

DIRECTORS AND SENIOR MANAGEMENT

OVERVIEW

Our Board of Directors comprises nine Directors, including two executive Directors, four non-executive Directors and three independent non-executive Directors. The powers and duties of our Board include determining our business and investment plans, preparing our annual financial budgets and final reports, and exercising other powers, functions and duties as conferred by the Articles. We [have entered into] a service agreement with each of our executive Directors and a letter of appointment with each of our non-executive Directors and independent non-executive Directors.

The general manager and other members of the senior management of our Group are responsible for the day-to-day operations and management of the business of our Group.

The table below sets out the key information of our Directors and senior management:

Our Directors

Name	Age	Date of joining our Group	Date of appointment as Director	Existing position(s) in our Group	Roles and key responsibilities	Relationship with other Directors and senior management
<i>Executive Directors</i>						
Mr. Wang Laixi (王來喜)	54	March 16, 2018	March 16, 2018	Executive Director	Responsible for strategic planning, business direction and overall management of our Group	Brother of Ms. Wang Laichun
Ms. Yu Laifeng (余來鳳)	39	May 1, 2019	October 27, 2025	Executive Director (employee Director) and director of the operation management department	Responsible for strategic planning, business direction and overall management of our Group	None
<i>Non-executive Directors</i>						
Ms. Wang Laichun (王來春)	59	February 18, 2025	February 18, 2025	Non-executive Director and chairlady of our Board	Responsible for providing guidance for the overall strategy and business development of our Group	Sister of Mr. Wang Laixi
Ms. Chen Cuilian (陳翠蓮)	49	February 18, 2025	February 18, 2025	Non-executive Director	Responsible for providing guidance for the overall strategy and business development of our Group	None

DIRECTORS AND SENIOR MANAGEMENT

Name	Age	Date of joining our Group	Date of appointment as Director	Existing position(s) in our Group	Roles and key responsibilities	Relationship with other Directors and senior management
Mr. Jiang Ge (江軻) . . .	37	February 18, 2025	February 18, 2025	Non-executive Director	Responsible for providing guidance for the overall strategy and business development of our Group	None
Ms. Zhang Leidi (張蕾娣)	46	February 18, 2025	February 18, 2025	Non-executive Director	Responsible for providing guidance for the overall strategy and business development of our Group	None

Independent non-executive Directors

Ms. Li Xin (李欣)	39	October 27, 2025	October 27, 2025	Independent non-executive Director	Responsible for supervising and providing independent judgment and professional advice to our Board	None
Dr. Zheng Ying (鄭穎)	47	October 27, 2025	October 27, 2025	Independent non-executive Director	Responsible for supervising and providing independent judgment and professional advice to our Board	None
Mr. Zhang Shaojian (張少劍)	64	October 27, 2025	October 27, 2025	Independent non-executive Director	Responsible for supervising and providing independent judgment and professional advice to our Board	None

Our senior management

Name	Age	Date of joining our Group	Date of appointment as senior management	Existing position(s) in our Group	Roles and key responsibilities	Relationship with other Directors and senior management
Mr. Meng Yan (孟岩)	51	January 1, 2019	January 1, 2019	General manager	Responsible for overall operational management of our Group	None

DIRECTORS AND SENIOR MANAGEMENT

Name	Age	Date of joining our Group	Date of appointment as senior management	Existing position(s) in our Group	Roles and key responsibilities	Relationship with other Directors and senior management
Mr. Chen Han-Yang (陳漢洋)	55	May 1, 2019	May 1, 2019	Deputy general manager and financial director	Responsible for financial management of our Group	None
Mr. Yang Li (楊立) 40		February 1, 2019	February 1, 2019	Deputy general manager	Responsible for production and supply chain management of our Group	None

Executive Directors

Mr. Wang Laixi (王來喜), aged 54, is our founder and executive Director. Mr. Wang served as our general manager from March 2018 to February 2025 and has been serving as our legal representative since March 2018. He also serves as the director and legal representative of certain subsidiaries of our Company. He is primarily responsible for strategic planning, business direction and overall management of our Group.

Prior to founding our Group, from May 2004 to February 2018, Mr. Wang served as the general affairs manager of Luxshare Precision, a world-leading innovative technology company specializing in precision intelligent manufacturing whose shares are listed on the Shenzhen Stock Exchange (stock code: 002475) and the Stock Exchange (stock code: 2475) and ultimately controlled by Ms. Wang Laichun, our non-executive Director and chairlady of our Board, and Mr. Wang Laisheng, brother of Mr. Wang, where he was primarily responsible for its administrative management and government relations coordination.

