

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board currently consists of nine Directors, comprising four executive Directors, two non-executive Directors and three independent non-executive Directors.

The powers and duties of our Board include convening general meetings and reporting our Board’s work at general meetings, determining our business and development plans, preparing our annual financial budgets and financial reports, formulating proposals for dividend distributions and for the increase or reduction of our authorized share capital as well as exercising other powers, functions and duties as conferred by our Articles of Association. We have entered into service contracts with each of our executive Directors and non-executive Directors. We have also entered into letters of appointment with each of our independent non-executive Directors.

Members of Our Board

The table below sets out certain information in relation to members of our Board:

Name	Age	Existing position(s) in our Group	Time of joining our Group	Date of appointment as Director	Principal responsibilities	Relationship with other Directors, Supervisors and senior management
Executive Directors						
Mr. Zuo Lei (左磊)	38	Chairman of our Board, chief executive officer and executive Director of our Company Chairman and director of Beijing Sidike Chairman and director of Zhonghui Juhe Director, general manager and head of finance of Wuhan Jushunhe Director and manager of Juli Wanhe Director and general manager of Xuzhou Juhe	February 2010	February 24, 2010	Overseeing day-to-day operations and overall business strategy and planning of our Group and overseeing our Board	None

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Name	Age	Existing position(s) in our Group	Time of joining our Group	Date of appointment as Director	Principal responsibilities	Relationship with other Directors, Supervisors and senior management
Mr. Wang Haojin (王昊今)	40	Executive Director Supervisor of Juli Wanhe Supervisor of Xuzhou Juhe	November 2011	February 14, 2014	Handling client relationship management and maintenance	None
Mr. Lin Shan (林杉)	39	Executive Director Supervisor of Wuhan Jushunhe	October 2014	December 17, 2015	Handling key customer relationships and business development	None
Ms. Yang Yanjun (楊彥君)	37	Executive Director, deputy general manager, secretary to our Board and joint company secretary of our Company	July 2018	December 18, 2020	Handling day-to-day affairs of our Board, assisting our Board in legal compliance matters and handling public relations of our Group	None
Non-executive Directors						
Mr. Qiu Jianqiang (邱堅強)	50	Non-executive Director	December 2016	December 20, 2016	Providing management and strategic advice to our Group	None
Mr. Gao Yuan (高原)	41	Non-executive Director	July 2023	July 20, 2023	Providing management and strategic advice to our Group	None
Independent non-executive Directors						
Mr. Huang Xuexian (黃學賢)	61	Independent non- executive Director	August 2017	August 18, 2017	Supervising our Board and providing independent advice to our Board	None
Mr. Chen Xinhe (陳新河)	48	Independent non- executive Director	August 2017	August 18, 2017	Supervising our Board and providing independent advice to our Board	None

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Name	Age	Existing position(s) in our Group	Time of joining our Group	Date of appointment as Director	Principal responsibilities	Relationship with other Directors, Supervisors and senior management
Mr. Li Shun Fai (李淳暉)	43	Independent non- executive Director	May 2023	May 18, 2023	Supervising our Board and providing independent advice to our Board	None

Executive Directors

Mr. Zuo Lei (左磊), aged 38, founded our Company in February 2010 and is currently the chairman of our Board, chief executive officer and executive Director of our Company. Mr. Zuo was re-designated as our executive Director in June 2023. Mr. Zuo is primarily responsible for overseeing day-to-day operations and overall business strategy and planning of our Group and overseeing our Board. He also serves in various roles in our subsidiaries, including (i) the chairman and director of Beijing Sidike and Zhonghui Juhe; (ii) the director and manager of Juli Wanhe; (iii) the director, general manager and head of finance of Wuhan Jushunhe; and (iv) the director and general manager of Xuzhou Juhe.

Mr. Zuo has over 14 years of experience in big data industry.

Mr. Zuo is (i) the vice chairman of the Youth Enterprise Association in Jiangsu Province (江蘇省青年企業家聯合會); and (ii) the vice chairman of Suzhou Artificial Intelligence Industry Association (蘇州市人工智能行業協會).

Mr. Zuo obtained his bachelor’s degree in computer science and technology from Nanjing University of Aeronautics and Astronautics (南京航空航天大學) in the PRC in June 2006. He further obtained his executive master of business administration degree from Cheung Kong Graduate School of Business (長江商學院) in the PRC in September 2021.

Mr. Zuo had various roles in certain dissolved companies, details of which are set out below:

Name of company	Position	Place of establishment	Nature of business	Reason for dissolution	Date of dissolution
Beijing Yingchuang Wanhe Advertising Co., Ltd. (北京贏創萬合廣告 有限公司)	Legal representative	PRC	Provision of leasing and commercial services in the PRC	Members’ resolutions	October 24, 2018

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Name of company	Position	Place of establishment	Nature of business	Reason for dissolution	Date of dissolution
Suzhou Ape Ecological Information Technology Co., Ltd. (蘇州猿生態信息科技有限公司) (“Ape Ecological Information Technology”)	Director	PRC	R&D, technical consultation and information system integration services in the PRC	Members’ resolutions	July 15, 2019
Suzhou Tianju Shunhe Management Consulting Partnership Enterprise (Limited Partnership) (蘇州天聚順合管理諮詢合夥企業(有限合夥))	Executive partner	PRC	Provision of enterprise management consulting and information consulting services in the PRC	Members’ resolutions	October 19, 2021

Mr. Zuo confirmed that (i) there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on his part in connection with these dissolved companies; (ii) there is no outstanding claim or liability against him in connection with these dissolved companies; and (iii) these companies were solvent at the time of their respective dissolution.

As of the Latest Practicable Date, Mr. Zuo was interested in an aggregate of approximately 53.33% equity interest of our Company. See “Appendix VII – Statutory and General Information – Further Information About Our Directors, Supervisors and Substantial Shareholders” for details.

Mr. Wang Haojin (王昊今) (formerly known as Wang Haojun (王昊隼)), aged 40, joined our Company in November 2011 as our Director and general manager until December 2013. Subsequently, he has served in various roles in our Company, including the general manager of our key account unit and Supervisor. He was re-appointed as our Director in February 2014 and re-designated as our executive Director in June 2023. He is primarily responsible for client relationship management and maintenance. Mr. Wang has over 11 years of experience in client development and management. He is also the supervisor of Juli Wanhe and Xuzhou Juhe.

Mr. Wang obtained his bachelor’s degree in computer science and technology from Nanjing University of Aeronautics and Astronautics (南京航空航天大學) in the PRC in June 2006.

