DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Upon the [REDACTED], our Board will comprise eleven Directors, including five executive Directors, two non-executive Directors and four independent non-executive Directors. Our Directors serve a term of three years and may be re-elected for successive re-appointments.

The table below sets out certain information of our Directors.

Name	Age	Position	Date of first appointment as Director	Date of joining our Group	Responsibilities
Executive Directors					
Dr. Zhang Xujia (張旭家)	61	Chairman of our Board, executive Director and CEO	September 2018	September 2018	Overseeing the strategic planning and overall management of our Group
Dr. Zhang Yuanyuan (張媛媛)	43	Executive Director, senior vice president and head of R&D	September 2020	September 2018	Overseeing the R&D strategic planning and overall scientific management of our Group
Dr. Zhai Peng (翟鵬)	49	Executive Director, senior vice president and head of manufacturing	November 2018	September 2018	Overseeing production strategy and manufacturing of our Group
Mr. Wu Ning (吳寧)	53	Executive Director and COO	November 2018	October 2018	Overseeing the operational strategy and overall business management of our Group
Ms. Dong Yi (董伊)	37	Executive Director, CFO and board secretary	February 2026	June 2024	Overseeing the corporate governance, financing strategy and executive coordination of our Group
Non-executive Director					
Dr. Steven Dasong Wang (王大松)	57	Non-executive Director	February 2026	February 2026	Participating in the decision-making of our Board and overseeing corporate governance matters

Name	Age	Position	Date of first appointment as Director	Date of joining our Group	Responsibilities
Dr. Shi Liyang (石莉揚)	36	Non-executive Director	December 2021	December 2021	Participating in the decision-making of our Board and overseeing corporate governance matters
Independent Non-executive Directors					
Ms. Gu Jin (顧勁)	51	Independent non-executive Director	[REDACTED]	April 2026, with effect from the [REDACTED]	Supervising and providing independent judgment to our Board
Mr. Cheung Kwok Wah (張國華)	61	Independent non-executive Director	[REDACTED]	April 2026, with effect from the [REDACTED]	Supervising and providing independent judgment to our Board
Dr. Li Zhihong (李志宏)	56	Independent non-executive Director	[REDACTED]	April 2026, with effect from the [REDACTED]	Supervising and providing independent judgment to our Board
Ms. Liang Yun (梁雲)	55	Independent non-executive Director	[REDACTED]	April 2026, with effect from the [REDACTED]	Supervising and providing independent judgment to our Board

Note:

(1) As of the Latest Practicable Date, Dr. Gu Cuiping (顧翠萍) ("**Dr. Gu**") was our Director. On April 21, 2026, Dr. Gu voluntarily tendered her resignation as our Director, conditional upon and effective immediately prior to the [REDACTED]. Dr. Gu is a board representative of one of our Pre-[REDACTED] Investors. Other than [REDACTED] strategic advice on the Company's overall development, Dr. Gu had not been involved in the day-to-day management and operations of the Group. Dr. Gu has confirmed that she has no disagreement with our Board and that there are no other matters in relation to her resignation that need to be brought to the attention of the Shareholders of the Company.

Executive Directors

Dr. Zhang Xujia (張旭家), aged 61, was appointed as a Director and the chairman of our Board in September 2018 and was re-designated as our executive Director in April 2026. He also serves as our CEO and a director of Zhitai Pharmaceuticals (Taizhou). Dr. Zhang is primarily responsible for overseeing the strategic planning and overall management of our Group.

Dr. Zhang has around 30 years of experience in the biotechnology and pharmaceutical research and development industry. He began his career at the Institute of Biophysics, Chinese Academy of Sciences (中國科學院生物物理研究所) in April 1997 as a researcher until December 2007. From January 2008 to August 2018, he served as vice president of research and development at the Novo Nordisk Research Center China (諾和諾德中國研究發展中心).

Dr. Zhang has also held various academic and professional appointments, including serving as a council member of the Beijing Society of Biochemistry and Molecular Biology (北京生物化學與分子生物學會) from December 2006 to December 2010 and the deputy secretary-general of the 7th Membrane and Cell Biophysics Committee of the Biophysical Society of China (中國生物物理學會第七屆膜與細胞生物物理專業委員會) from June 2002 to May 2006.

