, including salaries, allowances, and benefits in kind and our contribution to the pension plan on their behalf.

The aggregate amount of remuneration (including basic salaries, housing allowances, other allowances and benefits in kind, contributions to pension plans, discretionary bonuses, and share-based payment expenses) for our Directors for the years ended December 31, 2023, 2024 and 2025 and the four months ended April 30, 2025 and 2026 was approximately RMB9.88 million, RMB10.55 million, RMB10.78 million, RMB3.86 million and RMB3.54 million, respectively.

The five highest paid individuals of our Group for the years ended December 31, 2023, 2024 and 2025 and the four months ended April 30, 2025 and 2026 included 3, 2, 2, 1 and 2 Directors, respectively. The aggregate amount of remuneration (including basic salaries, housing allowances, other allowances and benefits in kind, contributions to pension plans, discretionary bonuses, and share-based payment expenses) for the five highest paid individuals for the years ended December 31, 2023, 2024 and 2025 and the four months ended April 30, 2025 and 2026 was approximately RMB11.4 million, RMB13.5 million, RMB17.2 million, RMB5.4 million and RMB5.2 million, respectively.

Save as disclosed above, no other payments have been paid or are payable, in respect of the Track Record Period by our Company to our Directors. For the year ended December 31, 2026, we expect to pay approximately RMB11.2 million in aggregate remuneration to our Directors.

No remuneration was paid to our Directors or the five highest paid individuals as an inducement to join, or upon joining, our Company. No compensation was paid to, or receivable by, our Directors or past directors for the Track Record Period for the loss of office as director or supervisor or any member of our Group or of any other office in connection with the management of the affairs of any member of our Group. None of our Directors waived any emoluments during the same period.

Our Board will review and determine the remuneration and compensation packages of our Directors and senior management and will receive recommendation from the Remuneration Committee, which will take into account salaries paid by comparable companies, time commitment and responsibilities of our Directors and senior management as well as the performance of our Group.

COMPLIANCE ADVISOR

We have appointed Lego Corporate Finance Limited as our Compliance Advisor pursuant to Rule 3A.19 of the Listing Rules. The Compliance Advisor will provide us with guidance and advice as to compliance with the requirements under the Listing Rules and applicable laws. Pursuant to Rule 3A.23 of the Listing Rules, the Compliance Advisor will advise our Company, among others, in the following circumstances:

- before the publication of any regulatory announcement, circular, or financial report;
- where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;
- where we propose 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
- where the Stock Exchange makes an inquiry to our Company regarding unusual movements in the price or trading volume of our listed securities or any other matters in accordance with Rule 13.10 of the Listing Rules.

The term of appointment of the 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**] and such appointment may be subject to extension by mutual agreement.