BOARD OF DIRECTORS

Upon the **[REDACTED]**, our Board will comprise six Directors, including two executive Directors, one non-executive Director and three independent non-executive Directors. Our Directors serve a term of three years and may be re-elected for successive re-appointments.

The table below sets out certain information of our Directors.

Name	Age	Position	Date of appointment as Director	Date of joining our Group	Responsibilities
Executive Directors					
Mr. Liu Jie (劉傑)	51	Chairman of our Board, executive Director, and general manager	November 1, 2007	November 2007	Responsible for managing the operations of the Board, overall strategic planning and setting the business direction of our Group
Mr. Hao Qiankun (郝乾坤)	41	Executive Director, chief financial officer and secretary of the Board	September 30, 2025	August 2018	Responsible for the overall financial strategy, corporate finance, capital management and Board related matters of our Group
Non-executive Directors					
Ms. Sheng Jiao (盛姣)	39	Non-executive Director (employee representative Director)	November 4, 2025	April 2013	Responsible for overseeing our Group's management and providing advice on strategic development
Independent Non-executive Directors					
Dr. Yu Peiyou (于培友)	48	Independent non-executive Director	July 26, 2021	July 2021	Responsible for supervising and providing independent judgment to our Board
Ms. Yang Min (楊敏)	49	Independent non-executive Director	December 5, 2025	December 2025	Responsible for supervising and providing independent judgment to our Board
Mr. Sit Tsing Yui Robert (薛正睿)	40	Independent non-executive Director	December 5, 2025	December 2025, with effect from the **[REDACTED]**	Responsible for supervising and providing independent judgment to our Board

Executive Directors

Mr. Liu Jie (劉傑), aged 51, is the founder of our Group, our chairman of the Board, an executive Director, and general manager of our Company. He is responsible for managing the operations of the Board, overall strategic planning and setting the business direction of our Company. Since founding our Group in 2007, Mr. Liu has played a vital role in its growth and development.

Mr. Liu founded our Company in November 2007, and served as our Director and president from November 2007 to July 2021. He has been serving as our chairman of the Board and general manager since July 2021, and was re-designated as an executive Director on December 5, 2025. He also serves as a director of Future Foshan.

Mr. Liu completed the general manager program at China Europe International Business School (中歐國際工商學院) in the PRC in July 2017.

Mr. Hao Qiankun (郝乾坤), aged 41, is our executive Director, chief financial officer and secretary of the Board. He is responsible for the overall financial strategy, corporate finance, capital management and Board related matters of our Group.

Mr. Hao joined our Group in August 2018, and served as a senior manager of budget from August 2018 to September 2020. He has been servicing as our chief financial officer and secretary of the Board since January 2021 and July 2021, respectively. He was appointed as a Director on September 30, 2025, and was re-designated as an executive Director on December 5, 2025. He also serves as a director of OTO BODYCARE (H.K.) LIMITED.

Mr. Hao has over ten years of experience in accounting and corporate finance. Prior to joining our Group, he served as a general ledger accountant at Guangzhou Midea Hualing Refrigerator Co., Ltd. (廣州美的華凌冰箱有限公司) from August 2015 to September 2016. From October 2016 to August 2018, Mr. Hao served as a senior specialist in budget management at Midea Group Co., Ltd. (美的集團股份有限公司), a company dually listed on the Shenzhen Stock Exchange (stock code: 000333) and the Stock Exchange (stock code: 300).

Mr. Hao obtained a bachelor's degree in accounting from Heilongjiang University (黑龍江大學) in the PRC in June 2008.

Non-executive Directors

Ms. Sheng Jiao (盛姣), aged 39, is our non-executive Director. She is responsible for overseeing our Group's management and providing advice on strategic development.

Ms. Sheng joined our Company in April 2013, and has been serving as our manager of recruiting, and director of human resources since then. She was elected as an employee representative Director on November 4, 2025, and re-designated as our non-executive Director on December 5, 2025. Prior to joining our Group, Ms. Sheng served at Anhui Zhucheng Environmental Protection and Energy Saving New Building Materials Co., Ltd. (安徽筑誠環保節能新型建材有限責任公司) from November 2012 to March 2013.

Ms. Sheng obtained a bachelor's degree in Chinese language and literature from Fuyang University of Technology (阜陽理工學院) (formerly known as School of Information Engineering of Fuyang Normal College (阜陽師範學院信息工程學院)) in the PRC in July 2010.

