BOARD OF DIRECTORS

Our Board consists of seven Directors, comprising four executive Directors and three independent non-executive Directors. The following table sets forth the key information about our Directors as of the Latest Practicable Date.

Name	Age	Positions	Roles and responsibilities	Date of first joining our Group	Date of appointment as a Director
Mr. SONG Xin (宋欣)	[53]	Chairman of the Board, executive Director and chief executive officer	Responsible for overseeing the overall management and business operations, formulating strategies and operation plans and making major decisions of our Group	Founder of our Group	August 7, 2024
Mr. LIU Qin (劉欽)	[52]	Executive Director and general manager	Responsible for the strategic planning, daily business operations and the management of domestic sales and marketing of our Group	November 24, 2006	January 27, 2025
Ms. ZHANG Yongjing (張永靜)	[42]	Executive Director and deputy general manager	Responsible for the management of production, quality control, R&D and product registration of our Group	July 29, 2008	January 27, 2025
Mr. XIANG Longsheng (相龍升)	[41]	Executive Director, chief financial officer and Board secretary	Responsible for managing financial affairs, investment and financing, Board related matters, investor relations and corporate governance of our Group	April 19, 2017	January 27, 2025
Mr. WONG Fatt Heng (黃柏興)	[69]	Independent non-executive Directors	Responsible for providing independent advice and judgment to our Board	[REDACTED]	[REDACTED]
Mr. WANG Lin (王林)	[66]	Independent non-executive Directors	Responsible for providing independent advice and judgment to our Board	[REDACTED]	[REDACTED]
Mr. YI Shanbing (易善兵)	[49]	Independent non-executive Directors	Responsible for providing independent advice and judgment to our Board	September 7, 2021[1]	[REDACTED]

Note:

(1) Mr. YI Shanbing joined our Group and served as an independent director of Shandong Huge from September 2021 to July 2024. He was appointed as an independent non-executive Director of our Company in February 2025 effective from the [**REDACTED**]. For details, see "— Independent Non-executive Directors."

Executive Directors

Mr. SONG Xin (宋欣), aged [53], is our founder, chairman of our Board, an executive Director, our chief executive officer and Controlling Shareholder. Mr. Song was re-designated as an executive Director on February 7, 2025. Mr. Song is primarily responsible for overseeing the overall management and business operations, formulating strategies and operation plans and making major decisions of our Group.

Mr. Song founded our Group in November 2006 and has since led its development, assuming pivotal roles as director and senior management across various subsidiaries of our Group showcasing his exceptional leadership and visionary approach. From June 2004 to June 2017, he also worked at Qingdao Yixin Medical Technology Co., Ltd. (青島益信醫學科技有限公司).

Mr. Song obtained an associate degree in pharmacy from Shandong Medical University (山東醫科大學) in China in July 1999 and a master's degree in business administration from City University of Hong Kong in July 2021. In April 2023, Mr. Song was honored with "Rising Star Entrepreneur of the Top 100 Private Entrepreneurs in Shandong Province" (山東省民營企業家"掛帥出征"百強榜單新星型企業家) by the Shandong Province Leading Group for Promoting the Development of Non-Public Economy (山東省促進非公有制經濟發展工作領導小組). In March 2025, Mr. Song was appointed as a member of the first expert committee for the national technical counterpart work of the ISO/TC 106 (Dentistry) (國際標準化組織牙科醫學技術委員會國內技術對口工作) by the Dental Medical Device Testing Center of Peking University School of Stomatology (北京大學口腔醫學院口腔醫療器械檢驗中心).

Mr. LIU Qin (劉欽), aged [52], is an executive Director and the general manager of our Company. He was re-designated as an executive Director on February 7, 2025. He is responsible for the strategic planning, daily business operations and the management of domestic sales and marketing of our Group.

Mr. Liu joined our Group in November 2006 and has been serving as the general manager of Shandong Huge since then. He has been a director of Shandong Huge and the general manager of Shanghai Huge Medical Devices since September 2014. From July 1997 to December 1999, he served as a regional sales manager of Qingdao Haier Washing Machine Co., Ltd. (青島海爾洗衣機銷售有限公司). From December 1999 to December 2002, he served as the head of the advertising review department of Qingdao Haier Trading Co., Ltd. (青島海爾工貿有限公司). Since November 2013, Mr. Liu has been serving as the standing committee member of the subcommittee for Stomatological Devices of the Chinese Stomatological Association (中華口腔醫學會口腔醫學設備器材分會).