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Mr. Wang was a director or supervisor of certain dissolved companies, details of which are set out below:

Name of company	Position	Place of establishment	Nature of business pursuant to the business license	Reason for dissolution	Date of dissolution
Ape Ecological Information Technology	Director	PRC	Provision of R&D, technical consultation and information system integration services	Members' resolutions	July 15, 2019
Changshu Hefang Education and Training Center Co., Ltd. (常熟市荷方教育培訓中心有限公司)	Director	PRC	Provision of subject-based training for primary and middle school students	Members' resolutions	February 15, 2023
Changshu Yuanfang Education Training Center Co., Ltd. (常熟市遠方教育培訓中心有限公司)	Supervisor	PRC	Provision of subject-based training for primary and middle school students	Members' resolutions	April 26, 2023
Changshu Lushan Xiaohu Education Information Consulting Services Department (常熟市虞山鎮小荷教育信息諮詢服務部)	Operator	PRC	Provision of education information consulting services	Members' resolutions	August 10, 2018
Changshu Jinghe Education Information Consulting Co., Ltd. (常熟市菁荷教育信息諮詢有限公司)	Executive Director, legal representative and general manager	PRC	Provision of education information consulting services	Members' resolutions	September 8, 2020

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Name of company	Position	Place of establishment	Nature of business pursuant to the business license	Reason for dissolution	Date of dissolution
Changshu Hewen Education and Training Center Co., Ltd. Zhongnan Jincheng Branch (常熟市荷文教育培训中心有限公司中南锦城分公司)	Person-in-charge	PRC	Provision of language training for primary school students	Members' resolutions	November 11, 2022

Mr. Wang confirmed that (i) there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on his part in connection with these dissolved companies; (ii) there is no outstanding claim or liability against him in connection with these dissolved companies; and (iii) these companies were solvent at the time of their respective dissolution.

Mr. Lin Shan (林杉), aged 39, was appointed as our Director in December 2015 and re-designated as our executive Director in June 2023. Mr. Lin joined our Company in October 2014 as a manager of our key account division. He is primarily responsible for managing our Company's key customer relationships and business development. He is also the supervisor of Wuhan Jushunhe.

Mr. Lin has over 16 years of experience in information technology industry. Prior to joining our Company, from June 2007 to September 2012, Mr. Lin served in AsiaInfo Technologies (Nanjing) Inc. (亞信科技(南京)有限公司), a company principally engaged in the provision of software products, solutions and services in the PRC. From December 2013 to May 2014, he served in Nanjing Tongren Information Technology Co., Ltd. (南京同人信息技術有限公司), a company principally engaged in image and video technology research and provision of video detection technology products and services in the PRC.

Mr. Lin had previously served in Nanjing Xilian Software Technology Co., Ltd. (南京希聯軟件科技有限公司) (“**Nanjing Xilian**”) from November 2012 to March 2016, with his last position as the legal representative of Nanjing Xilian. Nanjing Xilian is a company principally engaged in the provision of computer software and hardware design services and network technology services in the PRC. Nanjing Xilian was dissolved on October 28, 2022 as a result of members' resolutions. Mr. Lin confirmed that (i) there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on his part in connection with the dissolution of Nanjing Xilian; (ii) there is no outstanding claim or liability against him in connection with the dissolution of Nanjing Xilian; and (iii) Nanjing Xilian was solvent at the time of its dissolution.

Mr. Lin obtained his bachelor's degree in computer science and technology from Nanjing University of Aeronautics and Astronautics (南京航空航天大學) in the PRC in June 2006.

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Ms. Yang Yanjun (楊彥君), aged 37, was appointed as our Director in December 2020 and re-designated as our executive Director in June 2023. Ms. Yang joined our Company in July 2018 as a deputy general manager and has also been serving as the secretary of our Board since February 2019. She was appointed as one of our joint company secretaries in August 2023. She is primarily responsible for handling day-to-day affairs of our Board, assisting our Board in legal compliance matters and handling public relations of our Group.

Ms. Yang has over five years of experience in big data industry. Prior to joining our Company, from July 2009 to March 2016, Ms. Yang served as a professional director of the business development unit of the financial service center under the external cooperation department in China Fortune Land Co., Ltd. (華夏幸福基業股份有限公司), a company principally engaged in real estate development in the PRC, where she was primarily responsible for business development. From May 2015 to January 2019, she served as the chairlady of Beijing Phoenix Interactive Entertainment Investment Management Co., Ltd. (北京鳳凰互娛投資管理有限公司) (formerly known as Blue Lotus Capital Co., Ltd. (藍蓮盛世(北京)投資管理有限公司)), a company principally engaged in the provision of investment and asset management services in the PRC, where she was primarily responsible for providing customized strategic advices, financing solutions and management consultancy services to small and medium enterprises. From October 2017 to March 2018, she served as the president assistant of Indonesia Lippo Group (印尼力寶集團), one of Asia’s largest and most diversified conglomerates, where she was primarily responsible for assisting the president with operational and administrative management.

Ms. Yang obtained her bachelor’s degree in tourism management from Xi’an University of Finance and Economics (西安財經學院) in the PRC in June 2009. She further obtained her executive master of business administration degree from Renmin University of China (中國人民大學) in the PRC in January 2018. Ms. Yang was awarded the Doctor of Philosophy in Business Studies from Cardiff University in the United Kingdom in December 2021.

Non-executive Directors

Mr. Qiu Jianqiang (邱堅強), aged 50, was appointed as our Director in December 2016 and re-designated as our non-executive Director in June 2023. Mr. Qiu is primarily responsible for providing management and strategic advice to our Group.

Mr. Qiu has over 27 years of management experience in garment industry. Prior to joining our Company, since December 1996, Mr. Qiu has served in various managerial roles (including vice president and director) in Semir Group Co., Ltd. (森馬集團有限公司) (the “**Semir Group**”), a company principally engaged in the garment business in the PRC, where he is primarily responsible for strategic planning and overseeing the management and operation of Semir Group. Since 2009, Mr. Qiu has served in various roles in Zhejiang Semir Garment Co., Ltd. (浙江森馬服飾股份有限公司) (“**Zhejiang Semir**”), a PRC garment company which is owned as to 12.47% by Semir Group and whose shares are listed on the Shenzhen Stock

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Exchange (stock code: 002563), including president, director and vice chairman. He is currently the chairman of Zhejiang Semir and primarily responsible for the overall management, strategic planning and decision making of Zhejiang Semir.

Mr. Qiu is also (i) the representative of the People’s Congress of Minhang District in Shanghai; and (ii) the vice chairman of the seventh council to the China National Garment Association (中國服裝協會第七屆理事會).

Mr. Qiu obtained his executive master’s degree in business administration from China Europe International Business School (中歐國際工商學院) in the PRC in October 2014.

As of the Latest Practicable Date, Mr. Qiu was one of our [REDACTED] Investors and interested in approximately 8.91% equity interest of our Company. See “Appendix VII – Statutory and General Information – Further Information About Our Directors, Supervisors and Substantial Shareholders” for details.

Mr. Gao Yuan (高原), aged 41, joined our Company as a non-executive Director in July 2023. He is primarily responsible for providing management and strategic advice to our Group.