Dr. Zhang obtained his bachelor's degree in radiochemistry, his master's and doctoral degrees in radiation chemistry from Peking University (北京大學) in the PRC in July 1985, July 1988 and February 1991, respectively.

Dr. Zhang Yuanyuan (張媛媛), aged 43, was appointed as a Director in September 2020 and was re-designated as our executive Director in April 2026. She also serves as our senior vice president and head of R&D and supervisor of Zhitai Pharmaceuticals (Taizhou). Dr. Zhang Yuanyuan is primarily responsible for overseeing the R&D strategic planning and overall scientific management of our Group.

Dr. Zhang Yuanyuan has over 15 years of experience in metabolic disease research and biopharmaceutical R&D. She began her career at the Institute of Biophysics, Chinese Academy of Sciences (中國科學院生物物理研究所) in August 2010 as an assistant professor until December 2011. From January 2012 to June 2013, she served as a technical application scientist at Life Technologies Limited. From July 2013 to August 2018, she served as a senior scientist at the Novo Nordisk Research Center China (諾和諾德中國研究發展中心).

Dr. Zhang Yuanyuan has been the recipient of a number of professional honors and appointments in recognition of her contributions to biopharmaceutical research and development. She was selected as a Science and Technology R&D Leading Talent under the "Changju Project" organized by the Talent Work Bureau of Changping District, Beijing (北京市昌平區人才工作局) in March 2024. Dr. Zhang Yuanyuan has also served as a council member of the China Clinical Trial Consortium for Diabetes and Metabolic Diseases (中國糖尿病與代謝性疾病臨床試驗協作網).

Dr. Zhang Yuanyuan obtained her bachelor's degree in biological sciences from Jilin University (吉林大學) in the PRC in July 2005, and her doctoral degree in biology from Tsinghua University (清華大學) in the PRC in July 2010.

Dr. Zhai Peng (翟鵬), aged 49, was first appointed as a Director in November 2018 and was re-designated as our executive Director in April 2026. He also serves as our senior vice president and head of manufacturing and general manager of Zhitai Pharmaceuticals (Taizhou). Dr. Zhai is primarily responsible for overseeing production strategy and manufacturing of our Group.

Dr. Zhai has over 20 years of experience in biomedical research and the biopharmaceutical industry. From February 2010 to February 2014, he served as a post-doctoral fellow at the National Cancer Institute, National Institutes of Health. Between February 2014 and August 2018, Dr. Zhai served successively as senior scientist and principal scientist at the Novo Nordisk Research Center China (諾和諾德中國研究發展中心).

Dr. Zhai has been selected as a high-level innovative talent under the "Fengcheng Talent Plan" of Taizhou in 2024, under its 113 Biopharmaceutical Special Program.

Dr. Zhai received his bachelor's degree in medicine from Peking University Health Science Center (北京大學醫學部) in July 2000, and his doctoral degree in biochemistry and cell biology from Rice University in the United States in February 2010.

Mr. Wu Ning (吳寧), aged 53, was appointed as a Director in November 2018 and was re-designated as our executive Director in April 2026. He also serves as our COO and a director of Zhitai Pharmaceuticals (Taizhou). Mr. Wu is primarily responsible for overseeing the operational strategy and overall business management of our Group.

Mr. Wu has over 20 years of experience in corporate operations, management consulting and biopharmaceutical R&D operations. He held various roles at Capgemini USA including project program manager and technical manager from October 2000 until January 2011. From December 2011 to December 2014, he served as director at KPMG. From December 2014 to September 2018, he served as operations director at the Novo Nordisk Research Center China (諾和諾德中國研究發展中心).

Mr. Wu obtained his bachelor's degree in industrial foreign trade from Beijing University of Technology (北京工業大學) in the PRC in July 1995, and his master's degree in management from New Jersey Institute of Technology in the United States in May 1999.

Ms. Dong Yi (董伊), aged 37, was appointed as a Director in February 2026 and was re-designated as our executive Director in April 2026. She also serves as our CFO and board secretary. Ms. Dong is primarily responsible for overseeing the corporate governance, financing strategy and executive coordination of our Group.

