BOARD OF DIRECTORS

Our Board consists of eight Directors, comprising three executive Directors, two non-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	Position/Title	Date of joining our Group	Date of appointment as a Director	Roles and responsibilities
Mr. Dong Dalun (董大倫)[Note 1]	62	Chairman of the Board and non-executive Director	February 5, 2004	March 30, 2020	Overseeing the management and strategic development of the Group
Mr. Dong Zhu (董竹)	36	Executive Director	April 19, 2018	April 19, 2018	Overall operation and management of our integrated business division and over-the-counter ("**OTC**") business division
Dr. Qin Jihong (秦繼紅).	63	Executive Director and general manager	February 5, 2004	October 28, 2013	Overseeing business and daily operations of the Group
Mr. Zhang Yuhu (張玉虎).	45	Executive Director	August 27, 2007	August 18, 2025	Overseeing the management and strategic development of the Group
Mr. Chen Wei (陳尉)	41	Non-executive Director	August 18, 2025	August 18, 2025	Overseeing the management and strategic development of the Group
Mr. Yu Jianchun (俞建春).	64	Independent non-executive Director	August 14, 2023	August 14, 2023	Providing independent advice and judgment to our Board
Mr. Li Xianlin (李顯林).	70	Independent non-executive Director	November 30, 2022	November 30, 2022	Providing independent advice and judgment to our Board
Dr. Fung So Ching Jenny (馮素貞). . .	54	Independent non-executive Director	August 18, 2025	August 18, 2025	Providing independent advice and judgment to our Board

Note 1 Mr. Dong, our chairman and non-executive Director, is the father of Mr. Dong Zhu, our executive Director. Save as disclosed above, each of our Directors had no relationship with other Directors or senior management members of our Company as of the Latest Practicable Date.

Chairman and non-executive Director

Mr. Dong Dalun (董大倫), founded our Group in February 2004. He was appointed as our chairman of the Board and director in March 2020 and was then re-designated as our non-executive Director in August 2025. Mr. Dong is a respected veteran in China's pharmaceutical industry, with over 30 years of extensive experience spanning strategy formulation, business management and corporate governance. After that, Mr. Dong founded Xintian Pharmaceutical in August 1995 and has served as the chairman of Xintian Pharmaceutical since its establishment. Under Mr. Dong's leadership, Xinjian Pharmaceutical expanded and modernized its operations and successfully listed its shares on the Shenzhen Stock Exchange in 2017 (stock code: 002873). Mr. Dong obtained a bachelor's degree in pharmaceutical chemistry (specialization in biochemical pharmaceuticals) from Nanjing College of Pharmacy (南京藥學院) (currently known as China Pharmaceutical University (中國藥科大學)) in the PRC in July 1984 and a master's degree in executive business administration from China Europe International Business School (中歐國際工商學院) in the PRC in September 2007.

Executive Directors

Mr. Dong Zhu (董竹), was appointed as our director in April 2018 and was then re-designated as our executive Director in August 2025. Mr. Dong has broad experience in clinical research and business management in the pharmaceutical industry. From January 2019 to August 2020, he served as a clinical research associate in our Group, principally responsible for overseeing regulatory compliance, ensuring data integrity and enhancing execution efficiency across all stages of clinical trials. Through this role, he gained hands-on knowledge of trial design, patient recruitment, data analysis and regulatory submission processes. Subsequently, from August 2020 to March 2024, he served as the general manager of Shanghai Jinzhu Information Technology Co., Ltd. (上海錦竺信息科技有限公司). Since March 2024, he has served as the general manager of our integrated business division and OTC business division, where he has further demonstrated his leadership and operational capabilities. Mr. Dong obtained a master's degree in business administration from Asia Metropolitan University in Malaysia in June 2025.

