

## DIRECTORS AND SENIOR MANAGEMENT

### OVERVIEW

Our Board comprises ten Directors, including four executive Directors, two non-executive Directors and four independent non-executive Directors, namely:

| Name                        | Age | Position                                                | Date of joining our Group | Date of appointment as Director | Roles and responsibilities                                                                                          | Relationship with other Directors and members of senior management |
|-----------------------------|-----|---------------------------------------------------------|---------------------------|---------------------------------|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| Mr. Nan Cunhui<br>(南存輝)     | 63  | Executive Director and chairman of the Board            | August 1997               | January 2003                    | Leading the overall strategic planning, business development and operational management of our Company              | Mr. Nan Er's father                                                |
| Mr. Huang Shenjian<br>(黃沈箭) | 67  | Independent non-executive Director                      | May 2022                  | May 2022                        | Providing independent advice on the operations and management of our Company                                        | None                                                               |
| Ms. Peng Xu (彭淑)            | 54  | Independent non-executive Director                      | May 2022                  | May 2022                        | Providing independent advice on the operations and management of our Company                                        | None                                                               |
| Mr. Chen Yamin<br>(陳亞民)     | 73  | Independent non-executive Director                      | May 2025                  | May 2025                        | Providing independent advice on the operations and management of our Company                                        | None                                                               |
| Mr. Liu Wu (劉武)             | 48  | Independent non-executive Director                      | [REDACTED]                | [REDACTED]                      | Providing independent advice on the operations and management of our Company                                        | None                                                               |
| Mr. Zhu Xinmin<br>(朱信敏)     | 61  | Non-executive Director                                  | August 1997               | January 2003                    | Providing strategic planning advice on the operation and management of our Company                                  | None                                                               |
| Mr. Chen Guoliang<br>(陳國良)  | 63  | Executive Director and president                        | August 1997               | November 2022                   | Decision-making for key business and operational matters of our Company                                             | None                                                               |
| Mr. Lu Chuan (陸川)           | 45  | Non-executive Director                                  | December 2016             | May 2018                        | Providing strategic planning advice on the operation and management of our Company                                  | None                                                               |
| Mr. Nan Er<br>(南爾)          | 43  | Executive Director and vice president                   | July 2008                 | May 2022                        | Decision-making for key business and operational matters of our Company                                             | Mr. Nan Cunhui's son                                               |
| Mr. Lin Yiming<br>(林貽明)     | 49  | Executive Director, vice president and finance director | September 2012            | May 2025                        | Strategic planning and decision-making for key business, financial operations and capital management of our Company | None                                                               |

*Note:*

- (1) As of the Latest Practicable Date, Mr. Nan Cunhui, Mr. Zhu Xinmin, Mr. Chen Guoliang, Mr. Lu Chuan, Mr. Nan Er and Mr. Lin Yiming were our Directors, and Mr. Huang Shenjian, Ms. Peng Xu and Mr. Chen Yamin were our independent Directors. Upon [REDACTED], the Board of our Company will consist of ten Directors, including (i) four executive Directors, namely Mr. Nan Cunhui, Mr. Chen Guoliang, Mr. Nan Er and Mr. Lin Yiming, (ii) two non-executive Directors, namely Mr. Zhu Xinmin and Mr. Lu Chuan, and (iii) four independent non-executive Directors, namely Mr. Huang Shenjian, Ms. Peng Xu, Mr. Chen Yamin and Mr. Liu Wu.

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## DIRECTORS AND SENIOR MANAGEMENT

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### DIRECTORS

#### Executive Directors

**Mr. Nan Cunhui (南存輝)**, aged 63, is our founder, chairman of the Board, and executive Director. He is primarily responsible for leading the overall strategic planning, business development and operational management of our Company. Mr. Nan also serves as the chairman or director of several subsidiaries of our Group.

