BOARD OF DIRECTORS

Upon the [**REDACTED**], our Board will comprise seven Directors, including two executive Directors, two non-executive Directors and three independent non-executive Directors. The table below sets out certain information of our Directors.

Name	Age	Position	Date of appointment as Director	Date of joining our Group	Responsibilities
Executive Directors					
Dr. Liang Congxin (梁從新)	62	Chairman of our Board, executive Director, CEO and general manager	December 3, 2018	January 1, 2018	Overseeing the strategic planning, business operations, financial management and R&D of our Group
Dr. Tang Wei (唐煒)	52	Executive Director and senior vice president	December 20, 2021	February 18, 2021	Overseeing target discovery, preclinical development and early clinical development of our Group
Non-executive Directors					
Mr. Li Xianxian (李顯顯)	37	Non-executive Director	July 21, 2021	July 21, 2021	Participating in formulating corporate and business strategies of our Group
Mr. Zhang Yincheng (張銀成)	51	Non-executive Director	October 24, 2025	October 24, 2025	Participating in formulating corporate and business strategies of our Group
Independent Non-executive Directors					
Dr. Li Xiang (李湘)	62	Independent non-executive Director	November 11, 2021	November 11, 2021	Supervising and providing independent judgment to our Board
Dr. Xu Haoxin (徐浩新)	55	Independent non-executive Director	May 9, 2024	September 8, 2023	Supervising and providing independent judgment to our Board
Ms. Wong Yan Ki, Angel (黃欣琪) .	54	Independent non-executive Director	September 15, 2025	September 15, 2025	Supervising and providing independent judgment to our Board

Executive Directors

Dr. Liang Congxin (梁從新) has played a vital role in our Group's growth and development. Dr. Liang is a distinguished medicinal chemist with over 30 years of experience in pharmaceutical research, drug discovery and corporate leadership. He held the position of director of medicinal chemistry at Sugen Inc., which later became part of Pfizer, from June 1996 to March 2004. During his tenure, Dr. Liang led the development of sunitinib (舒尼替尼), an FDA-approved therapy for gastric and renal cancers, which achieved over US$1 billion in sales within a decade of its launch. Dr. Liang subsequently co-founded Xcovery Holdings, Inc. ("**Xcovery**"), where he served in various executive roles from June 2006 to February 2019 and successfully developed two breakthrough therapies, namely ensartinib (恩沙替尼), for the treatment of non-small cell lung cancer, and vorolanib (伏羅尼布), a next-generation, small-molecule, multi-kinase inhibitor designed for combination therapies. Betta Pharmaceuticals Co., Ltd. (貝達藥業股份有限公司) (300558.SZ) ("**Betta Pharmaceuticals**") acquired a controlling interest in Xcovery in June 2017. Throughout the Track Record Period and up to the Latest Practicable Date, Dr. Liang held approximately 1.06% equity interest in Xcovery but did not hold any position in the company. Dr. Liang also serves as the director and general manager of Highlightll Hainan and the manager of Highlightll US.

Dr. Liang obtained a bachelor's degree in inorganic chemistry from Wuhan University (武漢大學) in the PRC in July 1983 and a Ph.D. in quantum chemistry from Princeton University in the United States in February 1989.

Dr. Tang Wei (唐煒) has extensive experience in preclinical development and early clinical development. From June 2002 to April 2009, she was first a postdoctoral fellow and later a lecturer at UT Southwestern Medical Center. From April 2011 to January 2021, Dr. Tang served as vice president of R&D at Hangzhou Essen Pharmaceutical Research Co., Ltd. (杭州艾森醫藥研究有限公司).

Dr. Tang obtained a Ph.D. in biochemistry and molecular biology from the Institute of Biophysics of Chinese Academy of Sciences (中國科學院生物物理所) in the PRC in June 2002.