Ms. Dong has over 13 years of experience in capital markets, investment banking and corporate finance. She joined UBS Securities Co. Limited (瑞銀證券有限責任公司) in February 2011 and served as a director until September 2018. From September 2018 to June 2023, she served as an executive director and head of equity capital markets at J.P. Morgan and J.P. Morgan Securities (China) Company Limited (摩根大通證券(中國)有限公司).

Ms. Dong obtained her bachelor's degree in accounting from Tsinghua University (清華大學) in the PRC in July 2010.

Non-executive Director

Dr. Steven Dasong Wang (王大松), aged 57, was appointed as a Director of our Company in February 2026 and was re-designated as our non-executive Director in April 2026. Dr. Wang is a Board representative of OrbiMed and is primarily responsible for participating in the decision-making of the Board and overseeing corporate governance matters.

Dr. Wang has over 20 years of experience in working in global investment banks and direct investment firms. He has been serving as a partner and senior management director of Asia at OrbiMed Advisors LLC, an investment fund with a focus on the healthcare industry, since September 2019. Prior to joining OrbiMed Advisors LLC, he used to serve as a managing director and head of APAC Healthcare Investment Banking at Credit Suisse (Hong Kong) Limited, a managing director at the investment banking department of UBS AG Hong Kong Branch and an executive director at the investment banking division of Morgan Stanley in Hong Kong. Dr. Wang served as a non-executive director of 3SBio Inc. (1530.HK) from June 2017 to October 2019, a non-executive director at EC Healthcare (醫思健康) (2138.HK) from April 2020 to July 2021, and a director of Apollomics Inc. (Nasdaq: APLM) from April 2020 to March 2023, and has been serving as a director of Zylox-Tonbridge Medical Technology Co., Ltd. (歸創通橋醫療科技股份有限公司) (2190.HK) since October 2020.

Dr. Wang obtained his Bachelor of Arts degree in chemistry from the University of Southern Maine in May 1991 in the U.S. and his doctoral degree in medicinal chemistry from the Johns Hopkins University in the U.S. in May 1997, as well as a Master of Business Administration degree (with distinction) from New York University in September 2000.

Dr. Shi Liyang (石莉揚), aged 36, was appointed as our non-executive Director in April 2026. Dr. Shi is a Board representative of Taifu Capital and is primarily responsible for participating in the decision-making of the Board and overseeing corporate governance matters.

Dr. Shi has years of experience in biopharmaceutical investment, business development and corporate management. Dr. Shi previously worked at Livzon Pharmaceutical Group Inc. (麗珠醫藥集團股份有限公司) (000513.SZ) (1513.HK), focusing on overseas projects assessment and introduction. From May 2020 to May 2021, she worked at Shenzhen Zhongnan Hongyuan Private Equity Venture Capital Fund Management Co., Ltd. (深圳中南弘遠私募創業投資基金管理有限公司). She has been working at Shanghai TF Venture Capital Management Co., Ltd. (上海泰甫創業投資管理有限公司) since June 2021.

Dr. Shi obtained a bachelor's degree in pharmacy from Sichuan University (四川大學) in the PRC in June 2013 and a doctoral degree in chemistry (chemical genomics) from Peking University (北京大學) in the PRC in June 2019.

Independent Non-executive Directors

Ms. Gu Jin (顧勁), aged 51, was appointed as an independent non-executive Director in April 2026 with effect from the [REDACTED]. Ms. Gu is responsible for supervising and providing independent judgment to our Board.

Ms. Gu has over 20 years of experience in finance, accounting, auditing and senior management roles across multinational fast-moving consumer goods companies and global pharmaceutical companies. She served as chief financial officer of Greater China Region at Wyeth Nutrition (China) Co., Ltd. Shanghai Branch (惠氏營養品(中國)有限公司上海分公司) from January 2011 to September 2014. From October 2014 to September 2017, Ms. Gu was Wyeth BU global controller for Nestle Nutrition Group. From September 2017 to January 2023, she served as chief financial officer of Greater China Region for Sanofi (China) Investment Co., Ltd. (賽諾菲(中國)投資有限公司). From February 2023 to January 2026, Ms. Gu has served as head of finance, global corporate functions at Sanofi Group.

Ms. Gu obtained her bachelor's degree in accounting from the Shanghai Lixin University of Accounting and Finance (上海立信會計金融學院) (formerly known as Shanghai Lixin Technical College of Accounting (上海立信會計高等專科學校)) in the PRC in July 1996.

