

DIRECTORS AND SENIOR MANAGEMENT

OVERVIEW

Upon the [REDACTED], the Board will consist of seven Directors, including three executive Directors, one non-executive Director and three independent non-executive Directors. The Board is responsible, and has general authority for, the management and operation of the Company. Our Directors are appointed for a term of three years and are eligible for re-election upon expiry of their term of office.

Our senior management is responsible for the day-to-day operations of the Company.

All of the Directors and senior management have met the qualification requirements under the relevant PRC laws and regulations and the Listing Rules for their respective positions.

BOARD OF DIRECTORS

The following table sets forth certain information regarding the members of our Board.

Name	Age	Position	Date of joining our Group	Date of appointment as a Director	Responsibility	Relationship with other Directors and senior management
<i>Executive Directors</i>						
Mr. Wang Yongkun (王永錕)	33	Executive Director, Chairman of the Board, Chief Executive Officer	June 2016	March 2018	Responsible for overall strategic planning and operational decisions	N/A
Mr. Li Hongxiang (李洪祥)	33	Executive Director, Chief Technology Officer	June 2016	January 2019	Responsible for product R&D management	N/A
Mr. Wang Jinpeng (王金鵬)	36	Executive Director, Chief Operating Officer	April 2017	August 2020	Responsible for domestic and overseas marketing, sales and customer operation	N/A
<i>Non-executive Director</i>						
Mr. Wei Xiaolan (衛曉安)	48	Non-Executive Director	October 2021	October 2021	Responsible for providing guidance on overall strategic planning, corporate governance and business direction of our Group	N/A
<i>Independent non-executive Directors</i>						
Dr. Zang Yunzhi (臧蘊智)	45	Independent non-executive Director	May 2025	May 2025	Responsible for providing independent opinion and judgment to the Board	N/A
Mr. Sun Wei Yung Kevin (孫偉勇). . . .	53	Independent non-executive Director	May 2025	May 2025	Responsible for providing independent opinion and judgment to the Board	N/A
Dr. Fan Zhiyong (范智勇)	49	Independent non-executive Director	May 2025	May 2025	Responsible for providing independent opinion and judgment to the Board	N/A

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Executive Directors

Mr. Wang Yongkun (王永錕), aged 33, is our founder, executive Director, chairman of the Board and Chief Executive Officer mainly responsible for the Company’s overall strategic planning and operational decisions.

Mr. Wang joined our Group as our Chief Technology Officer in June 2016, and has served as the executive Director, chairman of the Board and Chief Executive Officer of our Company since March 2018.

Mr. Wang obtained his bachelor’s degree in automation, and master’s degree in control engineering, from Harbin Institute of Technology (哈爾濱工業大學) in the PRC in July 2013 and July 2015, respectively.

Mr. Li Hongxiang (李洪祥), aged 33, is our co-founder, executive Director and Chief Technology Officer mainly responsible for the Company’s product research and development management since he joined our Group as our head of research and development department in June 2016.

Prior to joining our Group, Mr. Li obtained his bachelor’s degree in computer science and engineering (計算機科學與技術) from Harbin Institute of Technology (哈爾濱工業大學) in the PRC in June 2014.

Mr. Wang Jinpeng (王金鵬), aged 36, is our executive Director and Chief Operating Officer mainly responsible for the Company’s domestic and overseas marketing, sales and customer operation.

Prior to joining our Group, Mr. Wang obtained his bachelor’s degree in mechanical design, manufacturing and automation (機械設計製造及其自動化), and his master’s degree in software engineering (軟件工程), from Harbin Institute of Technology (哈爾濱工業大學) in the PRC in July 2012 and October 2014, respectively. He obtained his master’s degree in computer science and technology from Blaise Pascal University (Clermont-Ferrand II) in France in January 2015. Mr. Wang further pursued his doctorate degree in computer vision and machine learning from University of Birmingham in the United Kingdom from December 2014 to December 2016.

Non-executive Director

Mr. Wei Xiao’an (衛曉安), aged 48, is our non-executive Director mainly responsible for the Company’s guidance on overall strategic planning, corporate governance and business direction of our Group.