Non-executive Directors

Mr. Li Xianxian (李顯顯) has extensive experience in private equity and venture capital investment, with a strong focus on the life sciences sector. He joined Hangzhou Kaitai Capital Management Co., Ltd. (杭州凱泰資本管理有限公司) in 2015 and has held multiple roles, including investment manager, vice president, executive president and managing president. Since April 2021, he has served as a managing partner, where he leads investment initiatives in biotechnology and pharmaceutical innovation, and contributes to the strategic management of the firm's life sciences portfolio. Mr. Li also serves as a director of several portfolio companies, including Hangzhou Atom Therapeutics Co., Ltd. (杭州新元素藥業股份有限公司) since May 2017, and Jiangsu Yahong Meditech Co., Ltd. (江蘇亞虹醫藥科技股份有限公司) (688176.SH) from December 2020 to March 2026.

Mr. Li obtained a master's degree in chemical engineering from Zhejiang University (浙江大學) in the PRC in June 2015.

Mr. Zhang Yincheng (張銀成) has over 20 years of experience in securities and equity investment. He served as a corporate consultant of the financial advisory department at SWS Research Co., Ltd. (上海申銀萬國證券研究所有限公司) from March 2002 to March 2004. From April 2004 to July 2015, Mr. Zhang served a vice president and director at Jinggong Holding Group Co., Ltd. (精工控股集團有限公司), a subsidiary of Zhongjianxin Holdings Group Co., Ltd. (中建信控股集團有限公司), and served as a president and director at Zhongjianxin Holdings Group Co., Ltd. from August 2004 to June 2019. Since September 2010, Mr. Zhang has been a partner at Shanghai Hankang Private Equity Fund Management Co., Ltd. (上海漢康私募基金管理有限公司). Mr. Zhang has also served as a non-executive director of Nanjing Leads Biolabs Co., Ltd. (南京維立志博生物科技股份有限公司) (09887.HK) since May 2023.

Mr. Zhang obtained a bachelor's degree in industrial business administration from Hebei University of Technology (河北工業大學) in the PRC in July 1997 and a master's degree in political economy from Zhejiang University (浙江大學) in the PRC in March 2002. He further obtained an EMBA from Guanghua School of Management of Peking University (北京大學光華管理學院) in the PRC in July 2012.

Independent Non-executive Directors

Dr. Li Xiang (李湘) has over 30 years of experience in the pharmaceutical and biotech industries. He began his career as a postdoctoral research fellow at the Lawrence Berkeley National Laboratory in February 1989. From June 1989 to April 2004, Dr. Li worked as the chief operating officer of American Peptide Company. In August 2001, Dr. Li founded Chinese Peptide Company (中肽生化有限公司) (formerly known as Chinese Peptide Company (杭州中肽生化有限公司)) and has served as the chairman since its establishment. From May 2015 to August 2020, he also held the roles of deputy chairman and director of Guizhou Xinbang Pharmaceutical Co., Ltd. (貴州信邦製藥股份有限公司) (002390.SZ). In April 2021, Dr. Li co-founded Zhejiang Handing Pharmaceutical Co., Ltd. (浙江漢鼎醫藥有限公司), and has served as its chairman since then. He also co-founded and worked at Lake Ventures from March 2017 to April 2021. Dr. Li has been a director of Medtide Inc. (泰德醫藥(浙江)股份有限公司) (03880.HK) since January 2022.

Dr. Li obtained a bachelor's degree in chemistry from Wuhan University (武漢大學) in the PRC in July 1983, a Ph.D. in science from the Chinese Academy of Sciences (中國科學院) in the PRC in January 1989, and an MBA from IMD Business School in Switzerland and an EMBA from Cheung Kong Graduate School of Business (長江商學院) in the PRC in September 2016.