In addition, Mr. Wang has been serving as a non-executive director at certain companies invested by our Group as a minority shareholder, including: (i) Shaoxing Junwan Micro Electronic Technology Co., Ltd. (紹興君萬微電子科技有限公司), a company principally engaged in manufacturing MicroLED micro display chips, since February 2025; and (ii) Guangzhou Mid Technology Co., Ltd. (廣州彌德科技有限公司), a company principally engaged in developing and manufacturing glasses-free 3D display technology, since March 2025. He is primarily responsible for providing guidance for the strategy and business development of these companies.

Ms. Yu Laifeng (余來鳳), aged 39, is our executive Director (employee Director). From May 2019 to September 2020, Ms. Yu served as the manager of our operation management department. From October 2020 to May 2025, she held the position of deputy director of our operation management department. In June 2025, she was promoted to the director of our operation management department. She also serves as the supervisor of a subsidiary of our Company. She is primarily responsible for strategic planning, business direction and overall management of our Group.

Prior to joining our Group, from May 2008 to March 2011, Ms. Yu worked at Light Engine Ltd (惠州元暉光電股份有限公司). From June 2011 to May 2019, Ms. Yu successively served as the SQE engineer, IQC & OQA quality group leader, the group leader and department leader in charge of the delivery management for overseas clients at Luxshare Precision.

DIRECTORS AND SENIOR MANAGEMENT

Ms. Yu obtained her associate degree in secretarial studies from Nanchang University (南昌大學) in the PRC in July 2008 and her bachelor’s degree in mechanical design, manufacturing and automation from University of Electronic Science and Technology of China (電子科技大學) in the PRC in January 2017 through online learning.

Non-executive Directors

Ms. Wang Laichun (王來春), aged 59, is our non-executive Director and chairlady of our Board. She is primarily responsible for providing guidance for the overall strategy and business development of our Group.

Ms. Wang has over 30 years of experience in the precision manufacturing industry. She founded Luxshare Precision together with her brother Mr. Wang Laisheng in May 2004. She has been serving as the executive director and general manager of Luxshare Precision since then and the chairlady of the board of directors of Luxshare Precision since October 2008, where she is primarily responsible for its overall strategic planning and major business decisions. Since April 2022, she has been serving as the chairlady of the board of directors and a non-executive director of Time Interconnect Technology Limited (匯聚科技有限公司), a supplier of customized interconnect solutions whose shares are listed on the Main Board of the Stock Exchange (stock code: 1729) and a non-wholly owned subsidiary of Luxshare Precision, where she is primarily responsible for the overall strategic management and corporate development of the company. Since March 2024, she has also been serving as a non-executive director of Chery Automobile Co Ltd (奇瑞汽車股份有限公司), a passenger vehicle company headquartered in Wuhu, China, whose shares are listed on the Main Board of the Stock Exchange (stock code: 9973), where she is responsible for high level supervision on the management and operations of the group.

Ms. Wang has been serving as a vice chairlady of the 13th Executive Committee of Guangdong Federation of Industry & Commerce (廣東省工商業聯合會(總商會)第十三屆執委會) since August 2022, a member of the 14th National Committee of the Chinese People’s Political Consultative Conference (中國人民政治協商會議第十四屆全國委員會) since January 2023 and a vice chairlady of the Chamber of Commerce for Women Entrepreneurs of the All-China Federation of Industry and Commerce (全國工商業聯合會女企業家商會) since April 2024.

Ms. Chen Cuilian (陳翠蓮), aged 49, is our non-executive Director. She is primarily responsible for providing guidance for the overall strategy and business development of our Group.

Ms. Chen has over 20 years of experience in the precision manufacturing industry. Prior to joining our Group, Ms. Chen worked at Shenzhen Shengling Industrial Limited (深圳市盛凌實業有限公司) from October 1999 to February 2002, Shenzhen Office of Beijing Harbour Networks Limited (北京港灣網絡有限公司) from April 2002 to June 2003, Jianji Networks Technology (Shenzhen) Limited (健集網絡技術(深圳)有限公司) from July 2003 to October 2005 and Shenzhen Office of Harbour Networks Limited (港灣網絡有限公司). From November 2007 to December 2023, she successively served as a manager, a senior manager, and a director of the marketing center of Luxshare Precision, where she was primarily responsible for executing marketing goals, managing customer relations, coordinating marketing projects, and negotiating business contracts. Since January 2024, she has been serving as the general manager of the marketing center of Luxshare Precision, where she is primarily responsible for formulating marketing strategy, leading the marketing team, and managing marketing budget and resources.

