BOARD OF DIRECTORS

Our Board comprises 11 Directors, including four executive Directors, three non-executive Directors and four independent non-executive Directors. The table below sets out certain information about our Directors:

Name	Age	Existing position(s) in our Company	Date of joining our Group	Date of appointment as a Director	Roles and Responsibilities	Relationship with other Directors or senior management
Executive Directors						
Mr. Wang Wei (王威)	[55]	Chairman, executive Director and chief executive officer	November 11, 2011	November 9, 2015	Overall strategic planning, business direction, operational management and supervision of the senior management of our Group and overseeing our Board	Spouse of Ms. Hu
Ms. Hu Qing (胡青)	[52]	Executive Director and vice president	November 11, 2011	November 9, 2015	Overseeing finance, human resources and administrative management for our Group	Spouse of Mr. Wang
Ms. Shen Huacheng (沈華程)	[38]	Executive Director and vice president	November 19, 2012	August 15, 2025	Overseeing human resources management, people development and administration of our Group	None
Ms. Lin Jing (林靜)	[40]	Executive Director and vice president	November 27, 2017	August 15, 2025	Overseeing the financial affairs of our Group	None
Non-executive Directors						
Ms. Chen Muyu (陳慕雨) . . .	[28]	Non-executive Director	August 22, 2025	August 22, 2025	Providing strategic advice and recommendations on the operations and management of the Group	None
Dr. Jiang Fei (姜非)	[49]	Non-executive Director	August 15, 2025	August 15, 2025	Providing strategic advice and recommendations on the operations and management of the Group	None
Mr. Chen Long (陳龍)	[38]	Non-executive Director	August 11, 2025	August 11, 2025	Providing strategic advice and recommendations on the operations and management of the Group	None
Independent non-executive Directors						
Dr. Toshifumi Mikayama (三箇山俊文)	[68]	Independent non-executive Director	[•]	[•]	Supervising and providing independent advice to our Group	None
Prof. Ma Jun (馬軍)	[71]	Independent non-executive Director	[•]	[•]	Supervising and providing independent advice to our Group	None
Dr. Peng Tao (彭滔)	[44]	Independent non-executive Director	[•]	[•]	Supervising and providing independent advice to our Group	None
Mr. Liu Kai Yu Kenneth . . .	[56]	Independent non-executive Director	[•]	[•]	Supervising and providing independent advice to our Group	None

Executive Directors

Mr. Wang Wei (王威), aged [55], founded our Group in November 2011. Mr. Wang was appointed as our Chairman, Director and chief executive officer on November 9, 2015 and was re-designated as our executive Director on October 30, 2025. He is a Controlling Shareholder. He is primarily responsible for overall strategic planning, business direction, operational management, and supervision of the senior management of our Group and overseeing our Board. He currently holds directorships in various subsidiaries of our Group.

Mr. Wang has over [20] years of experience in the healthcare and pharmaceutical industries. Prior to founding our Group, Mr. Wang gained extensive experience in both clinical practice and management in pharmaceutical industry for approximately 10 years, accumulating a wealth of first-hand industry knowledge. After he graduated from the university, Mr. Wang worked as a dentist at Harbin Vehicle Factory Hospital (哈爾濱市車輛廠醫院). From October 1997 to January 2003, Mr. Wang held various position at Shenzhen Kangzhe Pharmaceutical Co., Ltd. (深圳市康哲藥業有限公司), a subsidiary of CMS, with his last position being a manager of the management department, where he was primarily responsible for the overall management of sales. Between January 2003 and November 2011, Mr. Wang gained extensive experience through various entrepreneurial endeavors in the pharmaceutical industry, laying the foundation for the establishment of our Group. Since January 2023, he has been a vice president of the China National Health Association (中國民族衛生協會). Since January 2022, he has been a member of the CPPCC (Chinese People's Political Consultative Conference) in Gongshu District, Hangzhou (杭州市拱墅區政協委員).

Mr. Wang obtained a bachelor's degree in stomatology from Jiamusi Medical School (佳木斯醫學院) (now known as Jiamusi University (佳木斯大學)) in the PRC in July 1994. He was admitted as a practicing physician in the PRC in February 2006.