Dr. Qin Jihong (秦繼紅), was appointed as our director in October 2013 and was then re-designated as our executive Director in August 2025. Dr. Qin brings over 30 years of leadership and scientific expertise in the pharmaceutical industry, with a track record of success in drug discovery, project management and business management. Prior to joining our Group in 2004, he held the following positions: (i) assistant researcher at the Shanghai Institute of Organic Chemistry, Chinese Academy of Sciences (中國科學院上海有機化學研究所) from January 1991 to January 1994; and (iii) manager at Shanghai Haitian Pharmaceutical Technology Development Co., Ltd. (上海海天醫藥科技開發有限公司), a wholly-owned subsidiary of Xintian pharmaceutical, from March 2001 to February 2004. Dr. Qin has been widely recognized through numerous awards and honors, including the following: (i) High-Level Entrepreneurial Talent of Jiangsu Province (江蘇省高層次創業人才) by the Jiangsu Province Talent Work Leading Group (江蘇省人才工作領導小組) in November 2011; (ii) Outstanding Technical Leader of Shanghai (上海優秀技術帶頭人) by the Shanghai Science and Technology Commission (上海科學技術委員會) in September 2012; and (iii) Leading Talent of Shanghai (上海市領軍人才) by the Shanghai Municipal Human Resources and Social Security Bureau (上海市人力資源和社會保障局) in November 2015. Dr. Qin obtained a bachelor's degree in medicinal chemistry from Nanjing College of Pharmacy (南京藥學院) (currently known as China Pharmaceutical University (中國藥科大學)) in the PRC in July 1984, a master's degree in medicinal chemistry from Shanghai Institute of Pharmaceutical Industry (上海醫藥工業研究院) in the PRC in September 1987, and a Ph.D. degree in organic chemistry from the Shanghai Institute of Organic

Chemistry, Chinese Academy of Sciences in the PRC in December 1990. He later obtained a master's degree in business administration from China Europe International Business School (中歐國際工商學院) in the PRC in September 2012.

Mr. Zhang Yuhu (張玉虎), was elected as our employee representative Director and was then re-designated as our executive Director in August 2025. Mr. Zhang has over 20 years of experience in pharmaceutical research and development, quality management and project management. He joined our Company in August 2007 as a researcher in the quality department, where he was responsible for generic drug quality research. From November 2010 to July 2016, he served as the manager of the quality department, where he was responsible for the quality research of active pharmaceutical ingredients and formulations for generic and innovative drug projects under development. After that, he successively served as the general manager of the integrated management department, the director of the project management department and the director of the information technology center, responsible for overseeing project management, issue coordination, research progress tracking, and the company's digital transformation initiatives, from July 2016 to May 2022. Since May 2022, he has been serving as the director of the new drug research and development management department in our Company. Mr. Zhang obtained a bachelor's degree in biology from Anhui University (安徽大學) in the PRC in July 2001, and a master's degree in botany from the South China Institute of Botany, Chinese Academy of Sciences (中國科學院華南植物研究所) in the PRC in August 2004.

Non-Executive Director

Mr. Chen Wei (陳尉), was appointed as our director in August 2025 and was then re-designated as our non-executive Director in August 2025. Prior to joining our Company, he served as a staff member of the Investment Promotion Center of the Biopharmaceutical Industrial Park of the Taizhou Pharmaceutical High-tech Zone (泰州醫藥高新區生物醫藥產業園區投資促進中心) from February 2009 to January 2010. Subsequently, from January 2010 to June 2017, he served as the vice minister (副部長) of the Healthcare Department at the same center, before advancing to the role of deputy director (副局長) of the Seventh Investment Promotion Bureau (招商七局) there from June 2017 to September 2021. Since September 2021, he has been serving as deputy general manager of Taizhou Huayin Financial Investment Co., Ltd. (泰州醫藥高新區華銀金融投資有限公司). Mr. Chen obtained a bachelor's degree in information engineering from Nanjing University of Posts and Telecommunications (南京郵電大學) in the PRC in July 2007.

