

## DIRECTORS AND SENIOR MANAGEMENT

### BOARD OF DIRECTORS

Our Board currently consists of seven Directors comprising three executive Directors, one non-executive Director and three independent non-executive Directors. The powers and duties of our Board include convening general meetings and reporting our Board’s work at our Shareholders’ meetings, determining our business and investment plans, preparing our annual financial budgets and final reports, formulating proposals for profit distributions and exercising other powers, functions and duties as conferred by the Articles. We [have entered into] service agreements with each of our executive Directors. We [have also entered into] letters of appointment with our non-executive Director and each of our independent non-executive Directors.

The following table sets forth certain information in respect of members of our Board and senior management of our Company:

#### Members of our Board

Name	Age	Date of joining our Group	Date of appointment as Director	Existing position(s) in our Group	Roles and responsibilities in our Group
Hu Zuoxiong (胡祚雄)	44	November 2004	January 10, 2022	Chairman of the Board, chief executive officer and executive Director	Overall management, operation and strategic planning of our Group
Chen Xiuwei (陳修偉)	36	December 2019	January 10, 2022	Executive Director, chief technology officer and vice president	Application of information technology and research and development of our Group
Cao Weijun (曹維軍)	35	March 2012	January 10, 2022	Executive Director and general manager of the strategic customer center	Customer development and strategic business development of our Group
Li Jing (李靖)	41	November 2021	March 28, 2022	Non-executive Director	Providing insights for the management, operation and strategic planning of our Group

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Name	Age	Date of joining our Group	Date of appointment as Director	Existing position(s) in our Group	Roles and responsibilities in our Group
Kam Chi Sing (甘志成)	51	September 27, 2022	September 27, 2022	Independent non-executive Director	Providing independent advice on the operation and management of our Group
Xu Nailing (徐乃玲)	56	September 27, 2022	September 27, 2022	Independent non-executive Director	Providing independent advice on the operation and management of our Group
Zhao Jinlin (趙晉琳)	53	September 27, 2022	September 27, 2022	Independent non-executive Director	Providing independent advice on the operation and management of our Group

### Members of our senior management

Our senior management comprises our executive Directors, namely Mr. Hu, Mr. Chen Xiuwei, Mr. Cao Weijun, and the following members:

Name	Age	Date of joining our Group	Date of appointment as senior management	Existing position(s) in our Group	Roles and responsibilities in our Group
Jiang Zeli (蔣澤立)	40	May 2019	May 2019	Chief financial officer and vice president	Responsible for and overseeing the financial management of our Group
Liu Yan (劉炎)	32	August 2018	August 2018	Joint company secretary and general manager of the funding center	Responsible for and overseeing corporate financing and company secretarial matters

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### Executive Directors

**Mr. Hu Zuoxiong (胡祚雄)**, aged 44, founded our Group in November 2004 and has been the chairman of the board, the chief executive officer and the director of our Group since our Group’s establishment. He was appointed as our Director on January 10, 2022 and was re-designated as our executive Director on March 24, 2022. He is responsible for the overall management, operation and strategic planning of our Group.

Mr. Hu has extensive experience in the DLM industry and has about 20 years of experience in corporate management, corporate governance and information technology industry. Owing to Mr. Hu’s practical experience in digital transformation and upgrading in Internet+ and industrial internet, Mr. Hu was appointed as the visiting professor of Southwest Jiaotong University (西南交通大學) in the PRC since May 2018. Mr. Hu was also appointed as the vice president of China Association of Small and Medium Enterprises (中國中小企業協會) and Shenzhen Chamber of Commerce (深圳市商業聯合會) in July 2019 and May 2018, respectively.

Mr. Hu was named as one of the “Pioneers of Digital Transformation in China” (中國數字化轉型先鋒人物) in Harvard Business Review in November 2019. In September 2020, a report setting out the success of the digital transformation of the Group led by Mr. Hu was named as a collected case by the Management Case Research Center of Guanghua School of Management (光華管理學院) of the Peking University (北京大學) in the PRC.

Mr. Hu obtained a junior college diploma of building materials engineering from Hubei Polytechnic University (湖北理工學院) in the PRC in June 1998.

**Mr. Chen Xiuwei (陳修偉)**, aged 36, was appointed as the chief technology officer and the vice president of our Group in December 2019. He was appointed as our Director on January 10, 2022 and was re-designated as our executive Director on March 24, 2022. He is responsible for application of information technology and research and development of our Group.

