

DIRECTORS AND SENIOR MANAGEMENT

OVERVIEW

Upon [REDACTED], our Board of Directors will comprise 12 Directors, including three executive Directors, two non-executive Directors and seven independent non-executive Directors. Our Directors are appointed for a term of three years and are eligible for re-election upon expiry of their term of office. The independent non-executive Directors shall not hold office for more than six consecutive years pursuant to the relevant PRC laws and regulations.

All of our Directors and senior management members meet the qualification requirements under the relevant PRC laws and regulations and the Hong Kong Listing Rules for their respective positions.

BOARD OF DIRECTORS

The following table sets forth the key information about our Directors.

Name	Age	Position/Title	Time of Joining our Group	Appointment Date of Director	Responsibilities
Executive Directors and non-executive Directors					
Mr. Li Xiting (李西廷)	[74]	Chairman of the Board and executive Director	January 1999	January 25, 1999	Managing the operations of the Board, overall strategic planning and setting the business direction of our Group
Mr. Xu Hang (徐航)	[63]	Non-executive Director	January 1999	January 25, 1999	Providing recommendations on the strategic development of our Group
Mr. Cheng Minghe (成明和)	[64]	Non-executive Director	November 2000	January 23, 2008	Providing recommendations on the strategic development of our Group
Mr. Wu Hao (吳昊)	[53]	Executive Director and general manager	January 1999	January 5, 2017	Managing and overseeing overall business operations and business strategies of our Group
Ms. Guo Yanmei (郭豔美)	[62]	Executive Director (employee representative Director) and executive deputy general manager	January 1999	January 5, 2017	Managing business operations of our Group
Independent Non-executive Directors					
Mr. Liang Huming (梁滙明)	[66]	Independent non-executive Director	May 2021	May 19, 2021	Providing independent opinion and judgment to the Board

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Name	Age	Position/Title	Time of Joining our Group	Appointment Date of Director	Responsibilities
Dr. Zhou Xianyi (周先意)	[68]	Independent non-executive Director	May 2023	May 18, 2023	Providing independent opinion and judgment to the Board
Mr. Hu Shanrong (胡善榮)	[73]	Independent non-executive Director	May 2023	May 18, 2023	Providing independent opinion and judgment to the Board
Dr. Gao Shengping (高聖平)	[59]	Independent non-executive Director	May 2023	May 18, 2023	Providing independent opinion and judgment to the Board
Dr. Xu Jing (許靜)	[58]	Independent non-executive Director	May 2023	May 18, 2023	Providing independent opinion and judgment to the Board
Ms. Kong Yu (孔昱)	[56]	Independent non-executive Director	July 2023	July 18, 2023	Providing independent opinion and judgment to the Board
Mr. Gu Minkang (顧敏康)	[64]	Independent non-executive Director	[REDACTED]	October 30, 2025, effective upon [REDACTED]	Providing independent opinion and judgment to the Board

Executive Directors and non-executive Directors

Mr. Li Xiting (李西廷), aged [74], is our Chairman of the Board and executive Director, and founded our Group. Mr. Li is primarily responsible for managing the operations of the Board, overall strategic planning and setting the business direction of our Group. Mr. Li has been playing a leading and vital role in guiding the growing and expansion of the Group. He accumulated solid and all rounded experience and knowledge in different areas in the field of medical devices since the establishment of the Group, such as research and development, marketing, and strategic planning.

Prior to founding our Group, Mr. Li worked in Wuhan Institute of Physics of the Chinese Academy of Sciences (中科院武漢物理研究所) focusing on physics related research, during which he had been a visiting scholar for two years at the Centre National De La Recherche Scientifique in France. He then worked in Shenzhen Anke High-tech Co., Ltd. (深圳安科高技術股份有限公司) (“**Shenzhen Anke**”), a company principally engaged in the manufacturing and sales of medical equipment and machineries, where he gained initial experience in the medical device field. Mr. Li founded Shenzhen Mindray Electronics Co., Ltd. (深圳邁瑞電子有限公司) (“**Mindray Electronics**”) in March 1991, and served as director, general manager, president, co-chief executive officer and executive chairman of the board of directors of our Group.

Mr. Li graduated from the department of physics of the University of Science and Technology of China (中國科學技術大學) majoring in low temperature physics in November 1976.

