

DIRECTORS AND SENIOR MANAGEMENT

DIRECTORS

Our Board of Directors consists of seven Directors, including two executive Directors, two non-executive Directors and three independent non-executive Directors. The term of office of our Directors is three years, subject to re-election.

The following table sets forth certain information regarding our Directors:

Name	Age	Position(s)	Date of joining our Group	Date of Appointment as a Director	Roles and responsibilities	Relationship with other Directors and senior management
Executive Directors						
Mr. Xiao Juncheng (肖俊承先生)	60	Executive Director, Chairman of the Board	October 1999	October 1999 ⁽¹⁾	Responsible for overall strategic planning of the Company	None
Mr. Zhao Nannan (趙楠楠先生)	44	Executive Director, General manager	April 2007	November 2025	Responsible for overall development strategy, business plans and operations of the Company	None
Non-executive Directors						
Mr. Guo Zhenyan (郭振巖先生)	62	Non-executive Director	November 2025	November 2025	Providing professional opinions and judgment to the Board	None
Mr. Long Jiangang (龍建剛先生)	62	Non-executive Director	November 2025	November 2025	Providing professional opinions and judgment to the Board	None
Independent non-executive Directors						
Mr. Yan Guoxiang (鄢國祥先生)	60	Independent non-executive Director	November 2025	November 2025	Providing independent opinions and judgment to the Board	None
Ms. Fu Jie (傅捷女士)	48	Independent non-executive Director	November 2025	November 2025	Providing independent opinions and judgment to the Board	None
Mr. Tang Duyuan (唐都遠先生)	48	Independent non-executive Director	November 2025	November 2025	Providing independent opinions and judgment to the Board	None

Note:

- (1) Mr. Xiao founded the Company in October 1999 and has since overseen its operations and management. He has served as a director of the Company since its establishment and was formally appointed as chairman of our board of directors upon our Company’s conversion into a joint stock company in November 2007.

BOARD OF DIRECTORS

Executive Directors

Mr. Xiao Juncheng (肖俊承先生), aged 60, is an executive Director and the chairman of the Board of the Company. He is primarily responsible for overall strategic planning of our Company.

Mr. Xiao founded the Company in October 1999 and has since been involved in its management and operations. He has held core management positions at the Company, including executive director, chairman, and general manager.

Mr. Xiao graduated from the Department of Electrical Power Engineering at Huazhong University of Science and Technology* (華中科技大學, formerly known as 華中理工大學) with a major in Electrical Machines in July 1988, and obtained an EMBA degree from The Hong Kong University of Science and Technology* (香港科技大學) in November 2007.

DIRECTORS AND SENIOR MANAGEMENT

As set forth below, Mr. Xiao was a director, supervisor and/or manager of the following companies which were established in the PRC and which business license was revoked. Set forth below are the relevant details:

Name of company	Place of establishment	Nature of business	Means of dissolution	Date of dissolution
Shanghai Sunrise Electric Co., Ltd. (上海日昇電業有限公司)	PRC	Manufacture of power generators	Revoked	October 25, 2011
Foshan Sunrise Electric & Electronic Co., Ltd (佛山市日昇電業製造有限公司)	PRC	Manufacture of specialized instruments and environmental monitoring equipment	Cancelled	Date of dissolution cannot be ascertained
Shenzhen Eaglerise Muci Technology Co., Ltd. (深圳市伊戈爾沐磁科技有限公司)	PRC	Manufacture of power resistors	Resolution on dissolution	March 23, 2022
Shenzhen Sunrise Electric Co., Ltd. (深圳日昇電業有限公司)	PRC	Manufacturing of electronic devices	Cancelled	July 10, 2006

Mr. Xiao has confirmed that each of the above companies was solvent at the time of its dissolution and there was no wrongful act on his part leading to such dissolution. He is not aware of any actual or potential claim which has been or will be made against him as a result of such dissolution, and that his involvement in each of the above companies was part and parcel of his services as a director, supervisor, manager and/or branch in-charge of the above companies and no misconduct or misfeasance was involved in the dissolution of each of the above companies.

Mr. Zhao Nannan (趙楠楠先生), aged 44, is an executive Director and the general manager of the Company. He is primarily responsible for the overall development strategy, business plans and operations of our Company.