Mr. Nan has extensive experience in the smart appliances and green energy industry. In 1997, he founded our Company through CHINT Group. He has also served as the chairman of CHINT Group since March 1994 and our chairman of the Board since January 2003. Mr. Nan currently serves as a standing committee member of the 14th National Committee of the Chinese People’s Political Consultative Conference (中國人民政治協商會議全國委員會), the vice president of the Chinese Private Chamber of Commerce (中國民間商會), the president of the China Electrical Equipment Industry Association (中國電器工業協會), the chairman of the Zhejiang Federation of Industry and Commerce (浙江省工商業聯合會), the president of the Zhejiang General Chamber of Commerce (浙商總會), and the inaugural rotating chairman of the Yangtze River Delta Entrepreneurs Alliance (長三角企業家聯盟). He previously served as a representative to the 9th, 10th and 11th National People’s Congress (全國人民代表大會), and as a standing committee member of the 12th and 13th National Committee of the Chinese People’s Political Consultative Conference (中國人民政治協商會議全國委員會). He also served as a standing committee member of the 10th All-China Youth Federation (中華全國青年聯合會). In December 2018, the Central Committee of the Communist Party of China and the State Council conferred upon Mr. Nan the title of “Pioneer of Reform” (改革先鋒) and awarded him the Reform Pioneer Medal (改革先鋒獎章), and he was recognised as an outstanding representative of Wenzhou’s private economy.

Mr. Nan obtained a master’s degree in enterprise management from Beijing Business School (北京商學院) in July 1993. He obtained the qualification of senior economist in December 2009.

**Mr. Chen Guoliang (陳國良)**, aged 63, is our executive Director. He is principally responsible for the decision-making for key business and operational matters of our Company.

Mr. Chen has been serving as the general manager of Wenzhou Chint Electric since June 2012, a director of Chint Electric Co., Ltd. (正泰電氣股份有限公司) since May 2019 and as the chairman of the board thereof since July 2025, as a director of CHINT Group since July 2015, as our Director since November 2022, as the chairman of the board of Chint Instrument & Meter since March 2025, as the chairman of the board of Shanghai Noark Electric since September 2025, and as the president of our Company since May 2025. Mr. Chen served as the general manager of the Low-voltage Electrical Appliance Division and the general manager of the Miniature Circuit Breaker Company of CHINT Group from September 1995 to January 2005 and as the vice president of CHINT Group from July 2015 to June 2025.

Mr. Chen completed a business administration program from Renmin University of China (中國人民大學) in the PRC in July 2001.

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**Mr. Nan Er (南爾)**, aged 43, is our executive Director. He is primarily responsible for decision-making for key business and operational matters of our Company.

Mr. Nan Er has been serving as a director of Chint Instrument & Meter since December 2019, as a vice president of our Company since January 2021, and as our Director since May 2022. Since September 2022, Mr. Nan Er has served as a director of Chint Anneng. Since June 2023, Mr. Nan Er has served as a director of Chint Power. Mr. Nan Er has been serving as a director of CHINT Group since June 2025. Mr. Nan Er served as an assistant to the president of Shanghai Noark Electric from July 2008 to July 2011, and has been serving as a director and general manager of Shanghai Noark Electric since November 2016. He subsequently served as the general manager of NOARK Electric (USA) Co., Ltd. (諾雅克電氣(美國)有限公司) from August 2011 to January 2015.

Mr. Nan Er obtained a bachelor of science degree from California State University in the United States in June 2008.

**Mr. Lin Yiming (林貽明)**, aged 49, is our executive Director. He is principally responsible for strategic planning and decision-making for key business, financial operations and capital management of our Company.

