

## DIRECTORS AND SENIOR MANAGEMENT

### OVERVIEW

Upon the [REDACTED], Our Board comprises eight Directors, including five executive Directors and three independent non-executive Directors. The Board is responsible for, and has general authority over, the management and operation of our Company. Our Directors are appointed for three-year terms and are eligible for re-election upon the expiry of their term. Our senior management is responsible for the day-to-day operations of our Group. As of the date of this [REDACTED], we do not have supervisors.

All of the Directors and senior management have met the qualification requirements under the relevant PRC laws and regulations and the Listing Rules for their respective positions.

### BOARD OF DIRECTORS

Our Board comprises eight Directors, including five executive Directors and three independent non-executive Directors.

The following table sets forth certain information regarding the Directors as of the date of this [REDACTED].

Name <sup>(1)</sup>	Age	Position(s)	Date of joining our Group	Date of appointment as a Director	Responsibilities	Relationship with other Directors and senior management
<i>Executive Directors</i>						
Mr. Chi Haipeng (  海  鹏 )	46	Chairman of the Board, Executive Director and Chief Executive Officer	January 1, 2012	July 26, 2021	Responsible for the overall strategic planning and business management of our Group	N/A
Mr. Zhang Huaidong (  张  怀  东 )	57	Executive Director and Vice President	January 1, 2012	November 4, 2021	Responsible for overseeing our Group's Manufacturing operations and ensuring the attainment of its business objectives	N/A
Mr. Gong Changhua (  龚  长  华 )	45	Executive Director and Vice President	September 1, 2012	November 4, 2021	Responsible for overseeing our Group's sales activities	N/A
Mr. Xing Xixue (  邢  希  学 )	45	Executive Director	January 1, 2012	November 4, 2021	Responsible for the expansion of Overseas Operations of our Group	N/A
Mr. Li Kun (  李  坤 )	37	Executive Director and Chief Financial Officer	April 1, 2021	March 25, 2024	Responsible for the investment and financing activities and overall financial management of the Group	N/A

## DIRECTORS AND SENIOR MANAGEMENT

Name <sup>(1)</sup>	Age	Position(s)	Date of joining our Group	Date of appointment as a Director	Responsibilities	Relationship with other Directors and senior management
<i>Independent non-executive Directors</i>						
Mr. Luan Yizheng (樂依暉)	41	Independent non-executive Director	April 24, 2026	April 24, 2026	Responsible for providing independent advice and judgment to our Board	N/A
Ms. Hao Bin (郝彬)	44	Independent non-executive Director	April 24, 2026	April 24, 2026	Responsible for providing independent advice and judgment to our Board	N/A
Ms. Wong Ka Ki Ada (王家琦)	45	Independent non-executive Director	April 24, 2026	April 24, 2026	Responsible for providing independent advice and judgment to our Board	N/A

(1) Our Directors are not relatives to the other Director or senior management of our Company.

### Executive Directors

**Mr. Chi Haipeng (遲海鵬)**, aged 46, is the chairman of our Board, executive Director and Chief Executive Officer of our Company. Mr. Chi joined our company in January 2012, and was appointed as a Director on July 26, 2021. He is primarily responsible for the overall strategic planning and business management of our Group.

Mr. Chi has nearly 22 years of experience in the experimental instrument industry. From August 2001 to July 2002, he worked for Yantai Taihong Rubber Co., Ltd. (煙台泰鴻橡膠有限公司). From August 2004 to July 2011, Mr. Chi served as senior technical manager at Thermo Fisher Scientific (Shanghai) Instruments Co., Ltd. (賽默飛世爾實驗器材(上海)有限公司), where he was responsible for technical management and project management relating to laboratory instruments, consumables, and reagents.

Mr. Chi obtained a bachelor’s degree in Polymer Chemical Engineering from Beijing University of Chemical Technology (北京化工大學) in July 2001. He further earned a master’s degree in Biomedical Engineering from The Hong Kong Polytechnic University (香港理工大學) in July 2024. Currently, he is a Ph.D. candidate in Electronic Information at Qingdao University (青島大學), having commenced his studies in September 2025.