Mr. Gao has over seven years of management experience in the technology industry. The major work experience of Mr. Gao are as follows:

<u>Name of company</u>	<u>Service period</u>	<u>Position</u>	<u>Primary responsibilities</u>	<u>Principal activities of the company</u>
JD Technology	From September 2015 to current	Head of strategic and integrated support	Overseeing strategic planning and business strategy development	Provision of technology products and solutions
Suqian Zhongyiguan Business Consulting Co., Ltd. (宿遷中益冠商務諮詢有限公司)	From December 2019 to current	Executive director, general manager and legal representative	Handling the daily operation and management	Provision of financial consulting services
JD Molybdenum Media Technology Co., Ltd. (京東鎢媒科技有限公司)	From December 2021 to current	Executive director, general manager and legal representative	Handling the daily operation and management	Provision of public relations, market research and advertising services
Tianjin JD Molybdenum Media Technology Co., Ltd. (天津京東鎢媒科技有限公司)	From January 2022 to current	Executive director, manager and legal representative	Handling the daily operation and management	Provision of market research and advertising services

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Name of company	Service period	Position	Primary responsibilities	Principal activities of the company
Jingmo (Shanghai) Technology Co., Ltd. (京錫(上海)科技有限公司)	From February 2022 to current	Executive director, general manager and legal representative	Handling the daily operation and management	Provision of telecommunications top-up, technical and big data services
Shanghai Baixun Investment Management Co., Ltd. (上海百迅投資管理有限公司)	From June 2023 to current	Legal representative	Handling the daily operation and management	Provision of investment and asset management services

Mr. Gao obtained his bachelor’s degree in information engineering from South China University of Technology (華南理工大學) in the PRC in July 2005. He further obtained his master’s degree in communication and information system from Beijing University of Posts and Telecommunications (北京郵電大學) in the PRC in March 2009.

Independent Non-executive Directors

Mr. Huang Xuexian (黃學賢), aged 61, was appointed as our independent Director in August 2017 and re-designated as our independent non-executive Director in June 2023. Mr. Huang is primarily responsible for supervising our Board and providing independent advice to our Board.

Mr. Huang has over 38 years of experience in legal education industry. From July 1985 to June 2015, Mr. Huang has been serving as a lecturer, associate professor and professor at Soochow University (蘇州大學) in the PRC. From September 2008 to June 2015, he has served as the vice president of the law faculty at Soochow University, where he was primarily responsible for teaching management. Since December 2022, Mr. Huang has also served as an independent director of Canmax Technologies Co., Ltd. (蘇州天華新能源科技股份有限公司), a company principally engaged in the provision of electrostatic and micro-pollution prevention and control solutions in the PRC and whose shares are listed on the Shenzhen Stock Exchange (stock code: 300390), where he is primarily responsible for supervising and providing independent advice to the board. To strengthen his skillset as our independent non-executive Director and his knowledge in relation to corporate governance, he has attended the 75th Shanghai Stock Exchange Independent Director Qualification Training in April 2021.

Mr. Huang is the member of the eighth council of the Institute of Rule of Law, China University of Political Science and Law (中國政法大學法治政府研究院).

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Mr. Huang obtained his bachelor’s degree in political science, master’s degree in administrative law and doctoral degree in constitutional and administrative laws from Soochow University (蘇州大學) in the PRC in July 1985, June 1997 and December 2016, respectively.

From September 19, 2003 to December 28, 2005, Mr. Huang served as a supervisor of Suzhou Industrial Park Haikun Business Consulting Co., Ltd. (蘇州工業園區海鯤商務諮詢有限公司) (“**Suzhou Haikun**”), a limited liability company established in the PRC. Suzhou Haikun was revoked on December 28, 2005 as a result of revocation of business license due to the fact that Suzhou Haikun was not engaging in any business activities for more than six months prior to the date of the revocation. Mr. Huang confirmed that (i) there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on his part in connection with the revocation of Suzhou Haikun; (ii) there is no outstanding claim or liability against him in connection with the revocation of Suzhou Haikun; and (iii) Suzhou Haikun was solvent at the time of its revocation. Mr. Huang confirmed that since the revocation and as of the Latest Practicable Date, Suzhou Haikun has not carried out any business activities and, so far as he was aware, the revocation of the business licenses of Suzhou Haikun has not resulted in any punishment or fines imposed by any competent authorities, nor has it resulted in any outstanding or potential claims or liabilities against Suzhou Haikun.

Mr. Chen Xinhe (陳新河), aged 48, was appointed as our independent Director in August 2017 and re-designated as our independent non-executive Director in June 2023. Mr. Chen is primarily responsible for supervising our Board and providing independent advice to our Board.

Mr. Chen has over 22 years of experience in big data industry. Prior to joining our Company, from December 2001 to June 2015, Mr. Chen has worked in the China Industrial Control Systems Cyber Emergency Response Team (CICS-CERT) (國家工業信息安全發展研究中心) (formerly known as the Institute of Electronic Science and Technology Information of the MIIT (工業和信息化部電子科學技術情報研究所)), a centralized professional science and technology intelligence research institution in the PRC, where he was primarily responsible for R&D and promoting the technological advancement in the PRC. Since June 2015, he has been serving as the deputy secretary-general of Zhongguancun Big Data Industry Alliance (中關村大資料產業聯盟), a non profit-making organization which is committed to promoting the development of big data industry in the PRC, where he is primarily responsible for assisting with the operation of the alliance.

Mr. Chen obtained his bachelor’s degree in metal pressure processing from the faculty of material engineering from Southern Institute of Metal (南方冶金學院) in the PRC in July 1997. He further obtained his master’s degree in business administration from the Beijing Institute of Technology (北京理工大學) in the PRC in March 2004.

Mr. Li Shun Fai (李淳暉), aged 43, was appointed as our independent Director in May 2023 and re-designated as our independent non-executive Director in June 2023. Mr. Li is primarily responsible for supervising our Board and providing independent advice to our Group.

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Mr. Li has over 21 years of experience in auditing and financial management. Prior to joining our Company, from September 2002 to April 2011, Mr. Li successively served in various roles in Deloitte China, with his last position as a senior manager, where he was primarily responsible for providing professional audit services. From April 2011 to June 2013, Mr. Li served as the head of finance of Shantou International Container Terminals in Hutchison Port Holdings Limited, a company principally engaged in the operation of ports and terminals, where he was primary responsible for financial management. Subsequently, he joined Zhonghui Anda CPA Limited, an auditing firm in Hong Kong, and has been serving as an audit partner, where he is primarily responsible for the provision of audit services to listed companies in Hong Kong.

From March 2021 to June 2021, Mr. Li served as an independent non-executive director of Evershine Group Holdings Limited, a company principally engaged in trading, property development and investment, money lending, mobile application, and cemetery businesses and whose shares were previously listed on the GEM of the Stock Exchange (stock code: 8022) and subsequently delisted in October 2022, where he was primarily responsible for supervising and providing independent advice to the board.

Mr. Li is an existing Council Member to the Hong Kong Institute of Certified Public Accountants (香港會計師公會) and a founding member of the Hong Kong Professional Investors Association (香港專業投資者協會).

