

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board of Directors comprises nine Directors, including three executive Directors, three non-executive Directors and three independent non-executive Directors. Our Directors serve a term of three years and may be re-elected for successive reappointments.

The following table sets out information regarding the Directors:

Name	Age	Position/Title	Date of Appointment as Director	Date of Joining Our Group	Role and Responsibility
Executive Directors					
Dr. Dai Wenyuan (戴文淵)	39	Chairman of the Board, Executive Director, Chief Executive Officer and General Manager	August 2015	January 2015	Overall strategic planning, business and technology direction and operational management
Mr. Chen Yuqiang (陳雨強)	35	Executive Director and Chief Research Scientist	December 2017	March 2015	Overall management of technology and product research and development
Mr. Yu Zhonghao (于中灝)	36	Executive Director, Chief Financial Officer and Vice President	February 2021	May 2018	Overall management of investment and financing, finance, legal and post-investment related matters
Non-executive Directors					
Dr. Yang Qiang (楊強)	61	Non-executive Director	November 2016	November 2014	Overall board affairs, and strategic advice and guidance on product and technology research and development
Mr. Dou Shuai (竇帥)	33	Non-executive Director	February 2021	February 2021	Overall board affairs, and strategic advice and guidance on the business operation of the Group
Mr. Zhang Jing (張晶)	41	Non-executive Director	February 2021	February 2021	Overall board affairs, and strategic advice and guidance on the business operation of the Group

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Name	Age	Position/Title	Date of Appointment as Director	Date of Joining Our Group	Role and Responsibility
Independent Non-executive Directors					
Mr. Li Jianbin (李建濱)	44	Independent Non-executive Director	July 2021	July 2021	Participating in the decision making for our Company’s significant events, and advising on issues relating to corporate governance, audit and remuneration and assessment of our Directors, Supervisors and senior management
Mr. Liu Chijin (劉持金)	60	Independent Non-executive Director	July 2021	July 2021	Participating in the decision making for our Company’s significant events, and advising on issues relating to corporate governance, audit and remuneration and assessment of our Directors, Supervisors and senior management
Ms. Ke Yele (柯燁樂)	41	Independent Non-executive Director	August 2022	August 2022	Participating in the decision making for our Company’s significant events, and advising on issues relating to corporate governance, audit and remuneration and assessment of our Directors, Supervisors and senior management

Note: Each of our Directors had no relationship with other Directors, Supervisors or members of senior management of our Company as at the Latest Practicable Date.

Executive Directors

Dr. Dai Wenyuan (戴文淵), aged 39, is Chairman of the Board, an executive Director, Chief Executive Officer and General Manager of our Company. Dr. Dai has been our Chief Executive Officer since January 2015 and Chairman of the Board since August 2015. He was re-designated as our executive Director on July 16, 2021. He is primarily responsible for the overall strategic planning, business and technology direction and operational management of our Company.

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Dr. Dai has approximately 12 years of experience in the AI technology industry. Prior to joining our Company, he served as Chief Research and Development Architect at Baidu Online Network Technology (Beijing) Co., Ltd.* (百度在線網絡技術(北京)有限公司) from May 2009 to May 2013, where he was responsible for the research, development and management of advertising system of the Baidu search.

Dr. Dai is a renowned scholar in AI and his papers were published in the conference proceedings of leading organizations such as NIPS, ICML, AAAI and KDD. In April 2005, Dr. Dai was awarded as a world champion in the 2005 ACM-International Collegiate Programming Contest World Finals, competing with 77 teams from around the world.

Dr. Dai received a Bachelor’s degree in Computer Science and Technology in July 2006 and a Master’s degree in Computer Application Technology in March 2009 from Shanghai Jiao Tong University (上海交通大學) in the PRC. He obtained a Ph.D degree in Computer Science and Engineering from The Hong Kong University of Science and Technology (“HKUST”) in Hong Kong in June 2020.

Mr. Chen Yuqiang (陳雨強), aged 35, is an executive Director and Chief Research Scientist of our Company. Mr. Chen joined our Group in March 2015 and has served as our Director since December 2017. He was re-designated as our executive Director on July 16, 2021. He is primarily responsible for the overall management of technology and product research and development.

Prior to joining our Group, Mr. Chen served as Senior Engineer at Baidu Online Network Technology (Beijing) Co., Ltd.* (百度在線網絡技術(北京)有限公司) from April 2012 to May 2014. He then served as Architect at Beijing Bytedance Network Technology Co., Ltd.* (北京字節跳動網絡技術有限公司) from May 2014 to March 2015, where he was responsible for research and development.

Mr. Chen received a Bachelor’s degree in Computer Science and Technology in July 2009, and a Master’s degree in Computer Applied Technology in March 2012 from Shanghai Jiao Tong University (上海交通大學) in the PRC.