Mr. Lin has served as a director of Chint New Energy Development since November 2015, as chairman of the board and director of Chint Instrument & Meter since September 2017, and as chairman of the board of CHINT Finance since December 2017, as a vice president and chief financial officer of our Company since April 2018, as a director of Zhejiang Private Enterprise Joint Investment Co., Ltd. (浙江民營企業聯合投資股份有限公司) since May 2020, and as chairman of the board and an executive director thereof since October 2025, as a director of Chint New Energy Technology Co., Ltd. (正泰新能科技股份有限公司) since August 2022, as our Director since May 2025, and as a director of Shanghai Noark Electric since September 2025. Mr. Lin served as a vice president of Zhejiang Chint Solar from October 2011 to March 2015. From March 2015 to December 2018, Mr. Lin served as vice president and chief financial officer of Chint New Energy Development.

Mr. Lin obtained a master’s degree in business administration jointly awarded by Shanghai Jiao Tong University (上海交通大學) and Marseille Business School in France in May 2012.

### Non-executive Directors

**Mr. Zhu Xinmin (朱信敏)**, aged 61, is our non-executive Director. He is principally responsible for providing strategic planning advice on the operation and management of our Company.

Mr. Zhu served as a director and vice president of CHINT Group from March 1994 to January 2017, and has been serving as a director and president of CHINT Group since January 2017. Mr. Zhu has served as our Director since January 2003. Mr. Zhu served as the chairman of the board of Chint Electric Co., Ltd. (正泰電氣股份有限公司, a subsidiary of CHINT Group) from January 2004 to July 2025. Mr. Zhu served as the chairman of the board of Shanghai Noark Electric from November 2015 to September 2025, and as chairman of the board of Chint Instrument & Meter from July 2008 to December 2019.

Mr. Zhu obtained the qualification of senior business manager (高級經營師) in December 2006, and completed a business administration program from Renmin University of China (中國人民大學) in the PRC in September 2000.

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**Mr. Lu Chuan (陸川)**, aged 45, is our non-executive Director. He is primarily responsible for providing strategic planning advice on the operation and management of our Company.

Mr. Lu has served as chairman of the board of Chint New Energy Technology Co., Ltd. (正泰新能科技股份有限公司) since August 2015, as our Director since May 2018, as chairman of the board of Chint New Energy Development since December 2020, as a director of CHINT Group since January 2022, as chairman of the board of Chint Anneng since September 2022, and as chairman of the board of Chint Power since June 2023. Mr. Lu served as a deputy general manager of the legal affairs department of Chint Electric Co., Ltd. (正泰電氣股份有限公司), a subsidiary of CHINT Group from September 2005 to March 2008. From April 2008 to February 2011, Mr. Lu served as a deputy general manager of the investment management department of CHINT Group. From February 2011 to July 2016, Mr. Lu served as a vice president, board secretary and executive vice president of Zhejiang Chint Solar.

Mr. Lu obtained a doctoral degree in economic law from East China University of Political Science and Law (華東政法大學) in the PRC in June 2009.

### Independent Non-Executive Directors

**Mr. Huang Shenjian (黃沈箭)**, aged 67, is our independent non-executive Director. He is primarily responsible for providing independent advice on the operations and management of our Company.

Mr. Huang successively served at the Zhejiang Branch of the Industrial and Commercial Bank of China (中國工商銀行浙江省分行) from January 1994 to January 2019.

In December 2002, Mr. Huang graduated from the Correspondence College of the Party School of the Central Committee of the Communist Party of China (中共中央黨校函授學院) in the PRC. He obtained his qualification of senior economist in November 1994.

**Mr. Chen Yamin (陳亞民)**, aged 73, is our independent non-executive Director. He is primarily responsible for providing independent advice on the operations and management of our Company.

Mr. Chen has been serving as our independent Director since May 2025. Mr. Chen served as a lecturer at Shanghai University of Finance and Economics (上海財經大學) from September 1983 to July 1987. Mr. Chen served as a professor and deputy director of the Department of Accounting and Finance at Shanghai Jiao Tong University (上海交通大學) from January 2002 to June 2017.