Mr. Li obtained his bachelor’s degree in business administration from the City University of Hong Kong in November 2002. He also obtained a master of science degree in professional accountancy from the University of London in the United Kingdom in August 2017. He further obtained a master of law degree from King’s College London in the United Kingdom in April 2020. He has been a member of The Hong Kong Institute of Certified Public Accountants and The Association of Chartered Certified Accountants since July 2006 and March 2006, respectively. Mr. Li also obtained professional qualifications in valuation and surveying from The International Association of Certified Valuation Specialists, Canada since May 2016.

SUPERVISORS

In accordance with the PRC Company Law, all joint stock companies are required to establish a supervisory committee, which is responsible for supervising the board and senior management of a company on the fulfilment of their respective duties, as well as the financial performance, internal control management and risk management of the corporation. Our Supervisory Committee consists of three members comprising one Supervisor representing employees and two Supervisors representing Shareholders.

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The table below sets out certain information regarding our Supervisors:

Name	Age	Existing position(s) in our Group	Time of joining our Group	Date of appointment as Supervisor	Principal responsibilities	Relationship with Directors, Supervisors and other senior management
Mr. Gao Qi (高奇)	34	Chairperson of our Supervisory Committee	February 2011	April 2023	Presiding over the work of our Supervisory Committee and supervising the operating and financial activities of our Company	None
Mr. Yu Gang (余綱)	51	Supervisor Director of Beijing Sidike	August 2017	August 2017	Supervising the operating and financial activities of our Company	None
Ms. Ren Yuan (任園)	50	Supervisor	February 2014	February 2014	Supervising the operating and financial activities of our Company	None

Mr. Gao Qi (高奇), aged 34, was appointed as our design manager in February 2011, and was appointed as our Supervisor representing employees and chairman of our Supervisory Committee in April 2023. He is primarily responsible for presiding over the work of our Supervisory Committee and supervising the operating and financial activities of our Company.

Mr. Gao had previously served as a legal representative of Shanghai Qiongjin Architectural Design Consulting Center (上海瓊瑾建築設計諮詢中心) (“**Shanghai Qiongjin**”) from March 2019 to October 2021, a company principally engaged in the provision of architectural design consulting services and information consulting services in the PRC. Shanghai Qiongjin was dissolved on October 12, 2021 as a result of cessation of business. Mr. Gao confirmed that (i) there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on his part in connection with the dissolution of Shanghai Qiongjin; (ii) there is no outstanding claim or liability against him in connection with the dissolution of Shanghai Qiongjin; and (iii) Shanghai Qiongjin was solvent at the time of its dissolution.

Mr. Gao obtained his associate degree in entertainment software design from Suzhou Art & Design Technology Institute (蘇州工藝美術職業技術學院) in the PRC in June 2011.

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Mr. Yu Gang (余鋼), aged 51, was appointed as our Supervisor representing Shareholders in August 2017 and he is primarily responsible for supervising the operating and financial activities of our Company. He is also the director of our subsidiary Beijing Sidike.

The major work experience of Mr. Yu are as follows:

Name of company	Service period	Position	Primary responsibilities	Principal activities of the company
Jiangsu Sugaoxin Venture Capital Co., Ltd. (江蘇省蘇高新風險投資股份有限公司)	From March 2000 to September 2000	Project manager	Sourcing, due diligence and execution of projects	Investment with focus on science and technology innovation and development of small and medium enterprises in Suzhou High-Tech Development Zone
Shanghai Zhangjiang Venture Capital Co., Ltd. (上海張江創業投資有限公司)	From September 2000 to June 2003	Senior manager	Sourcing, due diligence and execution of projects	Investment with focus on information technology, biotechnology and new material sectors in the PRC
China-Singapore Ventures	From November 2007 to March 2014	Deputy general manager	Managing the business development of Suzhou Industrial Park Yuandian Venture Capital Investment Co., Ltd. (蘇州工業園區原點創業投資有限公司) (“ Yuandian Venture Capital ”)	Investment with focus on high-tech enterprises at the start-up and growth stages
Yuandian Venture Capital	From March 2008 to March 2014	Manager	Overall business development including project sourcing, due diligence, decision-making and post-investment management	Venture capital investment in the PRC

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Name of company	Service period	Position	Primary responsibilities	Principal activities of the company
Tahoe Venture Capital	From June 2014 to current	Executive partner	Fund raising, project investment and post-investment management	Management of venture capital companies and provision of related consulting services
Suzhou Tahoe Taihe Investment Management Co., Ltd. (蘇州太浩太合投資管理有限公司)	From May 2018 to current	Executive director	Overall project investment and project management	Provision of investment management services in the PRC
Suzhou Digital-Health Care Co., Ltd. (蘇州迪凱爾醫療科技有限公司)	From June 2020 to current	Director	Overall management and business operation	Provision and operation of medical devices
Suzhou Keda Technology Co., Ltd. (蘇州科達科技股份有限公司) (Shanghai Stock Exchange stock code: 603660)	From September 2021 to current	Independent director	Supervising and providing independent advice to the board	R&D and provision of network communication equipment and software
Suzhou Jingyu Medical Equipment Co., Ltd. (蘇州景昱醫療器械有限公司)	From January 2022 to current	Supervisor	Supervising business operation	R&D and export and import of medical devices and other related electronic products
Suzhou Mitu Optoelectronic Technology Co., Ltd. (蘇州芊圖光電技術有限公司)	From March 2022 to current	Supervisor	Supervising business operation	R&D and sales of optoelectronic chips

Mr. Yu obtained his bachelor’s degree in industrial electrical automation and master’s degree in accounting from the China University of Mining and Technology (中國礦業大學) in the PRC in July 1994 and June 1999, respectively.

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Mr. Yu had various roles in certain dissolved or revoked companies, details of which are set out below:

Name of company	Position	Place of establishment	Nature of business pursuant to the business license	Reason for dissolution or revocation	Date of dissolution or revocation
Shanghai Suding Biotechnology Co., Ltd. (上海蘇鼎生物技術有限公司)	Supervisor	PRC	Research and development of biotechnology	Cessation of business	June 23, 2005
Shanghai Daozheng Investment Management Consulting Co., Ltd. (上海道正投資管理諮詢有限公司) (“Shanghai Daozheng”)	Executive director and legal representative	PRC	Provision of investment management services in the PRC	Revocation of business license due to the fact that Shanghai Daozheng was not engaging in any business activities for more than six months prior to the date of the revocation	April 5, 2007
Shanghai Xiangzheng Investment Management Consulting Co., Ltd. (上海祥正投資管理諮詢有限公司)	Executive director and legal representative	PRC	Provision of investment consulting, corporate management consulting and enterprise marketing planning services	Cessation of business	August 3, 2012
Shanghai Jiexiang Architectural Design Co., Ltd. (上海佳翔建築設計有限公司)	Executive director and legal representative	PRC	Provision of architectural, landscape and interior design services	Cessation of business	August 3, 2012
Suzhou Hengyu Tahoe Venture Capital Management Co., Ltd. (蘇州恆宇太浩創業投資管理有限公司)	Executive director and legal representative	PRC	Venture capital investment in the PRC	Cessation of business	September 14, 2022

Mr. Yu confirmed that (i) there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on his part in connection with the dissolution or revocation of the above companies; (ii) there is no outstanding claim or liability against him in connection with the dissolution or revocation of the above companies; and (iii) the above companies were solvent at the time of their respective dissolution or revocation. Mr. Yu confirmed that since the revocation of Shanghai Daozheng and as of the Latest Practicable Date, Shanghai Daozheng has not carried out any business activities and, so far as he was aware, the revocation of the business licenses of Shanghai Daozheng has not resulted in any punishment or fines imposed by any competent authorities, nor has it resulted in any outstanding or potential claims or liabilities against Shanghai Daozheng.

