BOARD OF DIRECTORS

Upon the [REDACTED], our Board will comprise nine Directors, including two executive Directors, four non-executive Directors, and three independent non-executive Directors. The following table sets forth the key information about our Directors.

Name	Age	Position	Date of joining our Group[(1)]	Date of appointment as Director	Roles and responsibilities
Executive Directors					
Mr. HUANG Yuesheng (黃岳升)	[61]	Executive Director and chairperson of the Board	May 7, 2010	June 14, 2011	Overall leadership, strategic direction and oversight of our Group's governance, corporate vision and major policy decisions
Ms. JIN Yiqun (金毅群)	[55]	Executive Director and general manager	May 7, 2011	October 28, 2014	Strategic planning, overall management, and execution of our Group's business operations and organizational development, and responsible for production quality and clinical operations management
Non-executive Directors					
Prof. LIU Yuling (劉玉玲)	[61]	Non-executive Director	May 26, 2020	May 26, 2020	Providing advice on our Group's research, development and scientific innovation activities
Dr. WANG Xiaobin (王曉濱)	[59]	Non-executive Director	September 20, 2024	September 20, 2024	Providing advice on our Group's corporate and business strategies
Mr. FANG Yueliang (方岳亮)	[62]	Non-executive Director	March 18, 2021	January 16, 2026	Providing advice on our Group's corporate and business strategies
Mr. ZHANG Fangkun (張方堃)	[40]	Non-executive Director	October 20, 2025	October 20, 2025	Providing advice on our Group's corporate and business strategies
Independent non-executive Directors					
Dr. PANG Wai Bing Cecilia (彭慧冰)	[70]	Independent non-executive Director	December 10, 2025	December 10, 2025	Providing independent advice on the operations and management of our Group
Dr. LI Li (李莉)	[63]	Independent non-executive Director	March 18, 2021	March 18, 2021	Providing independent advice on the operations and management of our Group
Ms. LYU Chunyan (呂春燕)	[61]	Independent non-executive Director	March 18, 2021	March 18, 2021	Providing independent advice on the operations and management of our Group

Note:

(1) For our non-executive Directors and independent non-executive Directors, the "date of joining the Group" refers to the date of their respective appointment as Director, except for Mr. FANG Yueliang, who served as our supervisor from March 2021 to January 2026. Please refer to "— Directors" below in this section for details of the respective biographies of our Directors.

DIRECTORS

Executive Directors

Mr. HUANG Yuesheng (黃岳升), aged [61], is our executive Director and chairperson of the Board, primarily responsible for overall leadership, strategic direction and oversight of the Group's governance, corporate vision and major policy decisions. With more than 25 years of experience in enterprise management and capital investment operations, Mr. HUANG joined our Group in May 2010 and has been serving as our Director since June 14, 2011. He also previously served as our general manager since June 14, 2011, until he was elected as our chairperson of the Board on October 28, 2014. Mr. HUANG was redesignated as an executive Director on January 26, 2026. Based on our Company's development and strategic needs, Mr. HUANG led the establishment of Guangxi Wehand-Bio in August 2014, an API production and natural medicine conversion platform, where he has served as the chairperson of the board since its establishment. Other than his indispensable role in our Company, Mr. Huang has served as an executive director of Beijing Jiasilong Garment Manufacturing Co., Ltd. (北京嘉思龍服飾製造有限公司) from March 2000 to September 2021, and served as an executive director and the general manager at Beijing Jiasilong Garment Trademark Weaving Co., Ltd.* (北京嘉思龍服飾商標織造有限公司) since May 2005.

Since November 2022, Mr. HUANG has been serving as a member of the 4th Committee of the Pharmaceutical Innovation Investment Professional Committee (醫藥創新投資專業委員會) under the China Pharmaceutical Innovation Promotion Association (中國醫藥創新促進會). Since September 2022, he has served as a member of the 15th Executive Committee of the Beijing Federation of Industry and Commerce (北京市工商業聯合會). Mr. HUANG has been a member of the Zhongguancun Entrepreneurs Advisory Committee (中關村企業家顧問委員會) since November 2019; and was appointed as a specially-invited council member (4th session) of the Beijing Society of Bioengineering (北京生物工程學會). Mr. HUANG was awarded (i) "New National Gateway" Leading Talent of Daxing District, Beijing (北京大興區「新國門」領軍人才) in September 2024, (ii) Outstanding Entrepreneur of Guangxi province (廣西優秀企業家) in December 2024, and (iii) the honor of the 6th Outstanding Builder of Socialism with Chinese Characteristics in Guangxi Province (廣西第六屆優秀中國特色社會主義事業建設者) in November 2025.

Mr. HUANG obtained his Executive Master of Business Administration (EMBA) degree from Nankai University (南開大學) in June 2014 in the PRC.