**Mr. Zhang Huaidong (張懷東)**, aged 57, is the executive Director and vice president of our Company. Mr. Zhang joined our Group on January 1, 2012 and was appointed as an Director on November 4, 2021. He is primarily responsible for overseeing our Group’s Manufacturing operations and ensuring the attainment of its business objectives.

From March 2003 to December 2011, he has held the position of general manager of Beijing Dongshijia Trading Co., Ltd. (北京東世佳商貿有限公司) in Beijing, with similar responsibilities encompassing the formulation of the company’s overall strategy, its daily operations, and the attainment of its goals.

Mr. Zhang obtained a bachelor’s degree in Printing Technology from Wuhan Technical University of Surveying and Mapping (武漢測繪科技大學) in July 1990, which now is School of Geodesy and Geomatics, Wuhan University, having commenced his studies in September 1988.

**Mr. Gong Changhua (龔長華)**, aged 45, is the executive Director and Vice President of our Company. He joined our company in September 2012, and was appointed as a Director on November 4, 2021. He is primarily responsible for overseeing our Group’s sales activities.

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## DIRECTORS AND SENIOR MANAGEMENT

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From May 2006 to July 2006, Mr. Gong worked for China HuanQiu Contracting & Engineering Co., Ltd. (中國寰球工程有限公司), where he was responsible for the design of pipelines in the energy and chemical sector. He served as a project manager at Thermo Fisher Scientific (Shanghai) Instruments Co., Ltd. (賽默飛世爾實驗器材(上海)有限公司) from September 2006 to August 2012, primarily responsible for the establishment of new laboratories.

Mr. Gong obtained a bachelor’s degree in Polymer Materials Science and Engineering from Tianjin University (天津大學) in June 2003. He further earned a master’s degree in Materials Science from Tianjin University (天津大學) in February 2006. Currently, he is a Ph.D. candidate in Department of Materials and Chemical Engineering at Beijing University of Chemical Technology (北京化工大學), having commenced his studies in June 2025.

**Mr. Xing Xixue (邢希學)**, aged 45, is the executive Director of our Company. He joined our company in January 2012 and was appointed as a Director on November 4, 2021. He is primarily responsible for the expansion of Overseas Operation of our Group.

From August 2006 to April 2008, Mr. Xing worked for the Shandong Provincial Product Quality Supervision and Inspection Institute (山東省產品質量監督檢測研究院) (SDQI). Mr. Xing also worked for Thermo Fisher Scientific (Shanghai) Instruments Co., Ltd. (賽默飛世爾實驗器材(上海)有限公司) and he was primarily responsible for providing technical guidance and support.

Mr. Xing obtained a bachelor’s degree in chemical engineering and technology from Heilongjiang University of Science and Technology (黑龍江科技大學) in July 2003. He further earned a master’s degree in Chemical Technology from Jinan University (濟南大學) in July 2006.

**Mr. Li Kun (李坤)**, aged 37, is the executive director and the Chief Financial Officer of our Company. He joined our company in April 2021, and was appointed as a Director on March 25, 2024. He is primarily responsible for our Group’s investment and financing activities and overall financial management.

From October 2010 to December 2016, Mr. Li served as a manager at KPMG Enterprise Advisory (China) Co., Ltd. (畢馬威企業諮詢(中國)有限公司). From January 2017 to July 2018, Mr. Li worked for the Beijing Branch of Industrial Bank Co., Ltd. (興業銀行股份有限公司北京分行). From August 2018 to March 2021, Mr. Li served as investment director at Zhongjian Qidi (Beijing) Technology Co., Ltd. (中檢啓迪(北京)科技有限公司).

Mr. Li graduated from Central University of Finance and Economics (中央財經大學) with a bachelor of Engineering in Computer Science and Technology in July 2010 and a bachelor of Economics in Finance in June 2010.

### Independent Non-executive Directors

**Mr. Luan Yizheng (樂依嶧)**, aged 41, was appointed as independent non-executive Director of our company with effect from April 24, 2026. He is primarily responsible for providing independent advice and judgement to our Board.