Independent Non-executive Directors

Dr. Yu Peiyou (于培友), aged 48, was appointed as an independent Director on July 26, 2021, and was re-designated as an independent non-executive Director on December 5, 2025. He is responsible for supervising and providing independent judgment to our Board.

Dr. Yu has approximately 20 years of experience in finance and corporate management. From June 2006 to May 2008, he worked at Qingdao Iron & Steel Co., Ltd. (青島鋼鐵有限公

司), where he was mainly involved in budgeting and investment management. He served at Hisense Group Co., Ltd. (海信集團有限公司) ("**Hisense Group**") from June 2008 to May 2015, holding successive positions including supervisor of the group financial and business management department and financial head of a subsidiary of Hisense Group, where he oversaw the financial functions across the group. Dr. Yu also served as an executive director and manager at Caidao Capital Management (Qingdao) Co., Ltd. (財道諮詢管理(青島)有限公司) (formerly known as Caidao Capital Management (Qingdao) Co., Ltd. (財道資本管理(青島)有限公司)) from February 2021 to January 2025, during which he managed the firm's operations and contributed to its strategic planning. Dr. Yu has been serving as an executive director and general manager of Caidao Consulting Management (Qingdao) Co., Ltd. (青島順為創富管理諮詢有限公司) since December 2015, where he oversees the company's overall operations. He has also been serving as an external director of Qingdao Qingtie Commercial Development Co., Ltd. (青島青鐵商業發展有限公司) since October 2023, without holding any managerial duties.

Dr. Yu has held multiple academic and leadership roles. Since June 2015, he has been a faculty member at the School of Economics and Management, Qingdao University of Science and Technology (青島科技大學經濟與管理學院), where he currently serves as an associate professor. He served as director of the MPAcc Center at the same school from June 2015 to July 2023. He was a visiting scholar at the Marshall School of Business, University of Southern California, from August 2019 to August 2020.

Dr. Yu served as an independent director of Doright Co., Ltd. (青島德固特節能裝備股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300950), from October 2018 to November 2024. Dr. Yu has also been serving as an independent director of Shandong Bot Precision Engineering Co., Ltd. (山東博特精工股份有限公司), an independent director of Qingdao Junray Intelligent Instrument Co., Ltd. (青島眾瑞智能儀器股份有限公司) (formerly known as Qingdao Junray Intelligent Instrument Co., Ltd. (青島眾瑞智能儀器有限公司)), and an independent director of Shandong Qilu Huaxin Industrial Co., Ltd. (山東齊魯華信實業股份有限公司), a company listed on the Beijing Stock Exchange (stock code: 920832), since May 2018, December 2020, and July 2021, respectively.

Dr. Yu obtained a Ph.D. degree in corporation management (financial management) from Shanghai Jiao Tong University (上海交通大學) in July 2006. Dr. Yu is a senior accountant (高級會計師) granted by Shandong Province Senior Accounting Qualification Review Committee (山東省會計資格高級評審委員會) in April 2015. Based on the foregoing, Dr. Yu has accumulated sufficient and appropriate practical knowledge and extensive experience in supervising and monitoring the financial reporting, internal control and other accounting-related matters of listed issuers, and gained accounting or related financial management expertise for the purpose of Rule 3.10(2) of the Listing Rules.

Ms. Yang Min (楊敏), aged 49, was appointed as an independent non-executive Director on December 5, 2025. She is responsible for supervising and providing independent judgment to our Board.

Ms. Yang has over 10 years of experience in investment and capital management. Ms. Yang served as the chairwoman of Beijing Shengde Hengyuan Technology Co., Ltd. (北京盛德恒遠科技有限公司) from July 2011 to January 2017, where she was responsible for business management. She also served as an independent non-executive director of Dashan Education Holdings Limited (大山教育控股有限公司) from June 2020 to April 2022, a company listed on the Stock Exchange (stock code: 09986) and an education investment group focusing on K-12 investment, overseas study services, international language training, family education and immigration-related education services, and a director of Lingnan Eco & Cultural Tourism Co.,

Ltd. (嶺南生態文旅股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 002717) and principally engaged in ecological landscape construction and restoration, water conservancy project management and cultural and tourism business, respectively. Ms. Yang has been serving as a director of Shanghai Qingke Huagai Investment Management Co., Ltd. (上海清科華蓋投資管理有限公司), responsible for business development and overall management.