Mr. Chen has about 12 years of experience in architecture design, algorithms, research and development of information systems, big data analysis and artificial intelligence. Prior to joining our Group, from July 2010 to April 2011, Mr. Chen served as an assistant researcher at Microsoft Research Asia (微軟亞洲研究院), an institute specialised in computer science and related technology researches, where he was primarily responsible for the system development. From April 2011 to August 2013, Mr. Chen served as chief technology officer and as one of the founders of several TMT (Technology, Media, Telecom) companies in the PRC, which he was primarily responsible for research and development. From August 2013 to August 2017, he served as the chief technology officer and vice president of NNK Group Limited, an online transaction services provider listed on the Main Board of the Stock Exchange (stock code: 3773), where he was primarily responsible for research and development. From September 2017 to December 2019, Mr. Chen served as the chief architect and project delivery director of South China Region of Shenzhen Qianhai No. 4 Paradigm Data Technology Co., Ltd. (深圳市前海第四範式數據技術有限公司), a company specialised in AI technology and related services, where he was primarily responsible for system development and project delivery.

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Mr. Chen received a bachelor’s degree in computer science and technology and a master’s degree in computer software and theory from Sun Yat-Sen University (中山大學) in the PRC in June 2008 and in June 2010, respectively. He received the “Changchun Site – Gold Medal” for his participation in the ACM Asia Programming Contest in November 2007.

**Mr. Cao Weijun (曹維軍)**, aged 35, was appointed as the general manager of the strategic customer center of our Group in March 2012. He was appointed as our Director on January 10, 2022 and was re-designated as our executive Director on March 24, 2022. He is primarily responsible for customer development and strategic business development of our Group.

Prior to joining our Group, from September 2008 to March 2012, Mr. Cao worked at China Investment Securities Co., Ltd. (中國中投證券有限責任公司), an investment bank and brokerage firm in the PRC.

Mr. Cao obtained a junior college diploma of biotechnology and applications from Wuhan University of Bioengineering (武漢生物工程學院) in the PRC in July 2008.

### **Non-executive Director**

**Mr. Li Jing (李靖)**, aged 41, was appointed as our non-executive Director on March 28, 2022. He is primarily responsible for providing insights for the management, operation and strategic planning of the Group.

Mr. Li joined JD.com in October 2014 and is currently the vice president of JD.com and the president of corporate business division of JD Retail, where he is primarily responsible for the development, operation and strategic planning of corporate retail businesses. Since joining JD.com, Mr. Li has continued to provide support to corporate customers by leading the construction of corporate focused supply chain, implementation of strategy-to-execution system and has successfully promoted innovative and indomitable team culture. During his job rotation to the strategic cooperation division of JD.com, he launched several benchmark strategic cooperation projects. Prior to joining JD.com, from March 2005 to October 2014, Mr. Li worked at Lenovo Group Ltd., a technology company listed on the Main Board of the Stock Exchange (stock code: 992).

Mr. Li obtained a bachelor’s degree in engineering from the Northern Jiaotong University (北方交通大學) (now known as Beijing Jiaotong University (北京交通大學)) in the PRC in June 2002.

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### Independent non-executive Directors

**Mr. Kam Chi Sing** (甘志成), aged 51, was appointed as our independent non-executive Director on September 27, 2022. He is primarily responsible for providing independent advice on the operation and management of our Group.

Mr. Kam has over 22 years of experience in management accounting, auditing and assurance, taxation, corporate services and cross border merger and acquisition consultation in Hong Kong and China. Mr. Kam established Roger Kam & Co., a certified public accounting firm in Hong Kong, in May 2000, and R&T Consulting Group Limited (“**R&T Consulting**”), a business consulting firm in Hong Kong, in July 2009. Mr. Kam is currently serving as the managing partner at Roger Kam & Co, the managing director at R&T Consulting and the chief representative of the representative offices of Roger Kam & Co in Shanghai, Guangzhou and Beijing. Mr. Kam was also appointed as an independent non-executive director of Excellence Commercial Property & Facilities Management Group Limited (stock code: 6989) on 28 September 2020 and the company secretary of Xinji Shaxi Group Co., Ltd (stock code: 3603) on 11 March 2019, both of which are listed on the Main Board of the Stock Exchange.