Ms. Hu Qing (胡青), aged [52], was appointed as our Director on November 9, 2015 and was re-designated as our executive Director on October 30, 2025. She is a Controlling Shareholder. Ms. Hu has been serving as our vice president since November 2011. She is responsible for overseeing finance, human resources and administrative management for our Group. She currently holds directorships in various subsidiaries of our Group.

Ms. Hu has over [30] years of experience in the finance and accounting industry. Prior to joining our Group, from September 1993 to March 2002, Ms. Hu worked at Hangzhi Machinery & Electronics Company Limited (杭芝機電有限公司), a joint venture established by Toshiba Corporation, a company listed on the Tokyo Stock Exchange (stock code: 6502) and principally engaged in the R&D and sale of electromechanical equipment, where she was primarily responsible for finance-related matters. From March 2003 to October 2008, she worked at Hangzhou Hangdong Lighting Fixture Co., Ltd. (杭州杭東照明器材有限公司) (now known as ITO Electromechanical Manufacturing (Hangzhou) Co., Ltd. (易東機電製造(杭州)有限公司)), a professional manufacturer specialized in the design, development and manufacturing of lighting and lamps, where she was primarily responsible for overseeing finance-related matters.

Ms. Hu obtained a bachelor's degree in accounting from Zhejiang Cadre Business School (浙江省商業幹部學校) (now known as Zhejiang Business College (浙江商業職業技術學院)) and a degree in business corporate management from Beijing Open University (北京開放大學) in the PRC in July 2023.

Ms. Shen Huacheng (沈華程), aged [38], joined our Group in November 2012 as a corporate planning specialist and was appointed as our Director on August 15, 2025 and was re-designated as our executive Director and vice president on October 30, 2025. She is responsible for human resource management, people development and administration of our Group.

Ms. Shen has over [13] years of experience in human resources management and people development. She joined our Group in November 2012 and served as a planning and operations officer until October 2016, where she was primarily responsible for the execution of corporate development matters. Since September 2021, Ms. Shen has been serving as the head of human resources and administration department of our Group, where she leads the talent recruitment, performance and compensation, training and development and employee relationship management functions of our Group.

Ms. Shen obtained a bachelor of arts degree from Keyi College of Zhejiang Sci-Tech University (浙江理工大學科技與藝術學院) in the PRC in June 2011.

Ms. Lin Jing (林靜), aged [40], joined our Group as a deputy financial officer in November 2017 and has been serving as our chief financial officer since August 2025. Ms. Lin was appointed as our Director on August 15, 2025 and was re-designated as an executive Director on October 30, 2025. She is responsible for overseeing and executing financial related matters.

Ms. Lin has over [17] years of experience in the finance and auditing field. Prior to joining our Group, Ms. Lin worked at BDO China Shu Lun Pan CPAs (立信會計師事務所) commenced from July 2008. After that, she worked at RSM China Certified Public Accountants (中瑞岳華會計師事務所) from April 2013. From March 2014 to July 2017, she worked at Beida Pharmaceutical Co., Ltd. (貝達藥業股份有限公司), an integrated pharmaceutical R&D, production, and sales company, where she was primarily responsible for overseeing financial operations.

Ms. Lin obtained a bachelor's degree in international economics and trade from Xiangtan University (湘潭大學) in the PRC in June 2008 and a master of business administration degree from Zhejiang University (浙江大學) in the PRC in December 2025. She has been a certified public accountant of the Chinese Institute of Certified Public Accountants (中國註冊會計師協會) since June 2010.

Non-executive Directors

Ms. Chen Muyu (陳慕雨), aged [28], was appointed as our Director on August 22, 2025 and was re-designated as a non-executive Director on October 30, 2025. She is responsible for providing strategic advice and recommendations on the operations and management of the Group.