Ms. JIN Yiqun (金毅群), aged [55], is our executive Director and general manager, primarily responsible for strategic planning, overall management and execution of our Group's business operations and organizational development, and responsible for production quality and clinical operations management. Ms. JIN joined our Company in May 2011 and has been serving as a Director since October 2014. Ms. JIN was redesignated as an executive Director on January 26, 2026. Ms. JIN previously served as our general manager from October 28, 2014 to May 26, 2020, and was re-appointed as our general manager on May 8, 2025, and has retained her position to date.

Ms. JIN also acted as general manager of Guangxi Wehand-Bio from July 2014 to November 2023 and has been serving as an executive director and the legal representative of Beijing Wehand Dacheng since December 2023 and a director, legal representative and manager of Zhejiang Wehand-Bio since November 2024. Ms. JIN has also been serving as the head officer of ten branches of our Company since their establishment.

Ms. JIN has over 30 years of experience in pharmaceutical R&D and corporate management. Prior to joining our Group, she served as a laboratory technician at Harbin Pharmaceutical Group Shiyitang Pharmaceutical Factory* (哈藥集團世一堂製藥廠) from August 1995 to February 1998. From March 1998 to March 2000, she worked as a quality assurance at Harbin Yizhou Pharmaceutical Co., Ltd.* (哈爾濱一洲製藥有限公司). From April 2000 to August 2001, she held the positions of testing workshop director, manager of materials department and director of the GMP Certification Office at Heilongjiang Jiren Pharmaceutical Co., Ltd.* (黑龍江濟仁藥業有限公司). From September 2001 to August 2009, she successively served as quality department manager, chief engineer and production technology plant manager at Harbin Children's Pharmaceutical Factory Co., Ltd.* (哈爾濱兒童製藥廠有限公司). From April 2010 to November 2010, she served as deputy general manager of Harbin Peiqilong Biopharmaceutical Co., Ltd.* (哈爾濱沛奇隆生物製藥有限公司).

Ms. JIN obtained a bachelor's degree of engineering in traditional Chinese medicine pharmaceutical from Heilongjiang University of Commerce (黑龍江商學院) in July 1995 in the PRC. She later obtained an executive master of business administration (EMBA) degree from East-northeast University of Finance and Economics (東北財經大學) in December 2018 in the PRC. In December 2025, she was recognized as a professor-level senior engineer (正高級工程師).

Ms. JIN has been serving as (i) a project review expert of the Beijing Municipal Science and Technology Commission (北京科學技術委員會) since March 2020, (ii) a council member of the Beijing Pharmaceutical Industry Association (北京醫藥行業協會) since August 2022, (iii) a member of Geriatric Pharmacy Committee (老年藥學專業委員會) under the Chinese Pharmaceutical Association (中國藥學會) since March 2025, and (iv) a member of the Innovation Translation and Clinical Development Committee (創新轉化與臨床開發專業委員會) under the China Pharmaceutical Innovation Promotion Association since October 2025. Ms. JIN was a deputy director of the Applied Pharmacology Professional Committee (應用藥理專業委員會) of the Beijing Pharmaceutical Association (北京藥學會) from July 2021 to July 2025. Ms. JIN became an off-campus professional practice supervisor for master's-degree pharmacology students at Institute of Drug Research, Peking Union Medical College (北京協和醫學院) in May 2017, and later an off-campus professional practice supervisor for doctoral students in October 2025 in the IMM. Ms. JIN was awarded the Second Prize of the Science & Technology Award by the Chinese Pharmaceutical Association in November 2022 and the Second Prize of the Science & Technology Award from the Chinese Medical Association (中華醫學會) in January 2025. Ms. JIN was a delegate to the 13th National Women's Congress (中國婦女第十三次全國代表大會), a recipient of the Beijing March 8th Red Banner Medal (北京市「三八」紅旗獎章), a Beijing Model Worker (北京市勞動模範), and a member of the 14th Beijing Municipal Committee of the Chinese People's Political Consultative Conference (中國人民政治協商會議北京市第十四屆委員會).

Non-executive Directors

Prof. LIU Yuling (劉玉玲), aged [61], has been serving as our Director since May 26, 2020 and was redesignated as a non-executive Director on January 26, 2026, primarily responsible for providing advice on our Group's research, development and scientific innovation activities.

Prof. LIU is a recognized expert in drug research. She has served in the IMM since 1986, successively as research fellow, supervisor for doctoral students and tenured professor. She is also the designated expert of the IMM who serves as the chief scientist of the scientist workstation, for details, please refer to "Business — Collaboration Arrangement — Collaboration with the IMM". She has primarily engaged in the research on natural medicines, key technologies relating to DDSs and the research and development of original innovative drugs. She has presided over dozens of major national, provincial and ministerial-level research projects, and led more than 10 innovative drug research and commercialization projects.