DIRECTORS AND SENIOR MANAGEMENT

Ms. Chen obtained her associate degree in economy and information management from Gannan Normal College (贛南師範學院) (now known as Gannan Normal University (贛南師範大學)) in the PRC in June 1998 and her bachelor’s degree in marketing from Gannan Normal College (贛南師範學院) in the PRC in July 2004 through correspondence education.

Mr. Jiang Ge (江舸), aged 37, is our non-executive Director. He is primarily responsible for providing guidance for the overall strategy and business development of our Group.

Mr. Jiang has extensive work experience in investment and management consulting. From July 2012 to May 2017, he worked at Goldman Sachs Gao Hua Securities Co., Ltd. (高盛高華證券有限責任公司) (now known as Goldman Sachs (China) Securities Company Limited (高盛(中國)證券有限責任公司)). From May 2017 to February 2020, he successively served as a senior investment manager and the director at Iqi Investment Advisor (Shanghai) Co., Ltd. (愛奇投資顧問(上海)有限公司). He joined Shanghai Jinjia Management Consulting Co., Ltd. (上海瑾迦管理諮詢有限公司) in April 2020 and is currently serving as the managing director.

Mr. Jiang obtained his bachelor’s degree in business and mathematics from the University of Virginia in the United States in May 2011 and his master’s degree in finance from Massachusetts Institute of Technology in the United States in June 2012.

Ms. Zhang Leidi (張蕾娣), aged 46, is our non-executive Director. She is primarily responsible for providing guidance for the overall strategy and business development of our Group.

From July 2003 to February 2010, Ms. Zhang successively served as a project manager, an advisory consultant and senior advisory consultant at Roland Berger Management Consulting (Shanghai) Co., Ltd. (羅蘭貝格管理諮詢(上海)有限公司) (now known as Roland Berger Enterprise Management (Shanghai) Co., Ltd. (羅蘭貝格企業管理(上海)有限公司)), where she was mainly responsible for project management and consulting. She worked as a part-time consultant at Roland Berger from March 2011 to September 2011, mainly responsible for consulting services. From October 2011 to September 2016, she successively served as an investment director and a senior investment director at direct investment department of China Life Investment Holding Company Limited (國壽投資控股有限公司), (now known as China Life Investment Management Company Limited (國壽投資保險資產管理有限公司)), a company principally engaged in alternative investments and insurance asset management, where she was primarily responsible for managing investment projects. Since September 2016, she successively served as the managing director, the deputy general manager (in charge), the chief of the management committee and the general manager at China Life Private Equity Investment Company Limited (國壽股權投資有限公司), a company principally engaged in insurance investment and asset management which controls Wuxi Guoshou, one of our [REDACTED] investors, where she is primarily responsible for strategic planning.

In addition, Ms. Zhang has been serving as a non-executive director at the following listed companies: (i) Beijing Biocytogen Co., Ltd. (百奧賽圖(北京)醫藥科技股份有限公司), a company listed on the Main Board of the Stock Exchange (stock code: 2315), since November 2022; and (ii) Town Health International Medical Group Limited (康健國際醫療集團有限公司), a company listed on the Main Board of the Stock Exchange (stock code: 3886), since January 2024. She is primarily responsible for providing guidance for the strategy and business development of these companies.

Ms. Zhang obtained her bachelor of economics’ degree in international finance from Central University of Finance and Economics (中央財經大學) in the PRC in June 2001 and her master of economics’ degree in finance from Peking University (北京大學) in the PRC in June 2003.

DIRECTORS AND SENIOR MANAGEMENT

Independent non-executive Directors

Ms. Li Xin (李欣), aged 39, was appointed as our independent Director on October 27, 2025 and will be redesignated as our independent non-executive Director upon [REDACTED]. She is primarily responsible for supervising and providing independent judgment and professional advice to our Board.

Ms. Li has extensive work experience in the legal industry. From June 2011 to February 2017, she served as an in-house counsel at Shenzhen Cainayi Capital Management Co., Ltd. (深圳市財納易資本管理有限公司), a company principally engaged in venture capital and investment management, where she was primarily responsible for reviewing and drafting contracts, engaging in business negotiation, and representing the company in litigation and arbitration. From May 2017 to September 2018, she served as a trainee solicitor at Guangdong Kingdom Law Firm (廣東競德律師事務所), a law firm, where she was primarily responsible for assisting associates with legal services. She served as an associate at Guangdong Kingdom Law Firm from October 2018 to September 2025 and has been serving as a partner since September 2025, where she is primarily responsible for providing legal advice, drafting legal documents, and representing clients in litigation and arbitration.

