

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

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

The following table sets out information in respect of the Directors of our Company:

Name	Age	Position	Roles and responsibilities	Date of joining our Group	Date of appointment as a Director
Executive Directors					
Mr. Li Zhi (李智)*	43	Executive Director, chairman of the Board and CEO	Overall strategic planning, business direction and day-to-day management of our Group	May 2, 2018	November 28, 2018
Dr. Zhuge Xin (諸葛鑫)	39	Executive Director	Overseeing the process development of our Group	November 20, 2020	November 27, 2020
Dr. Liang Kexue (梁克學)	36	Executive Director (employee representative Director) and assistant to the CEO	Overseeing the marketing and business operations of our Group	November 20, 2020	November 27, 2020
Ms. Huang Qiong (黃瓊)*	56	Executive Director, joint company secretary, chief financing officer and vice president of investment and financing	Engaging with potential investors and supporting the financing activities of our Company	May 10, 2019	July 12, 2021
Non-executive Directors					
Mr. Wang Jianfei (汪劍飛)	49	Non-executive Director	Responsible for overseeing Board affairs and providing strategic advice and guidance on the business operations of our Group	November 27, 2020	November 27, 2020
Mr. Sun Linghao (孫凌皓)	36	Non-executive Director	Responsible for overseeing Board affairs and providing strategic advice and guidance on the business operations of our Group	February 25, 2026	February 25, 2026

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Name	Age	Position	Roles and responsibilities	Date of joining our Group	Date of appointment as a Director
Independent Non-executive Directors					
Mr. He Yong (何勇)	53	Independent non-executive Director	Supervising and providing independent opinion and judgement to the Board	January 10, 2026	January 10, 2026
Ms. Chan Yee Man (陳綺文)	55	Independent non-executive Director	Supervising and providing independent opinion and judgement to the Board	January 10, 2026	January 10, 2026
Mr. Yin Wenping (尹文平)	44	Independent non-executive Director	Supervising and providing independent opinion and judgement to the Board	May 26, 2026	May 26, 2026

Note:

* Ms. Huang Qiong is Mr. Li’s sister-in-law. Other than that, none of our Directors and members of senior management are related to other Directors or members of senior management.

EXECUTIVE DIRECTORS

Mr. Li Zhi (李智), our executive Director, chairman of the Board and CEO. Prior to founding our Company in April 2018, Mr. Li worked as a director of cell culture process development and head of R&D system operations at Innovent Biologics, Inc. (信達生物製藥) from November 2011 to March 2018, a company listed on the Stock Exchange (stock code: 1801.HK). From November 2008 to October 2011, Mr. Li worked as leader of pilot-scale manufacturing workshop at Chengdu Kanghong Biotechnology Co., Ltd. (成都康弘生物科技股份有限公司), a wholly-owned subsidiary of Chengdu Kanghong Pharmaceutical Group Co., Ltd. (成都康弘藥業集團股份有限公司) which is listed on the Shenzhen Stock Exchange (stock code: 002773.SZ). From August 2004 to March 2008, Mr. Li worked as cell culture team leader at CSPC Recomgen Pharmaceutical (Guangzhou) Co., Ltd. (石藥集團明復樂藥業(廣州)有限公司, formerly known as Guangzhou Mingkang Biotechnology Co., Ltd. (廣州銘康生物工程)), a subsidiary of CSPC Pharmaceutical Group Limited which is a company listed on the Stock Exchange (stock code: 1093.HK). Mr. Li also serves as the director and general manager at Intellectual Biotechnology (Suzhou) Co., Ltd. (智享生物技術(蘇州)有限公司), our wholly-owned subsidiary from April 2021.

Mr. Li received a bachelor’s degree in biotechnology from Jinan University (暨南大學) in the PRC in June 2004 and a master’s degree in biomedical engineering from Sichuan University (四川大學) in the PRC in June 2014, respectively.

Dr. Zhuge Xin (諸葛鑫), our executive Director. Prior to joining our Company in November 2020, Dr. Zhuge served as executive director and general manager at Suzhou Maidimu Biotechnology Co., Ltd. (蘇州邁締姆生物技術有限公司) and worked as the cell culture and process development supervisor at Innovent Biologics, Inc. from March 2016 to March 2018. From January 2015 to December 2015, he worked as senior researcher at WuXi AppTec (Shanghai) Co., Ltd. (上海藥明康德新藥開發有限公司).