Prof. LIU obtained her bachelor's degree in pharmacy from School of Pharmacy, Fudan University (復旦大學藥學院) (then known as Shanghai Medical University (上海醫科大學)) in July 1986 in the PRC. She obtained an Executive Master of Business Administration (EMBA) degree from Tsinghua University (清華大學) in January 2013 in the PRC. In January 2019, Prof. LIU obtained her doctoral degree in pharmacology from Peking Union Medical College (北京協和醫學院) in the PRC.

Prof. LIU has served as an expert reviewer for the Drug Registration Review Centre of the National Medical Products Administration (國家藥監局藥品註冊評審中心) in 2017, and has also served as an expert reviewer of the Medical Device Registration Review Centre of the National Medical Products Administration (醫療器械技術審評專家諮詢委員會) since August 2018. She has served as a member of the Pharmaceutics Committee of the Chinese Pharmaceutical Association (中國藥學會藥劑專業委員會) for three consecutive terms since May 2002, and a member of the Pharmacopoeia Commission (藥典委員會) for three consecutive terms since December 2007. She has been granted the Special Government Allowance of the State Council (國務院特殊津貼), selected as a member of the National-level Candidate of the New Century Talents Project (新世紀百千萬人才工程國家級人選). Prof. Liu was aware the 2nd National Innovation Pioneer Award (全國創新爭先獎) and recognized as the 9th National Young and Middle-aged Experts with Outstanding Contributions to Health (第九屆國家衛生健康突出貢獻中青年專家).

Dr. WANG Xiaobin (王曉濱), aged [59], has been serving as our Director since September 2024 and was redesignated as a non-executive Director on January 26, 2026. Dr. WANG is primarily responsible for providing advice on our Group's corporate and business strategies.

Dr. WANG possesses over 20 years of extensive experience in corporate management and capital investment. Dr. WANG served as chairperson at Xiamen Gaoneng Investment Co., Ltd.* (廈門高能投資有限公司) since November 1999 and served as chairperson at Gaoneng Tianhui Venture Capital Co., Ltd.* (高能天匯創業投資有限公司) since January 2007. Dr. WANG served in Shanghai Gaoneng Investment Management Co., Ltd.* (上海高能投資管理有限公司) as its chairperson since its establishment to December 2022. Dr. WANG also has been serving as a director and the general manager at Strait Energy Industry Fund Management (Xiamen) Co., Ltd.* (海峽能源產業基金管理(廈門)有限公司) from August 2016 to September 2025. Prior to joining our Group, Dr. WANG served as the chairperson of Gem Flower Medical & Health Investment Holding Co., Ltd.* (寶石花醫療健康投資控股集團有限公司) from March 2017 to August 2017, and subsequently as executive vice chairperson of the same company from September 2017 to August 2022. Concurrently, she also served as the chairperson of Gem Flower Pharmaceutical Technology (Beijing) Co., Ltd.* (寶石花醫藥科技(北京)有限公司) from April 2017 to February 2023, and as the chairperson of Gem Flower Medical Management Co., Ltd.* (寶石花醫療管理有限公司) from June 2017 to August 2023.

Dr. WANG obtained a bachelor's degree in computer science from Xiamen University (廈門大學) in July 1988 in the PRC, where she also obtained a master's degree in education in June 1991 and a doctoral degree in public finance in July 2002.

Mr. FANG Yueliang (方岳亮), aged [62], joined our Group in March 2021 and served as the chairman of the supervisory committee of our Company from March 2021 to January 2026. Mr. Fang has served as our Director since January 2026 and was redesignated as a non-executive Director on January 26, 2026, primarily responsible for providing advice on our Group's corporate and business strategies.

During his extensive career in the chemical and pharmaceutical industry, Mr. FANG held various management and operational positions across various companies. Mr. FANG served (i) at Zhejiang Conba Pharmaceutical Co., Ltd. (浙江康恩貝製藥股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600572.SH), as director, Chief Financial Officer, and president from April 2005 to February 2007, (ii) at Conba Group Co., Ltd.* (康恩貝集團有限公司) as vice president from February 2007 to August 2012, and (iii) at Jinyuan Environmental Protection Co., Ltd.* (金圓環保股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 000546.SZ), as general manager from September 2012 to April 2018 and chairperson from April 2018 to October 2019.

Apart from his directorship in our Group, Mr. Fang also holds the positions as (i) a partner of Hangzhou Huizhong Enterprise Management Partnership L.P.* (杭州匯中企業管理合夥企業(有限合夥)) from May 2019 to March 2022, (ii) a director of Hubei Monyan Pharmaceutical Co., Ltd.* (湖北夢陽藥業股份有限公司) since January 2022, and (iii) a partner of Hangzhou Lujing Enterprise Management Partnership L.P.* (杭州路徑企業管理合夥企業(有限合夥)) since May 2025.