Mr. Cheung Kwok Wah (張國華), aged 61, was appointed as an independent non-executive Director in April 2026 with effect from the [REDACTED]. Mr. Cheung is responsible for supervising and providing independent judgment to our Board.

Mr. Cheung has over 30 years of experience in the fast-moving consumer goods and nutrition sectors, with extensive expertise in global business leadership, international operations management and corporate governance across multinational enterprises. Mr. Cheung worked in the marketing department of Procter & Gamble Company (NYSE: PG) until 1996. Mr. Cheung worked at the Shanghai and Hong Kong offices of the Coca-Cola Company (NYSE: KO) from October 1997 to December 2004 and was appointed as Vice President and Director of Strategic Marketing of Coca-Cola in February 2000. After that, Mr. Cheung held various positions within Wyeth Nutrition, including Regional President of China and Hong Kong of Pfizer Nutritionals and Associate Vice President of Wyeth Nutritional (China) Co., Ltd. Mr. Cheung held various senior positions within the Nestlé Group from December 2012 to March 2018, including Regional President of Wyeth Nutrition, Greater China Region from December 2012 to December 2013, Chairman and Chief Executive Officer of Nestlé Greater China Region from January 2014 to December 2016, and Chief Executive Officer of Wyeth Nutrition Global, Nestle Inc. from January 2017 to March 2018. From April 2019 to April 2021, he served as an executive director of China Feihe Ltd. (中國飛鶴有限公司) (stock code: 6186.HK) and was redesignated as a non-executive director in April 2021. From March 2021 to January 2025, he served as Chief Executive Officer of Zhejiang Supor Company Ltd. (浙江蘇泊爾股份有限公司) (002032.SZ). Mr. Cheung has also been serving as an independent non-executive director of Tate & Lyle plc (LSE: TATE.L) since May 2021.

Mr. Cheung obtained an honours bachelor's degree of social science from the Chinese University of Hong Kong in December 1987, and an MBA degree from Kelley School of Business in Indiana University in the United States in August 1989.

Dr. Li Zhihong (李志宏), aged 56, was appointed as an independent non-executive Director in April 2026 with effect from the [REDACTED]. Dr. Li is responsible for supervising and providing independent judgment to our Board.

Dr. Li has around 20 years of experience in drug development, global regulatory affairs and pharmaceutical product life-cycle management. Dr. Li has clinical development and review experience in several therapeutic areas, including oncology. He worked at Pfizer Inc. and was a staff fellow at the Food and Drug Administration of the United States from May 2009 to December 2017. From March 2019 to January 2024, he served as chief regulatory and strategy officer at Eucure Technology (Beijing) Co., Ltd. (祐和醫藥科技(北京)有限公司). From December 2020 to December 2023, he served as deputy general manager of Biocytogen Pharmaceuticals (Beijing) Co., Ltd. (百奧賽圖(北京)醫藥科技股份有限公司) (stock code: 2315.HK). From February 2024 to September 2024, Dr. Li served as chief development officer at Belief Medical Technology (Shanghai) Co., Ltd. (信念醫藥科技(上海)有限公司). From March 2025 to February 2026, Dr. Li served as chief regulatory affairs officer at Syncromune Inc.

Dr. Li obtained a bachelor's degree and a master's degree in pharmacy in July 1992 and in June 1995 respectively from Beijing Medical University (北京醫科大學) in the PRC. In March 2007, he obtained a doctor of philosophy degree from the University of Minnesota in the United States.

Ms. Liang Yun (梁雲), aged 55, was appointed as an independent non-executive Director in April 2026 with effect from the [REDACTED]. Ms. Liang is responsible for supervising and providing independent judgment to our Board.

Ms. Liang has over 25 years of experience in corporate communications, public affairs and media. From June 1999 to September 2025, Ms. Liang worked at Procter Gamble (China) Ltd. (寶潔(中國)有限公司), where she successively held roles including communications director.

Ms. Liang obtained her bachelor's degree in English language and literature from Peking University (北京大學) in the PRC in July 1994.

SENIOR MANAGEMENT

Upon the [REDACTED], our senior management will comprise five members. The following table sets out certain information of our senior management.