Mr. Chen currently serves as the supervisor of certain subsidiaries of our Company including, 4Paradigm Shenzhen, Shanghai Shishuo and 4Paradigm Technology. He also serves as the director of Snowline Technology, one of the subsidiaries of our Group.

Mr. Yu Zhonghao (于中灝), aged 36, is an executive Director, Chief Financial Officer and Vice President of our Company. Mr. Yu joined our Group in May 2018 and has served as our Director since February 2021. He was re-designated as our executive Director on July 16, 2021. He is primarily responsible for the overall management of investment and financing, finance, legal and post-investment related matters.

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Prior to joining our Group, Mr. Yu worked as Business Analyst at Macquarie Investment Advisory (Beijing) Company Limited from January 2011 to March 2012. He then joined the investment banking division of Bank of America Merrill Lynch, Hong Kong Branch in March 2012. Subsequently, Mr. Yu worked at CCB International Asset Management Limited from April 2014 to August 2018, where his last position was Associate Director and Team Head of Direct Investment Division.

Mr. Yu received a Bachelor’s degree in Mathematics and Applied Mathematics from Beihang University (北京航空航天大學) in the PRC in July 2008. He obtained a Master’s degree in Mathematics from University of Cambridge in the United Kingdom in October 2010. Mr. Yu also obtained a Master’s degree in Financial Mathematics from the University of Chicago in the United States in June 2010.

Non-executive Directors

Dr. Yang Qiang (楊強), aged 61, is a non-executive Director of our Company. Dr. Yang joined our Group in November 2014. He was the Chief Science Consultant of the Company from November 2014 to December 2017. He has served as our Director since November 2016 and was re-designated as our non-executive Director on July 16, 2021. He is primarily responsible for overall board affairs, and strategic advice and guidance on product and technology research and development.

Dr. Yang served at School of Computing Science of Simon Fraser University in Canada from September 1995 to August 2004 where he last served as a tenured professor. From September 1989 to August 1995, Dr. Yang worked at the University of Waterloo in Canada where his last position was Associate Professor. Beginning in August 2001, he was with HKUST where he currently serves as Chair Professor of Computer Science and Engineering. He served as New Bright Professor of Engineering from November 2014 to October 2019 and Head of the Department of Computer Science and Engineering of HKUST from January 2015 to December 2017. Dr. Yang was an independent director of WeBank Co., Ltd. (深圳前海微眾銀行股份有限公司) (“**WeBank**”) from December 2016 to April 2018. Dr. Yang has served as an independent non-executive director of China Mobile Limited (NYSE: CHL; SEHK: 941) since May 2018. From June 2012 to October 2014, Dr. Yang worked at Huawei Tech. Investment Co., Ltd. where his last position was the Head of Noah’s Ark Research Lab. Dr. Yang is currently a Management Consultant of WeBank.

Dr. Yang received a Bachelor’s degree in Astrophysics from Peking University (北京大學) in the PRC in July 1982, Master’s degrees of Science in Astrophysics and Computer Science from the University of Maryland, College Park in the United States in May 1984 and December 1987, respectively, and a Doctor’s degree in Computer Science from the University of Maryland, College Park in the United States in August 1989.

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Dr. Yang was the President of International Joint Conference on Artificial Intelligence (IJCAI) from 2017 to 2019, and a Councilor of the Association for the Advancement of Artificial Intelligence (AAAI) until 2019. He serves as the AAAI Conference Chair in 2021. Dr. Yang is a fellow of several international professional societies, including the Institute of Electrical and Electronics Engineers, Inc. (IEEE), American Association for the Advancement of Science (AAAS), International Association for Pattern Recognition (IAPR), AAAI, Association for Computing Machinery (ACM), Chinese Association for Artificial Intelligence (CAAI).

Mr. Dou Shuai (竇帥), aged 33, is a non-executive Director of our Company. Mr. Dou joined our Group as Director in February 2021 and was re-designated as our non-executive Director on July 16, 2021. He is primarily responsible for overall board affairs, and strategic advice and guidance on the business operation of the Group.

Mr. Dou joined Boyu Capital Advisory Company Limited in October 2016, where he currently serves as Vice President. From June 2014 to October 2016, Mr. Dou worked in Global Investment Banking Department of J.P. Morgan Securities (Asia Pacific) Limited.

Mr. Dou received a Bachelor’s degree in Economics in July 2012 and a Master’s degree in Finance in June 2014 from Peking University (北京大學) in the PRC.

Mr. Zhang Jing (張晶), aged 41, is a non-executive Director of our Company. Mr. Zhang joined our Group as Director in February 2021 and was re-designated as our non-executive Director on July 16, 2021. He is primarily responsible for overall board affairs, and strategic advice and guidance on the business operation of the Group.

Mr. Zhang has served at Primavera Capital Limited since June 2010 where his current position is Partner.

Mr. Zhang received a Bachelor’s degree in Accounting in July 2003 and a Master’s degree in Business Administration in July 2005 from Tsinghua University (清華大學) in the PRC.