Mr. Zhao joined the Company in 2007 and has held various management positions, including sales director, deputy general manager of sales, general manager of the human resources center, general manager of the marketing center, and deputy general manager of the Company.

Mr. Zhao obtained a Bachelor’s degree in Electronic Information Engineering from Hubei University of Automotive Technology* (湖北汽車工業學院) in June 2007 and an MBA from Jilin University* (吉林大學) in June 2019.

Non-executive Directors

Mr. Guo Zhenyan (郭振巖先生), aged 62, is a non-executive Director of the Company.

Mr. Guo Zhenyan has served as a Director of Beijing Electrical Engineering and Economic Research Institute of the Machinery Industry* (機械工業北京電工技術經濟研究所) since January 2012. He has served as an executive Director of Beijing Borui High-tech Electrical Technology Development Co., Ltd.* (北京博銳高新電氣科技發展有限公司) since June 2020, and as an executive Director of Jingdian Borui Testing Technology (Beijing) Co., Ltd.* (京電博銳檢測技術(北京)有限公司) since January 2022. He has served as an independent Director of Hunan Guangxin Technology Co., Ltd.* (湖南廣信科技股份有限公司) (stock code: 920037.BJ) since December 2023.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Guo Zhenyan served as department head, supervisor, and Director of the Shenyang Transformer Research Institute* (瀋陽變壓器研究所(院)) from July 1986 to December 2011. He also served as an independent Director of Chongqing Wangbian Electric (Group) Corp., Ltd.* (重慶望變電氣(集團)股份有限公司) from September 2017 to November 2023.

Mr. Guo Zhenyan obtained a Bachelor’s degree in Electrical Insulation Technology from Harbin Institute of Electrical Technology (now Harbin University of Science and Technology)* (哈爾濱電工學院，現哈爾濱理工大學) in July 1986, and obtained a Doctor of Philosophy degree in Electrical Machines and Appliances from Shenyang University of Technology* (瀋陽工業大學) in 2005. Mr. Guo holds the professional title of Senior Engineer.

Mr. Long Jiangang (龍建剛先生), aged 62, is a non-executive Director of the Company.

Mr. Long has served as chief researcher of Foshan Shangdao Research Institute (Limited Partnership)* (佛山商道研究院(有限合夥)) since February 2017 and as an independent non-executive Director of Keda Industrial Group Co., Ltd.* (科達製造股份有限公司) (stock code: 600499.SH) since August 2021. He has served as an expert member of the Foshan Municipal Decision-making Consultation Committee* (佛山市決策諮詢委員會專家委員) since July 2025.

Mr. Long obtained a Bachelor’s degree in Chinese Language and Literature from Guizhou Minzu College* (貴州民族學院) in July 1985.

As set forth below, Mr. Long was a director, supervisor and/or manager of the following companies which were established in the PRC and which business license was revoked. Set forth below are the relevant details:

Name of company	Place of establishment	Nature of business	Means of dissolution	Date of dissolution
Beijing Yingpeng Technology Co., Ltd. (北京英朋科技有限公司)	PRC	Technology promotion services	Resolution on dissolution	November 11, 2020
Foshan Zhilang Management Consulting Co., Ltd. (佛山市智朗管理諮詢有限公司)	PRC	Management services	Cancelled	April 4, 2014
Shenzhen Kunyue Cultural Communication Co., Ltd. (深圳市昆岳文化傳媒有限公司)	PRC	General	Cancelled	June 13, 2025
Foshan Zhengqianfang Investment Advisory Co., Ltd. (佛山市正前方投資顧問有限公司)	PRC	Consultancy and investigation services	Cancelled	September 27, 2020
Yichuanghui (Tianjin) Enterprise Management Center (Limited Partnership) (意創匯(天津)企業管理中心(有限合夥))	PRC	Management services	Resolution on dissolution	January 21, 2022
Jiacheng Century (Tianjin) Enterprise Management Center (Limited Partnership) (嘉城世紀(天津)企業管理中心(有限合夥))	PRC	Management services	Resolution on dissolution	December 12, 2024

DIRECTORS AND SENIOR MANAGEMENT

Mr. Long has confirmed that each of the above companies was solvent at the time of its dissolution and there was no wrongful act on his part leading to such dissolution. He is not aware of any actual or potential claim which has been or will be made against him as a result of such dissolution, and that his involvement in each of the above companies was part and parcel of his services as a director, supervisor, manager and/or branch in-charge of the above companies and no misconduct or misfeasance was involved in the dissolution of each of the above companies.