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

As of the Latest Practicable Date, Mr. Yu was interested in an aggregate of approximately 2.87% equity interest of our Company through his indirect interest in Tahoe Growth, Tahoe Lande and Tahoe Growth II. See “History, Development and Corporate Structure – [REDACTED] Investments” and “Appendix VII – Statutory and General Information – Further Information About Our Directors, Supervisors and Substantial Shareholders” for details.

Ms. Ren Yuan (任園), aged 50, was appointed as our Supervisor representing Shareholders in February 2014. She is primarily responsible for supervising our Company’s operating and financial activities.

Prior to joining our Company, from April 2010 to May 2019, she served as a project manager of Beijing Innovation Lezhi Information Technology Co., Ltd. (北京創新樂知信息技術有限公司), a company principally engaged in the provision of information technology services in the PRC, where she was primarily responsible for overall project management including decision-making, project coordination and implementation, cost management and post-completion reviews. Since April 2012, Ms. Ren served as a supervisor of Beijing Weiming Interactive Information Technology Co., Ltd. (北京微明互動信息技術有限公司), a company principally engaged in the provision of information technology services, where she was primarily responsible for the supervisory role. Since June 2019, she has been serving as a project manager of Beijing Innovation Lezhi Network Technology Co., Ltd. (北京創新樂知網絡技術有限公司), a company principally engaged in the provision of network technology services in the PRC, where she is primarily responsible for overall project management including decision-making, project coordination and implementation, cost management and post-completion reviews. Since September 2019, Ms. Ren was the supervisor of Beijing Jike Shejian Technology Service Co., Ltd. (北京極客舌尖技術服務有限公司), a company principally engaged in the provision of technology services in the PRC, where she is primarily responsible for the supervising role.

Ms. Ren obtained her bachelor’s degree in accounting from Zhongnan University of Economics and Law (中南財經政法大學) in the PRC in July 2000.

Ms. Ren had various roles in certain dissolved companies, details of which are set out below:

<u>Name of company</u>	<u>Position</u>	<u>Place of establishment</u>	<u>Nature of business pursuant to the business license</u>	<u>Reason for dissolution</u>	<u>Date of dissolution</u>
Beijing Aiweisheng Education Technology Co., Ltd. (北京艾唯勝教育科技有限公司)	Supervisor	PRC	Promotion of internet activities and provision of online retail services	Members’ resolutions	April 2019

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Name of company	Position	Place of establishment	Nature of business pursuant to the business license	Reason for dissolution	Date of dissolution
Tianjin Letang Enterprise Management Consulting Partnership (Limited Partnership) (天津樂棠企業管理諮詢合夥企業 (有限合夥))	Managing partner	PRC	Provision of enterprise management consulting and information consulting services in the PRC	Members’ resolutions	November 24, 2022

Ms. Ren confirmed that (i) there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on her part in connection with these dissolved companies; (ii) there is no outstanding claim or liability against her in connection with these dissolved companies; and (iii) these companies were solvent at the time of their respective dissolution.

As of the Latest Practicable Date, Ms. Ren was one of our [REDACTED] Investor and interested in approximately 1.39% equity interest of our Company. See “History, Development and Corporate Structure – [REDACTED] Investments” and “Appendix VII – Statutory and General Information – Further Information About Our Directors, Supervisors and Substantial Shareholders” for details.

OTHER INFORMATION IN RELATION TO OUR DIRECTORS AND SUPERVISORS

Save as disclosed above and in this document, each of our Directors and Supervisors has confirmed with respect to himself/herself that he/she (i) did not hold other long positions or short positions in the shares, underlying shares or debentures of our Company or any associated corporation (within the meaning of Part XV of the SFO) as of the Latest Practicable Date; (ii) had no other relationship with any Directors, Supervisors, senior management, substantial Shareholders or Controlling Shareholders of our Company as of the Latest Practicable Date; (iii) did not hold any other directorships in the three years prior to the Latest Practicable Date in any public companies of which the securities are listed on any securities market in Hong Kong and/or overseas; and (iv) there are no other matters concerning our Directors’ and Supervisors’ appointments that need to be brought to the attention of our Shareholders and the Stock Exchange or shall be disclosed pursuant to Rules 13.51(2)(h) to (v) of the Listing Rules.

SENIOR MANAGEMENT

Our executive Directors and senior management are responsible for the day-to-day operation and management of our business.

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

The table below sets out certain information regarding our senior management. For information concerning our senior management who also serve as executive Directors, see the paragraph headed “Board of Directors – Executive Directors” in this section above.

Name	Age	Existing position(s) in our Group	Time of joining our Group	Date of appointment as senior management	Principal responsibilities	Relationship with Directors, Supervisors and other senior management
Mr. Zuo Lei (左磊)	38	Chairman of our Board, chief executive officer and executive Director of our Company Chairman and director of Beijing Sidike Chairman and director of Zhonghui Juhe Director, general manager and head of finance of Wuhan Jushunhe Director and manager of Juli Wanhe Director and general manager of Xuzhou Juhe	February 2010	February 2010	Overseeing day-to-day operations and overall business strategy and planning of our Group and overseeing our Board	None
Ms. Yang Yanjun (楊彥君)	37	Executive Director, deputy general manager, secretary to the Board and joint company secretary of our Company	July 2018	July 2018	Handling day-to-day affairs of our Board, assisting our Board in legal compliance matters and handling public relations of our Group	None