Independent Non-executive Directors

Mr. Li Jianbin (李建濱), aged 44, was appointed as an independent non-executive Director on July 16, 2021. He is primarily responsible for participating in the decision-making for our Company’s significant events and advising on issues relating to corporate governance, audit and remuneration and assessment of our Directors, Supervisors and senior management.

Mr. Li has over 20 years of experience in tax advisory, investment matters and financial management. He is currently serving as the Managing Partner at the Strategic Investment Department of a subsidiary of Xiaomi Corporation (SEHK: 1810), a position he has held since April 2020, and prior to that, between December 2017 and April 2020, he was the Vice President of the Finance Department where he was responsible for optimizing the capabilities of the group’s Finance Department, managing its tax matters and overseeing its merger and

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acquisition projects. From July 2001 to November 2017, he held various positions at PricewaterhouseCoopers Consultants (Shenzhen) Limited Beijing Branch (普華永道諮詢(深圳)有限公司北京分公司), where his last position was Tax and Commercial Advisory Partner. Currently, Mr. Li also serves as an independent non-executive director of Chaoju Eye Care Holdings Limited (SEHK: 2219).

Mr. Li received a Bachelor’s degree in Laws and Economics from Peking University (北京大學) in the PRC in July 2001. He has been a member of The Chinese Institute of Certified Public Accountants since September 2010 and a member of the China Certified Tax Agents Association since March 2013 and received his PRC lawyer’s practicing licence issued by Ministry of Justice of the PRC in February 2007.

Mr. Liu Chijin (劉持金), aged 60, was appointed as an independent non-executive Director on July 16, 2021. He is primarily responsible for participating in the decision-making for our Company’s significant events and advising on issues relating to corporate governance, audit and remuneration and assessment of our Directors, Supervisors and senior management.

Since June 2002, Mr. Liu has been the Chairman of the Board and General Manager of Pan Pacific Beijing Management and Consulting Co., Ltd.* (北京泛太平洋管理諮詢有限公司), where he is responsible for overall management of the company. Mr. Liu currently also serves as the Director of Xiamen Fantai Business Investment Management Co., Ltd.* (廈門泛泰創業投資管理有限公司) since March 2014. From May 2018 to December 2019, Mr. Liu also serves as an independent director of Yango Group Co., Ltd. (陽光城集團股份有限公司) (SZ: 000671). Since May 2018, Mr. Liu has served as a director of Sanying Precision Instruments Co., Ltd. (天津三英精密儀器股份有限公司) (NEEQ: 839222). Since November 2019, Mr. Liu has also been an independent director of Yankuang (Shandong) Equity Interest Investment Management Co., Ltd.* (兗礦(山東)股權投資管理有限責任公司).

Mr. Liu received a Bachelor’s degree in Physics from Xiamen University (廈門大學) in the PRC in July 1985 and a Master’s degree in Business Administration from the Harvard Business School in the United States in June 1997. Mr. Liu obtained both the Professional Qualification of Independent Director from Shenzhen Stock Exchange and Qualification of Fund Practitioners from the Asset Management Association of China in July 2016.

Ms. Ke Yele (柯燁樂), aged 41, was appointed as an independent non-executive Director on August 8, 2022. She is primarily responsible for participating in the decision-making for our Company’s significant events and advising on issues relating to corporate governance, audit and remuneration and assessment of our Directors, Supervisors and senior management.

Ms. Ke has been serving as the general manager of the Belle Consumer Fund of Belle International (China) Limited since May 2021. From January 2012 to January 2016, Ms. Ke served at Sequoia Capital Consulting (Beijing) Co. Ltd. (紅杉資本顧問諮詢(北京)有限公司), where her last position was the vice president. She was the founding partner of Shanghai

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Fengshang Investment Management Co., Ltd. (上海峰上投資管理有限公司) (the general partner of Shanghai Fengshang Venture Capital Partnership (Limited Partnership), one of our [REDACTED] investors until August 2019) from March 2016 to May 2021.

Ms. Ke received a Bachelor’s degree in International Economics and Trade from Fudan University (復旦大學) in the PRC in July 2003. Ms. Ke was admitted as a non-practising member of the Chinese Institute of Certified Public Accountants (中國註冊會計師協會) in September 2006, a registered tax agent of China Certified Tax Agents Association (中國註冊稅務師協會) in October 2007 and a non-practising member of Shanghai Institute of Certified Public Accountants (上海市註冊會計師協會) in December 2009. She was recognized as a Chartered Financial Analyst by the CFA Institute in July 2015.

SUPERVISORY COMMITTEE

The Supervisory Committee currently consists of three Supervisors as of the date of this Document. The Supervisors include two shareholder Supervisors and one employee Supervisor. The shareholder Supervisors and the employee Supervisor are elected at the Shareholders’ meetings and the staff representative assembly, respectively, for a term of three years, subject to re-election upon their retirement or resignation. The functions and duties of the Supervisory Committee include reviewing financial reports, business reports and profit distribution plans prepared by the Board and overseeing the financial and business performance of our Group. They are also entitled to appoint certified public accountants and practicing auditors to re-examine our Company’s financial information where necessary.