Mr. Wei has served as the partner of Beijing Bohua Capital Co., Ltd. (北京博華資本有限公司) from September 2017. From June 2015 to September 2017, Mr. Wei served as Managing Director at Jiantou Investment Co., Ltd. (建投投資有限公司) and Jiantou Huawei Investment Co., Ltd. (建投華文投資有限公司). From May 2004 to March 2015, Mr. Wei served at Beijing Hony Investment Advisory Co., Ltd. (北京弘毅投資顧問有限公司) and Beijing Hony Horizon Investment Advisory Co., Ltd. (北京弘毅遠方投資顧問有限公司).

Mr. Wei has obtained the Fund Practitioner Qualification from Asset Management Association of China (中國證券投資基金業協會) in January 2018.

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Mr. Wei obtained his bachelor’s degree in international finance from University of International Business and Economics (對外經濟貿易大學) in the PRC in July 1999. He obtained his Master of Business Administration from Rotterdam School of Management in Netherlands in March 2003.

Independent Non-executive Directors

Dr. Zang Yunzhi (臧蘊智), aged 45, is our independent non-executive Director mainly responsible for providing independent opinion and judgment to the Board.

Since September 2024, Dr. Zang has been appointed as the co-director of the Center for Securities Analysis with Financial Technology at the Hong Kong University of Science and Technology. Dr. Zang has also served as an associate professor at the department of accounting in the Hong Kong University of Science and Technology since July 2015. Dr. Zang served as an assistant professor at the department of accounting in the Hong Kong University of Science and Technology from July 2009 to July 2015, and as an assistant professor at the Simon School of Business, University of Rochester from July 2006 to June 2009.

Dr. Zang has been an independent non-executive director of China East Education Holdings Limited (中國東方教育控股有限公司), a company listed on the Stock Exchange (stock code: 667) since May 2021, SEM Holdings Limited (澳達控股有限公司), a company listed on the Stock Exchange (stock code: 9929), since January 2026, and Poly Property Group Co., Limited (保利置業集團有限公司), a company listed on the Stock Exchange (stock code: 119), since May 2026.

Dr. Zang obtained her bachelor’s degree in accounting from Tsinghua University in July 2001 and a Ph.D. degree in business administration from Duke University in December 2006. Dr. Zang is a member of American Accounting Association, a member of American Finance Association and a member of CPA Australia. Dr. Zang has extensive experience in accounting and teaching. She has held positions at the editorial boards of *The Accounting Review (TAR)* since 2017 and is currently an editorial member of *Contemporary Accounting Research (CAR)*. Dr. Zang had passed all exams at the Certified General Accountants Association of Canada in 2001.

During her experience at the department of accounting in the Hong Kong University of Science and Technology, she has undertaken teaching and research in various accounting topics such as analysis and interpretation of financial statements, financial reporting quality, corporate disclosure and governance, and the design and evaluation of internal control and risk management frameworks. Her publications include “Evidence on the Trade-off Between Real Activities Manipulation and Accrual-Based Earnings Management” and “Evidence on the Information Content of Text in Analyst Reports” both published in *The Accounting Review* by the American Accounting Association and “An Unintended Benefit of Risk Factor Mandate of 2005” published in *Review of Accounting Studies*. As an independent non-executive director and an audit committee member of China East Education Holdings Limited, Dr. Zang’s responsibilities include participating in the board’s oversight of financial reporting and internal control, reviewing and analyzing the company’s annual and interim financial statements and related management discussion and analysis, engaging with management and external auditors on significant accounting policies and estimates, and considering matters including risk assessment and internal control recommendations. Considering Dr. Zang’s education, teaching, research and publication experience, as well as her experience with internal controls, preparing or auditing comparable financial statements, and reviewing and analyzing audited financial statements of public companies, Dr. Zang has the appropriate professional qualifications, accounting and related financial management experience as required under Rule 3.10 of the Listing Rules.

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Mr. Sun Wei Yung Kevin (孫偉勇), aged 53, is our independent non-executive Director mainly responsible for providing independent opinion and judgment to the Board.