Mr. FANG obtained a bachelor's degree in agrochemical from Zhejiang University of Technology (浙江工業大學) in the PRC in July 1982, where he further obtained a master's degree in chemical engineering in June 2005. Mr. FANG was certified as a Senior Engineer by Zhejiang Provincial Personnel Bureau (浙江省人事廳) in March 1996.

Mr. ZHANG Fangkun (張方堃), aged [40], has been serving as our Director since October 2025 and was redesignated as a non-executive Director on January 26, 2026. Mr. ZHANG is primarily responsible for providing advice on our Group's corporate and business strategies.

Mr. ZHANG is an expert in finance management and investment. He has been serving as a investment director at Beijing Shunxi Private Equity Fund Management Co., Ltd.* (北京順禧私募基金管理有限公司) since July 2015. Prior to that, he served at Beijing Shunlong Private Bond Investment Fund Management Co., Ltd.* (北京順隆私募債券投資基金管理有限公司) from April 2014 to May 2015. From July 2010 to March 2014, Mr. ZHANG served as senior manager at Capital Securities Corporation Limited (首創證券股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 601136.SH).

Mr. ZHANG obtained his bachelor's degree in automatization from Huazhong University of Science and Technology (華中科技大學) in June 2007 in the PRC, and his master's degree in control science and engineering from Beijing University of Technology (北京工業大學) in June 2010 in the PRC.

Independent Non-executive Directors

Dr. PANG Wai Bing Cecilia (彭慧冰), aged [70], was appointed as our independent Director in December 2025, and was redesignated as an independent non-executive Director on January 26, 2026. Dr. PANG is primarily responsible for providing independent advice on the operations and management of our Group.

Dr. PANG has over 30 years of experience in research, development and management in the biotechnology industry. Dr. PANG previously served as (i) a scientist at ICI — Silenus Laboratories PTY Ltd. from October 1985 to March 1989, (ii) product specialist, marketing director and, general manager for the China region and vice president for business development in the Asia-Pacific region, consecutively, at Pharmacia Biotech (China) Ltd. from April 1989 to June 2002, (iii) director of biotechnology at Innovation and Technology Commission of Hong Kong SAR Government (香港特別行政區政府創新科技署) from July 2002 to December 2022. Other than her service in our Group, Dr. PANG is also an independent non-executive director of YNBY International Limited (雲白國際有限公司), a company listed on the Stock Exchange (stock code: 0030.HK), since November 2023.

Dr. PANG obtained her bachelor's degree in science from University of Manitoba in Canada in May 1976. In April 1978, she obtained her bachelor's degree (Honours) in science from Monash University in Australia, where she further obtained her doctoral degree in philosophy in October 1983. Dr. PANG was awarded the Bronze Bauhinia Star (銅紫荊星章) by Hong Kong SAR Government in July 2021.

Dr. LI Li (李莉), aged [63], was appointed as our independent Director in March 2021, and was redesignated as an independent non-executive Director on January 26, 2026. Dr. LI is primarily responsible for providing independent advice on the operations and management of our Group.

Dr. LI's career began as an assistant lecturer and subsequently as a lecturer in the Department of Economics at Beijing Normal University (北京師範大學) from July 1985 to January 1987. She served as a lecturer at Tianjin University of Foreign Trade and Economics (天津對外經濟貿易學院) from January 1987 to December 1995 and has served at Business School of Nankai University (南開大學商學院) as professor since July 1995, where she taught advanced corporate finance and advanced financial statement analysis. Dr. LI's primary research areas include corporate finance, financial analysis and securities investment and capital market analysis.

Other than her service in our Group, Dr. LI has been (i) an independent director and the chairperson of the audit committee of Tianjin TEDA Co., Ltd. (天津泰達股份有限公司) since May 2021, a company listed on the Shenzhen Stock Exchange (stock code: 000652.SZ), and (ii) an independent director of Tianjin Chase Sun Pharmaceutical Co., Ltd. (天津紅日藥業股份有限公司) since November 2020, a company listed on the Shenzhen Stock Exchange (stock code: 300026.SZ), where she has also been serving as the chairperson of the audit committee since December 2020. During her terms of office as the chairperson of the audit committee of the A-share listed companies, Dr. LI gained experience in reviewing and analyzing audited financial statements and governance of public companies.

Dr. LI obtained her bachelor's degree in economics from Tianjin College of Finance and Economics (天津財經學院) (currently known as Tianjin University of Finance and Economics (天津財經大學)) in July 1985. In June 1992, she was awarded her master's degree in economics, with a major in accounting, from Nankai University (南開大學), where she further obtained her doctoral degree in corporate management in December 2006. She was awarded the title of Professor by Nankai University in December 2003.

Ms. LYU Chunyan (呂春燕), aged [61], was appointed as our independent Director in March 2021 and was redesignated as an independent non-executive Director on January 26, 2026. Ms. LYU is primarily responsible for providing independent advice on the operations and management of our Group.