The following table sets out information in respect of the Supervisors.

Name	Age	Position/Title	Date of Appointment as Supervisor	Date of Joining Our Group	Role and Responsibility
Mr. Chai Yifei (柴亦飛)	42	Chairman of the Supervisory Committee, Shareholders’ Representative Supervisor	July 2021	October 2015	Supervising the performance of our Directors and members of senior management, and performing other supervisory duties as a shareholders’ representative Supervisor
Ms. Zhou Wenjing (周文靜)	40	Shareholders’ Representative Supervisor	July 2021	March 2018	Supervising the performance of our Directors, and members of senior management and performing other supervisory duties as a shareholder’s representative Supervisor

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Name	Age	Position/Title	Date of Appointment as Supervisor	Date of Joining Our Group	Role and Responsibility
Ms. Shao Liling (邵麗玲)	39	Employee Supervisor	July 2021	December 2015	Monitoring financial position of our Group, and supervising the performance of Directors and senior management as a representative of our employees

Note: Each of our Supervisors had no relationship with other Directors, Supervisors or members of senior management of our Company as at the Latest Practicable Date.

Supervisors

Mr. Chai Yifei (柴亦飛), aged 42, is Chairman of our Supervisory Committee, a shareholders’ representative Supervisor and Vice President of our Company. Mr. Chai joined our Group in October 2015 and is primarily responsible for supervising the performance of our Directors and members of senior management, and performing other supervisory duties as a shareholders’ representative Supervisor.

Prior to joining our Group, Mr. Chai served at IBM (China) Co., Ltd. (國際商業機器(中國)有限公司) from August 2007 to January 2014, where his last position was Big Data Consulting Senior Manager. He was responsible for big data management and analysis for clients in finance industry, and industry consulting for clients in retail and logistics industries. He then served at Deloitte Consulting (Shanghai) Co., Ltd. (德勤管理諮詢(上海)有限公司) from January 2014 to October 2015, where his last position was Management Consulting Manager.

Mr. Chai received a Bachelor’s degree in Electronic Information Science and Technology in July 2003 and a Master’s degree in Computer System Structure from Fudan University (復旦大學) in the PRC in July 2007.

Ms. Zhou Wenjing (周文靜), aged 40, is a shareholders’ representative Supervisor of our Company. Ms. Zhou joined our Group in March 2018. She is primarily responsible for supervising the performance of our Directors and members of senior management, and performing other supervisory duties as a shareholders’ representative Supervisor. She is also in charge of post-investment matters and serves as Assistant to our Chief Executive Officer.

Prior to joining our Group, Ms. Zhou served at PricewaterhouseCoopers Zhong Tian LLP Beijing Branch (普華永道中天會計師事務所(特殊普通合伙)北京分所) from August 2006 to August 2011 where her last position was Senior Executive of the Human Resources Department. She then served as Campus Recruiting, Training and Development Manager at John Deere (China) Investment Co., Ltd. (約翰迪爾(中國)投資有限公司) from September 2011 to November 2013. From November 2013 to September 2015, Ms. Zhou worked at Microsoft

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(China) Co., Ltd. (微軟(中國)有限公司) where her last position was University Recruiter. From October 2015 to March 2018, Ms. Zhou served as Senior Campus Recruiting Manager at Sanliuling Technology Co., Ltd. (三六零科技集團有限公司).

Ms. Zhou received a Bachelor’s degree in Ideology and Political Education from Peking University (北京大學) in the PRC in July 2006.

Ms. Shao Liling (邵麗玲), aged 39, is our employee Supervisor, and Internal Audit Director of our Company. Ms. Shao joined our Group in December 2015 and is primarily responsible for monitoring financial position of our Group and supervising the performance of Directors and senior management as a representative of our employees.

Prior to joining our Group, Ms. Shao Liling worked at Raffles-BICT International College (北服-萊佛士國際學院) from July 2006 to April 2011. She then served as Head of Finance at Beyondsoft Corporation (博彥科技股份有限公司) from May 2011 to September 2013. From September 2013 to May 2015, she worked at Beijing Star World Technology Co., Ltd. (北京世界星輝科技有限公司). Ms. Shao also served as a Financial Analysis Manager at Thunder Software Technology Co., Ltd. (中科創達軟件股份有限公司) from June 2015 to December 2015, where she was responsible for financial budgeting and operation analysis. From December 2015 to October 2016, Ms. Shao served as Senior Finance Manager at 4Paradigm Beijing where she was responsible for setting up the finance system and building the finance team. She then served as Senior Finance Manager at Beijing Zsvision Co., Ltd. (北京眾盛優視科技有限公司) from November 2016 to June 2017, where she was responsible for developing the finance system and internal control. Ms. Shao rejoined 4Paradigm Beijing in July 2017 and served as deputy Finance Director until August 2021, being responsible for setting up the finance system and building the finance team. Ms. Shao serves as the Internal Audit Director since August 2021.