Ms. Chen has [two] years of experience in the investment field. Since August 2023, Ms. Chen has served as an investment manager at Hangzhou Gongshu Guotou Industrial Development Co., Ltd. (杭州拱墅國投產業發展有限公司), a real estate investment management company in the PRC primarily engaged in park operations, government industrial fund investment and policy-based financing guarantee services where she is primarily responsible for end-to-end investment project management, monitoring project-related risks and leading investment negotiations.

Ms. Chen obtained a bachelor's degree in finance from Harbin Commercial University (哈爾濱商業大學) in the PRC in June 2020 and a master's degree in regional economics from Nankai University (南開大學) in the PRC in June 2023.

Dr. Jiang Fei (姜非), aged [49], was appointed as our Director on August 15, 2025 and was re-designated as a non-executive Director on October 30, 2025. He is responsible for providing strategic advice and recommendations on the operations and management of the Group.

Dr. Jiang is the chief investment officer of CMS for great China region and has served such position since January 2022. Prior to joining CMS, Dr. Jiang was engaged in R&D and business expansion in several domestic and foreign pharmaceutical companies, and held the positions including executive director and managing director at several venture capital firms and private equity funds. From January 2007 to July 2009, he served as a process development scientist at Cell Genesys, Inc., a company focusing on cell therapy product research, development, and manufacturing. From August 2009 until he left, he served as a process development scientist at AlphaVax Inc., a company focusing on biological vaccine research, development and manufacturing. From September 2010 to February 2017, he served successively as manager of R&D department, director of R&D department and director of business development at 3SBio Inc., a company listed on the Main Board of the Stock Exchange (stock code: 1530). He served as the head of the investment department at Hunan Jingfeng Pharmaceutical Co., Ltd. (湖南景峰醫藥股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 000908.SZ) from February 2017 until no later than January 2019. He served as executive director at Shanghai Zhongnuo Venture Capital Co., Ltd. (上海中諾創業投資有限公司) until January 2019, a venture capital firm, where he was responsible for VC investments in novel drug and innovative medical device and pre- and post-investment management. From January 2019 to August 2020, he served successively as an executive director at Sinopharm Capital Co., Ltd. (國藥資本管理有限公司), a private equity firm. From August 2020 to January 2022, he served as a managing director at Beijing Hongtai Tongchuang Investment Management Co., Ltd. (北京洪泰同創投資管理有限公司), a company focusing on asset management, investment consulting and corporate management consulting.

Dr. Jiang obtained a bachelor's degree in chemical engineering from East China University of Science and Technology (華東理工大學) in June 1998 and a doctoral degree in chemical engineering from Syracuse University in December 2006.

Mr. Chen Long (陳龍), aged [38], was appointed as our Director on August 11, 2025 and was re-designated as a non-executive Director on October 30, 2025. He is responsible for providing strategic advice and recommendations on the operations and management of the Group.

Mr. Chen has nearly [10] years of experience in the investment field. From August 2016 to July 2019, he served as a senior investment manager at LYFE Capital, a global healthcare investment firm, where he was primarily responsible for equity investment. From November 2019 to March 2021, he served as a vice president at IMEIK Technology Development Co., Ltd. (愛美客技術發展股份有限公司), a company whose shares are listed on the Shenzhen Stock Exchange (stock code: 300896), where he was primarily responsible for strategy and investment. Since April 2021, Mr. Chen has served and held various positions at LYFE Capital, with his current position as a partner and managing director where he is primarily responsible for investment in the healthcare sector.

Mr. Chen obtained a bachelor's degree in statistics from Shanghai University of Finance and Economics (上海財經大學) in the PRC in June 2011 and a master of business administration degree from Kellogg School of Management of Northwestern University in the U.S. in June 2016.

Independent Non-executive Directors

Dr. Toshifumi Mikayama (三箇山 俊文), aged [68], was appointed as our independent non-executive Director on [•]. He is responsible for supervising and providing independent advice on the operations and management of the Group.