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Mr. Xu Hang (徐航), aged [63], is our non-executive Director. Mr. Xu is one of the co-founders of our Group. Mr. Xu is primarily responsible for providing recommendations on the strategic development of our Group.

Prior to co-founding our Group, Mr. Xu worked in Shenzhen Anke. Mr. Xu co-established Mindray Electronics in March 1991. Mr. Xu has been serving as a director of Shenzhen Pengrui Group Co., Ltd. (深圳鵬瑞集團有限公司) since December 2003, where he previously served as the general manager from December 2007 to December 2024.

Mr. Xu obtained a bachelor’s degree in computer science and a master’s degree in electrical engineering from Tsinghua University (清華大學) in China in July 1984 and June 1987, respectively. He also obtained an Executive Master of Business Administration from China Europe International Business School (中歐國際工商學院) in China in March 2005.

Mr. Cheng Minghe (成明和), aged [64], is our non-executive Director. Mr. Cheng is one of the co-founders of our Group. Mr. Cheng is primarily responsible for providing recommendations on the strategic development of our Group.

Prior to co-founding our Group, Mr. Cheng worked at Shenzhen Anke. Mr. Cheng co-established Mindray Electronics in March 1991. From September 1998 to October 2000, he served as vice president at Shenzhen Rayto Instrument Co., Ltd. (深圳市雷杜生命科學股份有限公司). Since 2020, Mr. Cheng served as vice president of marketing, executive vice president of strategic development, chief strategy officer and co-chief executive officer of our Group. Mr. Cheng was the general manager of our Company between March 2016 to November 2020.

Mr. Cheng obtained his bachelor’s and master’s degrees in biomedical engineering from Shanghai Jiao Tong University (上海交通大學) in China in July 1985 and February 1988, respectively.

Mr. Wu Hao (吳昊), aged [53], is our executive Director and general manager of the Company. Mr. Wu is primarily responsible for managing and overseeing overall business operations and business strategies of our Group.

Mr. Wu worked at Mindray Electronics from July 1995 to January 1999. He has worked at our Company since the establishment in 1999, and has accumulated deep insights in the development in different aspects of the Group through serving in various departments of the Group. From January 1999 to July 2010, Mr. Wu served as the regional deputy manager, sales director, vice president and senior vice president of domestic sales and marketing division of our Company. From August 2010 to May 2013, he served as senior vice president of strategic development department. From June 2013 to May 2015, Mr. Wu served as general manager of strategic development department and surgical division. From May 2014 to February 2016, he served as vice president of our Company. From March 2016 to October 2020, Mr. Wu served as executive vice president of our Company. Mr. Wu has been appointed as a general manager of our Company since November 2020.

Mr. Wu obtained an Executive Master of Business Administration from Guanghua School of Management of Peking University (北京大學) in China in July 2013.

Ms. Guo Yanmei (郭豔美), aged [62], is our executive Director (employee representative Director) and executive deputy general manager. Ms. Guo is primarily responsible for managing business operations of our Group.

Prior to joining our Group, Ms. Guo served as an engineer at the 43rd Research Institute of China Electronics Technology Group Corporation (中國電子科技集團公司第四十三研究所). Ms. Guo worked at Mindray Electronics from April 1996 to January 1999. She has worked at our Company since the establishment in 1999, and has accumulated ample experience and expertise in different aspects of the Group through serving in various departments of the Group. From January

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1999 to November 2020, Ms. Guo successively served as project manager, department manager, R&D director, deputy general manager of R&D, and deputy general manager of our Company. Ms. Guo has been appointed as our executive deputy general manager since April 2021.

Ms. Guo obtained her bachelor’s degree in computer engineering from Xi’an University of Electronic Science and Technology (西安電子科技大學, formerly known as Northwest Institute of Telecommunication Engineering (西北電訊工程學院)) in China in July 1986.

Independent Non-executive Directors

Mr. Liang Huming (梁滙明), aged [66], is our independent non-executive Director. He is primarily responsible for providing independent opinion and judgment to the Board.

From September 1989 to August 2006, Mr. Liang successively held various positions, including general manager of the North China region, director of mobile director office, and director of the president’s office at ZTE Corporation (中興通訊股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 000063) and the Hong Kong Stock Exchange (stock code: 0763). From September 2006 to December 2019, he served as vice president and director of Guangdong Affairs Office at ZTE Corporation. From January 2020 to December 2021, he returned to ZTE Corporation as a consultant. Since February 2019, Mr. Liang has been serving as an executive director and general manager of Shenzhen Yinongcaida Investment Co., Ltd. (深圳市一諾財達投資有限公司).