Mr. Kam is a founding member of the Alliance of Inter-Continental Accountants and has been registered as a certified tax adviser and a chartered tax adviser by the Taxation Institute of Hong Kong since 2011 and 2020, respectively. He was admitted as a fellow member of the Association of Chartered Certified Accountants in November 2003, a fellow member of the Hong Kong Institute of Certified Public Accountants in April 2006, a fellow member of the Institute of Financial Accountants in March 2011, a fellow member of the Taxation Institute of Hong Kong in January 2010, a member of the Society of Trust and Estate Practitioners in April 2012 and a member of the Hong Kong Securities and Investment Institute in June 2013, respectively. He is a committee member of the taxation committee, a committee member of the financial and treasury services committee and a committee member of the China committee of Hong Kong General Chamber of Commerce. He has also been serving as a committee member of the Chinese General Chamber of Commerce, Hong Kong since November 2016. Mr. Kam was appointed as a member and honorary treasurer of Hong Kong Red Cross Special Education & Rehabilitation Service Governing Committee in November 2013, and school manager and treasurer of the Incorporated Management Committee (“**IMC**”) of Hong Kong Red Cross Princess Alexandra Schools in July 2020.

Mr. Kam obtained his bachelor’s degree of science from the University of Hong Kong in November 1993.

**Ms. Xu Nailing** (徐乃玲), aged 56, was appointed as our independent non-executive Director on September 27, 2022. She is primarily responsible for providing independent advice on the operation and management of our Group.

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Ms. Xu has over 30 years of experience in the finance and investment industry. From July 1986 to December 1992, Ms. Xu served in various subunits of The People’s Bank of China, including Finance College of China (中國金融學院) and China Rural Development Trust and Investment Corporation (中國農村發展信託投資公司). From May 1997 to December 2008, Ms. Xu worked in the Guangzhou branch of China Everbright Bank, which she was primarily responsible for finance, internal audit and legal compliance matters. Ms. Xu joined Ping An Bank Co., Ltd. from January 2009 to September 2012 as the assistant to president of the Guangzhou Branch, deputy general manager of the audit and supervision department and the deputy manager of the risk management department, where she was responsible for overseeing finance, operations, legal compliance, office security, audit supervision and risk management related work. From September 2012 to January 2021, Ms. Xu served in China Everbright Environment Group Limited (“CEE”, formerly known as China Everbright International Ltd.), a company listed on the Main Board of the Stock Exchange (stock code: 257), where she served various roles including the deputy chief finance director of CEE, the executive director of China Everbright Water Limited (a subsidiary of CEE), a company listed on the Main Board of the Stock Exchange (stock code: 1857), and the director and finance director of Everbright Environmental Protection (China) Company Limited (光大環保(中國)有限公司) (a subsidiary of CEE), where she was primarily responsible with finance, budgeting, financing, intermediary agency management and risk management work.

Ms. Xu is a senior economist certified by Shenzhen Human Resources and Social Security Bureau in May 2017. Ms. Xu obtained a junior college diploma of Urban Finance from Harbin Finance College (哈爾濱金融高等專科學校) in the PRC in July 1986. Ms. Xu also obtained a bachelor’s degree in finance profession through long distance learning from Southwestern University of Finance and Economics (西南財經大學) in the PRC in July 2004 and a master’s degree in executive business management from Xiamen University (廈門大學) in the PRC in September 2015.

**Ms. Zhao Jinlin (趙晉琳)**, aged 53, was appointed as our independent non-executive Director on September 27, 2022. She is primarily responsible for providing independent advice on the operation and management of our Group.

Ms. Zhao has over 27 years of experience in the tax industry. Ms. Zhao is currently a professor in the School of Economics of Shenzhen University, which she joined in June 2006 and is primarily responsible for teaching and researches. Ms. Zhao is a committee member of China International Taxation Research Institute. She was appointed as an independent non-executive director of NNK Group Limited (stock code: 3773) since November 2014, a company listed on the Main Board of the Stock Exchange. Ms. Zhao was also appointed as an independent non-executive director of Shahe Industrial Co., Ltd (沙河實業股份有限公司) (stock code: 000014.SZ) since April 2021 and The Inovance Group (深圳市匯川技術股份有限公司) (stock code: 300124.SZ) since May 2021, both of which are listed on the Shenzhen Stock Exchange.