Ms. Yang obtained a bachelor's degree in electrical engineering and automation from Changchun University of Technology (長春工業大學) in the PRC in June 2003 and an executive master's degree in business administration from Cheung Kong Graduate School of Business (長江商學院) in the PRC in September 2017.

Mr. Sit Tsing Yui Robert (薛正睿), aged 40, was appointed as an independent non-executive Director on December 5, 2025 with effect from the **[REDACTED]**. He is responsible for supervising and providing independent judgment to our Board.

Mr. Sit has over 15 years of experience in legal practice in various law firms in Hong Kong, including King & Wood Mallesons, Norton Rose Fulbright, Appleby, Travers Thorp Alberga and Forbes Hare. Mr. Sit has been the director and sole shareholder of Buttercup Consultancy Services Limited since April 2025 and currently works as a partner of Forbes Hare (Hong Kong) LLP.

Mr. Sit obtained a bachelor's degree in laws in 2009 and a postgraduate certificate of laws in 2010 from City University of Hong Kong, respectively.

Mr. Sit is a solicitor and admitted to practice in Hong Kong.

SENIOR MANAGEMENT

Upon the **[REDACTED]**, our senior management will comprise three members.

The following table sets out certain information of our senior management.

Name	Age	Position	Date of appointment as senior management	Date of joining our Group	Responsibilities
Mr. Liu Jie (劉傑)	51	Chairman of our Board, executive Director, and general manager	November 1, 2007	November 2007	Responsible for managing the operations of the Board, overall strategic planning and setting the business direction of our Group
Ms. Kong Zhen (孔珍)	40	Deputy general manager	July 26, 2021	December 2009	Responsible for overall coordination and management of sales and marketing
Mr. Hao Qiankun (郝乾坤)	41	Executive Director, chief financial officer and Secretary of the Board	July 26, 2021	August 2018	Responsible for the overall financial strategy, corporate finance, capital management and Board related matters of our Group

For the biographical details of Mr. Liu Jie (劉傑) and Mr. Hao Qiankun (郝乾坤), see "– Board of Directors" above.

Ms. Kong Zhen (孔珍), aged 40, was appointed as our deputy general manager on July 26, 2021. She is responsible for overall coordination and management of sales and marketing.

Ms. Kong joined our Group in December 2009. She successively served as a sales manager, the sales director and vice precedent of the Company since then to July 2021. She was a Director of our Company from July 2021 to September 2025. Ms. Kong has been our deputy general manager since July 2021.

Ms. Kong obtained a bachelor's degree in logistics management from Chang'an University (長安大學) in 2008.

FURTHER INFORMATION OF OUR DIRECTORS AND SENIOR MANAGEMENT

Save as otherwise disclosed in this document, to the best knowledge, information and belief of our Directors having made all reasonable enquiries, as of the Latest Practicable Date:

(i) none of our Directors and senior management has held any other directorship in any public company the securities of which are listed on any securities market in Hong Kong or overseas during the three years immediately preceding the date of this document;

(ii) none of our Directors and senior management was related to other Directors and senior management;

(iii) save as disclosed in "Appendix IV – Statutory and General Information – C. Further Information about Our Directors and Substantial Shareholders – 3. Disclosure of Interests," none of our Directors and chief executive held any interest in the shares and underlying shares of our Company and our associated corporations which should be disclosed pursuant to Part XV of the SFO; and

(iv) there was no other matter with respect to the appointment of our Directors that needs to be brought to the attention of our Shareholders, and there was no information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules.

Mr. Liu was the director of (i) Chongqing Mobasuo Economic Management Co., Ltd. (重慶摩巴索經濟管理有限公司) ("**Chongqing Mobasuo**"), a company incorporated in the PRC which was de-registered on July 12, 2022 due to revocation of business license; (ii) Sichuan Mobasuo Investment Management Co., Ltd. (四川摩巴索投資管理有限公司) ("**Sichuan Mobasuo**"), a company incorporated in the PRC which was de-registered on April 7, 2009 due to revocation of business license; and (iii) Chongqing Fengguang Shiye Co., Ltd. (重慶風光實業有限公司) ("**Chongqing Fengguang**"), a company incorporated in the PRC which was de-registered on September 9, 2019 due to revocation of business license. As of the time of the deregistration, each of Chongqing Mobasuo, Sichuan Mobasuo and Chongqing Fengguang was not insolvent, nor had any outstanding liabilities nor was involved in any pending claims. To the best knowledge of our Directors, the business licenses of each of Chongqing Mobasuo, Sichuan Mobasuo and Chongqing Fengguang was revoked because they failed to carry out annual inspections due to the cessation of business. The revocation did not result in any penalties or fines imposed by any competent authorities, nor did it give rise to any outstanding or potential

claims or liabilities against Mr. Liu or each of Chongqing Mobasuo, Sichuan Mobasuo and Chongqing Fengguang.