Dr. Mikayama has over [40] years of experience in the pharmaceutical industry. From July 2024 to January 2025, he served as an honorary director of our Company. Prior to joining our Group, from April 1983 to July 2007, Dr. Mikayama worked at Kirin Brewery Co., Ltd. (now known as Kirin Holdings Company, Limited, a company whose shares are listed on the Tokyo Stock Exchange (stock code: 2503)) commenced from April 1983 with his last position as the general manager of the planning department. From July 2007 to October 2008, he served as the director, executive officer, and the head of research division at Kirin Pharma Co., Ltd. From 2008 to 2019, he worked at Kyowa Hakko Kirin Co Ltd, with his last position as an executive officer and senior managing executive officer head of research. From July 2019 to March 2023, he worked at Kyowa Kirin as the executive vice president. Since April 2010, he has successively served as a director and managing executive officer and since March 2018, he has been serving as a director and senior managing executive vice president at Kirin Holdings Co., Ltd. Since June 2023, Dr. Mikayama has been serving as an outside corporate auditor at Central Glass Co., Ltd., a company listed on the Tokyo Stock Exchange (stock code: 4044). Since March 2025, he has also been serving as an external director at Kuraray Co., Ltd., a company whose shares are listed on the Tokyo Stock Exchange (stock code: 3405).

Dr. Mikayama obtained a bachelor's degree, a master's degree, and a doctoral degree in biophysics and biochemistry from Tokyo University in Japan in March 1981, March 1983 and March 1995, respectively.

Prof. Ma Jun (馬軍), aged [71], was appointed as our independent non-executive Director on [•]. He is responsible for supervising and providing independent advice on the operations and management of the Group.

Prof. Ma has engaged in research of hematological system diseases for more than [40] years and is entitled to the special government allowance granted by the State Council. From May 2018 to January 2025, Prof. Ma was the chief committee member of Chinese Society of Clinical Oncology leukemia expert committee (中國臨床腫瘤學會白血病專家委員會). Since August 1988, Prof. Ma has been serving at the Harbin Institute of Hematology and Oncology (哈爾濱血液病腫瘤研究所), with his current positions as a director, professor, doctoral supervisor and chief physician. Since September 2019, he has been the Chairman of the board of supervisors of Chinese Society of Clinical Oncology (中國臨床腫瘤學會).

Prof. Ma has published over 200 academic papers in domestic and international journals, authored more than 40 monographs and led 863 national research projects and over 20 provincial and municipal research projects. Prof. Ma obtained medical practitioner qualification certificate (執業醫師資格證書) from Heilongjiang Provincial Department of Health (黑龍江省衛生廳) (now known as Heilongjiang Provincial Health Commission (黑龍江省衛生健康委員會)) in April 2001. He was recognized as a national outstanding science and technology worker and won the May 1st Labor Medal (五一勞動獎章) in May 1987.

Dr. Peng Tao (彭滔), aged [44], was appointed as our independent non-executive Director on [•]. He is responsible for supervising and providing independent advice on the operations and management of our Group.

Dr. Peng has over [16] years of experience in algorithms and data science. Prior to joining our Group, Dr. Peng served as an algorithm architect at Baidu, Inc. commenced from August 2009, a Chinese language Internet search provider whose shares are listed on the Main Board of the Stock Exchange (stock code: 9888) and NASDAQ (ticker symbol: BIDU). From May 2014, he served as an algorithm architect at Meili Works (Beijing) Limited (美麗説(北京)網路科技有限公司). From April 2016 to April 2024, he served as a chief data scientist at Yidu Tech Inc., a company principally engaged in providing healthcare solutions built on big data and artificial intelligence (AI) technologies and whose shares are listed on the Main Board of the Stock Exchange (stock code: 2158). From April 2024 to May 2025, he served as an algorithm architect at Beijing Zitiao Network Technology Co., Ltd. (北京字跳網絡技術有限公司), a technology company in the PRC.

Dr. Peng obtained a bachelor's degree in automation and a PhD degree in control science and engineering from Tsinghua University (清華大學) in the PRC in July 2004 and in July 2009, respectively.

Mr. Liu Kai Yu Kenneth, aged [56], was appointed as our independent non-executive Director on [•]. He is responsible for supervising and providing independent advice on the operations and management of the Group.