Mr. Liu obtained a bachelor's degree in plastic engineering from Qingdao Institute of Chemical Technology (青島化工學院) (currently known as Qingdao University of Science and Technology (青島科技大學)) in China in July 1997. From September 2008 to July 2010, Mr. Liu attended a postgraduate advanced course in enterprise management organized by Shanghai University of Finance and Economics (上海財經大學) and obtained a completion certificate.

Ms. ZHANG Yongjing (張永靜), aged [42], is an executive Director and the deputy general manager of our Company. She was re-designated as an executive Director on February 7, 2025. She is primarily responsible for the management of production, quality control, R&D and product registration of our Group.

Ms. Zhang joined our Group in July 2008. She has been serving as a deputy general manager of Shandong Huge since May 2015 and director since March 2018. Ms. Zhang also holds positions in a number of subsidiaries of our Group.

Ms. Zhang obtained a bachelor's degree in pharmacy from Shandong University (山東大學) in China in January 2015 and a master's degree of business administration from Shandong University (山東大學) in China in June 2020. Ms. Zhang was qualified as an intermediate engineer (中級工程師) by the Rizhao Municipal Bureau of Human Resources and Social Security (日照市人力資源和社會保障局) in December 2019.

Mr. XIANG Longsheng (相龍升), aged [41], is an executive Director, chief financial officer and Board secretary of our Company. He was re-designated as an executive Director on February 7, 2025. He is primarily responsible for managing financial affairs, investment and financing, Board-related matters, investor relations and corporate governance of our Group.

Mr. Xiang possesses over 15 years of experience in financial management and corporate governance. Mr. Xiang currently holds various positions within our Group, including: (i) the chief financial officer of Shandong Huge since August 2017; (ii) the board secretary of Shandong Huge since April 2020; (iii) the chairman of Rizhao Huge since March 2018; and (iv) a director of Huge Dental International (Singapore) Pte. Ltd. since September 2024. Prior to joining our Group, from March 2006 to April 2017, Mr. Xiang worked at Sailun Jinyu Group Co., Ltd. (賽輪金宇集團股份有限公司) (currently known as Sailun Group Co., Ltd. (賽輪集團股份有限公司)).

Mr. Xiang received an associate degree in accounting from YanTai University (煙臺大學) in China in June 2006. Mr. Xiang then obtained an undergraduate diploma in finance from the School of Continuing Education of Renmin University of China (中國人民大學繼續教育學院) (online education) in January 2016 and a postgraduate diploma in corporate finance and investment management from the University of Hong Kong in February 2018. Mr. Xiang obtained the Accounting Professional Qualification (intermediate) (會計專業技術資格(中級)) in China in September 2024.

Independent Non-executive Directors

Mr. WONG Fatt Heng (黃柏興), aged [69], was appointed as an independent non-executive Director on February 7, 2025 effective from the [**REDACTED**]. He is primarily responsible for providing independent advice and judgment to our Board.

From May 1986 to April 2019, Mr. Wong worked in Roche Diagnostics, where his last position was the general manager of Roche Diagnostics Shanghai Limited (羅氏診斷產品(上海)有限公司). Mr. Wong joined Dian Diagnostics Group Co., Ltd. (迪安診斷技術集團股份有限公司) ("**Dian Diagnostics**") in June 2019, a company whose shares are listed on the Shenzhen Stock Exchange (stock code: 300244), and was serving as a director and the general manager from September 2020 to November 2023. Mr. Wong founded Shanghai IVD Information Consulting Co., Ltd. (上海愛威迪信息諮詢公司) and has been working there since August 2023. Currently, Mr. Wong also serves as a non-executive director at Spiritus Mundi PLC since July 2022.

During Mr. Wong's term of office at Dian Diagnostics, the board of directors of Dian Diagnostics approved on November 18, 2022 to use no more than RMB100 million idle IPO proceeds to temporarily supplement its working capital within a 12-month period, but was not able to fully return the funds to the designated account or announce the delay in return due to administrative inadvertence until November 30, 2023, which constituted a violation of the relevant rules of the Shenzhen Stock Exchange. A regulatory letter was issued to the board of directors of Dian Diagnostics by the Shenzhen Stock Exchange on December 18, 2023 to remind the board of its disclosure obligations under the relevant listing rules. As advised by our PRC Legal Advisors, a regulatory letter is self-supervisory measure implemented by the Shenzhen Stock Exchange and does not constitute administrative penalty. Mr. Wong was not involved in the incident due to his limited involvement in financial management of Dian Diagnostics at that time and therefore was not personally criticized or penalized by the Shenzhen Stock Exchange. Mr. Wong's resignation from Dian Diagnostics was not related to the aforesaid incident.