Independent non-executive Directors

Mr. Yan Guoxiang (鄒國祥先生), aged 60, is an independent non-executive Director of the Company.

Mr. Yan has served as an independent non-executive Director of China Biotech Services Holdings Limited (stock code: 8037.HK)* (中國生物科技服務控股有限公司) since August 2017, and as executive Director of Shenzhen Shichen Consulting Services Co., Ltd.* (深圳市士辰諮詢服務有限責任公司) since May 2018, and as an independent non-executive Director of Guangdong Huicheng Vacuum Technology Co., Ltd.* (廣東匯成真空科技股份有限公司) (stock code: 301392.SZ) since September 2025.

Mr. Yan served as a department manager of Tianjian Certified Public Accountants* (天健會計師事務所) from September 2007 to June 2010, as assistant to the general manager and manager of the finance department of Chongyi Zhangyuan Tungsten Industry Co., Ltd.* (崇義章源鎢業股份有限公司) (stock code: 002378.SZ) from July 2010 to January 2012, as a partner of Dahua Certified Public Accountants* (大華會計師事務所) from March 2012 to December 2014, as general manager of Shenzhen Junxing Information Technology Co., Ltd.* (深圳市君行信息科技有限公司) from August 2016 to August 2019, and as an independent non-executive Director of Shenzhen Tianwei Video Co., Ltd.* (深圳市天威視訊股份有限公司) (stock code: 002238.SZ) from August 2018 to July 2024.

Mr. Yan obtained a Bachelor's degree in Accounting from Southwest University* (西南大學) in July 2005. Mr. Yan obtained his certified public accountant qualification in April 1998. He is a non-practising member of the Chinese Institute of Certified Public Accountants (CICPA). He has also obtained professional qualifications as a Certified Asset Valuer, awarded by the China Appraisal Society* (中國資產評估協會) in August 1997.

Ms. Fu Jie (傅捷女士), aged 48, is an independent non-executive Director of the Company.

Ms. Fu has served as chief financial officer of Shengrong Holding Ltd.* (盛融控股有限公司) (formerly known as China Kangda Food Co., Ltd.* (中國康大食品有限公司)) (stock code: 00834.HK) (“**Shengrong Holding**”) since December 2025 and as its company secretary, authorized representative and process agent since July 2026.

Ms. Fu served as an auditor, senior auditor, manager and senior manager at Ernst & Young Hua Ming LLP* (安永華明會計師事務所) from August 2004 to March 2016. She served as chief financial officer of China U-Ton Holdings Limited* (中國優通控股有限公司) from April 2016 to July 2019. She served as an independent non-executive Director of Dynagreen Environmental Protection Group Co., Ltd.* (綠色動力環保集團股份有限公司) (stock code: 601330.SH, stock code: 01330.HK) from February 2018 to April 2024, and served as chief financial officer of Shengrong Holding from September 2019 to June 2024. She served as investment director of Excel Power Ventures Capital Limited* (佳力創投有限公司) from July 2024 to December 2025.

Ms. Fu obtained a Bachelor's degree in Economics in Finance major from Central University of Finance and Economics* (中央財經大學) in July 2000. Ms. Fu obtained her certified public accountant qualification in January 2006. She is a non-practising member of the Chinese Institute of Certified Public Accountants (CICPA). She is also a member of the Association of Chartered Certified Accountants (ACCA) and a member of the Hong Kong Institute of Certified Public Accountants (HKICPA).

DIRECTORS AND SENIOR MANAGEMENT

Mr. Tang Duyuan (唐都遠先生), aged 48, is an independent non-executive Director of our Company.

Mr. Tang has served as an independent non-executive Director of Shenzhen Guangdatong Innovative Materials Co., Ltd.* (深圳光大同創新材料股份有限公司) (stock code: 301387.SZ) since October 2020, and as a practising lawyer at Grandall Law Firm (Shenzhen)* (國浩律師(深圳)事務所) since June 2022.

Mr. Tang served as a practising lawyer at Grandall Law Firm (Shenzhen)* (國浩律師(深圳)事務所) from August 2009 to February 2019, at Guangdong Sundial Law Firm* (廣東信達律師事務所) from February 2019 to January 2020, and at JunZeJun Law Offices (Shenzhen)* (北京市君澤君(深圳)律師事務所) from February 2020 to February 2022.