Mr. Liu is an experienced audit professional. Prior to joining our Group, from May 1994 to August 1994, he served as a junior accountant in the audit department of Kwan Wong Tan & Fong (merged with Deloitte Touche Tohmatsu in 1997). From August 1994 to May 1996, he served as an accountant at Ernst & Young. From August 1996 to September 1997, he served as an assistant manager of the audit and control division of the Hong Kong branch of Banque Nationale de Paris. From January 2000 to September 2000, he served as an audit officer in the internal audit department of Kowloon-Canton Railway Corporation (now known as MTR Corporation Limited, a company whose shares are listed on the Main Board of the Stock Exchange (stock code: 66)). From September 2000 to May 2003, he served at VC CEF Capital Limited (now known as VC Capital Limited), with his last position as an assistant manager in the corporate finance department. From June 2004 to October 2016, he served at Hong Kong Exchanges and Clearing Limited, a company whose shares are listed on the Main Board of the Stock Exchange (stock code: 388), with his last position as assistant vice president in IPO Transactions, Listing & Regulatory Affairs Division, where he was primarily responsible for vetting initial public offering applications. From April 2020 to June 2026, Mr. Liu served as an independent non-executive director of Hangzhou Tigermed Consulting Co., Ltd., a company listed on the Shenzhen Stock Exchange (stock code: 300347) and the Main Board of the Stock Exchange (stock code: 3347). Mr. Liu is appropriately qualified as required under Rule 3.10(2) of the Listing Rules.

Mr. Liu obtained a bachelor's degree in mechanical engineering from the Imperial College of Science, Technology and Medicine of the University of London in the United Kingdom in August 1991 and a master of business administration degree in international banking and finance from the University of Birmingham in the United Kingdom in December 1998. Mr. Liu has been a member of the Hong Kong Institute of Certified Public Accountants since July 1999 and a fellow of the Association of Chartered Certified Accountants since April 2004.

Mr. Liu has been serving as an independent non-executive director of the following listed companies:

Name of company	Principal business	Place of listing and stock code	Period of service
Sisram Medical Ltd.	Medical aesthetics	Main Board of the Stock Exchange (stock code: 1696)	August 2017 to present
Tianli International Holdings Limited	Comprehensive education services	Main Board of the Stock Exchange (stock code: 1773)	June 2018 to present
Fourace Industries Group Holdings Limited	Design, development and manufacturing of personal care and lifestyle electrical appliances	Main Board of the Stock Exchange (stock code: 1455)	August 2020 to present
Wuhan Youji Holdings Ltd.	Production of toluene derivative	Main Board of the Stock Exchange (stock code: 2881)	June 2024 to present

Our Directors are of the view that Mr. Liu will be able to devote sufficient time to discharge his duties and responsibilities as our independent non-executive Director on the following bases: (i) his involvement in other listed companies as independent non-executive director primarily requires him to oversee their management independently, rather than his allocation of substantial time on the participation of the day-to-day management and operations of their respective businesses; (ii) notwithstanding his current engagement as an independent non-executive director of four other listed companies, he has demonstrated that he is capable of devoting sufficient time to discharge his duties owed to each of these listed companies by attending all board meetings and board committee meetings of these listed companies during their latest financial year as disclosed in these listed companies' latest published annual reports; (iii) he has acquired extensive management experience and developed substantial knowledge on corporate governance through his directorships in other listed companies, which is expected to facilitate the proper discharge of his duties and responsibilities as our independent non-executive Director; and (iv) he will devote sufficient time to perform his duties as our independent non-executive Director.

Other Disclosure Pursuant to Rule 13.51(2) of the Listing Rules

Save as disclosed "— Board of Directors" in this section and in "Substantial Shareholders" in this document, each of our Directors confirms with respect to himself or herself that he or she (i) did not hold other long positions or short positions in the Shares, underlying Shares, debentures of our Company or any associated corporation (within the meaning of Part XV of the SFO) as of the Latest Practicable Date; (ii) did not hold any other directorships in the three years prior to the Latest Practicable Date in any public companies of which the securities are listed on any securities market in Hong Kong and/or overseas; and (iii) there are no other matters concerning his or her appointment that need to be brought to the attention of our Shareholders and the Stock Exchange or shall be disclosed pursuant to Rules 13.51(2)(h) to (v) of the Listing Rules. As of the Latest Practicable Date, except that Mr. Wang and Ms. Hu are spouses, none of our Directors or senior management is related to other Directors or senior management of our Company.