From September 2009 to January 2013, he worked for UBS Securities Co., Ltd. (瑞銀證券有限公司). From April 2015 to June 2016, he worked for Beijing Hongyi Yuanfang Investment Consultant Co., Ltd (北京弘毅遠方投資顧問有限公司). From July 2016 to April 2017, he worked as an Investment Manager in the PE Investment Department of Hony Capital (弘毅投資). From May 2017 to September 2018, he held the roles of Vice President in the Healthcare Group of Hillhouse Capital (高瓴資本). From September 2018 to July 2025, he served as Deputy General Manager, Chief Financial Officer and Business Vice President of Bloomage Biotechnology Co., Ltd. (華熙生物科技股份有限公司) (stock code: 688363.SH). Since August 2025, he has been the Managing Director at Funland Management Limited.

## DIRECTORS AND SENIOR MANAGEMENT

Mr. Luan obtained a bachelor’s degree in Accounting from Renmin University of China (中國人民大學) in July 2007. He obtained dual master’s degrees in Management (master of Business Administration) June 2010 from Tsinghua University (清華大學) and Northwestern University (美國西北大學).

**Ms. Hao Bin (郝彬)**, aged 44, was appointed as independent non-executive Director of our company with effect from April 24, 2026. She is primarily responsible for providing independent advice and judgement to our Board.

From March 2006 to May 2011, she worked as an associate at Beijing Kingall Law Firm (北京君都律師事務所). From June 2011 to May 2025, she has been working at China Frontier Technology Group (中國前沿科技集團) (former known as Wisdom Sports Group) (stock code: 1661.HK) where she has held the positions of Company Secretary, Deputy General Manager, and General Manager of the Internal Control Center. Since June 2025, Ms. Hao has served as General Manager of Beijing Hexin Julili Culture Co., Ltd. (北京合心聚力文化有限公司).

Ms. Hao obtained a bachelor’s degree in Law from Peking University (北京大學) in July 2006 and a master’s degree in Civil and Commercial Law from China University of Political science and Law (中國政法大學) in March 2011.

**Ms. Wong Ka Ki Ada (王家琦)**, aged 45, was appointed as independent non-executive Director of our company with effect from April 24, 2026. She is primarily responsible for providing independent advice and judgement to our Board.

Ms. Wong has more than 20 years of experience in finance and corporate management and has served as a member of senior management in several prominent companies. She held investment banking positions at leading global financiers including J.P. Morgan (November 2003–October 2006) and Citibank (October 2006–March 2014). From March 2014 to October 2021, Ms. Wong progressed from deputy Chief Executive Officer to Chief Executive Officer and Executive Director of Champion REIT, a company listed on the Stock Exchange (stock code: 2778). She then became the chief strategy officer, chief investment officer and executive director of EC Healthcare, a company listed on the Stock Exchange (stock code: 2138), from October 2021 to November 2023. She had been the chief executive officer of PURE Group from February 2024 to November 2024. She has served as an independent non-executive director of China New Higher Education Group Limited, a company listed on the Stock Exchange (stock code: 2001), since December 2024. She served as the Director and Responsible Officer of Milestone Capital Limited since April 2026. Since April 2026, Ms. Wong has served as Director and Responsible Officer of Milestone Capital Limited.

Ms. Wong received a bachelor’s degree of business administration with high distinction from the University of Michigan in the United States in April 2002. She has been a fellow member of Royal Institution of Chartered Surveyors and a fellow member of the Hong Kong Institute of Directors since August 2021.