Mr. Tang obtained a Bachelor’s degree in Law from Southwest University of Political Science and Law* (西南政法大學) in July 2000. Mr. Tang obtained a practising lawyer’s certificate issued by the Department of Justice of Guangdong Province (廣東省司法廳) in September 2005.

SENIOR MANAGEMENT

The following table sets out certain information about members of our senior management team:

Name	Age	Position(s)	Date of joining our Group	Date of appointment as a member of senior management	Roles and responsibilities	Relationship with other Directors and senior management
Mr. Zhao Nannan (趙楠楠先生)	44	Executive Director, General Manager	April 2007	December 2019	Responsible for the Company’s overall strategic planning and operational development strategy, business plans, and overall operation	None
Mr. Wu Yuhui (吳豫輝先生)	40	Deputy General Manager	March 2010	November 2025	Responsible for R&D planning of product department and resource integration of product management center of the Company	None
Mr. Liu Jingyuan (柳景元先生)	45	Deputy General Manager	August 2019	December 2022	Responsible for the Company’s supply chain management, and procurement	None
Mr. Guo Shiguang (郭石光先生)	40	Deputy General Manager	March 2011	November 2025	Responsible for overseas marketing and management of the Company	None
Mr. Chen Liang (陳亮先生)	38	Deputy General Manager	March 2010	November 2025	Responsible for the Company’s domestic marketing and management	None
Mr. Huang Huijie (黃慧傑先生)	40	Deputy General Manager	April 2022	December 2022	Responsible for the Company’s strategies, operations and management	None
Ms. Chen Lijun (陳麗君女士)	40	Financial Controller	July 2008	December 2019	Responsible for the Company’s financial management	None
Mr. Liang Lunshang (梁倫商先生)	43	Secretary of the Board	April 2024	July 2024	Responsible for the relevant affairs of the Company’s Board, capital markets and corporate governance	None

DIRECTORS AND SENIOR MANAGEMENT

Mr. Zhao Nannan (趙楠楠先生), is an executive director and the general manager of the Company. For the biographical details of Mr. Zhao, see “— Directors — Executive Directors”.

Mr. Wu Yuhui (吳豫輝先生), aged 40, is a deputy general manager of the Company.

Mr. Wu joined the Company in 2010, and has held various positions within the Company, including engineer, manager of the research department, sales director, and general manager of the energy business unit.

Mr. Wu obtained a Bachelor’s degree in Electrical Engineering and Automation from Xuchang University* (許昌學院) in June 2010. He holds the professional title of Senior Engineer.

Mr. Liu Jingyuan (柳景元先生), aged 45, is a deputy general manager of the Company.

Mr. Liu joined the Company in 2019, and held various positions within the Company, including general manager of the supply chain management center and general manager of the LED driver business unit.

Prior to that, he was a planning specialist in the sales support department of Kelon International Marketing Co., Ltd.* (科龍國際營銷總公司) from July 2003 to April 2005. He was a planning supervisor in the sales support department of Hisense International Marketing Co., Ltd.* (海信國際營銷總公司) from May 2005 to June 2008. He was a procurement supervisor in the procurement department of Hisense International Marketing Co., Ltd.* (海信國際營銷總公司) from July 2008 to June 2010. He was a procurement supervisor in the procurement department of Hisense Ronshen (Guangdong) Refrigerator Co., Ltd.* (海信容聲(廣東)冰箱有限公司) from July 2010 to December 2011. He was an assistant to the head of the procurement department of Hisense Ronshen (Yangzhou) Refrigerator Co., Ltd.* (海信容聲(揚州)冰箱有限公司) from January 2012 to March 2013. He was a deputy head of the materials department of Hisense (Shandong) Refrigerator Co., Ltd.* (海信(山東)冰箱有限公司) from April 2013 to February 2015. He was Head of the materials department of Hisense Ronshen (Guangdong) Refrigerator Co., Ltd.* (海信容聲(廣東)冰箱有限公司) from February 2015 to January 2018. He was a deputy general manager of Hisense Ronshen (Guangdong) Refrigerator Co., Ltd.* (海信容聲(廣東)冰箱有限公司) from January 2018 to November 2018.