Ms. Shao received a Bachelor’s degree in Management from Renmin University of China (中國人民大學) in the PRC in January 2009. Ms. Shao obtained the Certificate of Accounting Profession (會計從業資格證書) from Beijing Municipal Finance Bureau in February 2003, and subsequently obtained the Preliminary Accountant Title (會計初級職稱), Intermediate Accountant Title (會計中級職稱), and Senior Accountant Title (會計高級職稱) from Ministry of Finance of the PRC in May 2006, January 2016, and December 2022, respectively. In February 2023, Ms. Shao received the certificate of Certified Internal Auditor from the Institute of Internal Auditors.

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SENIOR MANAGEMENT

The following table sets out information regarding the members of senior management of our Company.

Name	Age	Position/Title	Date of Appointment	Date of Joining Our Group	Role and Responsibility	Expiration Date of Employment Contracts of Senior Management Member
Dr. Dai Wenyuan (戴文淵)	39	Chairman of the Board, Executive Director, Chief Executive Officer and General Manager	August 2015, January 2015, August 2015	January 2015	Overall strategic planning, business and technology direction and operational management	Non-fixed term
Mr. Pei Misi (裴灞思)	43	President	July 2019	July 2019	Overall strategic planning, and management of business and sales and customer success	June 30, 2027
Mr. Chen Yuqiang (陳雨強)	35	Executive Director and Chief Research Scientist	December 2017, March 2015	March 2015	Overall management of technology and product research and development	Non-fixed term
Mr. Hu Shiwei (胡時偉)	36	Chief Architect	March 2015	March 2015	Overall management of technology and product architect and design	Non-fixed term
Mr. Yu Zhonghao (于中灝)	36	Executive Director, Chief Financial Officer and Vice President	February 2021, January 2021, May 2018	May 2018	Overall management of investment and financing, finance, legal and post-investment related matters	September 30, 2025
Mr. Tu Weiwei (涂威威)	35	Principal Scientist and Vice President	April 2015	April 2015	Leading our research and development of machine learning algorithm and other academic research	Non-fixed term
Mr. Zheng Zhao (鄭墨) (formerly known as Mr. Zheng Meng (鄭盟))	33	Vice President	October 2018	October 2018	Leading our AI technology structure planning and relevant product and technology research	September 30, 2026

Note: Each of our members of senior management had no relationship with other Directors, Supervisors or members of senior management of our Company as at the Latest Practicable Date.

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Dr. Dai Wenyuan (戴文淵), aged 39, is the Chairman of our Board, an executive Director, Chief Executive Officer and General Manager of our Company. For details of his biography, see “– Board of Directors.”

Mr. Pei Misi (裴瀾思), aged 43, is the President of our Company. Mr. Pei joined our Group in July 2019. He is primarily responsible for overall strategic planning, and management of business and sales and customer success.

Prior to joining our Group, Mr. Pei served at SAP (China) Holding Co. Ltd from February 2012 to June 2019, where his last position was Vice President.

Mr. Pei received a Bachelor’s degree in Enterprise Management (International Enterprise Operation Management) in July 2002 and a Master’s degree in Management Engineering from Tianjin Normal University (天津師範大學) in the PRC in June 2005.

Mr. Chen Yuqiang (陳雨強), aged 35, is an executive Director and Chief Research Scientist of our Company. For details of his biography, see “– Board of Directors.”

Mr. Hu Shiwei (胡時偉), aged 36, is the Chief Architect of the Company. Mr. Hu joined our Group as Chief Architect in March 2015 and was the shareholders’ representative Supervisor from November 2016 to July 2021. He is primarily responsible for overall management of technology and product architect and design.

Prior to joining our Group, Mr. Hu served as a Senior Research and Development Engineer at Baidu.com Times Technology (Beijing) Co., Ltd. (百度時代網絡技術(北京)有限公司) from April 2011 to June 2014, where he was responsible for providing support in relation to technology architecture. Before joining our Group in March 2015, Mr. Hu served as Head of Internet Research and Development Department at Beijing Home Link Real Estate Broker Co., Ltd. (北京鏈家房地產經紀有限公司) from June 2014. Mr. Hu currently serves as a director of Paradigm Telian, one of the subsidiaries of our Group.

Mr. Hu received a Bachelor’s degree in Computer Science and Technology in July 2008 and a master’s degree in Computer Software and Theory in March 2011 from Shanghai Jiao Tong University (上海交通大學) in the PRC.

Mr. Yu Zhonghao (于中灝), aged 36, is an executive Director, Chief Financial Officer and Vice President of our Company. For details of his biography, see “– Board of Directors.”