Mr. Sun has over 30 years of experience in the travel and hospitality industry. During 2009 to 2021, Mr. Sun established and acted as a director of Prolink Development Limited. From 1999 to 2008, Mr. Sun served as the associate director of customer services, leasing manager, director of development and vice president of consulting services in the business units of, Hyatt Regency Hong Kong, a subsidiary of Associated International Hotels Limited (stock code: 0105), Beijing Oriental Plaza CO., Ltd., belongs to CK Asset Holdings Limited (stock code: 1113), and Macro Polo Hotels, a subsidiary of the Wharf (Holdings) Limited (stock code: 0004), which are companies listed on the Stock Exchange, and HVS Global Hospitality Services. From 1995 to 1999, Mr. Sun worked on the hotel project developments at Champion Hotel Management Company Limited.

Mr. Sun has been an independent non-executive director of SY Holdings Group Limited (盛業控股集團有限公司), a company listed on the Stock Exchange (stock code: 6069.HK) since October 2024.

Mr. Sun received his bachelor of science degree from the Cornell University School of Hotel Administration in 1994. Mr. Sun has been active in public service for many years. Currently, Mr. Sun is serving as the Hong Kong deputy to the 14th National People’s Congress of the PRC.

Dr. Fan Zhiyong (范智勇), aged 49, is our independent non-executive Director mainly responsible for providing independent opinions and judgment to the Board.

Dr. Fan has been a faculty member at the department of electronic and computer engineering at HKUST since May 2010. He started his career as an Assistant Professor and was promoted to Associate Professor in 2016 and then to Professor in 2019. In July of 2023, he was promoted to Chair Professor. Prior to joining HKUST, he was a postdoctoral scholar employee in the Department of Electrical Engineering and Computer Sciences at the University of California, Berkeley from February 2007 to April 2010.

Dr. Fan earned his bachelor’s and master’s degrees in Physics Electronics from Fudan University in July of 1998 and 2001. And he obtained his Ph.D. in Interdisciplinary Materials Science from the University of California, Irvine in December 2006.

SENIOR MANAGEMENT

Mr. Wang Yongkun (王永鋤) is our Chief Executive Officer. For details of his biography, see “—Board of Directors” in this section.

Mr. Li Hongxiang (李洪祥) is our Chief Technology Officer. For details of his biography, see “—Board of Directors” in this section.

Mr. Wang Jinpeng (王金鵬) is our Chief Operating Officer. For details of his biography, see “—Board of Directors” in this section.

Mr. Yuan Caiwen (袁才文), aged 40, has joined our Group since March 2017 and is our Chief Financial Officer mainly responsible for the Company’s management of financial operations.

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Before joining our Group, Mr. Yuan served as the vice manager of the financial management office in Shenzhen Taiping Investment Co., Ltd. (深圳太平投資有限公司) from May 2016 to March 2017. From January 2015 to May 2016, he served as the audit supervisor at the audit department in Fangda Group Co., Ltd. (方大集團股份有限公司). Prior to that, Mr. Yuan was a senior audit manager in Zhongzheng Tiantong Accounting Firm (Special General Partnership) (中證天通會計師事務所(特殊普通合夥)) from July 2007 to November 2014.

Mr. Yuan obtained his bachelor’s degree in accounting from Beijing Forestry University (北京林業大學) in the PRC in July 2007.

Ms. Ling Qian (凌倩), aged 33, joined our Group in June 2025 as our vice president, Board secretary and one of our joint company secretaries, mainly responsible for our Group’s capital markets matters, investor relations and corporate governance related matters.

Before joining our Group, Ms. Ling worked at several investment banks specialized in private equity financings, mergers and acquisitions, restructurings, and capital markets. From June 2018 to June 2025, she served at the investment banking department of China International Capital Corporation Limited (中國國際金融股份有限公司) with last position as vice president. Prior to that, she worked at the investment banking department of CITIC Securities Company Limited (中信證券股份有限公司) from July 2016 to June 2018.

Ms. Ling graduated with a bachelor’s degree in economics and management from the Southwestern University of Finance and Economics in June 2013. She subsequently obtained a master’s degree in financial engineering from the National University of Singapore in June 2016 and a master’s degree in management from the Peking University in July 2016.

Save as disclosed above and “5. Other Information — 5.5 Other information about our Directors” in Appendix VI of this document, each of our Directors and senior management members confirms with respect to himself or herself that (1) he or she had no other relationship with any Director, senior management or substantial Shareholder of our Company as at the Latest Practicable Date; (2) he or she did not hold any other directorships in the three years prior to the Latest Practicable Date in any public companies of which the securities are listed on any stock exchange in Hong Kong and/or overseas; and (3) 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.