Ms. LYU has been serving as an associate professor at School of Economics and Management of Tsinghua University (清華大學經濟管理學院) since January 1993, with her scholarship in commercial law.

Ms. LYU obtained a bachelor's degree in July 1986 and a master's degree in July 1989 from the law school of Peking University (北京大學) in the PRC.

SENIOR MANAGEMENT

Our senior management team is responsible for the day-to-day management and operation of our business. The following table sets forth information about members of our senior management.

Name	Age	Position	Date of joining our Group	Date of appointment as a senior management	Roles and responsibilities
Ms. JIN Yiqun (金毅群)	[55]	Executive Director and general manager	May 7, 2011	October 28, 2014(1)	Strategic planning, overall management, and execution of our Group's business operations and organizational development, and responsible for production quality and clinical operations management
Mr. WU Hongliang (吳宏亮)	[48]	Deputy general manager and finance director	November 27, 2020	November 27, 2020	Overall management of financial activities of our Group
Dr. LIU Zhihua (劉志華)	[40]	Deputy general manager	July 25, 2016	August 30, 2024	Overall management of new drug research and development, and industrial translation
Mr. NIU Juhui (牛巨輝)	[50]	Board secretary and deputy general manager	September 21, 2020	September 21, 2020	Overall management of our Group's capital operations, corporate governance, and investor relations
Mr. GAO Hongwei (高宏偉)	[49]	Deputy general manager	March 16, 2021	March 16, 2021	Overall management of our Group's marketing and sales team
Mr. YANG Jundong (楊俊東)	[54]	Deputy general manager	March 28, 2016	January 1, 2017	Strategy execution and overall management of our subsidiary in Guangxi province

Note:

(1) The first service period as general manager assumed by Ms. JIN was from October 28, 2014 to May 26, 2020. Ms. JIN was re-appointed as our general manager on May 8, 2025, and has retained her position to date.

Ms. JIN Yiqun (金毅群), aged [55], is our executive Director and general manager. See "— Directors — Executive Directors" above for her biographical details.

Mr. WU Hongliang (吳宏亮), aged [48], has been serving as our finance director since joining our Group in November 2020 as finance director and was further appointed as our deputy general manager in March 2021. Mr. WU is primarily responsible for overall management of financial activities of our Group.

Mr. WU served in the finance departments of various pharmaceutical companies before joining our Group. From 1999 to 2001, Mr. WU served at Shanxi Jinjing Pharmaceutical Co., Ltd.* (山西金晶藥業有限公司), acting as chief accountant and sales finance director. Mr. WU served at Shanxi Zhendong Pharmaceutical Co., Ltd.* (山西振東製藥股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300158.SZ), as chief accountant of planning and finance department from 2001 to 2003 and later as finance director from 2004 to August 2011. Mr. WU served as director, board secretary and finance director at Jumpcan Pharmaceutical Group Co., Ltd. (濟川藥業集團有限公司) since March 2013, during which he also held senior management position at Hubei Jumpcan Pharmaceutical Co., Ltd. (湖北濟川藥業股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600566.SH), from March 2014 to November 2020 as finance director and from March 2014 to September 2018 as board secretary.

Mr. WU graduated from Shanxi University of Finance and Economics (山西財經大學) in June 1999 in the PRC with an associate degree majoring in accounting. In October 2021, Mr. WU was certified as senior accountant by Beijing Municipal Human Resources and Social Security Bureau. He is also a Certified Public Accountant (non-practicing member) licensed by the Chinese Institute of Certified Public Accountants (中國註冊會計師協會).

Dr. LIU Zhihua (劉志華), aged [40], has been serving as our deputy general manager since August 2024. Dr. LIU joined our Group in July 2016 as a manager of R&D department. In June 2021, Dr. LIU was promoted to the senior director of the New Drug R&D Center of the Institute for Pharmaceutical Innovation, and also as the dean of the Institute for Pharmaceutical Innovation in August 2024. Dr. LIU is primarily responsible for overall management of our Group's new drug research and development, and industrial translation.

Dr. LIU is a well proven pharmacologist (藥學專家) and scientist. He obtained a bachelor's degree in pharmaceutics from Shijiazhuang University (石家莊學院) in June 2009 in the PRC, a master's degree in pharmaceutics from Hebei Medical University (河北醫科大學) in July 2013 in the PRC and a doctoral degree in pharmaceutics from Peking Union Medical College (北京協和醫學院) in July 2016 in the PRC. In October 2020, Dr. LIU was certified as a senior engineer. In November 2022, Dr. Liu was awarded the Second Prize of Beijing Science and Technology Progress Award and the Second Prize of Chinese Pharmaceutical Association Science and Technology Award (中國藥學會科學技術獎二等獎). In April 2024, Dr. LIU was awarded the National May 1 Labor Medal (全國五一勞動獎章). In July 2024, Dr. LIU was recognized as a Beijing Role Model (北京榜樣). And Dr. LIU was awarded the National Model Worker (全國勞動模範) in April 2025.