Mr. Liang graduated from Xi’an University of Electronic Science and Technology (西安電子科技大學, formerly known as Northwest Institute of Telecommunication Engineering (西北電訊工程學院)) in China majoring in radio in December 1986.

Dr. Zhou Xianyi (周先意), aged [68], is our independent non-executive Director. He is primarily responsible for providing independent opinion and judgment to the Board.

Since December 1984, Dr. Zhou has served as various academic roles at the University of Science and Technology of China (中國科學技術大學), including assistant lecturer, lecturer, associate professor, and professor (doctoral advisor) in the Department of Modern Physics. From July 1994 to April 1996, he worked as a Humboldt Scholar at the Bundeswehr University Munich in Germany, engaging in collaborative research. From September 1998 to April 2018, he held various senior administrative roles at the University of Science and Technology of China, including deputy head and the head of the department of modern physics, associate dean of the school of science, director of the human resources department, assistant to the president, and vice president. From May 2018 to December 2022, Dr. Zhou was a professor of the University of Science and Technology of China. Dr. Zhou is also serving as deputy director of the Care Next Generation Work Committee (關心下一代工作委員會) of the University of Science and Technology of China.

Dr. Zhou obtained his bachelor’s degree, master’s degree and doctoral degree in science from the University of Science and Technology of China (中國科學技術大學) in July 1982, January 1985 and October 1989, respectively.

Mr. Hu Shanrong (胡善榮), aged [73], is our independent non-executive Director. He is primarily responsible for providing independent opinion and judgment to the Board.

From November 1976 to August 2012, Mr. Hu worked at the Shanghai Institute of Microsystem and Information Technology, Chinese Academy of Sciences (中國科學院上海微系統與信息技術研究所), where he consecutively served as director of finance department, director of administrative department, assistance to director, and scientific research equipment manager from 1992 to 2006; and director of science and technology department and professor-level senior engineer from 2007 to 2012.

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Mr. Hu graduated from the department of physics of the University of Science and Technology of China (中國科學技術大學) majoring in low temperature physics in November 1976.

Dr. Gao Shengping (高聖平), aged [59], is our independent non-executive Director. He is primarily responsible for providing independent opinion and judgment to the Board.

From September 1985 to July 1991, he served as a teacher at Xianhe High School in Xiantao, Hubei Province (湖北仙桃市剝河高中). From August 1991 to August 1993, he taught at Pengchang High School in Xiantao, Hubei Province (湖北仙桃市彭場高中). From July 1996 to August 1999, he served as legal consultant of the legal department at China Coal Energy Group Co., Ltd. (中國中煤能源集團公司, formerly known as China National Coal Import & Export Corporation (中國煤炭工業進出口集團公司)). From September 2002 to June 2004, he conducted postdoctoral research at the Law School of Renmin University of China (中國人民大學法學院). Since July 2004, he has served as a professor and doctoral advisor at the Law School of Renmin University of China. Dr. Gao has been serving as independent director of Jingdong Digits Technology Holding Co., Ltd. (京東科技控股股份有限公司) and Minsheng Fund Management Co., Ltd. (民生基金管理有限公司) since June 2020.

Dr. Gao obtained his master’s degree and doctoral degree in civil and commercial law from China University of Political Science and Law (中國政法大學) in China in July 1996 and May 2002, respectively. Dr. Gao is a practicing lawyer in the PRC.

Dr. Xu Jing (許靜), aged [58], is our independent non-executive Director. She is primarily responsible for providing independent opinion and judgment to the Board.

Dr. Xu has been employed by the Peking University (北京大學) since July 1992, where she has been a professor and doctoral advisor at the School of Journalism and Communication, the deputy director of the Institute for Cultural Studies and Communication Research (北京大學文化與傳播研究所), the director of the master’s program in health communication, and a professor at the Institute for Global Health and Development (北京大學全球健康發展研究院).

Dr. Xu obtained her bachelor’s degree, master’s degree and doctoral degree in international politics from Peking University (北京大學) in China in July 1989, July 1992 and July 2003, respectively.

Ms. Kong Yu (孔昱), aged [56], is our independent non-executive Director. She is primarily responsible for providing independent opinion and judgment to the Board.