Dr. Xu Haoxin (徐浩新) has over 24 years of experience in biochemistry and neurobiology. In March 2007, Dr. Xu joined the University of Michigan as assistant professor, and was subsequently promoted to associate professor in June 2012 and professor in June 2016. In 2020, Dr. Xu founded Lysoway Therapeutics, Inc. and Hangzhou Yaodian Biotechnology Co., Ltd. (杭州曜點生物科技有限公司). He later established Zhejiang Rongmei Biomedical Technology Co., Ltd. (浙江熔美生物醫藥科技有限公司) in December 2023, where he served as chairman and science consultant. Dr. Xu has held multiple academic and leadership roles, including professor at Liangzhu Laboratory (良渚實驗室) since June 2022, visiting professor at the University of Michigan since August 2022, and the dean of School of Basic Medical Sciences of Zhejiang University (浙江大學基礎醫學院) since September 2022. Dr. Xu was awarded the Sloan Research Fellowship from Alfred P. Sloan Foundation in 2009, the Presidential Early Career Award for Scientists and Engineers (PECASE) Award in 2010, a New Cornerstone Investigator (新基石研究員) from the New Cornerstone Science Foundation (新基石科學基金會) in January 2024, and the Innovation Peak Award (創新築峰獎) from Zhejiang University School of Medicine (浙江大學醫學院) in January 2025. Dr. Xu was a co-founder and chair of the Inaugural Gordon Research Conference on Organellar Channels and Transporters (首屆高登會議細胞器離子通道和轉運蛋白會議) in 2015, and a vice chairman of the Organelle Division of the Chinese Society for Cell Biology (中國細胞生物學學會細胞器生物學分會) since July 2023.

Dr. Xu obtained a bachelor's degree in biochemistry from Peking University (北京大學) in the PRC in July 1992 and a Ph.D. in neurobiology from Georgia State University in the United States in August 2001.

Ms. Wong Yan Ki, Angel (黃欣琪) has 30 years of experience in accounting, auditing, corporate finance and capital markets. She joined Kwan Wong Tan & Fong in October 1995, which later merged with Deloitte Touche Tohmatsu in April 1997, and resigned from Deloitte Touche Tohmatsu in November 1999. She later served a number of roles at Great East Packaging Holdings Limited (偉東包裝製品集團有限公司) from October 1999 to March 2003, including group financial controller and assistant finance manager. From April 2003 to December 2007, she held various positions at Benefit Capital Limited (百富達融資有限公司), including vice president and executive director. Since November 2007, Ms. Wong has been an executive director of Advanced Capital Limited (匯財資本有限公司), where she is responsible for operational management and major decisions.

Ms. Wong is currently an independent non-executive director of Betta Pharmaceuticals since January 2021, Henan Jinyuan Hydrogenated Chemicals Co., Ltd. (河南金源氫化化工股份有限公司) (02502.HK) since October 2023, and ALPHAMAB ONCOLOGY (康寧傑瑞生物製藥) (09966.HK) since June 2025, respectively. She also served as an independent director of BIT Mining Limited (比特礦業有限公司) (formerly known as 500.com Limited) (BTCM.NYSE) from November 2015 to April 2023, an independent non-executive director of Many Idea Cloud Holdings Limited (多想雲科技有限公司) (06696.HK) from October 2022 to June 2025, and an independent non-executive director of Sino-Synergy Hydrogen Energy Technology (Jiaxing) Co., Ltd. (國鴻氫能科技(嘉興)股份有限公司) (09663.HK) from October 2022 to May 2026.

Ms. Wong has obtained several professional qualifications, including fellow member of the Institute of Financial Accountants in the United Kingdom (IFA) since October 2003, fellow member of the Institute of Public Accountants (FIPA) since April 2015, member of The Hong Kong Institute of Directors (香港董事學會) since November 2014 and fellow member since November 2025, founding member of The Hong Kong Independent Non-executive Director Association (香港獨立非執行董事協會) since January 2016, fellow member of CPA Australia (FCPA Aust.) since May 2017, member of the Institute of Certified Management Accountants (CMA Aust.) since October 2024, and a Certified Chinese Internal Auditor of the Association of Chinese Internal Auditors in Hong Kong (ACIA) (香港華人內部審計師公會) since July 2025, respectively.