Mr. Liu obtained a Bachelor’s degree in Metallurgical Engineering from Central South University* (中南大學) in June 2003. He holds the professional title of Intermediate Engineer.

Mr. Guo Shiguang (郭石光先生), aged 40, is a deputy general manager of the Company.

Mr. Guo Shiguang joined the Company in 2011 and has held various positions within the company, including sales director, deputy general manager of energy business unit, and general manager of energy distribution business unit.

Mr. Guo Shiguang obtained a Bachelor’s degree in Marketing from Guilin University of Electronic Technology* (桂林電子科技大學) in June 2011.

Mr. Chen Liang (陳亮先生), aged 38, is a deputy general manager of the Company.

Mr. Chen joined the Company in 2010 and has held various positions within the Company, including equipment engineer, R&D engineer, sales manager, sales director, and general manager of the domestic marketing center.

Mr. Chen obtained a Bachelor’s degree in Automation from Wuhan University of Science and Technology* (武漢科技大學) in June 2010.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Huang Huijie (黃慧傑先生), aged 40, is a deputy general manager of the Company.

Mr. Huang joined the Company in 2022. He has served as the general manager of the strategic operations center.

Prior to that, Mr. Huang served as human resources officer, supervisor and section head of the human resources department of Hisense Ronshen (Guangdong) Refrigerator Co., Ltd.* (海信容聲(廣東)冰箱有限公司) from August 2007 to March 2014; the deputy head and the head of the comprehensive management department of Hisense Ronshen (Guangdong) Refrigerator Co., Ltd.* (海信容聲(廣東)冰箱有限公司) from March 2014 to July 2018; director of the Shunde shared service center of Hisense Home Appliances Group Co., Ltd.* (海信家電集團股份有限公司) from July 2018 to September 2020; and deputy head and head of the comprehensive management department of Hisense Ronshen (Guangdong) Refrigerator Co., Ltd.* (海信容聲(廣東)冰箱有限公司) from October 2020 to April 2022.

Mr. Huang completed an undergraduate programme in Human Resource Management from South China Normal University* (華南師範大學) in December 2012.

Ms. Chen Lijun (陳麗君女士), aged 40, is the financial controller of the Company.

Ms. Chen joined the Company in 2008 and has held various positions within the Company, including assistant to the general manager, securities affairs representative, secretary of the board, and deputy general manager.

Ms. Chen obtained a Bachelor’s degree in Electrical Engineering and Automation from Three Gorges University College of Science & Technology* (三峽大學科技學院) in June 2008. Ms. Chen holds the professional title of Intermediate Accountant and possesses the Qualification Certificate for secretary of the board.

Mr. Liang Lunshang (梁倫商先生), aged 43, is the secretary of the board and one of the joint company secretaries of the Company.

Mr. Liang joined the Company in 2024, and has served as securities department general manager.

Prior to that, from August 2014 to January 2019, Mr. Liang served as deputy general manager of the securities department of Europol Intelligent Network Co., Ltd.* (歐浦智網股份有限公司). From September 2019 to March 2024, he served as investor relations manager and securities affairs representative of the securities department of Bear Electric Appliance Co., Ltd.* (小熊電器股份有限公司).

Mr. Liang obtained a Bachelor’s degree in Transportation from Shanghai Maritime University* (上海海事大學) in July 2005. Mr. Liang holds the Qualification Certificate for secretary of the board.

INTERESTS OF DIRECTORS AND SENIOR MANAGEMENT

Except as disclosed above, each of our Directors and members of senior management had not been a director of any public company whose securities were listed on any securities market in Hong Kong or overseas in the three years immediately preceding the date of this Document.

Save as disclosed, to the best knowledge, information and belief of the Directors having made all reasonable inquiries, there are no other matters with respect to the appointment of our Directors that need to be brought to the attention of the Shareholders, nor is there any information relating to our Directors that is required to be disclosed pursuant to Rules 13.51(2)(a) to (v) of the Listing Rules.

DIRECTORS AND SENIOR MANAGEMENT

JOINT COMPANY SECRETARY

Mr. Liang is one of the joint company secretaries of the Company. For the biographical details of Mr. Liang, see “— Senior Managements”.

Ms. Sham, is one of the joint company secretaries of the Company. Ms. Sham is a Senior Manager in the Company Secretarial Services of Tricor Services Limited (a member of Vistra Group).