From May 1994 to June 2022, Ms. Kong worked at PricewaterhouseCoopers Zhong Tian LLP (普華永道中天會計師事務所), with her last position as a partner. She has been an independent director of COSMOplat IoT Technology Co., Ltd. (卡奧斯物聯科技股份有限公司) since December 2022.

Ms. Kong obtained her bachelor’s degree in international economics from Peking University (北京大學) in China in July 1991. She has been a certified public accountant (CPA) since November 1994, a member of the Association of Chartered Certified Accountants (ACCA) since December 2002, and a non-practicing member of the Chinese Institute of Certified Public Accountants (CICPA) since April 2025. She is currently a life member of ACCA.

Mr. Gu Minkang (顧敏康), aged [64], is our independent non-executive Director. He is primarily responsible for providing independent opinion and judgment to the Board.

From July 1987 to August 1993, he served as a lecturer at East China University of Political Science and Law (華東政法學院). From January 1997 to June 2018, he served as a professor at the school of law of City University of Hong Kong, where he also served as the associate dean from January 2008 to July 2015. From February 2018, he served as dean and doctoral advisor of the school of credit risk management of Xiangtan University (湘潭大學); from March 2021, he served

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as first minister, faculty of law of Xiangtan University. Since August 2023, he has been serving as associate co-director of the academy of applied policy studies and education futures and director of the centre for national security and legal education at the Education University of Hong Kong.

Mr. Gu obtained a bachelor’s degree and a master’s degree in law from East China University of Political Science and Law (華東政法大學) in China in July 1984 and July 1987, respectively, a Juris Doctor degree from Willamette University in the United States in May 1996, and a master’s degree in European business law from Aix-Marseille Université in France in September 2001.

SENIOR MANAGEMENT

The following table sets out information regarding the members of senior management of our Company.

Name	Age	Position/Title	Date of Appointment as Senior Management	Date of Joining our Group	Role and Responsibility
Mr. Wu Hao (吳昊)	[53]	Executive Director and general manager	January 5, 2017	January 1999	Managing and overseeing overall business operations and business strategies of our Group
Ms. Guo Yanmei (郭豔美)	[62]	Executive Director and executive deputy general manager	January 5, 2017	January 1999	Managing business operations of our Group
Mr. Li Zaiwen (李在文)	[51]	Senior deputy general manager	January 5, 2017	January 1999	Managing the global sales and marketing division of our Group
Dr. Li Xinsheng (李新勝)	[53]	Senior deputy general manager	April 27, 2021	March 2002	Managing the research and development system of our Group
Dr. Liu Laiping (劉來平)	[55]	Deputy general manager	January 5, 2017	January 2014	Managing legal and government relations related matters of our Group
Mr. Cen Jian (岑建)	[48]	Deputy general manager	July 4, 2024	July 2003	Managing the research and development of our Group in relation to patient monitoring and life support
Mr. Yan Huawen (閔華文)	[50]	Deputy general manager	July 4, 2024	July 2002	Managing the research and development of our Group in relation to <i>in vitro</i> diagnostics

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Name	Age	Position/Title	Date of Appointment as Senior Management	Date of Joining our Group	Role and Responsibility
Mr. He Xujin (何緒金)	[53]	Deputy general manager	July 4, 2024	January 1999	Managing the research and development of our Group in relation to medical imaging
Mr. Li Chaoyang (李朝陽)	[56]	Deputy general manager	July 4, 2024	January 1999	Managing the technology research institute, and the research and development in relation to technology of molecular diagnostics of <i>in vitro</i> diagnostics
Ms. Li Wenmei (李文楣)	[45]	Board secretary	January 5, 2017	December 2007	Managing Board related matters, capital market matters, and investor and media relations related matters of our Group
Ms. Zhao Yun (趙雲)	[42]	General manager of the finance center	November 15, 2019	April 2017	Managing finance and accounting related matters of our Group

Mr. Wu Hao (吳昊), aged [53], is an executive Director and the general manager of our Company. See “— Executive Directors” above for details of his biography.

Ms. Guo Yanmei (郭豔美), aged [62], is an executive Director and the executive deputy general manager of our Company. See “— Executive Directors” above for details of her biography.

Mr. Li Zaiwen (李在文), aged [51], is our senior deputy general manager. Mr. Li Zaiwen is responsible for managing the global sales and marketing division of our Group.