Independent Non-Executive Directors

Mr. Yu Jianchun (俞建春), was appointed as our director in August 2023 and was then re-designated as our independent non-executive Director in August 2025. Prior to joining our Group, Mr. Yu served as the assistant to the general manager and auditor at Shanghai Hugang Jinmao Accounting Co., Ltd. (上海滬港金茂會計師事務所有限公司) from January 2002 to December 2023. Afterwards, he served as an accountant at Shanghai Jingtianhua Accounting Co., Ltd. (上海景天華會計師事務所有限公司) from March 2024 to September 2024. Outside our Group, from December 2015 to September 2021, Mr. Yu served as the independent director of Xintian Pharmaceutical. He currently serves as an independent director of Winning Health Technology Group Co., Ltd. (衛寧健康科技集團股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300253), since March 2024, and an accountant at Shanghai Shenwei United Certified Public Accounting (General Partnership) (上海申威聯合會計師事務所(普通合夥企業)) since August 2024. Mr. Yu also serves as a supervisor at Shanghai Shangshui Tax Services Co., Ltd. (上海上穗稅務師事務所有限公司) since July 2013 and a supervisor at Keno (Shanghai) Technology

Co., Ltd. (錡諾(上海)科技有限公司) since July 2023. Mr. Yu obtained a bachelor's degree in mathematics from East China Normal University (華東師範大學) in July 1984. He qualified as a PRC certified public accountant in December 1997.

Mr. Li Xianlin (李顯林), was appointed as our director in November 2022 and was then re-designated as our independent non-executive Director in August 2025. Mr. Li joined Xuzhou Biopharmaceuticals Manufactures Plant (徐州生物化學製藥廠), currently known as Fosun Wanbang (Jiangsu) Pharmaceutical Group Co., Ltd (復星萬邦(江蘇)醫藥集團有限公司), a subsidiary of Shanghai Fosun Pharmaceutical Group Co., Ltd. (上海復星醫藥(集團)股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600196) and the Stock Exchange (stock code: 2196), in July 1982, and successively served as the factory manager, director manager and chairman from June 1993 to April 2007. Subsequently, he served successively as the deputy general manager, vice president and senior vice president at Shanghai Fosun Pharmaceutical Group Co., Ltd. from April 2007 to July 2015. Afterwards, he served as the consultant at Shanghai Fosun Pharmaceutical Industrial Development Co., Ltd. (上海復星醫藥產業發展有限公司) from August 2015 to August 2020. Mr. Li was awarded the Second-Class Award for Scientific and Technological Achievements (科技成果二等獎) by the Ministry of Commerce of the PRC (中華人民共和國商業部) in January 1991, and was named as the Advanced Individual in Technical Upgrading during the 9th Five-Year Plan (九五技術改造先進工作者) by the People's Government of Jiangsu Province (江蘇省人民政府) in November 2001. Mr. Li obtained a bachelor's degree in pharmacy from Nanjing College of Pharmacy (南京藥學院) (currently known as China Pharmaceutical University (中國藥科大學)) in the PRC in July 1982, and a master's degree in business administration from China Europe International Business School (中歐國際工商學院) in the PRC in June 2008.

Dr. Fung So Ching Jenny (馮素貞), was appointed as our director in August 2025 and was then re-designated as our independent non-executive Director in September 2025. Prior to joining our Group, Dr. Fung served as (i) an auditor at Eugene Fung & Co, CPAs from August 1996 to September 1997; (ii) an auditor at BDO International (Hong Kong Branch) from September 1997 to September 1999; and (iii) a management accountant at Beijing Holdings Limited (京泰實業(集團)有限公司) from October 1999 to June 2002. Outside our Group, Dr. Fung currently serves as (i) a partner of S. C. Fung & Company, CPAs since October 2003; (ii) a director of Sino Leader Consultants Limited since May 2002; and (iii) a director of Sino Leader International Investment Limited since December 2006. Dr. Fung obtained (i) a bachelor's degree in accountancy from the University of Hertfordshire in the U.K. in July 1996; (ii) a master's degree in business administration from The Open University of Hong Kong in December 2003; (iii) a master's degree in law from The Open University of Hong Kong in June 2015; (iv) a Doctor of Business Administration (DBA) from Apollo University in the U.S. in September 2016; (v) completed a post-doctoral study in Belt and Road Initiative from Oxford University in the United Kingdom in May 2018; and (vi) a second Doctor of Business Administration (DBA) from The Hong Kong Polytechnic University in October 2019. In addition, she was admitted as a member of the Association of Chartered Certified Accountants (ACCA) in January 2000 and a certified public accountant of the Hong Kong Institute of Certified Public Accountants (HKICPA) in October 2003.