SENIOR MANAGEMENT

In addition to our executive Directors, the following table sets forth the key information of our senior management:

Name	Age	Existing position(s) in our Company	Date of joining our Group	Date of appointment as a member of senior management of our Group	Roles and Responsibilities	Relationship with other Directors and senior management
Mr. Wang Xingyao (王星耀) . . .	[56]	Vice president	October 1, 2024	August 11, 2025	Overseeing the supply chain management, legal affairs, compliance and information technology departments, as well as supervising the operations and management of WinHealth China, our Group's manufacturing base in Shanghai	None
Mr. Zhou Laiming (周來明) . . .	[41]	Head of the mature pharmaceuticals department	August 1, 2025	August 1, 2025	Marketing and promotion of products	None
Mr. Wang Baolong (王寶龍) . . .	[47]	Head of the nephrology and hematology department	February 19, 2024	September 5, 2025	Sales team management and development, advancing central market strategies, and optimizing sales models	None
Mr. Wang Fengqiang (王鳳強)	[48]	Head of the specialty pharmaceuticals department	June 16, 2021	June 16, 2021	Managing marketing and sales teams of rare disease department and developing brand strategies	None

Mr. Wang Xingyao (王星耀), aged [56], joined our Group in October 2024 as our head of functions department and was appointed as a vice president of our Group in August 2025. He is responsible for overseeing the supply chain management, legal affairs, compliance and information technology departments, as well as supervising the operations and management of WinHealth China, our Group's manufacturing base in Shanghai.

Mr. Wang has over [20] years of experience in the pharmaceutical industry. Prior to joining our Group, from January 2000 to June 2004, Mr. Wang worked at Shanghai Roche Pharmaceutical Co., Ltd. (上海羅氏製藥有限公司), with his last posting as the chief officer of sales department, where he was primarily responsible for overseeing marketing and promotion in the Shandong province. From September 2004 to September 2024, Mr. Wang worked at WinHealth China as the director of the business planning office regional manager, deputy director of business division, and the chief of office, where he was primarily responsible for corporate development, compliance, and product promotion in regional and national markets.

Mr. Wang obtained a bachelor's degree in Chinese medicine from Shandong University of Traditional Chinese Medicine in the PRC in July 1993 and a master of business administration degree from Shandong University of Finance and Economics (山東財經大學) in the PRC in June 2012.

Mr. Zhou Laiming (周來明), aged [41], joined our Group in August 2025 and has been serving as our head of the mature pharmaceuticals department. He is primarily responsible for marketing and promotion of products.

Mr. Zhou has over [19] years of experience in the pharmaceutical industry. Prior to joining our Group, from May 2006 to December 2007, Mr. Zhou served as a sales specialist at GlaxoSmithKline (China) Investment Co., Ltd. (葛蘭素史克(中國)投資有限公司), an investment company in the PRC which is part of GlaxoSmithKline plc. From January 2008 to September 2018, he served as a senior regional manager at Lilly Suzhou Pharmaceutical Co., Ltd. (禮來蘇州製藥有限公司), a pharmaceutical company in the PRC. From October 2018 to August 2025, he served as the director of the marketing center division at Shanghai Greenvalley Pharmaceutical Co., Ltd. (上海綠穀製藥有限公司), a pharmaceutical company in the PRC.

Mr. Zhou obtained a bachelor's degree in management from China Pharmaceutical University (中國藥科大學) in the PRC in July 2006.

Mr. Wang Baolong (王寶龍), aged [47], joined our Group in February 2024 and has been serving as our head of the nephrology and hematology department since September 2025. He is primarily responsible for sales team management and development, advancing central market strategies, and optimizing sales models.