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Dr. Zhuge received a bachelor’s degree in biotechnology from Shandong Agricultural University (山東農業大學) in the PRC in July 2009. Dr. Zhuge received a Ph.D. in fermentation engineering from Jiangnan University (江南大學) in January 2015, respectively. Dr. Zhuge received a master’s degree of business administration from Shanghai Jiaotong University (上海交通大學) in the PRC in December 2024.

Dr. Liang Kexue (梁克學), our executive Director (employee representative Director) and assistant to the CEO. Prior to joining our Group in November 2020, Dr. Liang served as general manager at Suzhou Zhiweian Biotechnology Co., Ltd. (蘇州智維安生物技術有限公司) from October 2018 to October 2020. Dr. Liang worked at Innovent Biologics, Inc. from August 2015 to February 2018. From July 2014 to July 2015, Dr. Liang worked as process researcher at WuXi AppTec Biopharmaceuticals Co., Ltd. (無錫藥明康德生物技術有限公司).

Dr. Liang received a bachelor’s degree in pharmaceutical engineering from Linyi University (臨沂大學) in the PRC in July 2011. Dr. Liang received a master’s degree and a Ph.D. in fermentation engineering from Jiangnan University (江南大學) in June 2014 and June 2025, respectively.

Ms. Huang Qiong (黃瓊), our executive Director, joint company secretary, chief financing officer and vice president of investment and financing. Prior to joining our Company, Ms. Huang worked at JPMorgan Chase & Co in the United States from March 2010 to April 2019, with her last position as vice president and business operations manager.

Ms. Huang received a bachelor’s degree in Chinese as a foreign language from Sichuan International Studies University (四川外國語大學) (formerly known as Sichuan Foreign Language School (四川外語學院)) in the PRC in July 1992. Ms. Huang received a master of arts degree and a master’s degree in business administration from the University of Illinois in the United States in May 2003.

NON-EXECUTIVE DIRECTORS

Mr. Wang Jianfei (汪劍飛), our non-executive Director, joined our Group in November 2020. Mr. Wang has extensive investment experience in the healthcare sector. Prior to joining our Group in November 2020, Mr. Wang once worked at Legend Capital Management Co., Ltd. (君聯資本管理股份有限公司) as a managing director. From March 2010 to March 2011, Mr. Wang served as director of investment at Legend Holdings Corporation (聯想控股股份有限公司), a company listed on the Stock Exchange (stock code: 3396.HK). From March 2006 to February 2010, Mr. Wang worked at Legend Capital Limited (聯想投資有限公司, currently known as Legend Capital Management Co., Ltd. (君聯資本管理股份有限公司)), with his last position as vice president of investment. Mr. Wang served as directors at two listed companies on the Shenzhen Stock Exchange: Aidite (Qinhuangdao) Technology Co., Ltd. (愛迪特(秦皇島)科技股份有限公司) (stock code: 301580.SZ) since November 2019 and Wuhan EasyDiagnosis Biomedicine Co., Ltd. (武漢明德生物科技股份有限公司) (stock code: 002932.SZ) since 2015.

Mr. Wang received a bachelor’s degree in information and control engineering from Shanghai Jiaotong University (上海交通大學) in the PRC in July 1998, and a master’s degree in business administration from Tsinghua University (清華大學) in the PRC in July 2004, respectively.

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Mr. Sun Linghao (孫凌皓) was appointed as our non-executive director in February 2026 and has been serving as a partner at Zhejiang Tsing Song Investment Management Co., Ltd. (浙江清松投資管理有限公司) since December 2025. Prior to that, Mr. Sun served as Managing Director at Matrix China Partners (經緯創投) since 2016, focusing on early-to-mid stage healthcare investments and overseeing investment and portfolio management activities.

Mr. Sun received a bachelor’s degree in pharmacology from Fudan University (復旦大學) in the PRC in July 2012.

INDEPENDENT NON-EXECUTIVE DIRECTORS

Mr. He Yong (何勇) was appointed as a Director in January 2026 and was re-designated as our independent non-executive Director in February 2026. Mr. He serves as the executive director and manager of China Insurance Guosheng Group Co., Ltd. (中保國盛集團有限公司) and Haichen (China) Holdings Co., Ltd. (海辰(中國)控股有限公司). Since August 2025, Mr. He has been serving as the chairman of the board of Trustees of the Zhongguancun Sino-US Institute of Precision Medicine (中關村中美精準醫學科技研究院). From November 2012, Mr. He served as executive deputy president of Health Horizon Magazine (《健康大視野》雜誌社). Mr. He holds various social and professional positions, including general secretary of the China Association on Tobacco Control and Health (中國控煙與健康協會) and executive deputy secretary-general of Zhongguancun Precision Medicine Foundation (中關村精準醫學基金會). Mr. He also served at China Chamber of International Commerce (中國國際商會) and chairman of the Beijing Huaxian Entrepreneurs Chamber of Commerce (北京滑縣企業商會).