Mr. Wong obtained a bachelor's degree in applied science from Curtin University (formerly known as the Western Australia Institute of Technology) in Australia in February 1980. Mr. Wong was honored with "Chinese Government Friendship Award (中國政府友誼獎)" by State Council and "Honorary Citizenship" by Shanghai Municipal People's Government in 2016.

Mr. WANG Lin (王林), aged [66], was appointed as an independent non-executive Director on February 7, 2025 effective from the [**REDACTED**]. He is primarily responsible for providing independent advice and judgment to our Board.

Mr. Wang has been working at the Affiliated Stomatology Hospital of Nanjing Medical University (南京醫科大學附屬口腔醫院) since December 1982, and is currently serving as a second-class professor and chief physician.

Mr. Wang obtained a bachelor's degree in stomatological medicine from Nanjing Medical College (南京醫學院) (currently known as Nanjing Medical University (南京醫科大學)) in China in December 1982, a master of medicine degree in orthodontics from West China Medical University (華西醫科大學) (currently known as West China Medical Center, Sichuan University (四川大學華西醫學中心)) in China in December 1988, and a doctoral degree in medicine (clinical medicine) from Peking University (北京大學) in China in January 2005.

Mr. YI Shanbing (易善兵), aged [49], was appointed as an independent non-executive Director on February 7, 2025 effective from the [**REDACTED**]. Mr. Yi has also served as an independent director of Shandong Huge from September 2021 to July 2024. He is primarily responsible for providing independent advice and judgment to our Board.

Since June 2011, Mr. Yi has been successively serving as the deputy general manager and chief financial officer of Anhui Zhongding Sealing Parts Co., Ltd. (安徽中鼎密封件股份有限公司), a company whose shares are listed on the Shenzhen Stock Exchange (stock code: 000887), and he has also been serving as its director since June 2017.

Mr. Yi obtained a bachelor's degree in accounting from Anhui University of Finance and Trade (安徽財貿學院) (currently known as Anhui University of Finance and Economics (安徽財經大學)) in China in December 2003 and obtained a master's degree in business administration from the University of Science and Technology of China (中國科學技術大學) in China in June 2016. Mr. Yi obtained an executive master's degree in business administration from Shanghai Jiao Tong University (上海交通大學) in China in in June 2018. He is also a certified senior accountant in the PRC.

In January 2018, Mr. Yi was awarded the "Golden Manager - Outstanding CFO Award", an award jointly issued by Shanghai Securities News Co., Ltd., Shanghai Listed Companies Association, Jiangsu Listed Companies Association and Anhui Listed Companies Association, recognizing Mr. Yi as an outstanding CFO for listed companies in the Yangtze River Delta Region. In November 2024, Mr. Yi was honored with "People's Learning Star" (百姓學習之星) by the Department of Education of Anhui Province. In April 2025, Mr. Yi was awarded the first session of Anhui High-Level Accounting Professional Certification, jointly issued by the Department of Finance of Anhui Province and the Shanghai National Accounting Institute.

SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management of our business. The following table sets forth the key information about our senior management as of the Latest Practicable Date.

Name	Age	Positions	Roles and Responsibilities	Date of first joining our Group	Date of appointment as a senior management
Mr. SONG Xin (宋欣) . . .	[53]	Chairman of the Board, executive Director and chief executive officer	Responsible for overseeing the overall management and business operation, formulating strategies and operation plans and making major decisions of our Group	Founder of our Group	Founder of our Group
Mr. LIU Qin (劉欽) . . .	[52]	Executive Director and general manager	Responsible for the strategic planning, daily business operations and the management of domestic sales and marketing of our Group	November 24, 2006	January 8, 2014
Ms. ZHANG Yongjing (張永靜) .	[42]	Executive Director and deputy general manager	Responsible for the management of production, quality control, R&D and product registration of our Group	July 29, 2008	July 29, 2008
Mr. XIANG Longsheng (相龍升) .	[41]	Executive Director, chief financial officer and Board secretary	Responsible for managing financial affairs, investment and financing, Board-related matters, investor relations and corporate governance of our Group	April 19, 2017	August 4, 2017
Mr. BEN Jianwei (賁建維) .	[44]	Deputy general manager	Responsible for the management of overseas sales and marketing of our Group	September 1, 2019	September 1, 2019

Mr. SONG Xin (宋欣), aged [53], is our chief executive officer. For his biography, see "— Board of Directors — Executive Directors."