Mr. Wang has over [19] years of experience in the pharmaceutical industry. Prior to joining our Group, from August 2003 to May 2005, he served as a quality assurance at Beijing Double Crane Pharmaceutical Business Co., Ltd. (北京雙鶴藥業經營有限責任公司). From June 2005 to March 2006, he served as a medical sales representative at Xian Janssen Pharmaceutical Ltd. (西安楊森製藥有限公司). From September 2006 to July 2015, he served as a deputy director of the cardiovascular business unit at AstraZeneca Pharmaceutical Co., Ltd. (阿斯利康製藥有限公司), a pharmaceutical company in the PRC. From August 2015 to February 2024, he served as the head of operations of new specialty pharmaceuticals for North China at Shenzhen Salubris Pharmaceuticals Co., Ltd. (深圳信立泰藥業有限公司), a pharmaceutical company in the PRC.

Mr. Wang obtained a bachelor's degree in pharmacy from Shenyang Pharmaceutical University (瀋陽藥科大學) in the PRC in July 2003.

Mr. Wang Fengqiang (王鳳強), aged [48], joined our Group in June 2021 and has been serving as our head of the specialty pharmaceuticals department. He is primarily responsible for managing marketing and sales teams of rare disease department and developing brand strategies.

Mr. Wang has over [18] years of experience in the medical and pharmaceutical industry, with extensive senior management expertise in marketing and sales. Prior to joining our Group, from June 2007 to December 2007, Mr. Wang served as an assistant product manager at Servier, a pharmaceutical company in France. From January 2008 to June 2011, he last served as an assistant product manager at Servier (Tianjin) Pharmaceutical Co., Ltd. (施維雅(天津)製藥有限公司), a pharmaceutical company in the PRC. From July 2011 to August 2015, he last served as a senior product manager at Bayer Healthcare Company Ltd. (拜耳醫藥保健有限公司), a pharmaceutical company in the PRC. From August 2015 to September 2016, he served as a senior product manager at Mundipharma Company (萌蒂(中國)製藥有限公司), a pharmaceutical company in the PRC. From September 2016 to July 2020, he last served as a regional sales director at Novo Nordisk (China) Pharmaceuticals Co., Ltd. (諾和諾德(中國)製藥有限公司), a pharmaceutical company in the PRC. From July 2020 to June 2021, he served as the marketing director at SinoCelltech Ltd. (神州細胞工程有限公司), a pharmaceutical company in the PRC.

Mr. Wang obtained a bachelor's degree in medicine from China Medical University (中國醫科大學) in the PRC in July 2002 and a bachelor's degree in international trade and business management from the University of Rennes 1 in France in July 2005. He further obtained a master's degree in socioeconomic organization management from the Rennes 2 University in France in July 2006 and a master's degree in pharmaceutical and biotechnology management from IAE Lyon School of Management of Jean Moulin University Lyon 3 in France in March 2008.

JOINT COMPANY SECRETARIES

Ms. Ho Wing Nga (何詠雅), joined our Group and was appointed as our joint company secretary on October 30, 2025. Ms. Ho is the Managing Director, Entity Solutions of Computershare Hong Kong Investor Services Limited and the joint company secretary and company secretary for various companies listed on the Stock Exchange. Ms. Ho has over 25 years of experience in corporate governance services.

Ms. Ho obtained a master 's degree in corporate governance from the Hong Kong Polytechnic University (香港理工大學) in December 2006 and became an associate of The Hong Kong Chartered Governance Institute (the "**HKCGI**", formerly known as the Hong Kong Institute of Chartered Secretaries) in the same month. In March 2015, Ms. Ho became a fellow of both the HKCGI and The Chartered Governance Institute. She is also a holder of the practitioner 's endorsement of HKCGI and a member of The Hong Kong Institute of Directors.