Ms. Li obtained her bachelor of laws’ degree and master of laws’ degree in international law from Shenzhen University (深圳大學) in the PRC in June 2008 and June 2011 respectively. She obtained the PRC Legal Professional Qualification Certificate (中華人民共和國法律職業資格證書) issued by the Ministry of Justice of the People’s Republic of China (中華人民共和國司法部) in February 2009 and was admitted to practice of law and obtained the PRC Lawyer’s License (中華人民共和國律師執業證) issued by the Department of Justice of Guangdong Province (廣東省司法廳) in September 2018. She obtained the Fund Practitioners Certificate (基金從業人員資格證書) issued by the Asset Management Association of China (中國證券投資基金業協會) in September 2016.

Dr. Zheng Ying (鄭穎), aged 47, was appointed as our independent Director on October 27, 2025 and will be redesignated as our independent non-executive Director upon [REDACTED]. She is primarily responsible for supervising and providing independent judgment and professional advice to our Board.

Dr. Zheng has extensive work experience in accounting. Dr. Zheng joined Yat-Sen University (中山大學) in October 2011 and is currently serving as an associate professor at the School of Management, where she is primarily responsible for teaching and research. Since July 2018, she has been serving as a director of the Guangdong Accounting Society (廣東省會計學會), mainly responsible for organizing accounting academic activities within Guangdong Province. Since December 2022, she has been serving as a director of the Intelligent Accounting Branch of the Chinese Accounting Society (中國會計學會智能會計分會), mainly responsible for organizing annual academic and teaching conferences on intelligent accounting, and participating in project research of the Accounting Society.

In addition, Dr. Zheng also serves as independent director and/or chairman of the audit committee in several companies. Since January 2021, she has been serving as the independent director and chairman of the audit committee of Zhuhai Port Co., Ltd. (珠海港股份有限公司), a company principally engaged in port, shipping and new energy whose shares are listed on the Shenzhen Stock Exchange (stock code: 000507), where she is primarily responsible for providing professional and independent advice and supervising the performance of the management team. Since December 2021, she has been serving as the non-executive director of Shenzhen Bominwell Robotics Co., Ltd. (深圳市博銘維技術股份有限公司), a company principally engaged in underwater robots, where she is primarily responsible for providing professional and independent advice and supervising the performance of the management team. Since December 2022, she has been serving as the non-executive director of Aixiesheng Technology Co., Ltd. (深圳市愛協生科技股份有限公司), a company principally engaged in chip design and solutions in the field of human-computer interaction, where she is primarily responsible

DIRECTORS AND SENIOR MANAGEMENT

for providing professional and independent advice and supervising the performance of the management team. Since September 2025, she has been serving as the independent director of Guangzhou Ruoyuchen Technology Co., Ltd. (廣州若羽臣科技股份有限公司), a company principally engaged in digital management and agency operation of consumer brands, whose shares are listed on the Shenzhen Stock Exchange (stock code: 003010), where she is primarily responsible for providing professional and independent advice and supervising the performance of the management team.

Dr. Zheng obtained her bachelor’s degree in accounting in Renmin University of China (中國人民大學) in the PRC in July 2001, her master’s degree in accounting in The Chinese University of Hong Kong (香港中文大學) in December 2003 and her doctoral degree in accounting in The Chinese University of Hong Kong (香港中文大學) in December 2008.

Mr. Zhang Shaojian (張少劍), aged 64, was appointed as our independent Director on October 27, 2025 and will be redesignated as our independent non-executive Director upon [REDACTED]. He is primarily responsible for supervising and providing independent judgment and professional advice to our Board.

Mr. Zhang Shaojian has nearly four decades of experience in automation, smart manufacturing, energy and power distributions, and aerospace, spanning R&D, product management, business management, M&A, and investments. He has been serving as the managing director at Shanghai Yushi Enterprise Management Consulting Co., Ltd. (上海愚石企業管理諮詢有限公司) since May 2019, a company principally engaged in advising the Fortune Global 500 companies, listed companies, PE funds and start-up companies on strategic matters related to technologies, innovation and investments. From May 2017 to February 2019, he served as the general manager of intelligent equipment platforms (IEP) business of Haier Smart Home Co., Ltd. (海爾智家股份有限公司), a company principally engaged in the R&D, production and sales of smart home appliances whose shares are listed on the Shanghai Stock Exchange (stock code: 600690), the Frankfurt Stock Exchange (stock code: 690D) and the Stock Exchange (stock code: 06690). Prior to that, he also served at Rockwell Automation, Inc. and General Electric Company, giving him deep insight into the development, challenge and evolution of the automation, robotics and smart manufacturing industry in the past thirty years. In recent years, Mr. Zhang has been involved in founding and mentoring the growth of several AI and life science startups across Asia.