Mr. NIU Juhui (牛巨輝), aged [50], joined our Group in September 2020 and has since then served as our Board secretary. He was further appointed as our deputy general manager in March 2021. Mr. NIU has also been appointed as our joint company secretary since January 21, 2026. Mr. NIU is primarily responsible for overall management of our Group's capital operations, corporate governance, and investor relations.

Prior to joining our Group, Mr. NIU served (i) at China Resources Double-Crane Pharmaceutical Co., Ltd. (華潤雙鶴藥業股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600062.SH), from August 2003 to July 2009, with his last position as deputy director of the board office and securities affairs representative, (ii) as senior securities manager at China Science Park Development (Group) Co., Ltd.* (北京科技園建設(集團)股份有限公司) from September 2009 to June 2010, (iii) as senior professional manager of the capital operation department at Zhongguancun Development Group Co., Ltd.* (中關村發展集團股份有限公司) from July 2010 to May 2012, (iv) at Beijing Lideman Biochemical Co., Ltd. (北京利德曼生化股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300289.SZ), from June 2012 to November 2016, with his last position as board secretary, (v) as deputy general manager, board secretary and finance director at Beijing Cunguangyin Technology Development Co., Ltd.* (北京寸光陰科技發展有限公司) from November 2016 to August 2017, and (vi) at Beijing Boomsense Technology Co., Ltd. (邦訊技術股份有限公司), a company previously listed on the Shenzhen Stock Exchange (former stock code: 300312.SZ) and delisted in June 2022, from August 2017 to September 2020, consecutively as deputy general manager and board secretary, and assistant to the chairperson and director of investment and strategy.

Mr. NIU obtained a bachelor's degree in accounting from Shenyang University of Technology (瀋陽工業大學) in July 1999 in the PRC, where he obtained a master's degree in accounting in April 2003. Mr. NIU was certified as Semi-senior Accountant by the Ministry of Personnel (人事部) and the Ministry of Finance (財政部) in May 2002.

Mr. GAO Hongwei (高宏偉), aged [49], joined our Group in March 2021 and has since then served as our deputy general manager, primarily responsible for the overall management of our Group's marketing and sales team management.

Mr. GAO has extensive experience in the marketing management of life and health companies. From July 2005 to 2014, he served at Gan & Lee Pharmaceuticals Co., Ltd. (甘李藥業股份有限公司), a company listed on Shanghai Stock Exchange (stock code: 603087.SH), successively as Hebei provincial regional manager, marketing director and deputy general manager. Mr. GAO also served at Shanghai Benemae Pharmaceutical Co., Ltd.* (上海仁會生物製藥股份有限公司) from May 2014 to March 2021, and held the position of deputy general manager from January 2018 until joining our Group in March 2021.

Mr. GAO obtained his bachelor's degree in advertising from Hebei University (河北大學) in June 2000 in the PRC.

Mr. YANG Jundong (楊俊東), aged [54], joined our Group as quality director in March 2016 and was appointed as deputy general manager in January 2017. Mr. YANG also holds the position as general manager of Guangxi Wehand-Bio in our Group. Mr. YANG is primarily responsible for the strategy execution and overall management of our subsidiary in Guangxi province.

Prior to joining our Group, Mr. YANG served (i) as a technician at Additives Plant of Jihua Songbei Chemical Co., Ltd.* (吉化松北化工有限責任公司助劑廠) from July 1993 to May 2000, (ii) at Jilin Gankang Pharmaceutical Co., Ltd.* (吉林感康制藥有限公司) from 2001 to

2002, (iii) as quality department manager at Beijing Beilu Pharmaceutical Co., Ltd.* (北京北陸藥業股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300016.SZ), from March 2005 to June 2015, (iv) at Lepu Pharmaceutical (Beijing) Co., Ltd.* (樂普藥業(北京)有限責任公司) from September 2015 to November 2015, and (v) at Beijing Silians Pharmaceutical Co., Ltd.* (北京斯利安藥業有限公司) from December 2015 to March 2016.

Mr. YANG obtained a bachelor's degree in industry analysis from Changchun College of Geology (長春地質學院) in July 1993 in the PRC.

GENERAL

Save as disclosed above, none of our Directors or senior management members had held any directorship in any public company the securities of which are listed on any securities market in Hong Kong or overseas during the three years immediately preceding the date of this document.

As of the Latest Practicable Date, none of our Directors or members of the senior management of our Company was related to any other Directors and members of the senior management. As of the Latest Practicable Date, there was no additional matter with respect to the appointment of the Directors that needs to be brought to the attention of the Shareholders, and there was no additional information relating to the Directors that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules.