Ms. Wong obtained a bachelor's degree in international accounting from Xiamen University (廈門大學) in the PRC in July 1994, a postgraduate certificate in professional accounting from the City University of Hong Kong (香港城市大學) in Hong Kong in November 2000, and an EMBA from Cheung Kong Graduate School of Business (長江商學院) in the PRC in October 2009.

SENIOR MANAGEMENT

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

Name	Age	Position	Date of appointment as senior management	Date of joining our Group	Responsibilities
Dr. Liang Congxin (梁從新)	62	CEO and general manager	January 1, 2018	January 1, 2018	Overseeing the strategic planning, business operations and R&D of our Group
Dr. Tang Wei (唐煒)	52	Senior vice president	February 18, 2021	February 18, 2021	Overseeing target discovery, preclinical development and early clinical development activities of our Group
Dr. Huang Junmin.	54	Senior vice president	July 1, 2021	July 1, 2021	Overseeing quality management and CMC development our Group
Mr. Liu Yong (劉勇)	47	Senior vice president	October 15, 2020	October 15, 2020	Overseeing the planning, execution and management of clinical trials and patient care coordination of our Group
Ms. Ren Zhenghua (任崢華)	49	Vice president	January 19, 2026	January 19, 2026	Overseeing the commercial operations of our Group
Mr. Song Liujun (宋留君)	47	Vice president	July 15, 2025	July 15, 2025	Overseeing the licensing, collaboration and global market expansion of our Group

For details of the biographies of Dr. Liang and Dr. Tang Wei (唐煒), see "— Board of Directors" above.

Dr. Huang Junmin has extensive experience in quality management, CMC development and regulatory affairs. From July 1999 to June 2002, Dr. Huang served as assistant professor at Nankai University (南開大學). From October 2006 to November 2007, he was a research associate professor at The University of Texas at Arlington. From December 2007 to December 2008, Dr. Huang served as scientist at Synta Pharmaceuticals Corp. He then joined Sanofi, where he served from December 2008 to December 2016, first as senior scientist and later as senior manager. From January 2017 to December 2018, Dr. Huang served as senior manager at Boehringer Ingelheim, followed by a role as senior director at Xcovery from January 2019 to February 2020. From March 2020 to June 2021, Dr. Huang served as vice president at Zenshine Pharmaceuticals Inc.

Dr. Huang obtained a Ph.D. in analytical and organic chemistry from Nankai University (南開大學) in the PRC in July 1997 and an MBA from Rutgers Business School of Rutgers University in the United States in May 2021. Dr. Huang obtained the Regulatory Affairs Certification (RAC), a professional certification for regulatory professionals in the healthcare product sector, in December 2017.

Mr. Liu Yong (劉勇) has over 24 years of experience in clinical medicine. Mr. Liu joined Betta Pharmaceuticals, where he served as manager and later as director of the clinical medicine department from August 2006 to June 2016 and from August 2017 to June 2018, respectively. From July to December 2016, he served as senior director of the clinical medicine department at Chengdu Yuandong Biopharmaceutical Co., Ltd. (成都苑東生物製藥股份有限公司) (668513.SH). From November 2018 to June 2020, Mr. Liu served as director of the clinical medicine center at China National Biotec Group Company Limited (中國生物技術股份有限公司).

Mr. Liu obtained a bachelor's degree in clinical medicine from Wuhan University (武漢大學) in the PRC in June 2001.

Ms. Ren Zhenghua (任峥華) is experienced in marketing, sales, and customer insights across the dermatology, autoimmune, and respiratory therapeutic areas. During her tenure at Sanofi (China) Investment Co., Ltd. (賽諾菲(中國)投資有限公司) from January 2020 to March 2023, Ms. Ren worked as marketing manager and was a member of the team responsible for the launch of dupilumab (Dupixent), the world's first IL-4Rα inhibitor, in Mainland China. From April 2023 to August 2023, she served as associate marketing director at AbbVie (Shanghai) Trading Co., Ltd. (艾伯維醫藥貿易(上海)有限公司), responsible for the marketing of upadacitinib (RINVOQ) in dermatology. Ms. Ren served as marketing director during her time at Keymed Biosciences Inc. (康諾亞生物醫藥科技有限公司) (02162.HK) from August 2023 to January 2025.