JOINT COMPANY SECRETARIES

Ms. Ling Qian (凌倩) was appointed as a joint company secretary of our Company with effect from June 2025. For details of her biography, please refer to “— Senior Management” in this section.

Ms. Li Ching Yi (李菁怡), was appointed as a joint company secretary of our Company with effect from June 2025.

Ms. Li is a senior manager of the Listed & Fiduciary Corporate Services Department of Trident Corporate Services (Asia) Ltd., a global professional services firm. She has over 9 years of professional experience in company secretarial field.

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She is currently serving as the company secretary of Yadong Group Holdings Limited (stock code: 1795.HK), a joint company secretary of Yidu Tech Inc. (stock code: 2158.HK), Pop Mart International Group Limited (stock code: 9992.HK), Acotec Scientific Holdings Limited (stock code: 6669.HK), 3D Medicines Inc. (stock code: 1244.HK), Sipai Health Technology Co., Ltd. (stock code: 0314.HK) and Laopu Gold Co., Ltd. (stock code: 6181.HK), respectively. All of these companies are listed on the Stock Exchange.

Ms. Li is an associate member of The Chartered Governance Institute (formerly known as The Institute of Chartered Secretaries and Administrators) in the United Kingdom and The Hong Kong Chartered Governance Institute (formerly known as The Hong Kong Institute of Chartered Secretaries). Ms. Li obtained a bachelor's degree in social sciences in October 2011 from Lingnan University in Hong Kong and a master's degree in professional accounting and corporate governance in July 2015 from City University of Hong Kong.

BOARD COMMITTEES

The Company has established three committees under the Board of Directors, namely the Audit Committee, the Remuneration Committee and the Nomination Committee.

Audit Committee

The Audit Committee consists of three Directors, namely Dr. Zang Yunzhi, Mr. Sun Wei Yung Kevin and Dr. Fan Zhiyong, with Dr. Zang Yunzhi currently serving as the chairperson. Dr. Zang Yunzhi has the appropriate professional qualification and experiences as required under Rules 3.10(2) and 3.21 of the Listing Rules. The Audit Committee is mainly responsible for reviewing and overseeing the financial reporting procedure, risk management and internal control system of our Group and has the terms of reference in compliance with the relevant PRC laws and regulations and 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.

Remuneration Committee

The Remuneration Committee consists of three Directors, namely Mr. Wang Yongkun, Dr. Fan Zhiyong and Mr. Sun Wei Yung Kevin, with Dr. Fan Zhiyong currently serving as the chairman. The Remuneration Committee is mainly responsible for evaluating the remuneration policies for Directors and senior management of our Group and making recommendations thereon to the Board of Directors and has the terms of reference in compliance with relevant laws and regulations of the PRC and paragraph E.1 of part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules.

Nomination Committee

The Nomination Committee consists of three Directors, namely Mr. Wang Yongkun, Dr. Zang Yunzhi and Dr. Fan Zhiyong, with Mr. Wang Yongkun currently serving as the chairman. The Nomination Committee is mainly responsible for identifying, screening and recommending to the Board of Directors qualified candidates to serve as the Directors and senior management and monitoring the procedures for evaluating the performance of the Board of Directors and has the terms of reference in compliance with the relevant laws and regulations of the PRC and paragraph B.3 of part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules.

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DIVERSITY POLICY OF THE BOARD OF DIRECTORS

The Board of Directors has adopted a board diversity policy (the “**Board Diversity Policy**”) in order to enhance the effectiveness of our Board of Directors and to maintain high standard of corporate governance. The Board Diversity Policy sets out the criteria in selecting candidates to our Board of Directors, 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 our Board of Directors.

Our Directors have a balanced mixed of knowledge and skills, including but not limited to overall business management, finance and accounting, robot technology and law. The Board of Directors is of the view that our Board of Directors satisfies the Board Diversity Policy. In addition, our Board of Directors has a wide range of age, ranging from 33 years old to 53 years old. One of our Directors is female. Our Board of Directors will also ensure that appropriate balance of gender diversity is achieved with reference to investors’ expectation, and international and local recommended best practices.

The Nomination Committee is responsible for reviewing the diversity of the Board of Directors. After [REDACTED], the Nomination Committee will monitor and evaluate the implementation of the Board Diversity Policy from time to time to ensure its continued effectiveness. 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.