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Name	Age	Existing position(s) in our Group	Time of joining our Group	Date of appointment as senior management	Principal responsibilities	Relationship with Directors, Supervisors and other senior management
Mr. Shao Chuangye (邵創業)	40	Chief financial officer of our Company	January 2020	January 2020	Overseeing our Group’s finance and accounting matters	None
Mr. Shao Lida (邵利達)	44	Deputy general manager of our Company	November 2015	June 2019	Overseeing our Group’s API standardization sales business and managing our product planning	None
Mr. Wei Zheng (魏徵)	39	Deputy general manager of our Company Director and general manager of Tianju Renhe Director of Tianju Xinghe	March 2019	June 2019	Managing our business department and formulating our market strategy	None
Mr. Han Jianfeng (韓劍鋒)	42	Deputy general manager of our Company	June 2019	June 2019	Formulating the strategies of our Group’s products and technologies	None
Mr. Dong Chuanzu (董傳族)	35	Deputy general manager of our Company	April 2011	January 2020	Managing our Group’s R&D teams, cost control and product improvement	None
Mr. Wang Lei (王雷)	44	Deputy general manager of our Company	June 2021	June 2021	Overseeing the operation of the government sector business team and business expansion of our Group	None

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Name	Age	Existing position(s) in our Group	Time of joining our Group	Date of appointment as senior management	Principal responsibilities	Relationship with Directors, Supervisors and other senior management
Ms. Ji Shilin (冀士琳)	35	Deputy general manager of our Company	July 2017	April 2023	Overseeing the human resources management of our Group	None

Mr. Zuo Lei (左磊), see “Board of Directors – Executive Directors” for details.

Ms. Yang Yanjun (楊彥君), see “Board of Directors – Executive Directors” for details.

Mr. Shao Chuangye (邵創業), aged 40, was appointed as our chief financial officer in January 2020. Mr. Shao is primarily responsible for overseeing our Group’s finance and accounting matters.

Mr. Shao has over 17 years of experience in finance and taxation. Prior to joining our Company, from July 2006 to June 2007, he served as an audit assistant in Suzhou Jinding Certified Public Accountants Co., Ltd. (蘇州金鼎會計師事務所有限公司), a company principally engaged in the provision of auditing and accounting services in the PRC, where he was primarily responsible for providing audit services. From July 2007 to August 2009, he served as a manager in Qisda Corporation (蘇州佳世達電通有限公司), a company with principal business in information technology industry, medical business, smart solutions and network communication business, where he was primarily responsible for providing accounting service. From September 2009 to October 2019, Mr. Shao successively served in various roles and last served as a finance director of Suzhou Snail Digital Technology Co., Ltd. (蘇州蝸牛數字科技股份有限公司), an integrated internet company based on virtual digital technology with principal business in R&D, content development and platform operation in the PRC, where he was primarily responsible for handling corporate finance works.

Mr. Shao obtained a bachelor’s degree in economics from Soochow University (蘇州大學) in the PRC in June 2006.

Mr. Shao Lida (邵利達) (formerly known as Shao Lida (邵麗達)), aged 44, was appointed as our pre-sales consultant in November 2015 and subsequently served as our sales director. In June 2019, he was promoted to our deputy general manager. He is primarily responsible for overseeing our Group’s API standardization sales business and managing our product planning.

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Mr. Shao has over 17 years of experience in telecommunications and internet data industry. Prior to joining our Company, from June 2009 to December 2012, Mr. Shao served as a network optimization engineer of Shanghai Posts & Telecommunications Designing Consulting Institute Co., Ltd. (上海郵電設計諮詢研究院有限公司), a company principally engaged in engineering design and information technology development in the PRC, where he was primarily responsible for network optimization. From June 2015 to November 2015, Mr. Shao served as a sales representative of Suzhon Yida Feixiang Information Technology Co., Ltd. (蘇州億達飛翔信息科技有限公司), a company principally engaged in the provision of software and information technology services in the PRC, where he was primarily responsible for sales and account management.

Mr. Shao completed his self-taught higher education examinations (junior college) qualification in computer application offered by Nanjing University (南京大學) in the PRC in June 1999.

Mr. Wei Zheng (魏徵), aged 39, was appointed as a deputy director of our fundamental business unit in March 2019 and was promoted to deputy general manager in June 2019. He is primarily responsible for managing our business department and formulating our market strategy. He is also the director and general manager of our subsidiary Tianju Renhe and the director of our subsidiary Tianju Xinghe.

Mr. Wei has over 13 years of experience in communication industry which includes 10 years of work experience in the internet industry. Prior to joining our Company, from June 2010 to February 2013, Mr. Wei served as a product director of the communication subdivision of PCI Technology Group Co., Ltd. (佳都科技集團股份有限公司), a company principally engaged in the provision of artificial intelligence services and products in the PRC and whose shares are listed on the Shanghai Stock Exchange (stock code: 600728), where he was primarily responsible for handling pre-sales work, providing customized products and solutions, upgrading the existing products platform and cooperating with major customers to build the cloud platform. From March 2013 to March 2019, Mr. Wei served as a general manager of the top-up division of Beijing Gaoyang Jiexun Information Technology Co., Ltd. (北京高陽捷迅信息技術有限公司), a company principally engaged in the provision of information technology products in the PRC, where he was primarily responsible for managing the top-up division.

Mr. Wei had previously served as a legal representative and executive director of Tianju Daohe (our subsidiary before its dissolution), a company principally engaged in the provision of top-up services in the PRC. Tianju Daohe was dissolved on April 17, 2023 as a result of cessation of business. Mr. Wei confirmed that (i) there was no judgment or findings of fraud, dishonesty, any misconduct or wrongful act on his part in connection with the dissolution of Tianju Daohe; (ii) there is no outstanding claim or liability against him in connection with the dissolution of Tianju Daohe; and (iii) Tianju Daohe was solvent at the time of its dissolution.

Mr. Wei obtained a bachelor’s degree in business administration from Beijing Jiaotong University (北京交通大學) through distance learning in July 2010.

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Mr. Han Jianfeng (韓劍鋒), aged 42, has been serving as our deputy general manager and technical director of our R&D center since June 2019. Mr. Han is primarily responsible for formulating the strategies of our Group’s products and technologies.

Mr. Han has over ten years of experience in software development focusing on big data, artificial intelligence and blockchain. Prior to joining our Company, from April 2013 to February 2014, he served as a R&D director of Suzhou Youwen Software Technology Co., Ltd. (蘇州優問軟件技術有限公司), a company principally engaged in the R&D of intelligent semantic technology and provision of software products in the PRC, where he was primarily responsible for R&D. From March 2014 to April 2019, he served as a project director of mobility security business unit of Jiangsu Tongfudun Technology Co., Ltd. (江蘇通付盾科技有限公司), a company principally engaged in the provision of blockchain solutions, smart contract audit and management services and data analysis services in the PRC, where he was primarily responsible for project management.

Mr. Han obtained a bachelor’s degree in computer science and technology from the People’s Liberation Army Strategic Support Force Information Engineering University (中國人民解放軍戰略支援部隊信息工程大學) in the PRC in July 2003.

Mr. Dong Chuanzu (董傳族), aged 35, joined our Company since April 2011 and served in various roles including development engineer, project manager, technical director of our R&D center and chairperson of our Supervisory Committee. He was promoted to deputy general manager in January 2020. Mr. Dong is primarily responsible for managing our Group’s R&D teams, cost control and product improvement. Mr. Dong has over 12 years of experience in computer software development.