Mr. Chen held independent directorship and membership of audit committees in several listed companies, including: Jiangsu Jiangnan High Polymer Fiber Co., Ltd. (江蘇江南高纖股份有限公司, 600527.SH) from March 2007 to March 2010, Sino Wealth Electronic Ltd. (中穎電子股份有限公司, 300327.SZ) from December 2010 to December 2013, China Castson 81 Finance Company Limited (00810.HK) from May 2011 to November 2012, Shanghai NAR Industrial Co., Ltd. (上海納爾實業股份有限公司, 002825.SZ) from June 2016 to October 2018, Shanghai Tianyong Engineering Co., Ltd. (上海天永智能裝備股份有限公司, 603895.SH) from February 2016 to July 2019, Shanghai RAAS Blood Products Co., Ltd. (上海萊士血液製品股份有限公司, 002252.SZ) from June 2022 to July 2024, and Shanghai Kai Kai Industrial Company Limited (上海開開實業股份有限公司, 600272.SH) from May 2019 to November 2025.

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Mr. Chen obtained doctoral degree in economics from Renmin University of China (中國人民大學) in July 1990.

**Ms. Peng Xu (彭淑)**, aged 54, is our independent non-executive Director. She is primarily responsible for providing independent advice on the operations and management of our Company.

Ms. Peng has served at East China University of Political Science and Law (華東政法大學) since September 1998 and is currently an associate professor. Ms. Peng has been serving as our independent Director since May 2022. Since July 2020, Ms. Peng has served as a mediator at the Arbitration and Mediation Center of the World Intellectual Property Organization (WIPO). Ms. Peng has worked as a lawyer at Taihe Tai (Shanghai) Law Firm (泰和泰(上海)律師事務所) since June 2023. Ms. Peng has served as an independent non-executive director of China Partytime Culture Holdings Limited (中國派對文化控股有限公司), a company listed on the Hong Kong Stock Exchange (stock code: 1532.HK), since August 2015 and an independent director of Shanghai Jinyuan Baili Asset Management Co., Ltd. (上海金元百利資產管理有限公司) since August 2023.

Ms. Peng obtained a doctoral degree in international law from East China University of Political Science and Law (華東政法大學) in the PRC in January 2007.

**Mr. Liu Wu (劉武)**, aged 48, is our independent non-executive Director (effective on the [REDACTED]). He is primarily responsible for providing independent advice on the operations and management of our Company.

Mr. Liu joined The Hong Kong Polytechnic University (香港理工大學) in August 2008 and is currently serving as a professor. He served at the Department of Management and Marketing at the Hong Kong Polytechnic University (香港理工大學) from January 2020 to December 2025.

Mr. Liu obtained a doctoral degree in management from Vanderbilt University in the United States in August 2008.

## SENIOR MANAGEMENT

Our senior management team is responsible for the day-to-day management and operation of our business. The following table sets out information regarding the members of the senior management of our Company:

| Name                    | Age | Position                                                | Date of joining our Group | Date of appointment as senior management | Roles and responsibilities                                                                                          | Relationship with other Directors and members of senior management |
|-------------------------|-----|---------------------------------------------------------|---------------------------|------------------------------------------|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| Mr. Chen Guoliang (陳國良) | 63  | Executive Director and president                        | August 1997               | November 2022                            | Decision-making for key business and operational matters of our Company                                             | None                                                               |
| Mr. Nan Er (南爾)         | 43  | Executive Director and vice president                   | July 2008                 | January 2021                             | Decision-making for key business and operational matters of our Company                                             | Mr. Nan Cunhui's son                                               |
| Mr. Lin Yiming (林貽明)    | 49  | Executive Director, vice president and finance director | September 2012            | April, 2018                              | Strategic planning and decision-making for key business, financial operations and capital management of our Company | None                                                               |

## DIRECTORS AND SENIOR MANAGEMENT

| Name             | Age | Position                                                           | Date of joining our Group | Date of appointment as senior management | Roles and responsibilities                                                          | Relationship with other Directors and members of senior management |
|------------------|-----|--------------------------------------------------------------------|---------------------------|------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| Ms. Pan Jie (潘潔) | 43  | Secretary of our Board, vice president and joint company secretary | February 2018             | May 2018                                 | Our Board related matters, capital markets, and corporate governance of our Company | None                                                               |

For the biographies of Mr. Chen Guoliang, Mr. Nan Er and Mr. Lin Yiming, see “– Directors–Executive Directors” in this section.