### 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(s)	Date of joining our Group	Date of appointment as a member of senior management	Responsibilities	Relationship with other Directors and senior management
Mr. Chi Haipeng (遲海鵬)	46	Chairman of the Board, Executive Director and Chief Executive Officer	January 1, 2012	September 20, 2018	Responsible for the overall strategic planning and business management of our Group	N/A

## DIRECTORS AND SENIOR MANAGEMENT

Name	Age	Position(s)	Date of joining our Group	Date of appointment as a member of senior management	Responsibilities	Relationship with other Directors and senior management
Mr. Li Kun (李坤)	37	Executive Director and Chief Financial Officer	April 1, 2021	December 20, 2022	Responsible for investment and financing activities and overall financial management of our Group	N/A
Mr. Zhang Huaidong (張懷東)	57	Executive Director and Vice President	January 1, 2012	March 25, 2024	Responsible for overseeing our Group’s Manufacturing operations and ensuring the attainment of its business objectives	N/A
Mr. Gong Changhua (龔長華)	45	Executive Director and Vice President	September 1, 2012	March 25, 2024	Responsible for overseeing our Group’s sales activities	N/A
Ms. Dong Yuchong (董羽翀)	43	Board Secretary and Vice President	August 15, 2022	March 25, 2024	Responsible for Board operations, director affairs and public relations management of our Group	N/A

**Mr. Chi Haipeng (遲海鵬)**, aged 46, is the chairman of our Board, executive Director and Chief Executive Officer of our Group. See “—Board of Directors—Executive Directors” for his biographical details.

**Mr. Li Kun (李坤)**, aged 37, is the executive Director and Chief Financial Officer of our Group. See “—Board of Directors—Executive Directors” for his biographical details.

**Mr. Zhang Huaidong (張懷東)**, aged 57, is the executive Director and Vice President of our Group. See “—Board of Directors—Executive Directors” for his biographical details.

**Mr. Gong Changhua (龔長華)**, aged 45, is the executive Director and Vice President of our Group. See “—Board of Directors—Executive Directors” for his biographical details.

**Ms. Dong Yuchong (董羽翀)**, aged 43, is the Board Secretary and the Vice President of our Group. She joined our company on August 15, 2022 and has served as the board secretary and vice president since March 25, 2024. She is primarily responsible for the Company’s Board operations, director affairs and public relations management. Since May 2025, she has also served as a director of Beijing Huairou Dynaflo Technology Service Co., Ltd. (北京懷柔戴納科技服務有限公司), responsible for making decisions on major corporate matters.

From October 2011 to August 2022, Ms. Dong worked at Heaven-Sent Industrial Group Co., Ltd. (矽谷天堂產業集團股份有限公司) (stock code: 833044.NQ), where her position was the Board Secretary, responsible for investor relations and operational management of the Group. From February 2010 to October 2011, she served as the Securities Affairs Representative at Beijing Hayden Co., Ltd. (北京海頓新科技技術股份有限公司). From July 2005 to January 2010, she worked at ENN Group Co., Ltd. (新奧集團股份有限公司), serving as the Corporate Governance Researcher.

Ms. Dong obtained a Bachelor of Laws degree from Beijing Normal University (北京師範大學) in July 2005, and a Master of Business Administration degree from the same university in June 2013. Ms. Dong has obtained the Board Secretary Qualification Certificate issued by the Shenzhen Stock Exchange in April 2011 and the Board Secretary Qualification Certificate issued by the Shanghai Stock Exchange in May 2021.

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## DIRECTORS AND SENIOR MANAGEMENT

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### JOINT COMPANY SECRETARIES

**Ms. Dong Yuchong (董羽翀)**, aged 43, is the board secretary and Vice President. She has been appointed as one of our joint company secretaries with effect from the [REDACTED]. See “—Senior Management” for her biographical details.

**Ms. Yip Hoi Lam (葉凱琳)** has been appointed as our joint company secretary with effect from the [REDACTED]. Ms. Yip is a Manager of Company Secretarial Services of Tricor Services Limited. She has over seven years of experience in the corporate secretarial field. She has been providing professional corporate services to Hong Kong listed companies as well as private and offshore companies.

Ms. Yip is an associate of both The Hong Kong Chartered Governance Institute (HKCGI) and The Chartered Governance Institute in the United Kingdom (CGI). She obtained her master’s degree in corporate governance from the Hong Kong Metropolitan University.