Mr. Dong obtained an associate’s degree in computer network technology from Zhejiang University of Water Resources and Electric Power (浙江水利水電學院) (formerly known as Zhejiang Institute of Water Resources and Electric Power (浙江水利水電專科學院)) in the PRC in June 2009.

Mr. Wang Lei (王雷), aged 44, was appointed as our deputy general manager in June 2021. Mr. Wang is primarily responsible for overseeing the operation of the government sector business team and business expansion of our Group.

Mr. Wang has over 12 years of experience in R&D of software systems. Prior to joining our Company, from April 2011 to June 2017, Mr. Wang served as a project manager of Founder International Co., Ltd. (方正國際軟件有限公司), a company principally engaged in the development of application software and provision of IT system integration services, where he was primarily responsible for overall project management, and subsequently became a technician for its smart city public affairs department. From July 2017 to June 2021, he served as a project deputy general manager of GAEA Information Technology Co., Ltd. (蘇州數字地圖信息科技股份有限公司), a company principally engaged in the provision of geographic information technology products and services in the PRC and whose shares are listed on the NEEQ (stock code: 835256), where he was primarily responsible for overall project management, internal management team development and key customer maintenance.

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Mr. Wang obtained a bachelor’s degree in applied electronics technology from Anhui Normal University (安徽師範大學) in the PRC in July 2001. He further obtained a master’s degree in business administration from Xiamen University (廈門大學) in the PRC in September 2016.

Ms. Ji Shilin (冀士琳), aged 35, has previously served in various roles in our Company since July 2017, including assistant to president, head of marketing and chairlady of our Supervisory Committee. Since January 2021, Ms. Ji has been serving as the head of human resources of our Company. In April 2023, she was promoted as the deputy general manager of our Company and is responsible for overseeing the human resources management of our Group.

Prior to joining our Company, from September 2014 to February 2017, she successively served as the president assistant deputy director of the management center of Speed and Technology Co., Ltd. (速度科技股份有限公司), a company principally engaged in the development and sales of software products and data services, where she was primarily responsible for administrative affairs, business expansion and human resources management.

Ms. Ji obtained a bachelor’s degree in forest study from Huangshan University (黃山學院) in July 2011. She further obtained a master’s degree in forest protection from Nanjing Forestry University (南京林業大學) in June 2014 and is currently enrolled in the master’s degree in applied psychology of Renmin University of China (中國人民大學). She has obtained the qualification of Human Resource Management Professional (人力資源管理師) accredited by the Ministry of Human Resources and Social Security of the PRC in November 2022.

JOINT COMPANY SECRETARIES

Ms. Yang Yanjun (楊彥君) was appointed as our joint company secretary in August 2023. For further biographic details of Ms. Yang, see “– Board of Directors – Executive Directors” in this section.

Ms. Ching Shuk Wah Shirley (程淑華), was appointed as our joint company secretary in August 2023.

Ms. Ching has over 25 years of experience in corporate secretarial services, administration and management, international trade and trade financing. She joined SWCS Corporate Services Group (Hong Kong) Limited (“SWCS”), a corporate service provider in Hong Kong established in 2011 and is currently an assistant manager to the company secretary services department of SWCS, where she is responsible for assisting in the provision of company secretarial services.

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Ms. Ching obtained a bachelor's degree in business administration from the University of Western Sydney and further obtained a master's degree in corporate governance from the Hong Kong Metropolitan University (formerly known as The Open University of Hong Kong). She 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. Ching is not an employee of our Company but will coordinate with Ms. Yang, our other joint company secretary, in discharging their duties as the joint company secretaries of our Company.

BOARD COMMITTEES

Our Board has established the Audit Committee, the Remuneration and Assessment 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 Company's activities.

Audit Committee

We have established our Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the CG Code as set out in Appendix C1 to the Listing Rules.

The primary duties of our Audit Committee are to review and supervise our financial reporting process, internal control system, risk management and internal audit of our Company; provide advice and comments to our Board; and perform other duties and responsibilities as may be assigned by our Board. Our Audit Committee consists of three members, namely Mr. Li Shun Fai, Mr. Qiu Jianqiang and Mr. Chen Xinhe. The chairperson of our Audit Committee is Mr. Li Shun Fai, who is our independent non-executive Director with appropriate professional qualifications.

Remuneration and Assessment Committee

We have established our Remuneration and Assessment Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the CG Code as set out in Appendix C1 of the Listing Rules.

The primary duties of our Remuneration and Assessment Committee are to establish, review and provide advices to our Board on our policy and structure concerning remuneration of our Directors and senior management and on the establishment of a formal and transparent procedure for developing policies concerning such remuneration; make recommendations to our Board on the terms of the specific remuneration package of each executive Director and senior management; and review and approve performance-based remuneration by reference to corporate goals and objectives resolved by our Directors from time-to-time. Our Remuneration and Assessment Committee consists of three members, namely Mr. Huang Xuexian, Mr. Chen Xinhe and Ms. Yang Yanjun. The chairperson of our Remuneration and Assessment Committee is Mr. Huang Xuexian, who is our independent non-executive Director.

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Nomination Committee

We have established our Nomination Committee with written terms of reference in compliance with the CG Code as set out in Appendix C1 of the Listing Rules.

The primary duties of our Nomination Committee are to review the structure, size and composition of our Board on a regular basis and make recommendations to our Board regarding any proposed changes to the composition of our Board; identify, select or make recommendations to our Board on the selection of individuals nominated for directorships; ensure the diversity of our Board members; assess the independence of our independent non-executive Directors; and make recommendations to our Board on relevant matters relating to the appointment, re-appointment and removal of our Directors and succession planning for our Directors. Our Nomination Committee consists of three members, namely Mr. Chen Xinhe, Mr. Li Shun Fai and Mr. Lin Shan. The chairperson of our Nomination Committee is Mr. Chen Xinhe, who is our independent non-executive Director.

CORPORATE GOVERNANCE

We aim to achieve high standards of corporate governance which are crucial to our development and the safeguard of the interests of our Shareholders. Pursuant to provision C.2.1 of the CG Code as set out in Appendix C1 to the Listing Rules, the roles of the chairman and chief executive officer should be separate and should not be performed by the same individual. Mr. Zuo is the chairman of the Board and the chief executive officer of our Company. In view of the fact that Mr. Zuo has been responsible for the overall strategic planning and day-to-day management of our Group since its establishment, our Board believes that with the support of Mr. Zuo's extensive experience and knowledge in the big data industry and our business, vesting the roles of both chairman and chief executive officer in Mr. Zuo strengthens the consistent and solid corporate vision of our Group and promotes efficient business planning and decision. Our Board is also of the view that the current management structure is effective for our operation and sufficient checks and balances are in place. Our Board currently comprises four executive Directors, two non-executive Directors and three independent non-executive Directors, and therefore has a strong independence element in its composition. Our Board will continue to review the effectiveness of the corporate governance structure of our Company in order to assess whether separation of the roles of chairman of our Board and chief executive officer is necessary.