Mr. LIU Qin (劉欽), aged [52], is our general manager. For his biography, see "— Board of Directors — Executive Directors."

Ms. ZHANG Yongjing (張永靜), aged [42], is our deputy general manager. For her biography, see "— Board of Directors — Executive Directors."

Mr. XIANG Longsheng (相龍升), aged [41], is our chief financial officer and Board secretary. For his biography, see "— Board of Directors — Executive Directors."

Mr. BEN Jianwei (賁建維), aged [44], is our deputy general manager. He is primarily responsible for the management of overseas sales and marketing of our Group.

Mr. Ben joined our Group in September 2019 as a general manager of the international business division of Qingdao Huge. Prior to joining our Group, Mr. Ben worked at Qingdao Haier Medical Co., Ltd. (青島海爾醫療股份有限公司) from June 2013 to August 2019.

Mr. Ben obtained a bachelor's degree in sociology from Heilongjiang University (黑龍江大學) in China in June 2004 and a master's degree in business administration from Nankai University (南開大學) in China in December 2017.

OTHER INFORMATION IN RELATION TO OUR DIRECTORS AND SENIOR MANAGEMENT

As of the Latest Practicable Date, save as disclosed in "Appendix V — Statutory and General Information — D. Further Information about Our Directors, Chief Executive and Substantial Shareholders — 1. Disclosure of Interests," each of our Directors did not have any interest in the Shares within the meaning of Part XV of the SFO.

Save as disclosed above, to the best knowledge, information and belief of our Directors having made all reasonable inquiries, there are no material matters relating to their appointment as a Director that need to be brought to the attention of our Shareholders and there is no other information in relation to his or her appointment which is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules as of the Latest Practicable Date.

Save as disclosed above, none of our Directors and senior management held any other directorships in any other company listed in Hong Kong or overseas during the three years immediately preceding the date of this document.

Save as disclosed above, none of our Directors and senior management is related to other Directors, senior management or substantial shareholders of our Company.

JOINT COMPANY SECRETARIES

Mr. XIANG Longsheng (相龍升), our chief financial officer and Board secretary, was appointed as one of our joint company secretaries with effect from February 7, 2025. He is primarily responsible for managing financial affairs, investment and financing, Board-related matters, investor relations and corporate governance of our Group. For his biography, see "— Board of Directors — Executive Directors."

Mr. NG Tung Ching Raphael (吳東澄) has been appointed as one of our joint company secretaries with effect from February 7, 2025.

Mr. Ng is the assistant vice president of Entity Solutions of Computershare Hong Kong Investor Services Limited. He is a seasoned professional with over 14 years of extensive experience in the legal and company secretarial domains, specializing in corporate governance and compliance.

Mr. Ng obtained his bachelor's degree in law from Manchester Metropolitan University, a master's degree in Chinese business law from The Chinese University of Hong Kong and a master's degree in professional accounting and corporate governance from The City University of Hong Kong. Mr. Ng is an associate member of The Hong Kong Chartered Governance Institute (formerly known as The Hong Kong Institute of Chartered Secretaries) and The Chartered Governance Institute in the United Kingdom. He also possesses the practitioner's endorsement from HKCGI.

BOARD COMMITTEES

Our Company has established three committees under the Board pursuant the corporate governance practice requirements under the Listing Rules, including the Audit Committee, the Remuneration Committee and the Nomination Committee.

Audit Committee

We have established the Audit Committee in compliance with Rule 3.21 of the Listing Rules and paragraphs D.3.3 and D.3.7 of Part 2 of the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the Audit Committee are to (i) review and supervise our financial reporting process and internal control system, risk management and internal audit of our Group; (ii) provide advice and comments to our Board in respect of financial risk, risk management and internal control matters; and (iii) perform other duties and responsibilities as may be assigned by the Board.

The Audit Committee comprises three independent non-executive Directors, namely, Mr. YI Shanbing, Mr. WANG Lin and Mr. WONG Fatt Heng. Mr. YI Shanbing is the chairperson of the Audit Committee. He holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules.