With over 25 years of experience in the field of company secretarial services, Ms. Sham currently holds multiple positions as Company Secretary/Joint Company Secretary for a number of companies listed on The Stock Exchange of Hong Kong Limited, including Hilong Holding Limited (stock code: 01623.HK), Honma Golf Limited (stock code: 06858.HK), WuXi Biologics (Cayman) Inc. (stock code: 02269.HK), BrainAurora Medical Technology Limited (stock code: 06681.HK), Guming Holdings Limited (stock code: 01364.HK), MetaLight Inc. (stock code: 02605.HK), FS.COM Limited (stock code: 03355.HK) and UISEE Technologies (Beijing) Co., Ltd. (stock code: 01511.HK).

Ms. Sham obtained a Bachelor of Business Administration degree from Lingnan College (now known as Lingnan University) in 1997. She is a Chartered Secretary, Chartered Governance Professional, and a member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

BOARD COMMITTEES

Our Board delegates certain responsibilities to various committees. In accordance with relevant PRC laws, regulations and the corporate governance practice in the Listing Rules, our Company has formed five Board committees, namely the Audit Committee, the Remuneration and Appraisal Committee, the Nomination Committee, the Strategy Committee and the ESG Committee.

Audit Committee

We have established the Audit Committee in compliance with the Corporate Governance Code. The primary responsibilities of the Audit Committee are to review the Company’s financial information and its disclosure, supervise and evaluate the work of internal and external auditors and the internal control system, and provide advice to the Board of Directors. The Audit Committee consists of three independent non-executive Directors, namely Mr. Yan, Ms. Fu, Mr. Tang. Mr. Yan, being the chairperson of the Audit Committee, holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules.

Remuneration and Appraisal Committee

We have established a Remuneration and Appraisal Committee in compliance with the Corporate Governance Code. The primary responsibilities of the Remuneration and Appraisal Committee are to formulate assessment criteria and conduct appraisals for Directors and senior management, as well as to establish and review the remuneration policies and schemes for Directors and senior management. The Remuneration and Appraisal Committee consists of three independent non-executive Directors, namely Ms. Fu, Mr. Yan, Mr. Tang. Ms. Fu serves as the chairperson of the Remuneration and Appraisal Committee.

Nomination Committee

We have established a Nomination Committee in compliance with the Corporate Governance Code. The Nomination Committee’s primary duties are to assess the candidates for directors and senior management, to review matters such as the selection criteria and procedures, and to make recommendations to the Board. The Nomination Committee consists of three independent non-executive Directors, namely Mr. Tang, Mr. Yan, Ms. Fu. Mr. Tang serves as the chairperson of the Nomination Committee.

DIRECTORS AND SENIOR MANAGEMENT

Strategy Committee

We have established a Strategy Committee in compliance with relevant provisions of the Corporate Governance Code. The primary responsibility of the Strategy Committee is to provide recommendations to the Board regarding business objectives, overall strategic development plans, and specific development plans. The Strategy Committee consists of three Directors, namely Mr. Xiao, Mr. Zhao, Mr. Yan. Mr. Xiao serves as the chairperson of Strategy Committee.

ESG Committee

We have established an ESG Committee in compliance with relevant provisions of the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the ESG Committee are to formulate the Company’s ESG vision, objectives and strategies, and to assess and oversee the implementation of relevant policies and measures. The ESG Committee consists of three Directors, namely Mr. Xiao, Mr. Zhao, Ms. Fu. Mr. Xiao serves as the chairperson of ESG Committee.

REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors and senior management receive remuneration in the form of salaries, allowances and equity incentive, performance related bonuses and pension scheme contributions. Our independent non-executive Directors receive remuneration with reference to their respective positions and duties, including their roles as members or the chairpersons of Board committees.

For the years ended December 31, 2023, 2024, 2025 and the six months ended June 30, 2026, the aggregate amount of remuneration paid or payable to our Directors amounted to approximately RMB2,189,221, RMB2,333,071, RMB6,523,188, and RMB1,592,995 respectively. Under the arrangement currently in force, we estimate the total remuneration before taxation, including any potential discretionary bonuses, to be paid to our Directors for the financial year ended December 31, 2026 to be approximately RMB3.3 million.