Mr. Zhang obtained a master of business administration degree from Darden School of Business at the University of Virginia in the United States in May 1999, a master’s degree in manufacturing engineering from the National University of Singapore in February 1996 and a bachelor’s degree in engineering in Northwestern Polytechnical University (西北工業大學) in the PRC in July 1983. He is the founding co-president of the University of Virginia China Alumni Association and served as a director of the Alumni Association Board of Directors of Darden School from 2014 to 2024.

Save as disclosed above, each of our Directors has confirmed that there are no other matters relating to his/her appointment as a Director that need to be brought to the attention of our Shareholders and there is no other information in relation to his/her appointment which is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules.

Each of our Directors has confirmed that he/she obtained the legal advice on November 6, 2025 with regard to the requirements under the Listing Rules that are applicable to him/her as a director of a listed issuer and the possible consequences of making a false declaration or giving false information to the Stock Exchange as set out in Rule 3.09D of the Listing Rules and he/she understood his/her obligations as a director of a listed issuer.

DIRECTORS AND SENIOR MANAGEMENT

Each of our independent non-executive Directors has confirmed his/her independence with regards to each of the factors as set out in Rules 3.13(1) to (8) of the Listing Rules and that there are no other factors that may affect his/her independence at the time of his/her appointment.

SENIOR MANAGEMENT

Mr. Meng Yan (孟岩), aged 51, joined our Group on January 1, 2019 as our chief executive officer and has been serving as our general manager since February 2025, where he is primarily responsible for overall operational management of our Group. He has also been serving as the chairman of the board of directors and an executive director at Cowell, a supplier of optical camera modules whose shares are listed on the Main Board of the Stock Exchange (stock code: 1415) and one of our Major Subsidiaries, since March 2021, where he is primarily responsible for the overall strategic decisions, business planning and major operation decisions.

Mr. Meng has extensive experience in the electronic industries. Prior to joining our Group, Mr. Meng served as a manager of the engineering department of Beijing Jinchangke International Electronics Co., Ltd. (北京金長科國際電子有限公司), and the general manager of Knowles Electronic (Beijing) Co., Ltd. (樓氏電子(北京)有限公司) (now known as Sound Solutions International Co., Ltd. (奧音科技(北京)有限公司)) and he also worked at Beijing Ericsson Communication System Co., Ltd. (北京愛立信通信系統有限公司) and Beijing Suohong Electronics Co., Ltd. (北京索鴻電子有限公司).

Mr. Meng obtained his bachelor’s degree in electronic equipment structure from the University of Electronic Science and Technology of China (電子科技大學) in the PRC in July 1998.

Mr. Chen Han-Yang (陳漢洋), aged 55, joined our Group on May 1, 2019 as our financial director and has been serving as our deputy general manager since February 2025, where he is primarily responsible for financial management of our Group. He has also been serving as a non-executive director at Cowell since March 2021, where he is primarily responsible for providing guidance for the overall development at the board level.

Mr. Chen has extensive experience in corporate investment and financial management. Prior to joining our Group, Mr. Chen served as a deputy manager at Hon Hai Precision Industry Co., Ltd. (鴻海精密工業股份有限公司), an electronics manufacturer whose shares are listed on the Taiwan Stock Exchange (stock code: 2317), and a senior manager at Jih Sun Financial Holding Company (日盛金融控股公司), a company principally engaged in securities services. From August 2016 to April 2019, he served as the head of investment department at Luxshare Precision, where he was primarily responsible for corporate investment.

Mr. Chen obtained his master’s degree in banking and finance from Tamkang University (淡江大學) in Taiwan, PRC in June 1998.

Mr. Yang Li (楊立), aged 40, joined our Group on February 1, 2019 as our chief operating officer and has been serving as our deputy general manager since February 2025, where he is primarily responsible for production and supply chain management of our Group. He has also been serving as a non-executive director at Cowell since March 2021, where he is primarily responsible for providing guidance for the overall development at the board level.

Mr. Yang has extensive work experience in supply chain and operation management in consumer electronics industry. Prior to joining our Group, from June 2006 to May 2017, he successively served as a production material control section leader and manager, the vice director of Anhui operational center at Luxshare Precision, where he was primarily responsible for coordinating manufacturing process and

DIRECTORS AND SENIOR MANAGEMENT

supply chain. From June 2017 to January 2019, he served as the director of strategic procurement at Luxshare Precision Industry (Kunshan) Co., Ltd (立訊精密工業(昆山)有限公司), a subsidiary of Luxshare Precision principally engaged in manufacturing precision electronics, where he was primarily responsible for formulating and executing overall strategy and annual operation plan.