Remuneration Committee

We have established the Remuneration Committee in compliance with Rule 3.25 of the Listing Rules and code provision E.1.2 of Part 2 of the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the Remuneration Committee include (i) making recommendations to our Board on our policy and structure for all remuneration of Directors and senior management and on the establishment of a formal and transparent procedure for developing policy on such remuneration; (ii) determining the specific remuneration packages of all Directors and senior management; and (iii) reviewing and approving matters relating to share schemes of our Company.

The Remuneration Committee comprises one executive Director and two independent non-executive Directors, namely, Mr. Song, Mr. YI Shanbing and Mr. WANG Lin. Mr. YI Shanbing is the chairperson of the Remuneration Committee.

Nomination Committee

We have established the Nomination Committee in compliance with Rule 3.27A of the Listing Rules and code provision of B.3.1 of Part 2 of the Corporate Governance Code. The primary duties of the Nomination Committee include (i) reviewing the structure, size and composition of our Board on a regular basis and make recommendations to the Board regarding any proposed changes to the composition of our Board; (ii) identifying, selecting or making recommendations to our Board on the selection of individuals nominated for directorship, and ensuring the diversity of our Board members; (iii) performing review on the contributions made by our Directors (including our independent non-executive Directors) and the sufficiency of time devoted to perform their duties; (iv) assessing the independence of our independent non-executive Directors; and (v) making recommendations to our Board on relevant matters relating to the appointment, re-appointment and removal of our Directors.

The Nomination Committee comprises two executive Directors and three independent non-executive Directors, namely, Mr. Song, Ms. ZHANG Yongjing, Mr. WONG Fatt Heng, Mr. WANG Lin and Mr. YI Shanbing. Mr. Song is the chairperson of the Nomination Committee.

REMUNERATION OF OUR DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Our Directors and senior management receive basic annual payments and performance-related annual payments, including fees, salaries, bonuses, allowances and benefits in kind, equity-settled share-based payment expenses, and pension scheme contributions and social welfare.

The aggregate amount of remuneration for our Directors for the years ended December 31, 2023, 2024 and 2025 was approximately RMB6.5 million, RMB8.3 million and RMB6.4 million, respectively.

The five highest paid employees for the years ended December 31, 2023, 2024 and 2025 included two, three and three Directors, respectively. The aggregate amount of remuneration for the remaining three, two and two highest paid individuals of our Group, who is neither a director nor chief executive of our Company, for the years ended December 31, 2023, 2024 and 2025 was approximately RMB3.0 million, RMB2.6 million and RMB2.2 million, respectively.

According to existing effective arrangements, the total amount of remuneration (excluding any possible payment of discretionary bonus) shall be paid by us to Directors for the financial year ending December 31, 2026 is expected to be approximately RMB7.1 million.

During the Track Record Period, (i) no remuneration was paid to our Directors or the five highest paid individuals as an inducement to join, or upon joining our Group, (ii) no compensation was paid to, or receivable by, our Directors or past Directors or the five highest paid individuals for the loss of office as director of any member of our Group or any other office in connection with the management of the affairs of any member of our Group, and (iii) none of our Directors waived any emoluments.

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

Save as disclosed above and in Appendix I to this document, no other payments have been made or are payable in respect of the years ended December 31, 2023, 2024 and 2025 by our Group to the Directors and senior management.

COMPLIANCE ADVISOR

We have appointed Zhongtai International Capital Limited as our Compliance Advisor pursuant to Rule 3A.19 of the Listing Rules. Our Compliance Advisor will provide us with guidance and advice as to compliance with the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, our Compliance Advisor will advise our Company in certain circumstances including:

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

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

(c) where we propose to use the [**REDACTED**] of the [**REDACTED**] in a manner different from that detailed in this document or where the business activities, development or results of our Group deviate from any forecast, estimate or other information in this document; and where the Stock Exchange makes an inquiry to our Company regarding unusual movements in the [**REDACTED**] or [**REDACTED**] of its [**REDACTED**] securities or any other matters in accordance with 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 appointment of our Compliance Advisor shall commence on the [**REDACTED**] and is expected to end on the date on which we comply with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the [**REDACTED**].

CORPORATE GOVERNANCE

We recognize the importance of incorporating elements of good corporate governance in our management structure and internal control procedures so as to achieve effective accountability. We have adopted the code provisions stated in the Corporate Governance Code. We are committed to the view that the Board should include a balanced composition of executive Directors and independent non-executive Directors so that there is a strong independent element on the Board that can effectively exercise independent judgment.