**Ms. Pan Jie (潘潔)**, aged 43, is the secretary of our Board and the vice president of our Company. She is primarily responsible for our Board related matters, capital markets, and corporate governance of our Company.

Ms. Pan has been serving as the secretary of our Board since May 2018 and as the vice president of our Company since March 2019. Prior to joining our Group, Ms. Pan served as business director of the Investment Banking Department at Donghai Securities Co., Ltd. (東海證券股份有限公司). From April 2016 to February 2018, Ms. Pan served as vice general manager and secretary of the board at Suzhou Gold Mantis Construction Decoration Co., Ltd. (蘇州金螳螂建築裝飾股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 002081.SZ).

Ms. Pan obtained a doctorate in business administration from Arizona State University in the United States in August 2023.

### JOINT COMPANY SECRETARIES

**Ms. Pan Jie (潘潔)**, the secretary of our Board, was appointed as one of our joint company secretaries in April 2026, effective on the [REDACTED]. For Ms. Pan’s biography, see “– Senior Management” in this section.

**Ms. Yip Hoi Lam (葉凱琳)** was appointed as one of our joint company secretaries in April 2026, effective on the [REDACTED]. Ms. Yip is currently a manager of company secretarial services of Tricor Services Limited. Ms. Yip has over 7 years of experience in the corporate secretarial field.

Ms. Yip obtained a master’s degree in corporate governance from the Hong Kong Metropolitan University in August 2021. Ms. Yip is currently the company secretary or joint company secretary of a few listed companies on the Stock Exchange. Ms. Yip is a Chartered Secretary, a Chartered Governance Professional and an associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute.

## DIRECTORS AND SENIOR MANAGEMENT

### OTHER INFORMATION

Our Company no longer maintains a supervisory board, effective May 20, 2025.

Each of Mr. Nan Cunhui, Mr. Chen Guoliang and Mr. Zhu Xinmin served as a director or supervisor of the companies set out in the table below at the time of, or within 12 months prior to, their respective dissolutions:

| Name of Director  | Name of company                                                           | Place of incorporation | Principal business activity                                     | Position   | Reasons for dissolution         | Date of dissolution | Means for dissolution          |
|-------------------|---------------------------------------------------------------------------|------------------------|-----------------------------------------------------------------|------------|---------------------------------|---------------------|--------------------------------|
| Mr. Nan Cunhui    | Wenzhou Dadong Economic and Trade Development Co., Ltd.<br>(溫州大東經貿發展有限公司) | PRC                    | Retail of hardware, furniture and interior decoration materials | Director   | Cessation of business operation | September 27, 2004  | Revocation of business license |
| Mr. Nan Cunhui    | Heze Luneng Chint Electronics Co., Ltd.<br>(荷澤魯能正泰電子有限公司)                 | PRC                    | Manufacture of electrical instruments and meters                | Supervisor | Cessation of business operation | April 23, 2007      | Revocation of business license |
| Mr. Chen Guoliang | Fujian Hesheng Chint Electrical Equipment Co., Ltd.<br>(福建和盛正泰電氣設備有限公司)   | PRC                    | Hardware product R&D                                            | Director   | Cessation of business operation | November 18, 2025   | Revocation of business license |
| Mr. Zhu Xinmin    | Henan New Chint Electromechanical Co., Ltd.<br>(河南新正泰機電有限公司)              | PRC                    | Retail                                                          | Director   | Cessation of business operation | June 6, 2005        | Revocation of business license |
| Mr. Zhu Xinmin    | CHINT Group Fuzhou Chint Sales Co., Ltd.<br>(正泰集團福州正泰銷售有限公司)              | PRC                    | Wholesale of computers, software, and peripheral equipment      | Director   | Cessation of business operation | August 28, 2002     | Revocation of business license |