CONFIRMATION FROM OUR DIRECTORS

Each of our Directors confirms that as of the Latest Practicable Date, he or she did not have any interest in a business which competes or is likely to compete, either directly or indirectly, with our business which would require disclosure under Rule 8.10 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 4, 2025, and (ii) understands his or her obligations as a director of a **[REDACTED]**.

Each of our independent non-executive Directors has confirmed (i) his/her independence as regards each of the factors referred to in Rule 3.13(1) to (8) of the Listing Rules, (ii) he/she had 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 as of the Latest Practicable Date, and (iii) that there have been no other factors that might affect his/her independence at the time of his/her appointment.

REMUNERATION OF OUR DIRECTORS AND THE FIVE HIGHEST PAID INDIVIDUALS

For details of the service contracts and appointment letters we entered into with our Directors, see "Appendix IV – Statutory and General Information – C. Further Information about Our Directors and Substantial Shareholders – 1. Particulars of Directors' Service Contracts."

The aggregate amount of emoluments of our Directors for the three years ended December 31, 2025 and the five months ended May 31, 2026 amounted to approximately RMB9.4 million, RMB(2.3) million, RMB7.5 million and 4.5 million, respectively. The aggregate amount of emoluments of our five highest paid individuals for the three years ended December 31, 2025 and the five months ended May 31, 2026 amounted to approximately RMB15.0 million, RMB20.6 million, RMB18.4 million and 11.0 million, respectively.

Under the current compensation arrangement, we estimate the total compensation before taxation, including estimated share-based compensation, to be accrued to our Directors for the year ending December 31, 2026 to be approximately RMB9.6 million. The actual remuneration of our Directors in 2026 may be different from the expected remuneration set out above.

Save as disclosed above, no other payments have been paid, or are payable, by our Group to our Directors or the five highest paid individuals during the Track Record Period. 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, or as compensation for loss of office in connection with the management positions of any member of our Group. During the Track Record Period, none of our Directors waived any emoluments.

JOINT COMPANY SECRETARIES

Mr. Hao Qiankun (郝乾坤) was appointed as a joint company secretary of our Company with effect from the **[REDACTED]**. Please refer to "– Executive Directors" in this section for the biographical details of Mr. Hao.

Ms. Suen Ka Yan (孫嘉恩) was appointed as a joint company secretary of our Company with effect from the **[REDACTED]**.

Ms. Suen has over nine years of experience in the corporate secretarial field, providing corporate services to listed companies and private companies incorporated in Hong Kong and overseas. She is currently an assistant manager at SWCS Corporate Services Group (Hong Kong) Limited. Ms. Suen is an associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

Ms. Suen obtained a bachelor's degree in business administration from the Caritas Institute of Higher Education (currently known as Saint Francis University) in November 2016 and a bachelor's degree in law from the University of Lancashire in the United Kingdom in September 2025.

CORPORATE GOVERNANCE

We have established four Board committees, namely the Audit Committee, the Nomination Committee, the Remuneration Committee and the Strategy Committee. Our Board committees operate in accordance with the terms of reference established by our Board.

Audit Committee

We have established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph D.3 of the Corporate Governance Code. The Audit Committee comprises three independent non-executive Directors, namely Dr. Yu Peiyou (于培友), Ms. Yang Min (楊敏) and Ms. Sheng Jiao (盛姣), with Dr. Yu currently serving as the chairperson. Dr. Yu has the appropriate accounting or related financial management expertise as required under Rules 3.10(2) and 3.21 of the Listing Rules. The primary duties of the Audit Committee include, among others, assisting our Board by providing an independent view of the effectiveness of our financial reporting process, internal control and risk management systems of our Group, overseeing the audit process, and performing other duties and responsibilities assigned by our Board.