Ms. Ren obtained a bachelor's degree in Chinese medicine from Tianjin University of Traditional Chinese Medicine (天津中醫藥大學) in the PRC in July 2000 and an MBA from The Open University in the United Kingdom in March 2023.

Mr. Song Liujun (宋留君) has over 20 years of experience in licensing, strategic alliances and global market expansion. He began his career as an international business assistant at Tofflon from July 2006 to March 2008, followed by a role as business manager at Fosun Pharma Group (復星醫藥集團) from March 2008 to December 2012. From January 2013 to May 2016, he served as senior manager at Shanghai CITIC Guojian Pharmaceutical Industry Co., Ltd. (上海中信國健藥業股份有限公司) (now known as Sunshine Guojian Pharmaceutical (Shanghai) Co., Ltd. (三生國健藥業(上海)股份有限公司) (688336.SH)). From May 2016 to March 2019, he held the position of deputy general manager of international business department of Hansoh Pharma (豪森藥業). He then joined HBM Holdings Limited (和鉑醫藥控股有限公司) (02142.HK) as a director in March 2019 and was later promoted to senior business development director. From March 2023 to May 2025, Mr. Song served as vice president at METiS Pharmaceuticals (劑泰醫藥).

Mr. Song obtained a bachelor's degree in bioengineering from Henan University (河南大學) in the PRC in June 2003, a master's degree in biopharmaceuticals from China Pharmaceutical University (中國藥科大學) in the PRC in June 2006 and an MBA from China Europe International Business School (中歐國際工商學院) in the PRC in November 2022.

CONFIRMATION FROM OUR DIRECTORS

Each of our Directors confirms that as of the Latest Practicable Date, he or she did not have any interest in a business which competes or is likely to compete, either directly or indirectly, with our business which would require disclosure under Rule 8.10 of the Listing Rules. From time to time our non-executive Directors may serve on the boards of both private and public companies within the broader healthcare 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.

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on September 18 and 19, 2025 and November 26, 2025, and (ii) understands his or her obligations as a director of a [**REDACTED**].

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

Save as otherwise disclosed in this document 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 or senior management that is required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules.

REMUNERATION OF OUR DIRECTORS, SUPERVISOR AND THE FIVE HIGHEST PAID INDIVIDUALS

The aggregate amount of emoluments (including salaries, wages and other benefits, contributions to defined contribution retirement plan and equity-settled share-based payment expenses) of our Directors for the two years ended December 31, 2025 and the three months ended March 31, 2026 amounted to RMB5.6 million, RMB7.2 million and RMB2.4 million, respectively. The aggregate amount of emoluments of our five highest paid individuals (excluding Directors) for the two years ended December 31, 2025 and the three months ended March 31, 2026 amounted to RMB2.8 million, RMB3.0 million and RMB1.4 million, respectively.

Under the current compensation arrangement, we estimate the total compensation before taxation, excluding estimated share-based compensation, to be accrued to our Directors for the year ending December 31, 2026 to be approximately RMB10.5 million. The actual remuneration of our Directors in 2026 may be different from the expected remuneration set out above.

Save as disclosed above, no other payments have been paid, or are payable, by our Group to our Directors, supervisor or the five highest paid individuals during the Track Record Period. No remuneration was paid by our Company to, or receivable by, our Directors, supervisor or the five highest paid individuals as an inducement to join or upon joining our Company, or as compensation for loss of office in connection with the management positions of any member of our Group. During the Track Record Period, none of our Directors or supervisor waived any emoluments.