Each of Mr. Nan Cunhui, Mr. Zhu Xinmin and Mr. Chen Guoliang has confirmed, to his best knowledge, information and belief, in respect of the company at which he served as director or supervisor, that (i) there was no judgment or finding of fraud, dishonesty, misconduct or wrongful act on his part involved in the revocation of that company’s business license, (ii) as of the Latest Practicable Date, there was no outstanding liability or ongoing claim or litigation against him in his capacity as a director or supervisor of that company prior to the revocation, and (iii) that company was solvent at the time its business license was revoked.

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 April 9, 2026, and (ii) understands his or her obligations as a director of a listed issuer under the Listing Rules.

Each of the independent non-executive Directors confirms (i) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) that he or she has no past or present financial or other interest in the business of our Company or its subsidiaries or any connection with any core connected person of our Company, and (iii) that there are no other factors that may affect his or her independence at the time of his or her appointments.

Each of our Directors confirms that he or she does not have any interest in a business, apart from the business of our Group, which competes or is likely to compete, whether directly or indirectly, with our business, which would require disclosure under Rule 8.10 of the Listing Rules.

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## DIRECTORS AND SENIOR MANAGEMENT

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Except as disclosed in this section, none of our Directors and members of senior management held any other directorships in public companies, the securities of which are listed on any securities market in Hong Kong or overseas in the last three years immediately preceding the Latest Practicable Date.

Except as disclosed in this section, to the best knowledge, information and belief of our Directors, having made all reasonable inquiries, there was no information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules, and there were no other matters with respect to the appointment of our Directors that need to be brought to the attention of the Shareholders.

### BOARD COMMITTEES

#### Audit Committee

Our Board has established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules (the “**Corporate Governance Code**”). The primary duties of the Audit Committee are to review and supervise the financial reporting process and internal controls system of our Group and provide advice and comments to the Board. The Audit Committee comprises Mr. Chen Yamin, Mr. Huang Shenjian, Ms. Peng Xu, Mr. Liu Wu, Mr. Zhu Xinmin and Mr. Lu Chuan, with Mr. Chen Yamin (being our independent non-executive Director with appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules) as the chairperson.

#### Remuneration and Appraisal Committee

Our Board has established the Remuneration and Appraisal Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code. The primary duties of the Remuneration and Appraisal Committee are to review and make recommendations to the Board on the terms of remuneration packages to our Directors and other senior management. The Remuneration and Appraisal Committee comprises Mr. Huang Shenjian, Ms. Peng Xu, Mr. Chen Yamin, Mr. Liu Wu, Mr. Zhu Xinmin and Mr. Nan Er, with Mr. Huang Shenjian as the chairperson.

#### Nomination Committee

Our Board has established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code. The primary duties of the Nomination Committee are to make recommendations to our Board on the appointment of Directors and other senior management. The Nomination Committee comprises Mr. Huang Shenjian, Ms. Peng Xu, Mr. Chen Yamin, Mr. Liu Wu, Mr. Zhu Xinmin and Mr. Nan Er, with Mr. Huang Shenjian as the chairperson.

#### Strategy and Sustainability Committee

Our Board has established a Strategy and Sustainability Committee with written terms of reference. The primary duties of the Strategy and Sustainability Committee are to make recommendations to our Board on our long-term development strategies and major investment decisions. The Strategy and Sustainability Committee comprises Mr. Nan Cunhui, Mr. Huang Shenjian, Ms. Peng Xu, Mr. Chen Yamin, Mr. Liu Wu and Mr. Lin Yiming, with Mr. Nan Cunhui as the chairperson.