Mr. Tu Weiwei (涂威威), aged 35, is the Principal Scientist and Vice President of our Company. Mr. Tu joined our Group in April 2015. He is primarily responsible for leading our research and development of machine learning algorithm and other academic research.

Prior to joining our Group, Mr. Tu served as a Senior Engineer of Research and Development at Baidu (China) Co., Ltd. (百度(中國)有限公司) from July 2012 to March 2015.

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Mr. Tu received a Bachelor’s degree in Computer Science and Technology and a Master’s degree in Computer Application Technology from Nanjing University (南京大學) in the PRC in June 2009 and in June 2012, respectively.

Mr. Zheng Zhao (鄭壘) (formerly known as Mr. Zheng Meng (鄭盟)), aged 33, is Vice President of our Company. Mr. Zheng joined our Group in October 2018. He is primarily responsible for leading our AI technology structure planning and relevant product and technology research.

Prior to joining our Group, Mr. Zheng served as a Research Assistant at HKUST from September 2011 to July 2012, where he was responsible for academic research in the Department of Computer Science and Engineering. From October 2012 Mr. Zheng worked at Google Inc., following which he served as Software Engineer at Pinterest Inc. (NYSE: PINS) from November 2015 to October 2018.

Mr. Zheng received a Bachelor’s degree in Computer Science and Technology from Shanghai Jiao Tong University (上海交通大學) in the PRC in July 2011. In 2010, Mr. Zheng was awarded as a world champion in the 2010 ACM-International Collegiate Programming Contest World Finals, competing with 102 teams from around the world.

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

Except as disclosed above, none of our Directors has any interests in any business, which competes or is likely to compete, either directly or indirectly, with our business which would require disclosure under Rule 8.10 of the Listing Rules.

Except as disclosed above, none of our Directors, Supervisors and members of the senior management is related to other Directors, Supervisors and members of the senior management.

Except as disclosed herein, to the best knowledge, information and belief of our Directors and Supervisors having made all reasonable inquiries, there was no other matter with respect to the appointment of our Directors and Supervisors that needs to be brought to the attention of the Shareholders, and there was no information relating to our Directors and Supervisors that is required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules as of the Latest Practicable Date.

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JOINT COMPANY SECRETARIES

Mr. Xiong Fei (熊飛) was appointed as Board Secretary and Joint Company Secretary in July 2021 and August 2021, respectively. Mr. Xiong joined our Group as Vice President in August 2020, responsible for the Group’s investment and financing activities. Prior to joining our Group, Mr. Xiong worked as Analyst at Royal Bank of Scotland until February 2010. He worked at Barclays Capital from March 2010 to September 2012. From September 2012 to June 2020, Mr. Xiong served at CDH Investments Management (Hong Kong) Limited where his last position was Executive Director of Private Equity.

Mr. Xiong received a Bachelor’s degree in Economics in July 2007 and a Master’s degree in Economics in July 2009 from Peking University (北京大學) in the PRC.

Ms. Yeung Siu Wai Kitty (楊小慧) was appointed as the other Joint Company Secretary of our Company in August 2021. Ms. Yeung is a Manager of Corporate Services of Tricor Services Limited. She has over 14 years of experience in the corporate secretarial field and she has been providing professional corporate services to Hong Kong listed companies as well as private and offshore companies.

Ms. Yeung is an Associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute. Ms. Yeung holds a Bachelor of Social Science (Honours) in Administration and Public Management from the City University of Hong Kong and a Master of Corporate Governance from The Open University of Hong Kong (presently known as Hong Kong Metropolitan University).

BOARD COMMITTEES

Our Board delegates certain responsibilities to various committees. In accordance with the relevant PRC laws and regulations and the Corporate Governance Code, Appendix 14 to the Listing Rules, our Company has formed three Board committees, namely the Audit Committee, the Remuneration Committee and the Nomination Committee.

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Audit Committee

We have established an Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph C.4 and paragraph D.3 of Part 2 of the Corporate Governance Code, Appendix 14 to the Listing Rules. The Audit Committee consists of three Directors, namely Mr. Li Jianbin, Mr. Liu Chijin and Dr. Yang Qiang. Mr. Li Jianbin, who holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules, serves as the Chairman of the Audit Committee. The primary duties of the Audit Committee include, but not limited to, the following:

- proposing the appointment or change of external auditors to our Board, and monitoring the independence of external auditors and evaluating their performance;
- guiding internal audit work;
- examining the financial information of our Company, reviewing financial reports and statements of our Company and giving comments on relevant matters;
- assessing the effectiveness of internal control;
- coordinating the communication among management, internal audit department, related departments and external audit agency; and
- dealing with other matters that are authorized by the Board or involved in relevant laws and regulations.