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.

Name	Age	Position/Title	Date of joining our Group	Date of appointment as senior management	Roles and responsibilities
Dr. Qin Jihong (秦繼紅).	63	Executive Director and general manager	February 5, 2004	February 5, 2004	Overseeing business and daily operations of the Group
Dr. Li Wenhua (李文華).	43	Deputy general manager	November 1, 2010	June 16, 2022	Overseeing the Company's drug R&D and pharmaceutical development
Dr. Ye Bin	61	Deputy general manager	October 11, 2021	June 16, 2022	Participating in major strategic and operational decisions and overseeing the R&D of small-molecule drugs
Mr. Shi Jilong	63	Deputy general manager	November 2, 2020	May 26, 2025	Overseeing the Group's government relations and the overall operations and management of Hubei Huilun
Ms. Zhang Xuan (張璇)	39	Head of finance and Board secretary	January 5, 2021	June 16, 2022	Overseeing the corporate finance and capital management of our Group

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

Dr. Qin Jihong (秦繼紅), is the executive Director and general manager of our Company. For his biography, see "— Board of Directors — Executive Directors" in this section.

Dr. Li Wenhua (李文華), has extensive experience in pharmaceutical research and development. He joined our Group in November 2010 as manager of the chemical division until March 2014, during which period he was primarily responsible for process development and regulatory submissions for complex active pharmaceutical ingredients (APIs). From March 2014 to July 2021, he was responsible for the research and development of generic drugs and modified new drugs, as well as the CMC studies of innovative drugs. Since July 2021, he has also served as the General Manager of the Pharmaceutical Research and Development Center of our Company. In June 2024, Dr. Li was appointed the chairman of Jiangsu Huilun, where he oversees the operational management of the formulation business unit as well as production capacity planning. Dr. Li obtained a bachelor's degree in chemistry from Fudan University (復旦大學) in the PRC in July 2005, and a Ph.D. degree in organic chemistry from the Shanghai Institute of Organic Chemistry, Chinese Academy of Sciences in the PRC in July 2010. In addition, in 2016, he was recognized as a "Shanghai Youth Science and Technology Rising Star" (上海市青年科技啟明星) by the Shanghai Municipal Science and Technology Commission (上海市科學技術委員會).

Dr. Ye Bin, has over 30 years of experience in pharmaceutical R&D, with a focus on new drug discovery. He is co-inventor of two marketed oncology drugs, Fruquintinib (呋喹替尼) and Surufatinib (索凡替尼). Prior to joining our Group, he served as a senior scientist at Bayer AG, responsible for new drug discovery, from September 1996 to March 2007. Subsequently, he served as the group director of discovery chemistry at Shanghai Hutchison Pharmaceuticals Ltd. (上海和黃藥業有限公司), responsible for new drug discovery, from July 2007 to June 2008. In addition, he served as CEO at UniTris Biopharma (Shanghai) Co., Ltd. (上海源力生物公司), and as senior scientist at Thermo Fisher Scientific Inc., and also held a position at Chemoraga. Dr. Ye received his bachelor's degree from Nanjing University (南京大學) in the PRC in July 1985, a Master of Science degree from the Shanghai Institute of Organic Chemistry, Chinese Academy of Sciences in the PRC in June 1988, and a Ph.D. degree in Science from the Shanghai Institute of Organic Chemistry, Chinese Academy of Sciences in the PRC in December 1992. Dr. Ye has participated in research work at the National Cancer Institute, National Institutes of Health in the United States.