Mr. Li Zaiwen worked at Mindray Electronics from August 1998 to January 1999. He has worked at our Company since the establishment in 1999, and has accumulated ample experience and expertise in particular in the sales and marketing activities of the Group. He served as sales engineer, director of Chengdu office, Southwest regional manager, domestic IVD sales director, vice president, senior vice president and general manager of domestic sales and marketing division of our Company from January 1999 to May 2015. He served as our deputy general manager from June 2015 to January 2017. He has been serving as our senior deputy general manager since January 2017. From April 2024 to November 2025, Mr. Li Zaiwen served as a director of APT Medical Inc. (深圳惠泰醫療器械股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688617).

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Mr. Li Zaiwen obtained his bachelor’s degree in international sales and marketing from Chongqing Technology and Business University (重慶工商大學) in China in July 1997.

Dr. Li Xinsheng (李新勝), aged [53], is our senior deputy general manager. Dr. Li is responsible for managing the research and development system of our Group.

Dr. Li joined our Company in 2002 after obtaining the doctoral degree, and has accumulated ample experience and expertise in particular in the research and development activities of the Group. Dr. Li served as project manager, department manager, R&D director, and general manager of patient monitoring and life support division of our Company from March 2002 to April 2021. Dr. Li served as our deputy general manager from April 2021 to July 2024. Dr. Li has been serving as a director of Shenzhen National Institute of High-Performance Medical Devices Co., Ltd. (深圳高性能醫療器械國家研究院有限公司) since July 2023. Dr. Li has been serving as a director of APT Medical Inc. (深圳惠泰醫療器械股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688617), since April 2024. He has been our senior deputy general manager since July 2024. He is also currently serving as the chairman of HyTest Invest Oy, our wholly-owned subsidiary.

Dr. Li has been the vice chairperson of the National Technical Committee of Anaesthetic and Respiratory Equipment (全國麻醉和呼吸設備標準化技術委員會) since 2019.

Dr. Li obtained his bachelor’s degree in mechanical manufacturing processes and equipment from Heilongjiang University of Science and Technology (黑龍江科技大學) in China in July 1995, and his master’ degree in mechanical manufacturing from Harbin Institute of Technology (哈爾濱工業大學) in China in December 1997. Dr. Li obtained his doctoral degree in biomedical engineering from Tsinghua University (清華大學) in China in July 2001.

Dr. Liu Laiping (劉來平), aged [55], is our deputy general manager. Dr. Liu is responsible for managing legal and government relations related matters of our Group.

From July 1993 to May 2003, Dr. Liu successively held positions as clerk, acting judge, judge and deputy head of the enforcement division served at the Longgang District People’s Court in Shenzhen (深圳市龍崗區人民法院). From May 2003 to August 2013, he successively served as acting judge, senior judge, deputy section chief, division head, and committee member at the Shenzhen Intermediate People’s Court (深圳市中級人民法院). He served as our general manager of legal affairs in China from January 2014 to January 2017. He has been our deputy general manager since January 2017. He was an independent director of Shenzhen Salubris Pharmaceuticals Co., Ltd. (深圳信立泰藥業股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 002294) from January 2020 to February 2026.

Dr. Liu obtained his doctoral degree in international law from East China University of Political Science and Law (華東政法大學) in China in June 2006.

Mr. Cen Jian (岑建), aged [48], is our deputy general manager. Mr. Cen is responsible for managing the research and development of our Group in relation to patient monitoring and life support.

Mr. Cen joined our Company in 2003 after obtaining his master’s degree, and has accumulated ample experience and expertise in particular in the research and development activities of the Group. Mr. Cen served as the hardware development engineer, department manager, R&D director and deputy general manager of patient monitoring and life support division of our Company from July 2003 to July 2024. He has served as our deputy general manager since July 2024. He is also the general manager of our patient monitoring and life support division.

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Mr. Cen obtained his bachelor’s degree in biomedical engineering from Xi’an Jiaotong University (西安交通大學) in China in July 2000 and his master’s degree in biomedical engineering from Huazhong University of Science and Technology (華中科技大學) in China in June 2003.

Mr. Yan Huawen (閻華文), aged [50], is our deputy general manager. Mr. Yan is responsible for managing the research and development of our Group in relation to *in vitro* diagnostics.