Remuneration Committee

We have established a Remuneration Committee with written terms of reference in compliance with paragraph E.1 of Part 2 of the Corporate Governance Code, Appendix 14 to the Listing Rules. The Remuneration Committee consists of three Directors, namely Ms. Ke Yele, Dr. Yang Qiang and Mr. Li Jianbin. Ms. Ke Yele serves as the Chairlady of the Remuneration Committee. The primary duties of the Remuneration Committee include, but not limited to, the following:

- formulating individual remuneration plans for Directors, Supervisors and members of the senior management in accordance with the terms of reference of the job responsibilities, the importance of their positions as well as the remuneration benchmarks for the relevant positions in the other comparable companies;
- examining the criteria of performance evaluation of Directors and the senior management of our Company, and conducting annual performance evaluation;
- supervising the implementation of the remuneration plan of the Company; and
- dealing with other matters that are authorized by the Board.

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Nomination Committee

We have established a Nomination Committee with written terms of reference in compliance with paragraph B.3 of Part 2 of the Corporate Governance Code, Appendix 14 to the Listing Rules. The Nomination Committee consists of three Directors, namely Dr. Dai Wenyuan, Mr. Liu Chijin and Mr. Li Jianbin. Dr. Dai Wenyuan serves as the Chairman of the Nomination Committee. The primary duties of the Nomination Committee include, but not limited to, the following:

- making recommendations to our Board with regards to the size and composition of our Board based on our Company’s business operation, asset scale and equity structure;
- researching and developing standards and procedures for the election of our Board members, general managers and members of the senior management, and making recommendations to our Board;
- conducting extensive search and providing to our Board suitable candidates for Directors, general managers and other members of the senior management;
- examining our Board candidates, general manager and members of the senior management and making recommendations to our Board;
- assessing and reviewing the independence of independent non-executive Directors; and
- dealing with other matters that are authorized by our Board.

EMPLOYMENT ARRANGEMENT OF SENIOR MANAGEMENT

We normally enter into (i) an employment contract and (ii) a confidentiality and non-competition agreement with each of our senior management members. The key terms of such contracts are set forth below.

- *Terms:* We normally enter into a four-year or non-fixed term employment contract with our senior management members. For details of the expiration date of the employment contracts of our senior management members, please refer to the paragraph headed “— Senior Management” in this section.
- *Non-competition:* the non-competition obligations shall subsist throughout the employee’s period of employment and up to two years after termination of employment. During the non-competition period, without prior written consent from our Company, the employee shall not (i) instigate, induce, solicit or encourage any of our employees to terminate the employment relationship with us; (ii) solicit any of our customers or suppliers to terminate the business relationship with us or

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substantially reduce the transaction amount with us; and (iii) engage in a business (self-owned or others’) of the same industry as our Company, or hold any position in any other entity which engages in similar business, develops and sells similar solutions developed or sold by our Company, or competes with our Company.

Confidentiality

- *Confidential information:* The employee shall keep confidential information, namely confidential business-related information of our Company, including but not limited to any invention, product, computer software, and technical solutions that were developed in the course of work or based on our Company’s technology or business information. The employee shall also keep in confidence business secrets and related business arrangements of our business partners that he or she becomes aware in the course of work, and any confidential business information that the employee is responsible to keep for any other third parties.
- *Obligation and duration:* The employee shall not, without prior written approval from the Company, divulge, publish, transfer or otherwise disclose any confidential information to any third party, or any of our employees who is not permitted to receive such information under the confidentiality policy. Such obligation of confidentiality shall continue to be effective for the term of his or her employment and thereafter, and until the relevant information has been publicized by our Company or otherwise known to the public.

REMUNERATION OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Our Directors and Supervisors received their remuneration in the form of salaries, social security, housing benefits and other employee benefits, the employer’s contribution to the pension plans, discretionary bonuses and share-based compensation.

For the years ended December 31, 2020, 2021 and 2022, the aggregate amount of emoluments paid or payable to our Directors amounted to approximately RMB3.6 million, RMB109.5 million and RMB5.6 million.

For the years ended December 31, 2020, 2021 and 2022, the aggregate amount of emoluments paid or payable to our Supervisors amounted to approximately RMB1.8 million, RMB8.5 million and RMB5.3 million.

Under the arrangement currently in force, we estimate the total compensation before taxation to be accrued to our Directors and our Supervisors for the year ending December 31, 2023 to be approximately RMB11.2 million. The actual remuneration of Directors and Supervisors in 2023 may be different from the expected remuneration.

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For each of the years ended December 31, 2020 and 2022, there was not any Directors or Supervisors among the five highest paid individuals. For the year ended December 31, 2021, there were two Directors among the five highest paid individuals. The total emolument for the remaining individuals among the five highest paid individuals for the years ended December 31, 2020, 2021 and 2022 were RMB138.4 million, RMB96.7 million and RMB404.7 million, respectively.

We confirmed that during the Track Record Period, no remuneration was paid by our Company to, or receivable by, our Directors, Supervisors or the five highest paid individuals as an inducement to join or upon joining our Company or as compensation for loss of office in connection with the management positions of any subsidiary of our Company.