Name	Age	Position	Date of appointment as senior management	Date of joining our Group	Responsibilities
Dr. Zhang	61	Chairman of our Board, executive Director, and CEO	September 2018	September 2018	Overseeing the strategic planning and overall management of our Group
Dr. Zhang Yuanyuan	43	Executive Director, senior vice president and head of R&D	September 2018	September 2018	Overseeing the R&D strategic planning and overall scientific management of our Group
Dr. Zhai Peng (翟鵬)	49	Executive Director, senior vice president and head of manufacturing	September 2018	September 2018	Overseeing production strategy and manufacturing of our Group

Name	Age	Position	Date of appointment as senior management	Date of joining our Group	Responsibilities
Mr. Wu Ning (吳寧)	53	Executive Director and COO	October 2018	October 2018	Overseeing the operational strategy and overall business management of our Group
Ms. Dong Yi (董伊)	37	Executive Director, CFO and board secretary	April 2026	June 2024	Overseeing the corporate governance, financing strategy and executive coordination of our Group

For the biographical details of Dr. Zhang, Dr. Zhang Yuanyuan, Dr. Zhai, Mr. Wu, and Ms. Dong, please see "— Board of Directors — Executive Directors" in this section.

INTERESTS OF OUR DIRECTORS AND SENIOR MANAGEMENT

Save as otherwise disclosed in this document, to the best knowledge, information and belief of our Directors having made all reasonable enquiries, as of the Latest Practicable Date:

(i) none of our Directors and senior management has held any other 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;

(ii) none of our Directors and senior management was related to other Directors and senior management;

(iii) save as disclosed in "Appendix V — Statutory and General Information — C. Further Information about Our Directors and Substantial Shareholders — 3. Disclosure of Interests," none of our Directors and chief executive held any interest in the shares and underlying shares of our Company and our associated corporations which should be disclosed pursuant to Part XV of the SFO; and

(iv) there was no other matter with respect to the appointment of our Directors that needs to be brought to the attention of our Shareholders, and there was no information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules.

CONFIRMATION FROM OUR DIRECTORS

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, either directly or indirectly, with our business which would require disclosure under Rule 8.10 of the Listing Rules.

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules in April 2026, and (ii) understands his or her obligations as a director of a [REDACTED] issuer.

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

REMUNERATION OF OUR DIRECTORS AND THE FIVE HIGHEST PAID INDIVIDUALS

For details of the service contracts we entered into with our Directors, see "Appendix V — Statutory and General Information — C. Further Information about Our Directors and Substantial Shareholders — 1. Particulars of Directors' Service Contracts."

The aggregate amount of emoluments of our Directors for the years ended December 31, 2024 and 2025 amounted to RMB6.9 million and RMB7.2 million, respectively. The aggregate amount of emoluments for the remaining individual among our five highest paid individuals who is a not a Director for the years ended December 31, 2024 and 2025 amounted to RMB1.5 million and RMB2.1 million, respectively.

Under the current compensation arrangement, we estimate the total compensation before taxation, (excluding any possible payment of discretionary bonus and share-based compensation expenses), to be accrued to our Directors for the year ending December 31, 2026 to be approximately RMB9.0 million. The actual remuneration of our Directors in 2026 may be different from the expected remuneration set out above.

Save as disclosed above, no other payments have been paid, or are payable, by our Group to our Directors or the five highest paid individuals 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 any member of our Group. During the Track Record Period, none of our Directors waived any emoluments.

JOINT COMPANY SECRETARIES

Ms. Dong Yi (董伊), see "— Executive Directors" in this section for details.

Ms. Ma Hoi Ki (馬海琪) was appointed as a joint company secretary of our Company in April 2026 with effect from the [REDACTED].

Ms. Ma has over ten years of experience in company secretarial services and corporate governance compliance. She is currently serving as a company secretarial services manager at Tricor Services Limited (卓佳專業商務有限公司).

Ms. Ma holds a master's degree in corporate governance from Hong Kong Polytechnic University in September 2020. She is a Chartered Secretary, Chartered Governance Professional and an associate member of The Hong Kong Chartered Governance Institute (HKCGI) (香港公司治理公會) and The Chartered Governance Institute (CGI) in the United Kingdom (英國特許公司治理公會).