Mr. Yan joined our Company in 2002 after obtaining his master’s degree, and has accumulated ample experience and expertise in particular in the research and development activities of the Group. Mr. Yan served as our hardware development engineer, project manager, department manager, R&D director, general manager of Beijing research institute, deputy general manager and general manager of *in vitro* diagnostics division from July 2002 to July 2024. He has served as our deputy general manager since July 2024.

Mr. Yan obtained his bachelor’s degree in engineering physics from Tsinghua University (清華大學) in China in July 1999 and his master’s degree in nuclear technology and applications from Peking University (北京大學) in July 2002.

Mr. He Xujin (何緒金), aged [53], is our deputy general manager. Mr. He is responsible for managing the research and development of our Group in relation to medical imaging.

Mr. He served as hardware engineer at Mindray Electronics from October 1997 to January 1999. He has worked at our Company since the establishment in 1999, and has accumulated ample experience and expertise in particular in the research and development activities of the Group. He served as hardware development engineer, department manager, R&D director, deputy general manager and general manager of medical imaging division of our Company from January 1999 to July 2024. He has served as our deputy general manager since July 2024.

Mr. He obtained his bachelor’s degree in electrical machines from Xi’an Jiaotong University (西安交通大學) in China in July 1994 and master’s degree in mechatronic control and automation from Xihua University (西華大學) (formerly known as Sichuan Institute of Science and Engineering (四川工業學院)) in China in June 1997.

Mr. Li Chaoyang (李朝陽), aged [56], is our deputy general manager. Mr. Li Chaoyang is responsible for managing the technology research institute, and the research and development in relation to technology of molecular diagnostics of *in vitro* diagnostics.

Mr. Li Chaoyang served as hardware development engineer at Mindray Electronics from December 1996 to January 1999. He has worked at our Company since the establishment in 1999, and has accumulated ample experience and expertise in particular in the research and development activities of the Group. He served as hardware development engineer, department manager, R&D director, general manager of Beijing research institute, deputy general manager and general manager of *in vitro* diagnostics division of our Company from January 1999 to November 2020. He has served as our dean of technology research institute since November 2020 and our deputy general manager since July 2024.

Mr. Li Chaoyang obtained his bachelor’s degree in biomedical engineering and instrumentation from the University of Electronic Science and Technology of China (電子科技大學) in China in July 1992.

Ms. Li Wenmei (李文楣), aged [45], is our Board secretary. Ms. Li is responsible for managing Board related matters, capital market matters, and investor and media relations related matters of our Group.

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Ms. Li joined our Group in December 2007 and has served as our Board secretary, the director of the Board office and the general manager of the capital markets department since January 2017. Ms. Li had also served as investor relations manager, investor relations director, director of financial management department, deputy chief financial officer, chief investment officer and deputy general manager of strategic development department, general manager of strategic development department of the Group.

Ms. Li obtained her bachelor’s degree in sociology from Peking University (北京大學) in China in July 2003.

Ms. Zhao Yun (趙雲), aged [42], is our general manager of the finance center. Ms. Zhao is responsible for managing finance and accounting related matters of our Group.

From August 2007 to March 2009, Ms. Zhao worked as an auditor at KPMG Huazhen LLP (畢馬威華振會計師事務所). From April 2009 to October 2010, she worked at China Resources (Shenzhen) Co., Ltd. (華潤(深圳)有限公司). From November 2010 to March 2017, she served consecutively as an audit manager and a senior audit manager at KPMG Huazhen LLP. Ms. Zhao served as our vice director and director of finance department from April 2017 to November 2019. She has served as our general manager of the finance center since November 2019. Ms. Zhao has been serving as a director of APT Medical Inc. (深圳惠泰醫療器械股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688617), since April 2024.

Ms. Zhao obtained her bachelor’s degree and master’s degree in corporate management from Xiamen University (廈門大學) in China in July 2004 and June 2007, respectively and has been a non-practicing member of the Chinese Institute of Certified Public Accountants (CICPA) since January 2014.

GENERAL

Save as disclosed above, none of the Directors or members of senior management of our Company has been a director of any public company the securities of which are listed on any securities market in Hong Kong or overseas in the three years immediately preceding the date of this Document.

Save as disclosed above, none of the Directors or members of the senior management of our Company is related to any other Directors and members of the senior management of our Company.

Save as disclosed herein, to the best knowledge, information and belief of our Directors having made all reasonable inquiries, there was no other matter with respect to the appointment of our Directors that needs to be brought to the attention of the 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 as of the Latest Practicable Date.