JOINT COMPANY SECRETARIES

Mr. NIU Juhui has been appointed as one of our joint company secretaries. See "— Senior Management" in this section for his biographical details.

Mr. CHENG King Yip (鄭璟燁), aged [37], has been appointed as one of our joint company secretaries. Mr. CHENG has extensive experience in company secretarial work, sustainability consulting and auditing, corporate governance consulting, and internal control assessment services. Mr. CHENG obtained his Bachelor of Business Administration (Honors), majoring in accounting and management information systems, from City University of Hong Kong (香港城市大學) in July 2010. He is a member of the Hong Kong Institute of Certified Public Accountants (HKICPA) and a certified ESG analyst. Mr. CHENG currently serves as a member of the Sustainability Committee of the HKICPA.

Mr. CHENG has been serving as a company secretary or joint company secretary in the companies listed on the Stock Exchange, including, (i) Skymission Group Holdings Limited (天任集團控股有限公司, stock code: 1429.HK) since September 2023, (ii) OOH Holdings Limited (奧傳思維控股有限公司, stock code: 8091.HK) since January 2025, (iii) Cloud Factory Technology Holdings Limited (雲工場科技控股有限公司, stock code: 2512.HK) since May 2025, and (iv) China Chengtong Development Group Limited (中國誠通發展集團有限公司, stock code: 217.HK) since September 2025. During the period from April 2025 to February 2026, Mr. CHENG was appointed as a company secretary and an authorised representative of Zhong Jia Guo Xin Holdings Company Limited (中加國信控股股份有限公司, stock code: 899.HK).

Mr. CHENG has also served (i) as independent non-executive director of Hua Lien International (Holding) Company Limited (華聯國際(控股)有限公司, stock code: 969.HK) since August 2025, (ii) as independent non-executive director of Summi (Group) Holdings

Limited (森美(集團)控股有限公司, stock code: 756.HK) from July 2022 to September 2022, and (iii) as non-executive director of Cool Link (Holdings) Limited (stock code: 8491.HK) from February 2019 to January 2021.

MANAGEMENT AND CORPORATE GOVERNANCE

Board Committees

We have established four Board committees, namely the Audit Committee, the Strategy Committee, the Remuneration Committee, and the Nomination Committee.

Audit Committee

Our Board has established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules (the "**Corporate Governance Code**"). The primary duties of the Audit Committee are to review and supervise the financial reporting process and internal controls system of our Group, review and approve connected transactions and provide advice and comments to the Board. The Audit Committee comprises Dr. LI Li, Mr. ZHANG Fangkun and Dr. PANG Wai Bing Cecilia, with Dr. LI as the chairperson. Based on Dr. LI's education and experience in reviewing or analyzing audited financial statements and governance of public companies through her work experience in A-share listed companies and her academic research, she has the appropriate professional qualification and experiences as required under Rules 3.10(2) and 3.21 of the Listing Rules.

Strategy Committee

Our Board has established the Strategy Committee with written terms of reference in compliance with the Articles. The primary duties of the Strategy Committee are to make recommendations to our Board on the long-term development strategy and major investment and projects of our Company. The Strategy Committee comprises Prof. LIU Yuling, Mr. HUANG Yuesheng, Dr. PANG Wai Bing Cecilia, Dr. WANG Xiaobin and Mr. FANG Yueliang, with Prof. LIU as the chairperson.

Remuneration Committee

Our Board has established the Remuneration Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code. The primary duties of the Remuneration Committee are to review and make recommendations to the Board on the terms of remuneration packages, bonuses and other compensation payable to our Directors and other senior management. The Remuneration Committee comprises Ms. LYU Chunyan, Dr. LI Li and Prof. LIU Yuling, with Ms. LYU as the chairperson.

Nomination Committee

Our Board has established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code. The primary duties of the Nomination Committee are to make recommendations to our Board on the appointment of Directors and management of Board succession. The Nomination Committee comprises Mr. HUANG Yuesheng, Dr. PANG Wai Bing Cecilia and Ms. LYU Chunyan, with Mr. HUANG as the chairperson.

Corporate Governance

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

Board Diversity

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

Our Board currently consists of six female and three male Directors ranging from 40 to 70 years old with a balanced mix of knowledge and skills, including, but not limited to, overall management and strategic development, accounting and corporate governance in addition to experience in pharmaceutical industry and expertise in pharmacy. They obtained degrees in various majors including pharmacy, law and corporate management. We consider that our Board has a balanced mix of skill-set, experience, expertise, and diversity which enhances decision-making capability and the overall effectiveness of the Board in achieving sustainable business operation and enhancing shareholder value. Taking into account our existing business model and specific needs, as well as the diverse background of our Directors, the composition of our Board satisfies the board diversity policy.