CORPORATE GOVERNANCE

We have established three Board committees, namely the Audit Committee, the Nomination Committee and the Remuneration Committee. Our Board committees operate in accordance with the terms of reference established by our Board.

Audit Committee

We have established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph D.3 of the Corporate Governance Code. The Audit Committee comprises three independent non-executive Directors, namely Ms. Gu Jin (顧勁), Mr. Cheung Kwok Wah (張國華) and Ms. Liang Yun (梁雲), with Ms. Gu currently serving as the chairperson. Ms. Gu has the appropriate accounting or related financial management expertise as required under Rules 3.10(2) and 3.21 of the Listing Rules.

Nomination Committee

We have established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and paragraph B.3 of the Corporate Governance Code. The Nomination Committee comprises two independent non-executive Directors and executive Director, namely Ms. Liang Yun (梁雲), Dr. Zhang and Mr. Cheung Kwok Wah (張國華), with Ms. Liang currently serving as the chairperson.

Remuneration Committee

We have established the Remuneration Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and paragraph E.1 of the Corporate Governance Code. The Remuneration Committee comprises three independent non-executive Directors, namely Mr. Cheung Kwok Wah (張國華), Dr. Li Zhihong (李志宏) and Ms. Gu Jin (顧勁), with Mr. Cheung currently serving as the chairperson.

Corporate Governance Code

Our Company is committed to achieving high standards of corporate governance with a view to safeguarding the interests of our Shareholders. To accomplish this, our Company intends to comply with the Corporate Governance Code after the [REDACTED] save for the matter disclosed below.

Pursuant to code provision C.2.1 in Part 2 of the Corporate Governance Code, companies [REDACTED] on the Stock Exchange are expected to comply with, but may choose to deviate from, the requirement that the roles of chairman and chief executive should be separate and should not be performed by the same individual. We do not have separate chairman of our Board and CEO, and Dr. Zhang currently performs these two roles. Our Board believes that vesting the roles of both the chairman of our Board and CEO in the same person has the benefit of ensuring consistent leadership within our Group and enabling more effective and efficient overall strategic planning and execution of strategic initiatives for our Group. Our Board considers that the balance of power and authority for the present arrangement will not be impaired, and this structure will enable our Company to make and implement decisions promptly and effectively. Our Board will continue to review and consider splitting the roles of the chairman of our Board and CEO at a time when it is appropriate taking into account the circumstances of our Group as a whole.

Diversity Policy

We are committed to promoting diversity within our Company to the extent practicable by taking into consideration a number of factors in respect of our corporate governance structure. We have adopted a diversity policy which sets out the objective and approach for achieving and maintaining the diversity of our Board and our workforce (including senior management). In accordance with the diversity policy, we seek to achieve Board diversity by taking into account a number of factors, including but not limited to gender, age, ethnicity, culture and educational background, professional experience, skills, knowledge and length of service. The ultimate selection of Board candidates will be based on merit and potential contribution to our Board having due regard to the benefits of diversity on our Board and also the specific needs of our Company without focusing on a single diversity aspect. We are also committed to promoting diversity within our workforce (including senior management) to enhance the effectiveness of our corporate governance as a whole.

Our Directors have a balanced mix of knowledge and skills, including overall management and strategic development as well as knowledge and experience in areas such as biopharmaceutical research and development, capital markets, public affairs and communications. They obtained degrees in various fields including medicine, biochemistry, chemistry, business administration, accounting and finance. Furthermore, our Board has a diverse age and gender representation with five female Directors and six male Directors ranging from 36 years old to 61 years old.

After the [REDACTED], we will from time to time discuss and agree on expected goals to ensure diversity, and review and, where necessary, update the diversity policy to ensure its continued effectiveness. We will report on the implementation of the diversity policy in our corporate governance report on an annual basis.

EMPLOYEE INCENTIVE SCHEME

We adopted the Employee Incentive Scheme on December 2018, and was subsequently amended in February 2026. For further information regarding the terms and information of the participants of the Employee Incentive Scheme, see "Appendix V — Statutory and General Information — D. Employee Incentive Scheme."

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 Listing Rules and applicable laws and regulations.

The term of appointment of our Compliance Advisor will commence on the [REDACTED] and is expected to end on the date on which our Company complies with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the [REDACTED].