During the Track Record Period, none of our Directors or Supervisors waived any remuneration. Save as disclosed above, no other payments have been paid, or are payable, by our Company or any of our subsidiary to our Directors, Supervisors or the five highest paid individuals during the Track Record Period.

For details regarding the terms of the Employee Incentive Scheme, please refer to the section headed “Statutory and General Information – Further Information about Our Directors, Supervisors, Senior Management and Substantial Shareholders – 5. Employee Incentive Scheme” in Appendix VI to this Document.

CORPORATE GOVERNANCE

Our Company is committed to achieving high standards of corporate governance with a view to safeguarding the interests of our Shareholders. To accomplish this, our Company intends to comply with Corporate Governance Code set out in Appendix 14 to the Listing Rules and the Model Code for Securities Transactions by Directors of Listed Issuers set out in Appendix 10 to the Listing Rules after the [REDACTED].

Pursuant to code provision C.2.1 of the Corporate Governance Code, companies listed on the Stock Exchange are expected to comply with, but may choose to deviate from the requirement that the responsibilities between Chairman and Chief Executive Officer should be segregated and should not be performed by the same individual. We do not have a separate Chairman and Chief Executive Officer and Dr. Dai currently performs these two roles. Dr. Dai has assumed the role of Chief Executive Officer of our Company since 2015. He has extensive experience in the business operations and management of our Group and in the AI industry. Our Board believes that, in view of his experience, personal profile and his roles in our Company as mentioned above, Dr. Dai is the Director best suited to identify strategic opportunities and focus of the Board due to his extensive understanding of our business as our Chief Executive Officer. The Board also believes that vesting the roles of both Chairman and Chief Executive Officer in the same person has the benefit of (i) ensuring consistent leadership within the Group, (ii) enabling more effective and efficient overall strategic planning and execution of strategic initiatives of the Board, and (iii) facilitating the flow of information between the management and the Board for the Group. The Board considers that the balance of power and

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authority for the present arrangement will not be impaired, and this arrangement will enable the Company to make and implement decisions promptly and effectively. The Board will continue to review and consider splitting the roles of Chairman of the Board and Chief Executive Officer of the Company at a time when it is appropriate by taking into account the circumstances of the Group as a whole.

Save as disclosed above, our Directors consider that upon [REDACTED], we will comply with all applicable code provisions of the Corporate Governance Code as set out in Appendix 14 to the Listing Rules.

BOARD DIVERSITY POLICY

We are committed to promoting the culture of diversity in the Company. We have strived to promote diversity to the extent practicable by taking into consideration a number of factors in our corporate governance structure.

We have adopted the board diversity policy (the “**Board Diversity Policy**”) which sets out the objective and approach to achieve and maintain diversity of our Board in order to enhance the effectiveness of our Board. Pursuant to the board diversity policy, we seek to achieve Board diversity through the consideration of a number of factors, including but not limited to gender, age, race, cultural background, educational background, industry experience and professional experience. Our Directors have a balanced mix of knowledge and skills, including knowledge and experience in the areas of business management, computer science, AI technology, legal, economics, investment and accounting. They obtained degrees in various areas including computer science, law, economics, mathematics, astrophysics, finance. Our board diversity policy is well implemented as evidenced by the fact that there are Directors ranging from 32 years old to 61 years old with experience from different industries, sectors and genders.

We will continue to take steps to promote gender diversity at all levels of our Company, including but not limited to our Board and the senior management levels. We will encourage our incumbent Board members to recommend female candidate directors and take other actions to help achieve greater board diversity, for example inviting some of our outstanding female staff at mid to senior level to attend and observe Board meeting. This will allow our Board to understand more about these potential female candidates before they are nominated to our Board and provide opportunities for potential female candidates to prepare themselves for director duties. We will also continue to ensure that there is gender diversity when recruiting staff at mid to senior level so that we will have a pipeline of female senior management and potential successors to our Board in due time to ensure gender diversity of our Board. Our Group will continue to emphasize training of female talent and providing long-term development opportunities for our female staff including but not limited to business operation, management, accounting and finance, legal and compliance. As such, we are of the view that our Board will be offered chances to identify competent female staff at mid to senior level to be nominated as a Director in future with a pipeline of female candidates.

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

Our Nomination Committee is responsible for ensuring the diversity of our Board members. After the [REDACTED], our Nomination Committee will review the board diversity policy from time to time, develop and review measurable objectives for implementing the policy, and monitor the progress on achieving these measurable objectives to ensure its continued effectiveness. We will disclose in our corporate governance report about the implementation of the board diversity policy on an annual basis.

COMPLIANCE ADVISOR

We have appointed Guotai Junan Capital Limited as our compliance advisor (the “**Compliance Advisor**”) pursuant to Rules 3A.19 and 19A.05 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 19A.06 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 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].