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

KEY TERMS OF EMPLOYMENT CONTRACTS

We normally enter into a confidentiality, non-competition and intellectual property ownership agreement, in addition to an employment agreement, with each of our senior management members and other key personnel. Below sets forth the key terms of the confidentiality, non-competition and intellectual property ownership agreement contract we enter into with our senior management and other key personnel.

Confidentiality

The employee shall not disclose the Company's confidential information, including but not limited to technical secrets, commercial secrets, and other proprietary information, to any third party, and shall also maintain the confidentiality of such information within the Company. Upon termination of employment (or at the Company's request), the employee shall return (or, if required, destroy) any media or materials bearing or containing confidential information. The employee's confidentiality obligations under the agreement shall also extend to any of the employee's affiliates or related parties.

Non-competition

For a period of two years following termination of employment, the employee shall be prohibited from directly or indirectly engaging in, or investing in, any business worldwide that competes with the Company. Such prohibition encompasses taking employment, serving as officer, director, partner, consultant or investor (other than passive minority shareholding under a de-minimis threshold) in any competing enterprise. In exchange for this restriction, we provide proportionate compensation during the restricted period as agreed in the contract.

Intellectual Property Ownership

Any intellectual property created by the employee during employment (or using the Company's resources) and any related works created within one year after departure shall belong exclusively to the Company. If the employee claims any intellectual property to be a non-service creation, they must submit the claim for Company review, and the Company retains a right of first refusal to license, purchase or acquire for any non-service creation. The obligation also prohibits use of any third-party intellectual property that would infringe others' rights. The employee undertakes not to use any confidential information, technical, commercial secret or intellectual property of his/her prior-employer.

REMUNERATION OF DIRECTORS AND FIVE HIGHEST PAID INDIVIDUALS

Our Directors and senior management receive remuneration in the form of fees, salaries, bonuses, allowances and benefits in kind, equity-settled share-based payment expense, pension scheme contributions and social welfare. We determine the remuneration of our Directors and senior management based on their responsibilities, qualification, position and seniority.

The aggregate amount of remuneration of our Directors for the year ended December 31, 2024 and the nine months ended September 30, 2025 were RMB9.1 million and RMB3.6 million, respectively. None of our Directors waived or agreed to waive any emolument during the same periods.

Under the arrangements in force at the date of this document, we estimate the aggregate remuneration payable to, and benefits in kind receivable by, our Directors by our Group in respect of the year ended December 31, 2026 to be approximately RMB5.0 million. The actual remuneration of our Directors in 2026 may be different from the expected remuneration.

The five highest paid individuals of our Group for the year ended December 31, 2024 and the nine months ended September 30, 2025 included one and two Directors, respectively. During the same periods, the aggregate amount of remuneration of the five highest paid individuals including salaries, bonuses, allowances and benefits in kind, equity-settled share-based payment expense, pension scheme contributions were RMB14.4 million and RMB6.4 million, respectively.

During the Track Record Period, no remuneration was paid to, or received by, our Directors or the five highest paid individuals as an inducement to join or upon joining us. No compensation was paid to, or received by, our Directors, former directors or the five highest paid individuals for the loss of office as a director of any member of our Group or of any other office in connection with the management of the affairs of any member of our Group.

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

COMPLIANCE ADVISOR

We have appointed Rainbow Capital (HK) Limited as our Compliance Advisor pursuant to Rule 3A.19 of the Listing Rules. The Compliance Advisor will provide us with guidance and advice as to compliance with the requirements under the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, the compliance advisor will, amongst other things, advise our Company in the following circumstances:

(a) before the publication of any regulatory announcement, circular, or financial report;

(b) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues, sales or transfers of treasury shares and share repurchases;

(c) where we propose to use the [REDACTED] of the [REDACTED] in a manner different from that detailed in this document or where our business activities, development or results of our Group deviate from any forecast, estimate or other information in this document; and

(d) where the Stock Exchange makes an inquiry of our Company concerning unusual movements in the price or [REDACTED] volume of our [REDACTED] securities or any other matters under Rule 13.10 of the Listing Rules.

Pursuant to Rule 3A.24 of the Listing Rules, the Compliance Advisor will, on a timely basis, inform our Company of any amendment or supplement to the Listing Rules that are announced by the 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 applicable requirements under the Listing Rules and laws and regulations.

The term of the appointment shall commence on the [REDACTED] and end on the date on which our Company distributes its annual report in respect of its financial results for the first full financial year commencing after the [REDACTED] and this appointment may be subject to extension by mutual agreement.

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 on February 8, 2026, and (ii) understands his or her obligations as a director of a listed issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

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

Rule 8.10 of the Listing Rules

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

From time to time our non-executive Directors may serve on the boards of both private and public companies within the broader healthcare and biopharmaceutical industries. However, as these non-executive Directors are not members of our executive management team, we do not believe that their interests in such companies as directors would render us incapable of carrying on our business independently from the other companies in which these non-executive Directors may hold directorships from time to time.