Mr. He received a bachelor’s degree in computer application software from Jilin University (吉林大學) in the PRC in December 2011, and a master’s degree in executive business administration from Emlyon Business School in France in September 2020, respectively.

Ms. Chan Yee Man (陳綺文) was appointed as a Director in January 2026 and was re-designated as our independent non-executive Director in February 2026. Ms. Chan has been serving as partner at David Chan & Carmen Chan, Solicitors (陳文泰陳綺文律師事務所) since November 2010 and a director of its nominee company, DCnCC Limited since its incorporation in September 2010. Ms. Chan was admitted as a solicitor in Hong Kong in July 1996 and has about 30 years’ experience as a practicing solicitor in Hong Kong. From April 2010 to October 2010, before she jointly founded with other partners the legal partnership David Chan & Carmen Chan, Solicitors, Ms. Chan worked as a consultant at another local law firm in Hong Kong. From April 2009 to April 2010, Ms. Chan worked as a senior government counsel at the Civil Litigation Division of the Department of Justice of the Hong Kong Government. From October 1996 to April 2009, Ms. Chan worked as assistant solicitor and as the salaried partner at several local law firms in Hong Kong. In addition to being a legal practitioner, Ms. Chan has been serving as a part-time lecturer (Non-Clinical) in the Department of Professional Legal Education/Faculty of Law of the University of Hong Kong since March 2009.

Ms. Chan received a bachelor’s degree in law and a master’s degree in arbitration and dispute resolution from the University of Hong Kong in November 1993 and September 2008, respectively. In addition, Ms. Chan received a master’s degree in Chinese and comparative law from the City University of Hong Kong in November 1998. Mr. Chan is qualified to practice law in Hong Kong as a solicitor.

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Mr. Yin Wenping (尹文平) was appointed as our independent non-executive Director in May 2026. Mr. Yin has over 20 years of experience in financial management and corporate governance. Since July 2023, he has been serving as the chief financial officer of Shenzhen Lianming Power Supply Co., Ltd. (深圳市聯明電源股份有限公司). From October 2022 to June 2023, he served as the chief financial officer and board secretary of Hunan Kingfuli New Energy Co., Ltd. (湖南金富力新能源股份有限公司). From October 2018 to September 2022, he served as the chief financial officer at Shenzhen Jinyu Semiconductor Co., Ltd. (深圳市金譽半導體股份有限公司). From August 2017 to September 2018, he worked at Feishang Industrial Group Co., Ltd. (飛尚實業集團有限公司). From October 2016 to February 2017, he worked at Shenzhen Zhongjihao Tea Industry Co., Ltd. (深圳市中吉號茶業股份有限公司). From June 2013 to September 2016, he served as the financial director of Dongguan Aohai Technology Co., Ltd. (東莞市奧海科技股份有限公司) (stock code: 002993.SZ). From August 2006 to February 2010, he served at Huatong Paper Products (Shenzhen) Co., Ltd. (華通紙品(深圳)有限公司).

Mr. Yin completed junior college studies in accounting at Hunan University (湖南大學) in the PRC in June 2004. He obtained a bachelor’s degree in accounting through online education from Dongbei University of Finance and Economics (東北財經大學) in the PRC in January 2019. Mr. Yin obtained a master’s degree in business administration from Shandong University (山東大學) in the PRC in June 2025. Mr. Yin obtained the intermediate accountant qualification issued by the Ministry of Finance of the PRC (中國財政部) in May 2005. He was admitted as a certified public accountant by the Shenzhen Institute of Certified Public Accountants (深圳市註冊會計師協會) in December 2009 and obtained the qualification certificate for board secretary issued by the Shenzhen Stock Exchange (深圳證券交易所) in March 2017.

Further Information of our Directors

Save as disclosed above in this section, none of our Directors 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 prior to the Latest Practicable Date. Save as disclosed above in this section, to the best of the knowledge, information and belief of our Directors having made all reasonable enquiries, 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 Rules 13.51(2)(h) to (v) of the Listing Rules as of the Latest Practicable Date. As of the Latest Practicable Date, save as disclosed in “C. Further Information about our Directors and Substantial Shareholders” in Appendix V, none of our Directors held any interest in the securities within the meaning of Part XV of the SFO. Save as disclosed above in this section, none of our Directors or senior management is related to other Directors or senior management of our Company.