Mr. Yang obtained his bachelor’s degree in business administration from the Open University of China (國家開放大學) in the PRC in January 2020.

JOINT COMPANY SECRETARIES

Mr. Zhang Chaojie (張朝杰), aged 33, joined our Group in August 2023 and has been serving as our securities affairs representative and the head of our Board office since then. He was appointed as our joint company secretary on October 10, 2025. He is primarily responsible for the daily affairs of our Board and handling investor relations and company secretarial matters of our Group.

Prior to joining our Group, from February 2022 to August 2023, Mr. Zhang served as a securities affairs specialist at Luxshare Precision where he was primarily responsible for the daily affairs of the board of directors and handling investor relations matters.

Mr. Zhang obtained his bachelor’s degree in public relations from Macao Polytechnic Institute (澳門理工學院) (now known as Macao Polytechnic University (澳門理工大學)) in Macau Special Administrative Region in 2017. He also obtained the Qualification Certificate of Listed Company Board Secretary (上市公司董事會秘書資格證書) from the Shenzhen Stock Exchange in November 2022.

Ms. Lam Wing Yan (林詠欣), aged 49, was appointed as our company secretary on February 18, 2025 and our joint company secretary on October 10, 2025. She is primarily responsible for the company secretarial matters of our Group.

Ms. Lam has over 20 years of experience in corporate financial management, accounting and the company secretarial area. From March 2001 to June 2011, she served as the senior manager of finance and operations at Iriver Hong Kong Limited, a company principally engaged in manufacturing broadcasting equipment and semiconductors and the holding company of which is listed on the Korea Stock Exchange (stock code: 060570), where she was primarily responsible for finance, accounting and company secretarial compliance. In August 2013, she joined Cowell as senior finance manager, where she was primarily responsible for finance and accounting. Since September 2014, she has been serving as the company secretary of Cowell, where she was primarily responsible for its corporate financial management and company secretarial compliance.

Ms. Lam obtained her master’s degree in business administration from the University of South Australia in the Australia in March 2012. She is a certified public accountant, a fellow member of the Association of Chartered Certified Accountants and a fellow member of the Hong Kong Institute of Certified Public Accountants.

BOARD COMMITTEES

Our Board has established the Audit Committee, the Remuneration Committee and the Nomination Committee and delegated various responsibilities to these committees, which assist our Board in discharging its duties and overseeing particular aspects of our Group’s activities.

DIRECTORS AND SENIOR MANAGEMENT

Audit Committee

We have established the Audit Committee on October 27, 2025 pursuant to Rule 3.21 of the Listing Rules with written terms of reference in compliance with paragraph D.3 of Part 2 of the Corporate Governance Code (the “CG Code”) as set out in Appendix C1 to the Listing Rules. The Audit Committee consists of three members, namely Dr. Zheng Ying, Ms. Li Xin and Mr. Zhang Shaojian. The chairlady of our Audit Committee is Dr. Zheng Ying, who is our independent non-executive Director and has the appropriate professional qualifications or related financial management expertise as required under Rule 3.10(2) of the Listing Rules.

The primary duties of the Audit Committee include, but are not limited to, (i) making recommendations to our Board on the appointment, reappointment and change of the external auditor, and the remuneration and terms of engagement of external auditor; (ii) overseeing our financial reporting system, risk management and internal control systems; (iii) reviewing the financial information and its disclosure of our Company, reviewing and providing advice and comments on our financial reports; (iv) communication and coordination among our management team, internal audit department and related departments and external auditors; and (v) performing other duties and responsibilities as assigned by our Board and/or required by the relevant laws and regulations.

Remuneration Committee

We have established the Remuneration Committee on October 27, 2025 pursuant to Rule 3.25 of the Listing Rules with written terms of reference in compliance with paragraph E.1 of Part 2 of the CG Code. The Remuneration Committee consists of three members, namely Dr. Zheng Ying, Mr. Wang Laixi and Mr. Zhang Shaojian. Dr. Zheng Ying is the chairlady of the Remuneration Committee.

The primary duties of the Remuneration Committee include, but not limited to (i) establishing, reviewing and providing advices to our Board on our plan and scheme concerning remuneration of our Directors and senior management and on the establishment of a formal and transparent procedure for developing policies concerning such remuneration; (ii) overseeing the execution of the remuneration policies; and (iii) reviewing and/or approving matters relating to share schemes under chapter 17 of the Listing Rules.