Ms. Zhao is a professor in accounting certified by Guangdong Provincial Department of Personnel (廣東省人事廳) in February 2010. Ms. Zhao received a bachelor’s degree in welding from the Xi’an Jiaotong University (西安交通大學) in July 1989, a master’s degree in accounting from Southwestern University of Finance and Economics (西南財經大學) in June 1995 and a doctor of philosophy degree in accounting from Jinan University (暨南大學) in January 2005.

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Save as disclosed in this section, each of our Directors had no other relationship with any Directors, senior management, substantial shareholders or controlling shareholders of our Company and none of our Directors have held any other directorships in listed companies during the three years immediately preceding the date of this document.

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

### SENIOR MANAGEMENT

Our executive Directors and members of our senior management are responsible for the day-to-day operations and management of the business of our Group. For the biographical details of our executive Directors, please refer to “Executive Directors” in this section.

**Mr. Jiang Zeli** (蔣澤立), aged 40, joined our Group as the chief financial officer and vice president in September 2019. He is primarily responsible for and overseeing the financial management of our Group.

Mr. Jiang has about 20 years of experience in audit, accounting, financial management and financial reporting of listed companies. Prior to joining our Group, from July 2004 to July 2009, he served in an accounting firm, where he was primarily responsible for listed companies audit-related work. From March 2010 to December 2014, he served as finance manager at Tang Palace (China) Holdings Ltd. (唐宮(中國)控股有限公司), a restaurant operations and food productions company listed on the Main Board of the Stock Exchange (stock code: 1181) and Shenzhen Jiameixuan Catering Co., Ltd. (深圳嘉美軒餐飲有限公司), a subsidiary of Kaisa Group Holdings Ltd. (stock code: 1638) which operates chained catering businesses, respectively, where he was responsible for overseeing the financial management and accounting functions of the company. From December 2014 to May 2019, he served as deputy director of finance at Shenzhen Zhaobangji Group Co., Ltd. (深圳兆邦基集團有限公司), a company specializes in commercial property development and provision of property management services, where he was primarily responsible for overseeing the financial management and functions of the company.

Mr. Jiang has been a certified public accountant in the PRC since December 2012. He obtained a bachelor’s degree in accountancy from Sun Yat-Sen University (中山大學) in the PRC in June 2004.

**Mr. Liu Yan** (劉炎), aged 32, was appointed as the secretary to the board and general manager of the funding center in August 2018. He was appointed as a joint company secretary of the Company on March 21, 2022. Mr. Liu is responsible for and overseeing the corporate financing and company secretarial matters of our Group.

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Prior to joining our Group, from April 2014 to March 2015, he served as customer relationship manager at the Shenzhen branch of China Everbright Bank Co., Ltd, which is listed on the Shanghai Stock Exchange (stock code: 601818.SH) and the Main Board of the Stock Exchange (stock code: 6818), where he was primarily responsible for corporate financing businesses. From April 2015 to August 2018, he served as the deputy director of the finance centre of Shenzhen Zhengwei (Group) Co., Ltd. (深圳正威(集團)有限公司), one of the Fortune Global 500 companies, where he was primarily responsible for debt financing businesses.

Mr. Liu obtained the certificate of Secretary of the Board (董事會秘書資格證書) issued by the Shenzhen Stock Exchange in April 2021. He also obtained qualification from China Futures Association to act as futures practitioner in November 2015, qualification from Securities Association of China to act as funds practitioner in May 2016 and qualification from Asset Management Association of China to act as securities practitioner in June 2016, respectively. Mr. Liu obtained a bachelor’s degree in international economics and trading from Anhui University of Technology (安徽工業大學) in the PRC in June 2012. He subsequently obtained a Master’s degree in international trading and finance from University of Glasgow in the United Kingdom in December 2013.

### JOINT COMPANY SECRETARIES

**Mr. Liu Yan (劉炎)**, aged 32, was appointed as a joint company secretary of the Company on March 21, 2022. For the biographical details of Mr. Liu, see “Senior Management – Mr. Liu Yan (劉炎)” in this section.

**Ms. Cheung Ka Lun Karen (張嘉倫)**, aged 33, was appointed as a joint company secretary of the Company on July 26, 2022. Ms. Cheung is a Manager of Corporate Services of Tricor Services Limited, a global professional services provider specializing in integrated business, corporate and investor services.