Mr. Shi Jilong, has over 15 years of experience in the pharmaceutical industry. Mr. Shi served as the marketing director of Xintian Pharmaceutical, where he significantly enhanced product market share and brand influence through promotional strategies, from December 1996 to January 2005. Thereafter, from June 2005 to December 2011, he served as a chemist at Patheon Inc. PDS. Since January 2021, Mr. Shi served as the chairman of Hubei Huilun, where he oversaw the establishment of Hubei Huilun, provided strategic oversight of operations and government relations and led the construction and overall advancement of the Hubei Huilun pharmaceutical facility. Mr. Shi obtained a bachelor's degree in biochemical pharmaceutics from Nanjing College of Pharmacy (南京藥學院) (currently known as China Pharmaceutical University (中國藥科大學)) in the PRC in July 1984, and a master's degree in medicinal chemistry from China Pharmaceutical University in the PRC in July 1991.

Ms. Zhang Xuan (張璇), has over 10 years of experience in corporate finance. From July 2010 to February 2019, Ms. Zhang served as a project manager at Great Wall Securities Co., Ltd. (長城證券股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 002939), where she was responsible for M&A transactions. From February 2019 to December 2020, she served as a senior manager at Lianchu Securities Co., Ltd. (聯儲證券有限責任公司), responsible for M&A transactions. Ms. Zhang obtained a bachelor's degree in project management in July 2008, and a master's degree in national economics in June 2010, both from Shanghai University of Finance and Economics (上海財經大學) in the PRC.

OTHER INFORMATION

Further Information about Mr. Dong

Mr. Dong served as a supervisor of Shanghai Renben electronic Co., Ltd. (上海仁本電子有限公司) ("**Shanghai Renben**"), a limited liability company established in the PRC on August 12, 2003, and primarily engaged in the manufacturing of electronic equipment and components, which had not commenced any substantive business operations since its establishment. On June 9, 2023, a resolution passed to dissolve Shanghai Renben, and an application was proposed to be made to the company registration authority for deregistration, together with a public announcement for creditors to lodge their claims. Upon expiry of the announcement period, the deregistration procedures were not completed. As such, Shanghai Renben had not been successfully deregistered as at the Latest Practicable Date. On July 1, 2025, it was included in the directory of enterprises with abnormal operations (the "**Abnormal Operation Directory**") by the Shanghai Municipal Administration for Market Regulation (上海市市場監督管理局) due to its failure to disclose the annual report within the prescribed time limit in accordance with the PRC laws and regulation.

Mr. Dong confirmed that (i) he was not involved in the daily operation of Shanghai Renben; (ii) there was no dishonest, fraudulent or wrongful act on his part leading to the inclusion in the Abnormal Operations Directory; (iii) he has not received any notice or sanction by any relevant government authorities against him imposing any penalty or order for rectification or alleging that he is personally liable for the inclusion in the Abnormal Operations Directory; (iv) he is not aware of any actual or potential claims which have been or could potentially be made against him as a result of the inclusion in the Abnormal Operations Directory; (v) no misconduct or misfeasance had been involved on his part in the inclusion in the Abnormal Operations Directory; and (vi) he has not received any notice of disqualification by relevant authorities requiring him to cease to act as director of any PRC companies.

Shanghai Renben had not been subject to bankruptcy liquidation, had not had its business license revoked, and had not been ordered to shut down. Following the resolution for the dissolution of Shanghai Renben, Mr. Dong was unable to contact its legal representative, director, chief executive or actual controller, and was therefore unable to require them to proceed with the deregistration procedures or take relevant measures to address Shanghai Renben's inclusion in the Abnormal Operations Directory.

Our PRC Legal Advisor are of the view that such circumstances would not affect Mr. Dong's qualification to serve as a director of the Company under PRC laws and regulations, and that Mr. Dong did not bear any personal responsibility for such inclusion in the Abnormal Operations Directory.

Save as disclosed above, (i) to the best knowledge, information and belief of the 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; (ii) there were no other matters with respect to the appointment of our Directors that need to be brought to the attention of the Shareholders, nor was there any information relating to our Directors that was required to be disclosed pursuant to Rules 13.51(2)(h) to (v) of the Listing Rules as of the Latest Practicable Date.