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SENIOR MANAGEMENT

Our senior management team is responsible for the day-to-day management of our business operations. The table below shows certain information in respect of the senior management members of our Group:

Name	Age	Position	Roles and responsibilities	Date of joining our Group	Date of appointment as Senior Management
Mr. Li Zhi (李智)	43	Executive Director, chairman of the Board and CEO	Overall strategic planning, business direction and day-to-day management of our Group	May 2, 2018	May 2, 2018
Ms. Huang Qiong (黃瓊)	56	Executive Director, joint company secretary, chief financing officer and vice president of investment and financing	Engaging with potential investors and supporting the financing activities of our Company	May 10, 2019	October 31, 2022
Dr. Su Jianhua Jerry	64	Chief manufacturing officer	Overall responsible for manufacturing strategies and activities	December 24, 2024	December 24, 2024
Dr. Wu Qiwei	62	Chief technology officer	Overall technology strategy and R&D of technology of the Group	May 9, 2022	May 9, 2022
Dr. Alexander Maximilian Fernandez	57	Chief global operations officer	Overseeing medical strategy and clinical development	February 8, 2022	February 8, 2022

For the biographical details of Mr. Li and Ms. Huang Qiong, please refer to the paragraphs headed “— Directors” in this section.

Dr. Su Jianhua Jerry joined our Group in December 2024. Prior to that, Dr. Su worked as technology consultant at Shanghai Haiyan Pharmaceutical Technology Co., Ltd. (上海海雁醫藥科技有限公司) from April 2024 to December 2024. From January 2020 to February 2024, Dr. Su served as chief technology officer at EpimAb Biotherapeutics Inc. (岸邁生物科技有限公司) and general manager at EpimAb Biotherapeutics (Suzhou) Inc. (岸邁生物科技(蘇州)有限公司). From February 2017 to December 2019, Dr. Su served as chief executive officer at Zhejiang Huahai Biotech Co., Ltd. (浙江華海生物科技股份有限公司). From June 2015 to January 2017, Dr. Su served as chief executive officer at Suzhou Suncadia Biopharmaceuticals Co., Ltd (蘇州盛迪亞生物醫藥有限公司). From September 2014 to May 2015, Dr. Su served as executive director at an associate company of WuXi Biologics (Cayman) Inc. (藥明生物技術有限公司, a company later

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listed on the Stock Exchange (stock code: 2269.HK) in June 2017). From March 2011 to August 2014, Dr. Su served as the operation director at Merck & Co., Inc. in the United States. From June 2010 to February 2011, Dr. Su served as an associate director at Genzyme Corporation in the United States. From January 2000 to May 2010, Dr. Su served as an associate director at Pfizer in the United States.

Dr. Su received a bachelor’s degree in chemical engineering from Tianjin University (天津大學) in the PRC in July 1984, a master’s degree in biochemical engineering from Beijing University of Chemical Technology (北京化工大學) in the PRC in May 1987, and a Ph.D. degree in chemical engineering from West Virginia University in the United States in December 1995, respectively.

Dr. Wu Qiwei joined our Group in May 2022. Prior to that, Dr. Wu worked as vice president of process development of Elpiscience (Suzhou) Biopharmaceuticals Co., Ltd. (科望(蘇州)生物醫藥科技有限公司) from December 2020 to March 2022. From November 2019 to October 2020, Dr. Wu served as senior science expert and senior vice president of biologics of Suzhou Zolgen Biopharmaceuticals Co., Ltd. (蘇州澤璟生物製藥股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688266.SH). From August 2017 to November 2019, Dr. Wu served as vice president of product development of Zhuhai Livzon Mab Biological Technology Co., Ltd. (珠海市麗珠單抗生物技術有限公司), a subsidiary of Livzon Pharmaceutical Group Inc. (麗珠醫藥集團股份有限公司) which is listed on the Stock Exchange (stock code: 1513.HK) and the Shenzhen Stock Exchange (stock code: 000513.SZ). From February 2016 to July 2017, he served as vice president of process development of Mabspace Biosciences (Suzhou) Co., Ltd. (邁博斯生物醫藥(蘇州)有限公司) (currently known as Transcenta Holding Limited (蘇州創勝集團醫藥有限公司), a company listed on the Stock Exchange (stock code: 6628.HK)). From October 2012 to December 2015, Dr. Wu served as vice president and head of biologics R&D center of Fujian Haixi Pharmaceuticals Co., Ltd. (福建海西新藥創製股份有限公司), a company listed on the Stock Exchange (stock code: 2637.HK). From March 2010 to September 2012, Dr. Wu served as head of process development at Shanghai Henlius Biotech, Inc. (上海復宏漢霖生物技術股份有限公司), a company listed on the Stock Exchange (stock code: 2696.HK). From 2004 to 2010, he served as a scientist in protein sciences department and a senior scientist in the process development at Abgenix, Inc. (subsequently acquired by Amgen Inc., a company listed on NASDAQ (symbol: AMGN)). From March 2000 to April 2004, he worked as a postdoctoral researcher at Stanford University in the United States.