### BOARD COMMITTEES

Our Company has established three committees under the Board of Directors, namely the Audit Committee, the Remuneration and Appraisal Committee, and the Nomination Committee.

#### Audit Committee

We have established the Audit Committee in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The Audit Committee consists of three Directors, namely Mr. Luan Yizheng, Ms. Hao Bin and Ms. Wong Ka Ki Ada, with Mr. Luan Yizheng being the chairperson. Mr. Luan Yizheng has the appropriate professional qualification and experience as required under Rules 3.10(2) and 3.21 of the Listing Rules. The Audit Committee is mainly responsible for reviewing and overseeing the financial reporting procedure, risk management and internal control system of our Group.

#### Remuneration and Appraisal Committee

We have established the Remuneration and Appraisal Committee in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The Remuneration and Appraisal Committee consists of three Directors, namely Ms. Hao Bin, Mr. Chi and Mr. Luan Yizheng, with Ms. Hao Bin being the chairperson. The Remuneration and Appraisal Committee is mainly responsible for evaluating the remuneration policies for Directors and senior management of our Group and making recommendations thereon to the Board of Directors.

#### Nomination Committee

We have established the Nomination Committee in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The Nomination Committee consists of three Directors, namely Mr. Chi, Mr. Luan Yizheng and Ms. Wong Ka Ki Ada, with Mr. Chi being the chairperson. The Nomination Committee is mainly responsible for identifying, screening and recommending to the Board of Directors qualified candidates to serve as the Directors and senior management and monitoring the procedures for evaluating the performance of the Board of Directors.

### DIVERSITY POLICY OF THE BOARD OF DIRECTORS

The Board of Directors has established a board diversity policy (the “Board Diversity Policy”) with effect upon the [REDACTED] in order to enhance the effectiveness of our Board of Directors and to maintain high standard of corporate governance. The Board Diversity Policy sets out the criteria in selecting candidates to our Board of Directors, including but not limited to gender, age,

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## DIRECTORS AND SENIOR MANAGEMENT

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cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to our Board of Directors.

The Nomination Committee is responsible for reviewing the diversity of our Board. After the [REDACTED], the Nomination Committee will monitor and evaluate the implementation of the Board Diversity Policy from time to time to ensure its continued effectiveness. The Nomination Committee will also include in successive annual reports a summary of the Board Diversity Policy, including any measurable objectives set for implementing the Board Diversity Policy and the progress on achieving these objectives.

We have two female Directors on the Board and one female Director on the Nomination Committee, and thus are satisfy the board diversity requirement under the Listing Rules. We will continue to improve the gender diversity at the Board level after the [REDACTED]. We will continue to apply the principle of appointments based on merits with reference to our diversity policy as a whole. Our Company is committed to board diversity and will maintain at least one Director of different gender in our Board and Nomination Committee after the [REDACTED]. In addition, our Board will continue to take steps to promote gender diversity at all levels of our Company, including but not limited to our Board and the senior management levels. We will take into consideration of gender diversity when recruit staff at mid to senior level management and continue to emphasize training of female talent and providing long-term development opportunities for our female staff. Our Board and the Nomination Committee will also conduct annual review on our gender diversity and will take into consideration of gender diversity when recommending and appoint new board members to further enhance the gender diversity in our Board after the [REDACTED].

## COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

The compensation and remuneration of the Directors and members of the senior management of our Company are determined by the Shareholders’ meetings and our Board as appropriate in the form of salaries and bonuses. Our Company also reimburses them for expenses which are necessary and reasonably incurred in providing services to our Company or discharging their duties in relation to the operations of our Company. When reviewing and determining the specific remuneration packages for our Directors and members of the senior management of our Company, the Shareholders’ meetings and our Board 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.

Our Company offers executive Directors and senior management members, who are our employees, compensation in the form of salaries, bonuses, social security plans, housing provident fund plans and other benefits. Our independent non-executive Directors receive compensation based on their responsibilities.

The aggregate amounts of remuneration (including fees, salaries, contribution to pension schemes, housing allowances, other allowances and benefits-in-kind and discretionary bonuses) paid to the Directors for the year ended December 31, 2023, 2024 and 2025, were RMB4.66 million, RMB5.88 million and RMB6.09 million, respectively.