JOINT COMPANY SECRETARIES

Ms. Cheng Can (程燦) was appointed as a joint company secretary of our Company with effect from the [**REDACTED**]. She joined our Group in July 2025 and is currently serving as our securities affairs representative. Ms. Cheng has over six years of experience in mergers and acquisitions and capital markets transactions. From July 2019 to June 2025, she practiced law at T&C Law Firm and King & Wood Mallesons. Ms. Cheng obtained a bachelor's degree in laws from the China University of Political Science and Law (中國政法大學) in the PRC in July 2016 and a master's degree in laws from The London School of Economics and Political Science in the United Kingdom in December 2018. She obtained the Lawyer's Practice License (律師執業證) in November 2020.

Mr. Ho Pok Man (何博文) was appointed as a joint company secretary of our Company with effect from the [**REDACTED**]. Mr. Ho is currently a senior officer of the Listed Corporate Secretarial Department at SWCS Corporate Services Group (Hong Kong) Limited and is primarily responsible for company secretarial and compliance services for listed clients. He has approximately ten years of experience in company secretarial and human resources professions. Mr. Ho obtained a bachelor's degree in business administration from The Chinese University of Hong Kong (香港中文大學) and a master's degree in professional accounting and corporate governance from the City University of Hong Kong (香港城市大學). He is an associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

CORPORATE GOVERNANCE

We have established three Board committees, namely the Audit Committee, the Nomination Committee and the Remuneration Committee.

Audit Committee

We have established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph D.3 of the Corporate Governance Code. The Audit Committee comprises one non-executive Director and two independent non-executive Directors, namely Ms. Wong Yan Ki, Angel (黃欣琪), Dr. Li Xiang (李湘) and Mr. Zhang Yincheng (張銀成), with Ms. Wong currently serving as the chairperson. Ms. Wong has the appropriate accounting or related financial management expertise as required under Rules 3.10(2) and 3.21 of the Listing Rules.

Nomination Committee

We have established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and paragraph B.3 of the Corporate Governance Code. The Nomination Committee comprises one executive Director and two independent non-executive Directors, namely Dr. Liang Congxin (梁從新), Ms. Wong Yan Ki, Angel (黃欣琪) and Dr. Li Xiang (李湘), with Dr. Liang currently serving as the chairperson.

Remuneration Committee

We have established the Remuneration Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and paragraph E.1 of the Corporate Governance Code. The Remuneration Committee comprises one non-executive Director and two independent non-executive Directors, namely Dr. Li Xiang (李湘), Dr. Xu Haoxin (徐浩新) and Mr. Li Xianxian (李顯顯), with Dr. Li currently serving as the chairperson.

Corporate Governance Code

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

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

Diversity Policy

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

Our Directors have a balanced mix of knowledge and skills, including overall management and strategic development as well as knowledge and experience in areas such as pharmaceutical research, drug discovery, corporate leadership, preclinical development, early clinical development, private equity, securities and venture capital investment, pharmaceutical and biotech, biochemistry, neurobiology, accounting, auditing, corporate finance and capital markets. They obtained degrees in various fields including inorganic chemistry, quantum chemistry, biochemistry, molecular biology, chemical engineering, industrial business administration, political economy, chemistry, science, neurobiology, business administration and accounting. Furthermore, our Board has a diverse age and gender representation with two female Directors and five male Directors ranging from 37 years old to 62 years old.

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

EMPLOYEE INCENTIVE SCHEME

We adopted the Employee Incentive Scheme on September 9, 2025. For further information regarding the terms and information of the participants of the Employee Incentive Scheme, see "Appendix IV — Statutory and General Information — D. Employee Incentive Scheme."

COMPLIANCE ADVISOR

We have appointed Rainbow Capital (HK) Limited as our Compliance Advisor pursuant to Rule 3A.19 of the Listing Rules. The Compliance Advisor will provide us with guidance and advice as to compliance with the Listing Rules and applicable laws and regulations.

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