Ms. Cheung has over seven years of experience in the corporate secretarial field and has been providing professional corporate services to Hong Kong listed companies as well as multinational, private and offshore companies. Ms. Cheung is currently the joint company secretary of Global New Material International Holdings Limited (stock code: 6616) and JOINN Laboratories (China) Co., Ltd. (stock code: 6127), both of which are listed on the Main Board of the Stock Exchange.

Ms. Cheung is a Chartered Secretary, a Chartered Governance Professional and an Associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom. Ms. Cheung obtained her degree of Bachelor of Business Administration (Honours) from City University of Hong Kong in July 2011.

### BOARD COMMITTEES

Our Board has established the audit committee, the remuneration committee and the nomination committee and delegated various responsibilities to these committees, which assist our Board in discharging its duties and overseeing particular aspects of our Group’s activities.



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### **Audit committee**

Our Group [has established] the audit committee on October 17, 2022 pursuant to Rule 3.21 of the Listing Rules with written terms of reference in compliance with paragraph D.3 of the Corporate Governance Code (the “CG Code”) as set out in Appendix 14 to the Listing Rules. The audit committee consists of three members, namely, Ms. Xu Nailing, Mr. Kam Chi Sing and Ms. Zhao Jinlin. Ms. Xu Nailing has been appointed as the chairman of the audit committee, and Ms. Xu has the appropriate professional qualifications or related financial management expertise as required under Rule 3.10(2) of the Listing Rules.

The primary duties of the audit committee include, but are not limited to: (i) assisting our Board by providing an independent view of the effectiveness of the financial reporting process, internal control and risk management systems of our Group; (ii) overseeing the audit process and performing other duties and responsibilities as assigned by our Board.

### **Remuneration committee**

Our Group has established the remuneration committee on October 17, 2022 pursuant to Rule 3.25 of the Listing Rules with written terms of reference in compliance with paragraph E.1 of Part 2 of the CG Code as set out in Appendix 14 to the Listing Rules. The remuneration committee consists of three members, namely Ms. Zhao Jinlin, Mr. Hu Zuoxiong and Ms. Xu Nailing. Ms. Zhao has been appointed as the chairman of the remuneration committee.

The primary duties of the remuneration committee include, but are not limited to: (i) making recommendations to our Board on our policy and structure for all remuneration of Directors and senior management and on the establishment of a formal and transparent procedure for developing policy on such remuneration; (ii) determining the specific remuneration packages of all Directors and senior management; and (iii) reviewing and approving performance-based remuneration by reference to corporate goals and objectives resolved by our Board from time to time.

### **Nomination committee**

Our Group has established the nomination committee on October 17, 2022 pursuant to Rule 3.27A of the Listing Rules with written terms of reference in compliance with paragraph B.3 of Part 2 of the CG Code as set out in Appendix 14 to the Listing Rules. The nomination committee consists of three members, namely Mr. Hu Zuoxiong, Ms. Xu Nailing and Ms. Zhao Jinlin. Mr. Hu has been appointed as the chairman of the nomination committee.

The primary duties of the nomination committee include, but are not limited to: (i) reviewing the structure, size and composition of our Board; (ii) assessing the independence of independent non-executive Directors; and (iii) making recommendations to our Board on matters relating to the appointment of Directors.

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### CORPORATE GOVERNANCE

Our Directors recognize the importance of incorporating elements of good corporate governance in the management structures and internal control procedures of our Group so as to achieve effective accountability.

Our Company has adopted the code provisions stated in the CG Code. Our Company is committed to the view that our Board should include a balanced composition of executive Directors, non-executive Directors and independent non-executive Directors so that there is a strong independent element on our Board, which can effectively exercise independent judgment.

### CODE PROVISION C.2.1 OF THE CORPORATE GOVERNANCE CODE

Pursuant to code provision C.2.1 of the CG Code, the responsibilities between the chairman and the chief executive officer should be segregated and should not be performed by the same individual. However, we do not have a separate chairman and chief executive officer and Mr. Hu is performing these two roles. Mr. Hu is responsible for the overall management, operation and strategic development of our Group and has been instrumental to our growth and business operation since establishment of our Group in November 2004. Taking into account the continuation of management and the implementation of our business strategies, our Directors (including our independent non-executive Directors) consider it is most suitable for Mr. Hu to hold both the positions of chief executive officer and the chairman of the Board and the existing arrangements are beneficial to the management of our Group and are in the interests of our Company and our Shareholders as a whole. The balance of power and authority is ensured by the operation of the senior management and our Board, both of which comprises experienced and high-calibre individuals. Our Board comprises three executive Directors (including Mr. Hu), one non-executive Director and three independent non-executive Directors, and therefore has a strong independence element in its composition.