Our Company dissolved the supervisory committee in August 2025. As advised by our PRC Legal Advisors, such dissolution was made in accordance with the requirements of the PRC Company Law and relevant rules including the Notice on Transitional Arrangements for the Implementation of Supporting System Rules for the New Company Law (《關於新〈公司法〉配套制度規則實施相關過渡期安排》) issued by the CSRC on December 27, 2024, and is in compliance with applicable PRC laws and the CSRC's regulatory requirements.

JOINT COMPANY SECRETARIES

Ms. Zhang Xuan (張璇) is the head of finance and Board secretary of our Company, and has been appointed as one of the joint company secretaries of our Company in August 2025. See "—Senior Management" for her biographical details.

Ms. Fung Wai Sum (馮慧森) was appointed as one of the joint company secretaries of our Company in August 2025. Ms. Fung is currently the company secretary/joint company secretary of various listed companies on the Stock Exchange, namely FriendTimes Inc. (友誼時光股份有限公司) (stock code: 6820), Tongdao Liepin Group (同道獵聘集團) (stock code: 6100), Greenland Hong Kong Holdings Limited (綠地香港控股有限公司) (stock code: 0337), Shenzhen Neptunus Interlong Biotechnique Company Limited (深圳市海王英特龍生物技術股份有限公司) (stock code: 8329), China ZhengTong Auto Services Holdings Limited (中國正通汽車服務控股有限公司) (stock code: 1728), ClouDr Group Limited (stock code: 9955), YSB Inc. (藥師幫股份有限公司) (stock code: 9885) and Migao Group Holdings Limited (米高集團控股有限公司) (stock code: 9879). Ms. Fung 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. Fung obtained her master's degree in professional accounting and corporate governance from City University of Hong Kong in November 2008.

BOARD COMMITTEES

Our Company has established three committees under the Board in accordance with the relevant laws and regulations in mainland China, the Articles of Association and the code of corporate governance practices under the Listing Rules, including the Audit Committee, the Remuneration and Appraisal Committee and the Nomination Committee.

Committee	Terms of Reference	Primary Roles and Responsibilities (*including but not limited to*)	Members
Audit Committee .	• Rule 3.21 of the Listing Rules • Paragraph D.3 of Part 2 of the Corporate Governance Code	To review and supervise the financial reporting process and internal control system of our Group, to review and approve connected transactions and to advise the Board	• Mr. Yu Jianchun (*chairman, holding the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules*) • Mr. Dong Dalun • Mr. Li Xianlin

Committee	Terms of Reference	Primary Roles and Responsibilities (*including but not limited to*)	Members
Remuneration and Appraisal Committee. . . .	• Rule 3.25 of the Listing Rules • Paragraph E.1 of Part 2 of the Corporate Governance Code	To review and make recommendations to the Board regarding the terms of remuneration packages, bonuses and other compensation payment to our Directors and senior management	• Mr. Li Xianlin (*chairman*) • Mr. Dong Dalun • Dr. Fung So Ching Jenny
Nomination Committee. . . .	• Rule 3.27A of the Listing Rules • Paragraph B.3 of Part 2 of the Corporate Governance Code	To make recommendations to the Board regarding the appointment of Directors and Board succession	• Mr. Dong Dalun (*chairman*) • Dr. Fung So Ching Jenny • Mr. Yu Jianchun

CORPORATE GOVERNANCE CODE

We recognize the importance of incorporating elements of good corporate governance in our management structure and internal control procedures 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, non-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, we will comply with the Corporate Governance Code set out in Appendix C1 to the Listing Rules and the associated Listing Rules after the [REDACTED].