JOINT COMPANY SECRETARIES

Ms. Li Wenmei (李文楣) was appointed as a joint company secretary in October 2025 with effect from the [REDACTED]. See “— Senior Management” above for details of her biography.

Ms. Wong Mei Fung Carrie (黃美鳳) (“**Ms. Wong**”) was appointed as a joint company secretary in October 2025, with effect from the [REDACTED].

Ms. Wong serves as a Manager of Entity Solutions of Computershare Hong Kong Investor Services Limited. Ms. Wong has over 20 years of work experience in the field of corporate secretarial and regulatory compliance services.

Ms. Wong obtains a Degree of Bachelor of Arts (Accounting and Finance) from Edinburgh Napier University. She is an associate member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

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BOARD COMMITTEES

Our Board delegates certain responsibilities to various committees. In accordance with the relevant PRC laws and regulations and the Corporate Governance Code, our Company has formed four Board committees, namely the Audit Committee, the Nomination Committee, the Remuneration and Appraisal Committee and the Strategy and Sustainable Development Committee.

Audit Committee

We have established an 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. Upon [REDACTED], the Audit Committee consists of four Directors, namely Ms. Kong Yu (孔昱), Mr. Liang Huming (梁滙明), Dr. Xu Jing (許靜) and Mr. Gu Minkang (顧敏康). Ms. Kong Yu (孔昱), who holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules, serves as the chairperson of the Audit Committee. The primary duties of the Audit Committee include, but are not limited to, reviewing the Company’s financial information and its disclosure, monitoring and evaluating internal and external audit work and internal controls.

Nomination Committee

We have established a Nomination Committee with written terms of reference in compliance with paragraph B.3 of the Corporate Governance Code. Upon [REDACTED], the Nomination Committee consists of four Directors, namely Dr. Zhou Xianyi (周先意), Mr. Hu Shanrong (胡善榮), Dr. Gao Shengping (高聖平) and Dr. Xu Jing (許靜). Dr. Zhou Xianyi (周先意) serves as the chairperson of the Nomination Committee. The primary duties of the Nomination Committee include, but not limited to, developing standards and procedures for the election of our Board members and members of the senior management, and selecting and examining the qualifications of the candidates for our Board members and members of the senior management.

Remuneration and Appraisal Committee

We have established a Remuneration and Appraisal Committee with written terms of reference in compliance with paragraph E.1 of the Corporate Governance Code. Upon [REDACTED], the Remuneration and Appraisal Committee consists of three Directors, namely Mr. Liang Huming (梁滙明), Dr. Gao Shengping (高聖平) and Dr. Xu Jing (許靜). Mr. Liang Huming (梁滙明) serves as the chairperson of the Remuneration and Appraisal Committee. The primary duties of the Remuneration and Appraisal Committee include, but not limited to, formulating evaluation standard for Directors and senior management and implementation of the evaluation, and formulating and reviewing the remuneration policies and plans for Directors and senior management.

Strategy and Sustainable Development Committee

We have established a Strategy and Sustainable Development Committee. The Strategy and Sustainable Development Committee consists of ten Directors, namely Mr. Li Xiting (李西廷), Mr. Xu Hang (徐航), Mr. Cheng Minghe (成明和), Mr. Wu Hao (吳昊), Ms. Guo Yanmei (郭豔美), Mr. Liang Huming (梁滙明), Dr. Zhou Xianyi (周先意), Mr. Hu Shanrong (胡善榮), Ms. Kong Yu (孔昱) and Mr. Gu Minkang (顧敏康). Mr. Li Xiting (李西廷) serves as the chairperson of the Strategy and Sustainable Development Committee. The primary duties of the Strategy and Sustainable Development Committee include, but not limited to, conducting research and making recommendations on our Company’s long-term development plan, major investment decisions, and sustainable development initiatives.

DIRECTORS AND SENIOR MANAGEMENT

CONFIRMATION FROM OUR DIRECTORS

Rule 8.10 of the Listing Rules

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 Company’s business which would require disclosure under Rule 8.10 of the Listing Rules.

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

Rule 3.13 of the Listing Rules

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

COMPENSATION OF DIRECTORS

Our Directors may receive compensation in the form of fees, salaries, bonuses, allowances, benefits in kind and pension scheme contribution. For the years ended December 31, 2023, 2024 and 2025, the aggregate amount of remuneration paid or payable to our Directors amounted to RMB69.6 million, RMB65.9 million and RMB50.8 million, respectively. Under the arrangement currently in force, we estimate the total compensation before taxation to be accrued to our Directors for the year ending December 31, 2026 to be approximately RMB50 million.