Nomination Committee

We have established the Nomination Committee on October 27, 2025 pursuant to Rule 3.27A of the Listing Rules with written terms of reference in compliance with paragraph B.3 of Part 2 of the CG Code. The Nomination Committee consists of three members, namely Ms. Li Xin, Mr. Wang Laixi and Dr. Zheng Ying. Ms. Li Xin is the chairlady of the Nomination Committee.

The primary duties of the Nomination Committee include, but not limited to (i) reviewing the structure, size and composition of our Board on a regular basis and make recommendations to our Board regarding any proposed changes to the composition of our Board; (ii) identifying, selecting or making recommendations to our Board on the selection of individuals nominated for directorship, and ensure the diversity of our Board members; (iii) assessing the independence of our independent non-executive Directors; and (iv) making recommendations to our Board on relevant matters relating to the appointment or re-appointment of our Directors and succession planning for our Directors.

DIRECTORS AND SENIOR MANAGEMENT

BOARD DIVERSITY POLICY

Our Board has adopted a board diversity policy which sets out the approach to achieve and maintain diversity on our Board. Our Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at our Board level as an essential element in supporting the attainment of our Company’s strategic objectives and sustainable development. Our Company seeks to achieve Board diversity through the consideration of a number of factors, including but not limited to talent, skills, gender, age, cultural and educational background, ethnicity, professional experience, independence, knowledge. We will select potential Board candidates based on merit and his/her potential contribution to our Board while taking into account our board diversity policy and other factors. We will also take into account our own business model and specific needs from time-to-time. All Board appointments will be based on meritocracy and candidates will be considered against objective criteria, having due regard to the benefits of diversity on our Board.

Our Board has a balanced mix of knowledge, skills and experience, including but not limited to the business management, auditing, financial management, production, procurement, investment management, corporate finance, legal, optics manufacturing. Members of our Board have obtained degrees in various majors including marketing, business administration, mathematics, enterprise management, international finance, machine and electrical engineering, finance and economics, law and accounting. We have three independent non-executive Directors from different industry backgrounds, including engineering, business administration, legal and accounting. Furthermore, our Directors are of a wide range of age, from 37 years old to 64 years old.

With regards to gender diversity on our Board, we recognize the particular importance of gender diversity. Our Board currently comprises six female Directors and three male Directors. We have taken and will continue to take steps to promote and enhance gender diversity at all levels of our Company. Our board diversity policy provides that our Board should keep gender diversity after [REDACTED] where possible when selecting and making recommendations on suitable candidates for Board appointments. It is our objective to maintain an appropriate balance of gender diversity with reference to the expectations of stakeholders and international and local recommended best practices.

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 from time to time 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.

CORPORATE GOVERNANCE

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

COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors and senior management receive compensation from our Group in the form of salaries, allowances, benefits in kind, directors’ fees, discretionary bonuses, equity settled share-based payment expenses and retirement scheme contributions.

DIRECTORS AND SENIOR MANAGEMENT

The remuneration (including salaries, allowances, benefits in kind, directors’ fees, discretionary bonuses and retirement scheme contributions) recorded for our Directors in respect of the three years ended December 31, 2025 and the five months ended May 31, 2026 was RMB1.24 million, RMB1.25 million, RMB1.46 million and RMB1.18 million, respectively. Save as disclosed above, no other amounts have been paid or are payable by any member of our Group to our Directors for each of the three years ended December 31, 2025 and the five months ended May 31, 2026.

The aggregate amount of salaries and other emoluments, discretionary bonuses, retirement scheme contribution and share-based payment recorded for our Company’s five highest paid individuals in respect of the three years ended December 31, 2025 and the five months ended May 31, 2026 was RMB8.98 million, RMB76.70 million, RMB36.78 million and RMB10.20 million, respectively.

No remuneration was paid by our Company to, or receivable by our Directors or the five highest paid individuals as an inducement to join or upon joining our Company as a compensation for loss of office in respect of the three years ended December 31, 2025 and the five months ended May 31, 2026.

Further, none of our Directors had waived or agreed to waive any remuneration during the Track Record Period. Under the arrangement currently in force, the aggregate remuneration (including salaries, allowances, benefits in kind, directors’ fees, discretionary bonuses and retirement scheme contributions) of our Directors for the year ending December 31, 2026 is estimated to be no more than approximately RMB5 million.

Our Board will review and determine the remuneration and compensation packages of our Directors and senior management and will, following the [REDACTED], 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 and performance of our Group.