Nomination Committee

We have established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and paragraph B.3 of the Corporate Governance Code. The Nomination Committee comprises one executive Director and two independent non-executive Directors, namely Ms. Yang Min (楊敏), Mr. Liu Jie (劉傑) and Dr. Yu Peiyou (于培友), with Ms. Yang currently serving as the chairperson. The primary duties of the Nomination Committee include, among others, reviewing the structure, size and composition of our Board, assisting our Board in maintaining a Board skills matrix, assessing the independence of our independent non-executive Directors, making recommendations to our Board on matters relating to the appointment of Directors, and performing other duties and responsibilities assigned by our Board.

Remuneration Committee

We have established the Remuneration Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and paragraph E.1 of the Corporate Governance Code. The Remuneration Committee comprises one non-executive Director and two independent non-executive Directors, namely Dr. Yu Peiyou (于培友), Ms. Sheng Jiao (盛姣) and Ms. Yang

Min (楊敏), with Dr. Yu currently serving as the chairperson. The primary duties of the Remuneration Committee include, among others, making recommendations to our Board on our policy and structure for the remuneration of all Directors and senior management, determining specific remuneration packages of all Directors and senior management, reviewing and approving performance-based remuneration by reference to corporate goals and objectives resolved by our Board from time to time, and performing other duties and responsibilities assigned by our Board.

Strategy Committee

We have established the Strategy Committee with written terms of reference. The Strategy Committee comprises two executive Directors and one independent non-executive Director, namely Mr. Liu Jie (劉傑), Mr. Hao Qiankun (郝乾坤) and Dr. Yu Peiyou (于培友), with Mr. Liu currently serving as the chairperson. The primary duties of the Strategy Committee include, but are not limited to, conducting research and making recommendations on our Company's long-term development plans, business strategies and objectives, and major strategic investment and financing proposals.

Corporate Governance Code

Our Company is committed to achieving high standards of corporate governance with a view to safeguarding the interests of our Shareholders. To accomplish this, our Company intends to comply with the Corporate Governance Code after the **[REDACTED]** save for the matter disclosed below.

Pursuant to code provision C.2.1 in 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 separate chairman of our Board and general manager, and Mr. Liu 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 ensuring consistent leadership within our Group and enabling more effective and efficient overall strategic planning and execution of strategic initiatives for our Group. 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 chief executive officer at a time when it is appropriate taking into account the circumstances of our Group as a whole.

Diversity Policy

We are committed to promoting diversity within our Company to the extent practicable by taking into consideration a number of factors in respect of our corporate governance structure. We have adopted a diversity policy which sets out the objective and approach for achieving and maintaining the diversity of our Board and our workforce (including senior management). In accordance with the diversity policy, we seek to achieve Board diversity by taking into account a number of factors, including but not limited to gender, age, ethnicity, culture and educational background, professional experience, skills, knowledge and length of service. The ultimate selection of Board candidates will be based on merit and potential contribution to our Board having due regard to the benefits of diversity on our Board and also the specific needs of our Company without focusing on a single diversity aspect. We are also committed to promoting

diversity within our workforce (including senior management) to enhance the effectiveness of our corporate governance as a whole.

Our Directors have a balanced mix of knowledge and skills, including overall management and strategic development as well as knowledge and experience in areas such as accounting and corporate finance, human resources, finance and corporate management, investment and capital management, and legal practice. They obtained degrees in various fields including accounting, Chinese language and literature, information science, electrical engineering and automation, business administration, laws and logistics management. Furthermore, our Board has a diverse age and gender representation with two female Directors and four male Directors ranging from 39 years old to 51 years old.

After the **[REDACTED]**, we will from time to time discuss and agree on expected goals to ensure diversity, and review and, where necessary, update the diversity policy to ensure its continued effectiveness. We will report on the implementation of the diversity policy in our corporate governance report on an annual basis.

COMPLIANCE ADVISOR

We have appointed Rainbow Capital (HK) 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 Listing Rules and applicable laws and regulations. Pursuant to Rule 3A.23 of the Listing Rules, the Compliance Advisor will advise our Company in certain circumstances, including:

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

(ii) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues, sales or transfer of treasury shares and share repurchases;

(iii) where we propose 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

(iv) where the Stock Exchange makes an inquiry to our Company under Rule 13.10 of the Listing Rules.

Pursuant to the Note to Rule 3A.24 of the Listing Rules, the Compliance Adviser must, on a timely basis, inform our Company of any amendment or supplement to the Listing Rules and any new or amended laws and regulations in Hong Kong applicable to us.

The term of appointment of our Compliance Advisor will commence on the **[REDACTED]** and is expected to end on the date on which our Company complies with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the **[REDACTED]**.