There was one Director among the five highest paid individuals for the years ended December 31, 2023, 2024, 2025 respectively, and two Directors among the five highest paid individuals for the six months ended June 30, 2026. For the same periods, the total emoluments payable to the remaining individuals among the five highest paid individuals amounted to RMB8.204 million, RMB10.244 million, RMB6.581 million and RMB1.074 million.

During the Track Record Period, no remuneration was paid to our Directors or any of the five highest paid individuals as an inducement to join, or upon joining, our Group. During the Track Record Period, no compensation was paid to, or receivable by, any of our Directors, former directors or the five highest paid individuals for the loss of office as director of any member of our Group or of any other office in connection with the management of the affairs of any member of our Group. None of our Directors waived any emoluments during the Track Record Period. Save as disclosed above, no other payments have been paid, or are payable, by our Company or any of our subsidiaries to our Directors or the five highest paid individuals during the Track Record Period.

Our Board will review and determine the remuneration and compensation packages of our Directors and senior management and will, following the [REDACTED], receive recommendations from our remuneration and appraisal committee which will take into account salaries paid by comparable companies, time commitment and responsibilities of our Directors and senior management and the performance of our Group.

DIRECTORS AND SENIOR MANAGEMENT

CORPORATE GOVERNANCE

We are committed to achieving high standards of corporate governance which are essential to our development and serve to protect the interests of our shareholders. To accomplish this, our Company intends to comply with the corporate governance requirements under the Corporate Governance Code and the Corporate Governance Report set out in Appendix C1 to the Listing Rules after the [REDACTED].

BOARD DIVERSITY POLICY

Pursuant to our Board Diversity Policy, we seek to achieve Board diversity through the consideration of a number of factors when selecting the candidates for our Board, including, but not limited to, gender, skills, age, professional experience, knowledge, cultural background, educational background, ethnicity and length of service. The ultimate decision of the appointment will be based on merit and the contribution which the selected candidates will bring to our Board.

Our board currently consists of one female Directors and six male Directors. Our Directors have a balanced mix of knowledge and skills, including overall management and strategic development, finance and accounting and corporate governance in addition to industry experience relevant to our Group’s operations and business. They obtained degrees in various majors including engineering, journalism, finance, law, accounting, business administration and management. This diverse academic background allows the Board to approach challenges and opportunities from multiple angles, which facilitates our Group’s strategic decision-making process. Taking into account our existing business model and specific needs as well as the different background of our Directors, the composition of our Board satisfies our Board Diversity Policy.

Our Nomination Committee is responsible for reviewing the structure and diversity of the Board and selecting individuals to be nominated as Directors. After the [REDACTED], our Nomination Committee will monitor and evaluate the implementation of the Board Diversity Policy from time to time to ensure its continued effectiveness, and, when necessary, make any revisions that may be required and recommend any such revisions to our Board for consideration and approval. We will also disclose in our annual reports the implementation of the Board Diversity Policy.

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 a business which competes or is likely to compete, either directly or indirectly, with our Company’s business which would require disclosure under Rule 8.10 of the Listing Rules.

Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on January 23, 2026 and (ii) understands the requirements under the Listing Rules that are applicable to him or her as a director of a listed issuer under the Listing Rules and the possible consequences of making a false declaration or giving false information to the Stock Exchange.

Rule 3.13 of the Listing Rules

Each of the independent non-executive Directors has confirmed (i) his/her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) that he/she had no past or present financial or other interests in the business of the Company or its subsidiaries or any connection with any core connected person of the Company under the Listing Rules as of the Latest Practicable Date and (iii) that there were no other factors that may affect his/her independence at the time of his/her appointment.

DIRECTORS AND SENIOR MANAGEMENT

COMPLIANCE ADVISOR

We have appointed Guotai Junan Capital 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 other applicable laws, rules, codes and guidelines. Pursuant to Rule 3A.23 of the Listing Rules, the Compliance Advisor will advise our Company in certain circumstances, including:

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

Pursuant to Rule 3A.24 of the Listing Rules, the Compliance Advisor will, on a timely basis, inform our Company of any amendment or supplement to the Listing Rules that are announced by the Hong Kong Stock Exchange. The Compliance Advisor will also inform our Company of any new or amended law, regulation or code in Hong Kong applicable to us, and advise us on the continuing requirements under the Listing Rules and applicable laws and regulations.

The term of the 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].