COMPETITION

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

FURTHER INFORMATION

We operate a number of business lines in various countries and regions around the world. During the Track Record Period, our chairlady faced investigations and allegations of breach of local regulations from relevant Taiwan authorities in connection with certain business activities of our related parties in Taiwan, primarily concerned the acquisition of Speed Tech Technology Co., Ltd. (the “**Taiwan Company**”) by Luxshare Precision (the “**Taiwan Acquisition**”). It was alleged that prior to the Taiwan Acquisition, Luxshare Precision had acquired shares of the Taiwan Company through other third parties for the purpose of bypassing regulatory approvals. The Taiwan Acquisition was an investment decision of Luxshare Precision after considering the competitive strengths and business prospects of the Taiwan Company at the time of the acquisition. None of Luxshare Precision, its directors or senior management has, directly or indirectly, acquired shares of the Taiwan Company through any third party. During the Track Record Period, up to the Latest Practicable Date and going forward, Luxshare Precision was still entitled and will still be entitled to all shareholder’s and economic rights (including dividends) derived from their shareholding in the Taiwan Company.

DIRECTORS AND SENIOR MANAGEMENT

Having considered the regulatory framework in Taiwan as disclosed in the “Regulatory Overview — Laws and regulations relating to business operations in Taiwan” and none of the Group members was charged by the Taiwan authority in relation to such allegations, our Directors are of the view that, during the Track Record Period, up to the Latest Practicable Date and going forward, such investigations and allegations had not had, nor are they expected to have, any material impact on our business, financial condition and results of operations. Based on the following factors, our Directors are of the view that such investigations and allegations do not impugn our Company’s suitability for listing under Rule 8.04 of the Listing Rules or any Director’s suitability under Rules 3.08 and 3.09 of the Listing Rules: (i) such allegations are groundless and unsubstantiated as none of Luxshare Precision, its directors or senior management or our chairlady has, directly or indirectly, acquired shares of the Taiwan Company through any third party; (ii) as advised by the Taiwan legal advisor of our Company, on the basis that the third party, who was alleged by the Taiwan authorities to have acquired shares of the Taiwan Company on behalf of Luxshare Precision, is not originated from Chinese Mainland, such third party’s acquisition of shares of the Taiwan Company is not subject to the Taiwan investment-related regulations applicable to mergers and acquisitions by Chinese Mainland enterprises, and such third party has not been prosecuted by the Taiwan authorities in connection with such allegations; (iii) Luxshare Precision has obtained all necessary approvals and made all necessary filings in relation to the Taiwan Acquisition in accordance with the applicable Taiwan laws; (iv) the shareholding structure and publicly available information of the Taiwan Company do not reflect any nominee shareholding arrangement as alleged; (v) the Taiwan legal advisor of our Company, after making due and reasonable inquiries, is in general agreement with our Directors’ view above; (vi) as advised by the Taiwan legal advisor of our Company, such allegations by the Taiwan authorities against our chairlady do not constitute a circumstance under the relevant Taiwan laws that will otherwise disqualify her from acting as a director or senior management member of a listed company in Taiwan; and (vii) none of our Company or its subsidiaries was charged by the Taiwan authority in relation to such allegations. Based on the due diligence conducted, including, without limitation, discussions to understand background of the Taiwan Acquisition and the relevant allegations concerning the Taiwan Acquisition, the relevant regulatory requirements relating to the Taiwan Acquisition and the legal implications of the allegations and a review of documents relating to the Taiwan Acquisition as well as the allegations and its legal implications, nothing material has come to the Joint Sponsors’ attention that would reasonably cause the Joint Sponsors to disagree with the Directors’ view.

COMPLIANCE ADVISOR

We have appointed UOB Kay Hian (Hong Kong) Limited as our compliance advisor pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, our compliance advisor will advise our Company in the following circumstances:

- before the publication of any regulatory announcement, circular and financial report;
- where a transaction, which might be notifiable or connected transaction under the Listing Rules, is contemplated including shares issues, sales or transfers of treasury shares and share repurchases;
- where our Company proposes to use the [REDACTED] from the [REDACTED] in a manner different from that detailed in this document or where our business activities, developments or results deviate from any forecast, estimate or other information in this document; and
- where the Stock Exchange makes an inquiry of our Company regarding unusual movements in the price or trading volume of our Shares under Rules 13.10 of the Listing Rules.

The term of the appointment shall commence on the [REDACTED] and end on the date on which our Company distribute our annual report in respect of our financial results for the first full financial year commencing after the [REDACTED].