The aggregate amounts of remuneration (including fees, salaries, contribution to pension schemes, housing allowances, other allowances and benefits-in-kind and discretionary bonuses) paid to the five highest paid individuals for the year ended December 31, 2023, 2024 and 2025, were RMB4.66 million, RMB5.31 million and RMB5.52 million, respectively.

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## DIRECTORS AND SENIOR MANAGEMENT

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It is estimated that remuneration equivalent to approximately RMB5.60 million in aggregate will be paid to the Directors by our Company for the year ending December 31, 2026, based on the arrangements in force as of the date of the document.

No remuneration was paid by our Company to the Directors or the five highest paid individuals as inducement to join or upon joining our Company or as compensation for loss of office during the Track Record Period. Furthermore, none of the Directors waived or agreed to waive any remuneration during the Track Record Period.

### CORPORATE GOVERNANCE

Our Directors recognize the importance of a high standard of corporate governance in management and internal procedures so as to achieve effective accountability and transparency and to enhance shareholder value. Save as disclosed below, our Group is expected to comply with the code provisions of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules.

Pursuant to code provision C.2.1 of 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. Mr. Chi currently performs these two roles. Our Board believes that vesting the roles of both the chairman of our Board and the Chief Executive Officer of our Company in the same person has the benefit of (1) ensuring consistent leadership within our Group, (2) enabling more effective and efficient overall strategic planning for our Company, and (3) facilitating the flow of information between the management and our Board. Our Board considers that the balance of power and authority for the present arrangement will not be impaired and this structure will enable our Group 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 the president of our Group at a time when it is appropriate by taking into account the circumstances of our Group as a whole.

Save as disclosed above, our Company intends to comply with all code provisions under the Corporate Governance Code upon [REDACTED].

### RULE 3.09D AND RULE 3.13 CONFIRMATION

Each of our Directors confirms with respect to himself or herself that (1) he or she obtained the legal advice referred to under Rule 3.09D of the Listing Rules on April 20, 2026, and (2) he or she understands his or her obligations as a director of a [REDACTED] issuer under the Listing Rules.

Each of the independent non-executive Directors confirms (1) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (2) 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 date of this [REDACTED], and (3) that there are no other factors that may affect his or her independence at the time of his or her appointments.

### COMPETING INTERESTS

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

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## DIRECTORS AND SENIOR MANAGEMENT

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### MANAGEMENT PRESENCE

We have applied to the Stock Exchange for, and the Stock Exchange [has granted] us, a waiver from strict compliance with the requirement under Rule 8.12 of the Listing Rules in relation to the requirement of management presence in Hong Kong. For details of the waiver, see “Waivers and Exemptions—Waiver in Respect of Management Presence in Hong Kong”.

### COMPLIANCE ADVISOR

Our Company appointed Mango Financial Limited as the compliance advisor pursuant to Rule 3A.19 of the Listing Rules, and the compliance advisor will advise our Company in the following circumstances.

- (i) before the publication of any regulatory announcement, circular or financial report;
- (ii) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;
- (iii) where our Company proposes to use the [REDACTED] of the [REDACTED] in a manner that is different from that detailed in this document or where our business activities, developments or results deviate from any forecasts, estimates or other information in this document; and
- (iv) where the [REDACTED] makes an inquiry of our Company pursuant to Rule 13.10 of the Listing Rules.

Meanwhile, pursuant to Rule 3A.24 of the Listing Rules, the compliance advisor shall inform us on a timely basis of any amendment or supplement to the Listing Rules issued by the [REDACTED] [REDACTED] from time to time and any new or amended laws and regulations in Hong Kong applicable to our Company. The compliance advisor shall also provide advice to us on the continuing requirements under the Listing Rules and applicable laws and regulations.

The terms of the appointment of the compliance advisor will commence on the [REDACTED] and end on the date when our Company distributes the annual report of its financial results for the first full financial year commencing after the [REDACTED].