CORPORATE GOVERNANCE

Our Directors recognize the importance of good corporate governance in management and internal procedures so as to achieve effective accountability. Save as disclosed below, our Group is expected to comply with the code provisions of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules.

Pursuant to code provision C.2.1 of Part 2 of the Corporate Governance Code, companies listed on the Stock Exchange are expected to comply with, but may choose to deviate from the requirement that the roles of chairman and chief executive should be separate and should not be performed by the same individual. We do not have a separate chairman and chief executive and Mr. Wang currently performs these two roles. Our Board believes that vesting the roles of both the chairman of our Board and general manager in the same person has the benefit of (1) ensuring consistent leadership within our Company, (2) enabling more effective and efficient overall strategic planning for our Company, and (3) facilitating the flow of information between the management and our Board. Our 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. Our Board will continue to review and consider splitting the roles of the chairman of our Board and the general manager of our Company at a time when it is appropriate by taking into account the circumstances of our Company as a whole.

COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

The compensation and remuneration of the Directors and members of the senior management of the Company are determined by the Shareholders’ meetings and the Board of Directors as appropriate in the form of salaries and bonuses. The Company also reimburses them for expenses which are necessary and reasonably incurred in providing services to the Company or discharging their duties in relation to

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

The Company offers executive Directors and senior management members, who are our employees, compensation in the form of salaries, bonuses, social security plans, housing provident fund plans and other benefits. The independent non-executive Directors receive compensation based on their responsibilities.

The aggregate amounts of remuneration (including fees, salaries, contribution to pension schemes, housing allowances, other allowances and benefits-in-kind and discretionary bonuses and share-based payment) paid to the Directors for the year ended December 31, 2023, 2024, 2025 and the four months ended April 30, 2026, were RMB4.7 million, RMB3.9 million, RMB57.3 million and RMB12.3 million, respectively.

The aggregate amounts of remuneration (including fees, salaries, contribution to pension schemes, housing allowances, other allowances and benefits-in-kind and discretionary bonuses and share-based payment) paid to the five highest paid individuals, excluding Directors and chief executive, for the year ended December 31, 2023, 2024, 2025 and the four months ended April 30, 2026, were RMB2.0 million, RMB2.0 million, RMB8.0 million and RMB2.0 million, respectively.

It is estimated that remuneration equivalent to approximately RMB3.7 million in aggregate will be paid to the Directors by the Company for the year ending December 31, 2026, based on the arrangements in force as of the date of this document. The actual remuneration of Directors in 2026 may be different from the expected remuneration.

No remuneration was paid by the Company to the Directors or the five highest paid individuals as inducement to join or upon joining the Company or as a compensation for loss of office during the Track Record Period. Furthermore, none of the Directors had waived or agreed to waive any remuneration during the Track Record Period.

COMPLIANCE ADVISOR

The Company appointed Somerley Capital Limited as the compliance advisor pursuant to Rules 3A.19 of the Listing Rules, and the compliance advisor will advise the Company in the following circumstances:

- (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 and share repurchases;

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- (iii) where the Company proposes to use the [REDACTED] of the [REDACTED] in a manner that is different from that detailed in this document or where our business activities, developments or results deviate from any forecasts, estimates or other information in this document; and
- (iv) where the Stock Exchange makes an inquiry of the Company regarding unusual movements in the price or trading volume of the Shares, the possible development of a false market in the Shares or any other matters.

The terms of the appointment of the compliance advisor will commence on the [REDACTED] and end on the date when the Company distributes the annual report of its financial results for the first full financial year commencing after the [REDACTED].

CORE R&D TEAM MEMBERS

For further details of the experience of our core R&D team members, see “Business — Research and Development — Our R&D Talents” in this document.

CONFIRMATION FROM OUR DIRECTORS

Rule 8.10 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 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.

Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (1) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on June 16, 2025; and (2) 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 confirms (1) his/her independence as regards each of the factors referred to in Rule 3.13(1) to (8) of the Listing Rules; (2) that he/she has no past or present financial or other interest in the business of our Company or our subsidiaries or any connection with any core connected person of our Company under the Listing Rules as of the Latest Practicable Date; and (3) that there are no other factors that may affect his/her independence at the time of his/her appointment.