BOARD DIVERSITY POLICY

We are committed to promoting the culture of diversity in the Company. We have strived to promote diversity to the extent practicable by taking into consideration a number of factors in our corporate governance structure. We have adopted the board diversity policy (the "**Board Diversity Policy**") which sets out the objective and approach to achieve and maintain diversity of our Board in order to enhance the effectiveness of our Board. Pursuant to the Board Diversity Policy, we seek to achieve Board diversity through the consideration of a number of factors, including but not limited to gender, age, race, cultural background, educational background, industry experience and professional experience. Our Directors have a balanced mix of knowledge and skills, including knowledge and experience in the areas of pharmaceutical chemistry, business administration, biology and accountancy, etc. Our three independent non-executive Directors have different industry backgrounds, with solid experiences in the fields of pharmacy, accountancy and mathematics. Our Board Diversity Policy is well implemented as evidenced by the fact that there are Directors ranging from 36 years old to 70 years old and comprises one female Director and eight male Directors. We will implement policies to ensure gender diversity when recruiting staff to develop a pipeline of female senior management and potential successors to our Board. We will strive to enhance our female representation and achieve appropriate balance of gender diversity with reference to the stakeholders' expectation and international and local recommended best practices. Furthermore, we will implement comprehensive programs aimed at identifying and training our female staff who display leadership and potential, with the goal of promoting them to the senior management or our Board.

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

COMPLIANCE ADVISOR

We have appointed Somerley Capital Limited as our Compliance Advisor pursuant to Rule 3A.19 of the [REDACTED] Rules. The Compliance Advisor will provide us with guidance and advice as to compliance with the Listing Rules and applicable Hong Kong laws. Our Compliance Advisor will advise our Company, among others, in the circumstances pursuant to Rules 3A.23 and 3A.24 of the Listing Rules.

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].

REMUNERATION OF DIRECTORS, SUPERVISORS AND FIVE HIGHEST PAID INDIVIDUALS

The Directors, Supervisors and senior management members who receive remuneration from the Company are paid in forms of wages and director's fee. When reviewing and determining the specific remuneration packages for our Directors and members of the senior management of our Company, the Shareholders' meetings and the Board of Directors take into account factors such as salaries paid by comparable companies, time commitment, level of responsibilities, employment elsewhere in our Group and desirability of performance-based remuneration. As required by the relevant PRC laws and regulations, our Company also participates in various defined contribution plans organized by relevant provincial and municipal government authorities and welfare schemes for employees of our Company, including medical insurance, injury insurance, unemployment insurance, pension insurance, maternity insurance and housing provident fund.

For the years ended December 31, 2023, 2024 and 2025, the total amount of emoluments (including fees, wages, salaries, bonuses, contribution to defined contribution retirement plan and equity-settled share-based payment) and other benefits in kind (if applicable) paid to our Directors and supervisors were RMB6.0 million, RMB6.7 million and RMB3.7 million, respectively. For details on the remuneration of each Director and Supervisors during the Track Record Period, please refer to Note 8 to the Accountants' Report in Appendix I to this document.

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 RMB3.4 million.

For the years ended December 31, 2023, 2024 and 2025, the total emoluments paid to the five highest paid individuals by us amounted to RMB8.4 million, RMB4.4 million and RMB5.7 million, excluding one, two, and one Director(s), respectively. For details on the remuneration of the five highest-paid employees during the Track Record Period, please refer to Note 9 to the Accountants' Report in Appendix I to this document.

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

During the Track Record Period, none of our Directors waived any remuneration. Save as disclosed above, during the Track Record Period, no other amounts shall be paid or payable by us or any of our subsidiaries to our Directors or the five highest paid individuals.

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 August 25, 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) that 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 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 or her independence at the time of his/her appointments.

Rule 8.10 of the Listing Rules

From time to time our non-executive Director and independent non-executive Directors may serve on the boards of both private and public companies within the pharmaceutical industries. Among them, Mr. Dong currently serves as the chairman and general manager of Xintian Pharmaceutical. However, as these non-executive Director and independent non-executive Directors are not members of our executive management team, while Xintian Pharmaceutical do not engage in businesses that directly compete with ours (for further detail, please see "Relationship with Our Controlling Shareholders — Delineation of Business"), 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 and independent non-executive Directors may hold directorships from time to time.

Each of our 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.

SHARE INCENTIVE PLANS

Please see "Appendix V — Statutory and General Information — Share Incentive Plans" for details.