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## DIRECTORS AND SENIOR MANAGEMENT

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### CORPORATE GOVERNANCE

We aim to achieve high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. In order to accomplish this, we expect to comply with all applicable code provisions of the Corporate Governance Code upon [REDACTED].

### BOARD AND WORKFORCE DIVERSITY

Our Company has adopted a board diversity policy which sets out the approach to achieve diversity of the Board. We recognize and embrace the benefits of having a diverse Board and see increasing diversity at the Board level, including gender diversity, as an essential element in maintaining our competitive advantage and enhancing our ability to attract, retain and motivate employees from the widest possible pool of available talent. In reviewing and assessing suitable candidates to serve as a Director, the Nomination Committee will consider a number of aspects, including, but not limited to, gender, age, cultural and educational background, professional qualifications, skills, knowledge, and industry and regional experience.

Our Board currently consists of one female and nine male Directors ranging from 43 to 73 years old with a balanced mix of knowledge and skills, including, but not limited to, overall management and strategic development, accounting and corporate governance in addition to experience in industrial electrical equipment industry. They obtained degrees in various majors including management, economics, business administration, and economic law. Taking into account our existing business model and specific needs, as well as the diverse background of our Directors, the composition of our Board satisfies the board diversity policy.

We are committed to adopting a similar approach to promote diversity within our workforce (including but not limited to the senior management) of our Company to enhance the effectiveness of corporate governance of our Company as a whole.

Our Nomination Committee will discuss periodically and when necessary, agree on the measurable objectives for achieving diversity, including gender diversity, on the Board and recommend them to the Board for adoption.

### REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors receive remuneration in the form of directors’ fees, salaries, allowances and benefits in kind, discretionary bonuses, retirement scheme contributions, and share-based payments. We determine the remuneration of our Directors based on their responsibilities, qualifications, position and seniority.

The aggregate amount of remuneration of our Directors and former supervisors for the years ended December 31, 2023, 2024 and 2025 and the six months ended June 30, 2026 were RMB56.9 million, RMB68.9 million, RMB54.6 million and RMB11.43 million, respectively. None of our Directors or former supervisors waived or agreed to waive any emolument during the same periods.

Under the arrangements in force as of the date of this document, we estimate the aggregate remuneration payable to, and benefits in kind receivable by, our Directors by our Group in respect of the year ending December 31, 2026, to be approximately RMB17.1 million.

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The five highest paid individuals of our Group for the years ended December 31, 2023, 2024 and 2025 and the six months ended June 30, 2026 included 4, 1, 3 and 3 Director(s), respectively. During the same periods, the aggregate amount of remuneration of the remaining 1, 4, 2 and 2 highest paid individuals who are neither Directors nor former supervisors were RMB11.4 million, RMB55.5 million, RMB18.6 million and RMB4.9 million, respectively.

During the Track Record Period, no remuneration was paid to, or received by, our Directors, former supervisors or the five highest paid individuals as an inducement to join or upon joining us. No compensation was paid to, or received by, our Directors, former directors, former supervisors or the five highest paid individuals for the loss of office as a director or supervisor 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.

Save as disclosed above, no other payments have been made or are payable by our Group to our Directors or former supervisors in respect of the Track Record Period.

### COMPLIANCE ADVISOR

We have appointed Altus 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 requirements under the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, the compliance advisor will, amongst other things, advise our Company in the following circumstances:

- (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, development or results of our Group deviate from any forecast, estimate or other information in this document; and
- (d) where the Stock Exchange makes an inquiry of our Company concerning unusual movements in the price or [REDACTED] of our [REDACTED] securities or any other matters under Rule 13.10 of the Listing Rules.

The term of appointment of our compliance advisor shall commence on the [REDACTED] and is expected to end on the date on which we comply with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the [REDACTED].