Save as disclosed above, we are in compliance with all code provisions of the CG Code. Our Directors recognise the importance of good corporate governance in management and internal procedures so as to achieve effective accountability. Our Directors will review our corporate governance policies and compliance with the CG Code each financial year and comply with the “comply or explain” principle in our corporate governance report which will be included in our annual reports after the [REDACTED].

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### BOARD DIVERSITY POLICY

Our Board [has adopted] a board diversity policy which sets out the objective and approach to achieve diversity of our Board. Our Group recognizes the benefits of having a diversified Board and sees increasing diversity at the Board level as an essential element in supporting the attainment of our Group’s strategic objectives and sustainable development. Our Group seeks to achieve diversity of our Board through the consideration of a number of factors, including but not limited to professional experience, skills, knowledge, gender and age. Our Directors have a balanced mix of experiences, including operation and management of technology companies, investment, corporate retail, risk management, finance and funding, auditing and tax. Furthermore, the ages of our Directors range from 35 year’s old to 56 year’s old. In terms of gender diversity, two of our seven Directors are female.

After [REDACTED], the nomination committee will review the board diversity policy and its implementation from time to time to ensure its implementation and monitor its continued effectiveness, and the same will be disclosed in our corporate governance report in accordance with the Listing Rules, including any measurable objectives set for implementing the board diversity policy and the progress on achieving these objectives on an annual basis.

Nevertheless, with a view to developing a pipeline of potential successors to our Board that may meet the target gender diversity, our Group will (i) continue to apply the principle of appointments based on merits with reference to board diversity as a whole; (ii) take steps to promote gender diversity at all levels of our Group by recruiting staff at a mid to senior level with regard to the benefits of gender diversity; and (iii) engage more resources in training female staff who we consider having the suitable experience, skills and knowledge for our business to equip themselves with the attributes and competencies required to serve as members of our Board in light of our strategic needs and the industry in which we operate with the aim of promoting them to our Board in a few years’ time.

### COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors and members of our senior management receive compensation from our Company in the form of salaries, bonuses and contributions to retirement benefit and scheme. The aggregate remuneration (including fees, salaries, contributions to pension schemes, bonus, retirement benefits scheme, allowance and other benefits in kind) paid to our Directors for each of the year ended December 31, 2019, 2020 and 2021 and the six months ended June 30, 2022 was approximately RMB1.3 million, RMB2.1 million, RMB2.3 million and RMB6.0 million, respectively. Save as disclosed above, no other amounts have been paid or are payable by any member of our Group to our Directors during the Track Record Period.

The aggregate amount of salaries, bonuses and contributions to retirement benefit and scheme paid to our five highest paid individuals for each of the year ended December 31, 2019, 2020 and 2021 and the six months ended June 30, 2022 was approximately RMB3.2 million, RMB3.5 million, RMB4.2 million and RMB15.1 million, respectively.

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No remuneration was paid by us to our Directors or the five highest paid individuals as an inducement to join or upon joining us or as a compensation for loss of office in respect of each of the year ended December 31, 2019, 2020 and 2021 and the six months ended June 30, 2022. Further, none of our Directors had waived or agreed to waive any remuneration during the same periods.

Under the arrangement currently in force, the aggregate remuneration (including fees, salaries, contributions to pension schemes, bonus, share-based payments, retirement benefits scheme, allowances and other benefits in kind) of our Directors for the year ending December 31, 2022 is estimated to be no more than RMB16.1 million. Our Board will review and determine the remuneration and compensation packages of our Directors and senior management and, following the [REDACTED], will receive recommendation from the remuneration committee which will take into account salaries paid by comparable companies, time commitment and responsibilities of our Directors and performance of our Group.

### COMPLIANCE ADVISOR

Our Company has appointed Haitong International Capital Limited as our compliance advisor pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, our compliance advisor will advise our Company in the following circumstances:

- before the publication of any regulatory announcement, circular or financial report;
- where a transaction, which might be a notifiable or connected transaction, is contemplated, including shares issues and share repurchases;
- where our Company proposes to use the proceeds 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
- where the Stock Exchange makes an inquiry of our Company under Rule 13.10 of the Listing Rules.

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