To accomplish the high standards of corporate governance, our Company expects to comply with the Corporate Governance Code and the associated Listing Rules after the [**REDACTED**] save for the deviation as mentioned below. Any deviation from the Corporate Governance Code shall be carefully considered, and the reasons for any deviation and explanation of how good corporate governance was achieved by means other than strict compliance with the code provisions shall be given in the interim report and the annual report in respect of relevant period.

Under paragraph C.2.1 of part 2 of the Corporate Governance Code, the roles of chairman and chief executive should be separate and should not be performed by the same individual. Mr. Song is the chairman of our Board and chief executive officer of our Company. In view of the fact that Mr. Song is the founder of the Group and has been assuming the responsibilities in overseeing the overall management and business operations, formulating strategies and operation plans and making major decisions of our Group since our establishment, despite the fact that the roles of the chairman of our Board and chief executive officer of our Company are both performed by Mr. Song which constitutes a deviation from paragraph C.2.1 of part 2 of the Corporate Governance Code, our Board considers that vesting the roles of both the chairman of the Board and chief executive officer all in Mr. Song has the benefit of ensuring consistent leadership and more effective and efficient overall strategic planning of our Company. In addition, as all major decisions will be made in consultation with members of our Board and the relevant Board Committees, and there are three independent non-executive Directors on our Board offering independent perspective, our Board is therefore of the view that there are adequate safeguards in place to ensure sufficient balance of powers within our Board. Our Board shall nevertheless review the structure and composition of our Board and senior management from time to time in light of prevailing circumstances to maintain a high standard of corporate governance practices of our Company.

Saved as disclosed above, as of the Latest Practicable Date and to the best of the knowledge, information and belief of our Directors, having made all reasonable enquiries, our Directors were not aware of any deviation from provisions in the Corporate Governance Code.

BOARD DIVERSITY POLICY

Our Board has adopted a board diversity policy which sets out the approach to achieve diversity on our Board. 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, skills, gender, age, cultural and educational background, ethnicity, professional experience, independence, knowledge 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 features a balanced mix of knowledge, skills, and experience. Our Directors possess diverse educational backgrounds and professional expertise in various fields, including pharmacy, business administration, engineering, accounting and finance, among others. We have three independent non-executive Directors who have different industry backgrounds.

Furthermore, our Directors are of a wide range of age, from [41 to 69] years old. Taking into account our business model and specific needs as well as the presence of one female Director out of a total of seven Board members, we consider that the composition of our Board satisfies our board diversity policy.

We recognize the particular importance of gender diversity on our Board. 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 shall take opportunities when selecting and making recommendations on suitable candidates for Board appointments with the aim of increasing the proportion of female members over time after [**REDACTED**]. In particular, taking into account the business needs of our Group and changing circumstances that may affect our business plans, we will actively identify and select several female individuals with a diverse range of skills, experience and knowledge in different fields from time to time, and maintain a list of such female individuals who possess qualities to become our Board members, which will be periodically reviewed by our Nomination Committee in order to develop a pipeline of potential successors to our Board and promote gender diversity. We will also ensure that there is gender diversity when recruiting staff at the mid to senior levels so that we have a pipeline of female senior management and potential successors to our Board going forward. We plan to offer well-rounded trainings to female employees whom we consider have the requisite experience, skills and knowledge of our operation and business, on topics including but not limited to business operation, management, accounting and finance, and legal compliance. We are of the view that such strategies will provide our Board with ample opportunities to identify capable female employees to be nominated as Directors in the future, fulfilling our aim to develop a pipeline of female candidates to achieve greater gender diversity in our Board in the long run. We believe that such a merit-based selection process with reference to our diversity policy and the nature of our business will be in the best interests of our Company and our Shareholders as a whole. It is our objective to maintain an appropriate balance of gender diversity with reference to the stakeholders' expectations 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 annually to monitor its continued effectiveness and we will disclose the implementation of our board diversity policy, including any measurable objectives set for implementing the board diversity policy and the progress on achieving these objectives, in our corporate governance report on an annual basis.

CONFIRMATIONS 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 7, 2025, and (ii) understands his or her obligations as a director of a [**REDACTED**] issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

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

Rule 8.10 of the Listing Rules

Each of our Directors (other than our Independent Non-executive Directors) confirms that as of the Latest Practicable Date, he or she did not have any interest in a business which competes or is likely to compete, directly or indirectly, with our business and requires disclosure under Rule 8.10 of the Listing Rules.