Dr. Wu received a bachelor’s degree in biologics and a master’s degree in biochemistry from Xiamen University (廈門大學) in the PRC in July 1985 and in August 1988, respectively. He completed courses as an international post-graduate research student in Microbiology at Osaka University in Japan in September 1994. Dr. Wu received a Ph.D. degree in biology from Simon Fraser University in Canada in February 2002.

Dr. Alexander Maximilian Fernandez joined our Group in February 2022, Prior to that, Dr. Fernandez served as vice president of CDMO division of Cheerland Life Sciences And Technology Investment Co., Ltd. (深圳市樂土生命科技投資有限公司) from July 2021 to December 2021. From September 2018 to June 2021, he served as senior director of Samsung Biologics Co., Ltd. in the Republic of Korea. Prior to that, Dr. Fernandez served as the associate director at Shire Pharmaceuticals Ltd. in the United States and served as senior manager at Baxter International Inc. in the United States, a company listed on the New York Stock Exchange (symbol: BAX), consecutively.

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Dr. Fernandez received a Bachelor of Science degree in biochemistry from California State University in the United States in December 1992 and a Ph.D. degree in chemistry from University of California in the United States in December 2000.

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, directly or indirectly, with our business and requires disclosure under Rule 8.10 of the Listing Rules. From time to time our non-executive Directors may serve on the boards of both private and public companies within the CDMO and biologics industry. However, as our non-executive Directors are not members of our executive management team and not involved in the daily operation of our Group, we do not believe that their interests in such companies as directors would render us incapable of carrying on our business independently from such other companies in which our non-executive Directors may hold directorships from time to time.

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 April and May 2026, and (ii) understands his or her obligations as a director of a listed 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.

JOINT COMPANY SECRETARIES

Ms. Huang Qiong (黃瓊) was appointed as our joint company secretary in February 2026. Please refer to “— Board of Directors — Executive Directors” in this section for the biographical details of Ms. Huang.

Ms. Ko Pui Yu (高貝茹) was appointed as our joint company secretary in February 2026. Ms. Ko has 20 years of company secretarial services experience. Ms. Ko is currently a service manager of company secretary at Vistra Corporate Services (HK) Limited (卓佳專業商務服務股份有限公司).

Ms. Ko received a bachelor’s degree in business administration from Hong Kong Metropolitan University (formerly known as The Open University of Hong Kong) in November 2015. She is qualified as Chartered Secretary, Corporate Governance Professional, Fellow of The Hong Kong Chartered Governance Institute (HKCGI), and Fellow of The Chartered Governance Institute (CGI).

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BOARD COMMITTEES

Our Company has established the Audit Committee, the Remuneration and Appraisal Committee and the Nomination Committee and delegated various responsibilities to these committees, which assist our Board in discharging its duties and overseeing particular aspects of our Group’s activities.

Audit Committee

We have established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code. The Audit Committee comprises Mr. Yin Wenping, Ms. Chan Yee Man and Mr. Wang Jianfei. Mr. Yin Wenping, our independent non-executive director, has been appointed as the chairperson of the Audit Committee and is the independent non-executive Director who possesses the appropriate professional accounting and related financial management expertise.

Remuneration and Appraisal Committee

We have established the Remuneration and Appraisal Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code. The Remuneration and Appraisal Committee comprises Mr. He Yong, Mr. Yin Wenping and Ms. Huang Qiong. Mr. He Yong, our independent non-executive director, has been appointed as the chairperson of the Remuneration Committee.

Nomination Committee

We have established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code. The Nomination Committee comprises Ms. Chan Yee Man, Mr. He Yong and Mr. Li Zhi. Ms. Chan Yee Man, our independent non-executive director, has been appointed as the chairman of the Nomination Committee.