The total emolument for the remaining individuals among the five highest paid individuals amounted to RMB28.8 million, RMB26.7 million and RMB21.6 million for the years ended December 31, 2023, 2024 and 2025, respectively.

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, no other payments have been paid, or are payable, by our Company or any of our subsidiaries to our Directors or the five highest paid individuals during the Track Record Period. For additional information on Directors’ remuneration during the Track Record Period as well as information on the highest paid individuals, please see Notes 9 and 10 to the Accountants’ Report set out in Appendix I to this Document.

CORPORATE GOVERNANCE CODE

Our Company aims to achieve high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. To accomplish this, we expect to comply with the Corporate Governance Code set out in Appendix C1 to the Listing Rules and the Model Code for Securities Transactions by Directors of Listed Issuers as set out in Appendix C3 to the Listing Rules after the [REDACTED].

DIRECTORS AND SENIOR MANAGEMENT

BOARD DIVERSITY POLICY

In order to enhance the effectiveness of our Board, to maintain the high standard of corporate governance and to achieve the goal of a sustainable and balanced development of the Company, we [have adopted] the board diversity policy which sets out the objective and approach to achieve and maintain diversity of our Board. Pursuant to the board diversity policy, we seek to achieve board diversity through the consideration of a number of factors when selecting the candidates to our Board, including but not limited to gender, skills, age, professional experience, knowledge, cultural background, and length of service. The ultimate decision of the appointment will be based on merit and the contribution which the selected candidates will bring to our Board. Our Directors have a balanced mix of knowledge and skills. We have seven independent non-executive Directors with different industry backgrounds, representing more than one-third of the members of our Board. Our Company has evaluated the structure, size and composition of our Board, and is of the opinion that the structure of our Board is reasonable, and the experience and skills of the Directors in various aspects and fields can enable our Company to maintain a high standard of operations.

Besides, we particularly recognize the importance of gender diversity. Our Board currently consists of three female Directors and nine male Directors. We have taken, and will continue to take, steps to promote gender diversity at all levels of our Company, including but without limitation to our Board and senior management levels. Going forward, we will continue to work to enhance gender diversity of our Board when selecting and recommending suitable candidates for Board appointments and will at least have one female Director and will ensure that our female management members will get equal opportunities to develop and perform so as to eventually be equipped to step up as a member of our Board. Our Company also intends to promote gender diversity at the mid to senior level so that our Company can maintain a balanced gender ratio at different levels. Taking into account our existing business model and specific needs as well as the different background of our Directors, the composition of our Board satisfies our board diversity policy. Our Nomination Committee is responsible for ensuring the diversity of our Board members. After the [REDACTED], our Nomination Committee will examine the board diversity policy from time to time to ensure its continued effectiveness and in particular use their efforts to identify and recommend suitable female candidates for the Board’s consideration in the future, and 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 Maxa Capital Limited as our Compliance Advisor pursuant to Rules 3A.19 and 3A.23 of the Listing Rules. The Compliance Advisor will provide us with guidance and advice as to compliance with the Listing Rules and other applicable laws, rules, codes and guidelines. Pursuant to Rule 3A.23 of the Listing Rules, the Compliance Advisor will advise our Company in certain circumstances including (a) before the publication of any regulatory announcement, circular or financial report; (b) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues, sales or transfers of treasury shares and share repurchases; (c) where we propose to use the [REDACTED] of the [REDACTED] in a manner different from that detailed in this Document or where our business activities, developments or results deviate from any forecast, estimate or other information in this Document; and (d) where the Hong Kong Stock Exchange makes an inquiry to our Company regarding unusual movements in the price or trading volume of its [REDACTED] securities or any other matters in accordance with Rule 13.10 of the Listing Rules.

Pursuant to Rule 3A.24 of the Listing Rules, the Compliance Advisor will, on a timely basis, inform our Company of any amendment or supplement to the Listing Rules that are announced by the Hong Kong Stock Exchange. The Compliance Advisor will also inform our Company of any new or amended law, regulation or code in Hong Kong applicable to us, and advise us on the continuing requirements under the Listing Rules and applicable laws and regulations. The term of the appointment 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].