Save as disclosed above, we expect to comply with the CG Code set out in Appendix C1 to the Listing Rules after the [REDACTED].

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Board Diversity Policy

We have adopted a Board Diversity Policy which sets out the approach to achieve and maintain diversity in our Board which includes the criteria in selecting candidates to our Board in order to enhance the effectiveness of our Board and to maintain a high standard of corporate governance. Our Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level as an essential element in supporting the attainment of our Company’s strategic objectives and sustainable development. Our Company seeks to achieve Board diversity through the consideration of a number of factors, including but not limited to talent, gender, age, cultural and education background, ethnicity, professional qualifications, skills, knowledge, industry experience and length of service. We will select potential Board candidates based on merit and his/her potential contribution to our Board while taking into consideration our own business model and specific needs from time to time. All Board appointments will be based on meritocracy and candidates will be considered against objective criteria, having due regard to the benefits of diversity on our Board. Our Board is of the view that our Board has achieved the board diversity requirement in our Board Diversity Policy.

Our Board has a balanced mix of knowledge, skills and experience, including but without limitation to technology, big data, accounting, finance, corporate finance and legal industries. Our Directors obtained degrees in various majors including accounting, laws, business administration, computer science and engineering and from universities in Mainland China, Hong Kong and overseas. We believe they can contribute different knowledge, skills and industry experience. We have three independent non-executive Directors from different industry backgrounds, including law, big data and accounting and finance. Furthermore, our Directors are of a wide range of age, from 37 to 61 years old.

With regards to gender diversity on the Board, we recognize the particular importance of gender diversity. Our Board currently comprises one female Director and eight male Directors. We have taken and will continue to take steps to promote and enhance gender diversity at all levels of our Company, including but without limitation at our Board and senior management levels. Our Board Diversity Policy provides that our Board should take gender diversity into consideration when selecting and making recommendations on suitable candidates for Board appointments. We will also 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 going forward. It is our objective to maintain an appropriate balance of gender diversity with reference to the expectations of stakeholders and international and local recommended best practices.

Our Nomination Committee is responsible for ensuring the diversity of our Board members. After [REDACTED], our Nomination Committee will review our board diversity policy and its implementation from time to time to monitor its continued effectiveness, assess the composition of our Board and make recommendations to our Board on appointment of members of our Board. We will also disclose a summary of our Board Diversity Policy, including any measurable objectives set for implementation and the progress on achieving these objectives, in our corporate governance report on an annual basis.

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

CONFIRMATION FROM OUR DIRECTORS

Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules in August 2023, and (ii) understands his/her obligations as a director of a listed issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

Each of our independent non-executive Directors has confirmed (i) his independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) that he 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 under the Listing Rules, and (iii) that there are no other factors that may affect his independence at the time of his appointments.

DIRECTORS’, SUPERVISORS’ AND SENIOR MANAGEMENT’S REMUNERATION

We offer our Directors, Supervisors and senior management, who are also employees of our Company, emolument in the form of fees, salaries, allowance and other benefits, discretionary bonus, contribution to retirement scheme and equity-settled share-based payments (as the case may be). The independent non-executive Directors receive emolument based on their respective duties and responsibilities (including being members or chairperson of Board committees).

The aggregate remuneration (including fees, salaries, allowance and other benefits, discretionary bonus, contribution to retirement scheme and equity-settled share-based payments (as the case may be)) paid to our Directors and Supervisors for the three years ended December 31, 2021, 2022 and 2023 was approximately RMB2,306,000, RMB2,472,000 and RMB2,529,000, respectively. None of our Directors and Supervisors had waived or agreed to waive any remuneration during the Track Record Period. Saved as disclosed above, no other payments have been paid or are payable by our Company to our Directors and Supervisors during the Track Record Period.

The number of our Company’s five highest paid individuals for the three years ended December 31, 2021, 2022 and 2023 included three, four and five employees who were not Directors and supervisors, respectively. The aggregate remuneration (including salaries, allowance and other benefits, discretionary bonus, contribution to retirement scheme and equity-settled share-based payments) payable to such individuals (excluding any of our Directors and Supervisors) for the three years ended December 31, 2021, 2022 and 2023 was approximately RMB2,143,000, RMB3,138,000 and RMB3,735,000, respectively.

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

For the three years ended December 31, 2021, 2022 and 2023, no remuneration was paid by us to our Directors, Supervisors or the five highest paid individuals as an inducement to join or upon joining our Company, and save as required by relevant laws and regulations, no compensation was made by us to our Directors for the loss of office for the three years ended December 31, 2021, 2022 and 2023.

Save as disclosed above, no other payments had been made, or are payable, by any member of our Company to our Directors and Supervisors during the Track Record Period. For additional information on our Directors and Supervisors' remuneration during the Track Record Period as well as information on the five highest paid individuals, see Note 14 to the Accountants' Report in Appendix I.

Pursuant to the existing arrangements that are currently in force as of the date of this document, the amount of remuneration (including benefits in kind but excluding discretionary bonuses) payable to our Directors and Supervisors by our Company for the year ending December 31, 2024 is estimated to be approximately RMB2.7 million in aggregate.

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

COMPLIANCE ADVISOR

Our Company has appointed Rainbow Capital (HK) Limited as our Compliance Advisor pursuant to Rule 3A.19 of the Listing Rules. The material terms of the Compliance Advisor's agreement entered into between our Company and the Compliance Advisor are as follows:

- (i) the Compliance Advisor shall provide our Company with services including guidance and advice as to compliance with the requirement of the Listing Rules and other applicable laws, rules, codes and guidelines, and accompany our Company to any meetings with the Stock Exchange;
- (ii) our Company may terminate the appointment of the Compliance Advisor by giving a prior written notice of no less than 30 days to the Compliance Advisor. Our Company will exercise such right in compliance with Rule 3A.26 of the Listing Rules. The Compliance Advisor will have the right to terminate its appointment as Compliance Advisor under certain specific circumstances; and

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

- (iii) during the period of appointment, our Company must consult with, and if necessary, seek advice from the Compliance Advisor on a timely basis 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 under Chapter 14 or 14A of the Listing Rules, is contemplated, including share issues and share repurchases;
 - (c) 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
 - (d) where the Stock Exchange makes an inquiry of our Company regarding unusual movements in the price or trading volume of our H Shares under Rule 13.10 of the Listing Rules.

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

COMPETITION

Save as otherwise disclosed in this document, none of our Directors has any interest in a business which materially competes or is likely to compete, directly or indirectly, with our business, and requires disclosure under Rule 8.10 of the Listing Rules.

From time to time, our non-executive Directors may serve on the boards of both private and public companies within the broader information technology industry. However, as these non-executive Directors are neither our Controlling Shareholders nor members of our executive management team, we believe that their interests in such companies as directors would not render us incapable of carrying on our business independently from the other companies in which they may hold directorships from time to time.