CORPORATE GOVERNANCE

The 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 will comply with the provisions of the Corporate Governance Code, which sets out principles of good corporate governance.

Chairman of the Board and Chief Executive Officer

Pursuant to code provision C.2.1 of the Corporate Governance Code, companies listed on the Stock Exchange are expected to comply with, but may choose to deviate from the requirement that the responsibilities between the chairman and the chief executive should be segregated and should not be performed by the same individual. We do not have a separate chairman and CEO and Mr. Li currently performs these two roles. The Board believes that vesting the roles of both chairman and CEO in the same person has the benefit of ensuring consistent leadership within the Group and enables more effective and efficient overall strategic planning for the Group. The Board considers that the balance of power and authority for the present arrangement will not be impaired and this structure will enable the Company to make and implement decisions promptly and effectively. The Board will continue to review and

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consider splitting the roles of chairman of the Board and CEO of the Company if and when it is appropriate taking into account the circumstances of the Group as a whole.

Board and Workplace Diversity Policy

We will adopt a Board and workplace diversity policy (the “**Diversity Policy**”) prior to the [REDACTED] in order to enhance the effectiveness of our Board and maintain high standard of corporate governance. Under the Diversity Policy, the selection of our Board candidates will take into account, among others, gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. With respect to gender diversity, we recognize its particular importance and will endeavor to maintain at least one female director on the Board.

Our Directors have a balanced mix of knowledge and skills, including overall management and strategic development, publicity and marketing, content development, investment and financing, accounting and financial management. They obtained degrees in various majors including chemistry, engineering, business administration and biotechnology. We have three independent non-executive Directors with different industry backgrounds, representing one third of the members of our Board. Our Board Diversity Policy is well implemented as evidenced by the fact that there are both male and female Directors ranging from 36 years old to 56 years old with different backgrounds and experiences.

The Nomination Committee is responsible for reviewing the diversity of the Board. After [REDACTED], the Nomination Committee will monitor and evaluate the implementation of the 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 Diversity Policy, including any measurable objectives set for implementing the Diversity Policy and the progress on achieving these objectives.

Apart from diversity within our Board, we recognize the importance of gender diversity, which we have taken, and will continue to take, steps to promote at all levels of our Company, including at the Board, senior management and workforce levels. Going forward, in accordance with the Diversity Policy, we will continue to work to enhance gender diversity when selecting and recommending suitable candidates across the Board, senior management and workforce levels. We will strive to enhance female representation within the Company and achieve an appropriately balanced gender ratio with reference to stakeholders’ expectations and international standards and best practices. In particular, we aim to develop a pipeline of female employees to progress senior management and become potential successors to the Board by implementing comprehensive programs to identify and train our female employees with leadership potential.

DIRECTOR’S REMUNERATION

Our Directors and senior management receive remuneration, including salaries, allowances and benefits in kind, including our contribution to the pension plan on their behalf. The aggregate amount of remuneration (including basic salaries, discretionary bonus), director fees and Retirement benefit scheme contributions for our Directors for the years ended December 31, 2023, 2024 and 2025, was approximately RMB4.12 million, RMB4.17 million and RMB4.20 million, respectively. None of our Directors waived any remuneration during the aforesaid periods.

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Under the arrangement currently in force, we estimate the total remuneration 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 RMB3.97 million. The actual remuneration of Directors for 2026 may be different from the expected remuneration.

For the years ended December 31, 2023, 2024 and 2025, the five highest paid individuals of our Group included one, one and one director, respectively, whose remunerations are included in the aggregate amount of fees, salaries, allowances, discretionary bonus, pension scheme contributions paid and benefits in kind granted to the relevant Directors set out above. For the three years ended December 31, 2023, 2024 and 2025, the aggregate amount of salaries and other benefits, retirement benefit scheme contributions and discretionary bonuses granted to the remaining four, four and four highest paid individuals who are not our Directors were approximately RMB7.25 million, RMB6.78 million and RMB7.22 million, respectively. For further details on the remuneration of the five highest paid individuals during the Track Record Period, see Note 14 of the Accountants’ Report in Appendix I to this document.

Save as disclosed, during the Track Record Period, no other payments have been paid or are payable by our Company to our Directors or senior management.

No remuneration was paid to our Directors or the five highest paid individuals as an inducement to join, or upon joining, our Group. No compensation was paid to, or receivable by, our Directors or past directors for the Track Record Period for the loss of office as director of any member of our Group or of any other office in connection with the management of the affairs of any member of our Group.

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].