Ms. Ho has been serving as the sole company secretary of AustAsia Group Ltd., a company whose shares are listed on the Main Board of the Stock Exchange (stock code: 2425), Central China Management Company Limited, a company whose shares are listed on the Main Board of the Stock Exchange (stock code: 9982) and GOGOX Holdings Limited, a company whose shares are listed on the Main Board of the Stock Exchange (stock code: 2246). She has also been serving as a joint company secretary at the following companies whose shares are listed on the Main Board of the Stock Exchange:

Name of company	Principal business	Stock code
Concord Healthcare Group Co., Ltd.	Medical services	2453
DPC Dash Ltd.	Food and beverage business	1405
Financial Street Property Co., Limited	Property management and related services	1502
Hangzhou Jiuyuan Genetic Biopharmaceutical Co., Ltd.	R&D, development, manufacturing and commercialization of biopharmaceutical products and medical devices	2566
JY Gas Limited	Sales of natural gas	1407
Laekna, Inc.	Discovery, development and commercialization of innovative therapies for cancer, liver diseases and obesity	2105

Mr. Hu Fan (胡帆), aged [40], joined our Group in April 2012 as a product manager of the marketing department and has been the assistant to the chief executive officer since March 2013. Mr. Hu was appointed as our joint company secretary on October 30, 2025.

Prior to joining our Group, from October 2011 to March 2012, Mr. Hu worked at LifeTech Scientific (Shenzhen) Co., Ltd. (先健科技(深圳)有限公司), a wholly-owned subsidiary of LifeTech Scientific Corporation, a company whose shares are listed on the Main Board of the Stock Exchange (stock code: 1302).

Mr. Hu obtained a bachelor's degree in engineering from Xiangtan University (湘潭大學) in the PRC in June 2007 and a master's degree in pharmacy from Central South University (中南大學) in the PRC in June 2011.

BOARD COMMITTEES

Our Company [has] established three committees under the Board pursuant to the corporate governance practice requirements under the Listing Rules, including the Audit Committee, Remuneration Committee and Nomination 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 the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. Our Audit Committee comprises three members, namely Mr. Liu Kai Yu Kenneth, Prof. Ma Jun and Dr. Peng Tao, with Mr. Liu Kai Yu Kenneth being our independent non-executive Director with the appropriate professional qualifications or accounting or related financial management expertise as required under Rules 3.10(2) and 3.21 of the Listing Rules as chairperson of our Audit Committee. The primary duties of our Audit Committee are, among other things, to review and supervise our financial reporting process and internal control system of our Group, to provide advice and comments to our Board in respect of financial risk, risk management and internal control matters, and to perform other duties and responsibilities as may be assigned by our Board.

Remuneration Committee

We [have] established the Remuneration Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. Our Remuneration Committee comprises four members, namely Dr. Peng Tao, Prof. Ma Jun, Ms. Shen Huacheng and Mr. Liu Kai Yu Kenneth, with Dr. Peng Tao as chairperson of our Remuneration Committee. The primary duties of our Remuneration Committee are to establish and review the policy and structure of the remuneration for our Directors and senior management and make recommendations on employee benefit arrangements.

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 as set out in Appendix C1 to the Listing Rules. Our Nomination Committee comprises five members, namely Prof. Ma Jun, Dr. Peng Tao, Mr. Wang Wei, Mr. Liu Kai Yu Kenneth and Ms. Shen Huacheng, with Prof. Ma Jun as chairperson of our Nomination Committee. The primary duties of our Nomination Committee include (i) reviewing the structure, size and composition of our Board on a regular basis; (ii) identifying, selecting or making recommendations to our Board on the selection of individuals nominated for directorship, and ensuring the diversity of our Board members; (iii) performing review on the contributions made by our Directors (including our independent non-executive Directors) and the sufficiency of time devoted to perform their duties; (iv) assessing the independence of our independent non-executive Directors; and (v) making recommendations to our Board on relevant matters relating to the appointment, re-appointment and removal of our Directors.

BOARD DIVERSITY POLICY

We [have] adopted a board diversity policy which sets out the approach to achieve and maintain an appropriate balance of diversity perspectives of our Board that are relevant to our Company's development. Pursuant to our board diversity policy, selection of Board candidates will be based on a range of diversity perspectives, including but not limited to educational background, professional qualifications, skills, knowledge, industry experience, gender, age, independence and length of service. We will select potential Board candidates based on merit and his/her potential contribution to our Board while taking into consideration our own business model and specific needs from time to time.

Our Board members have a balanced mix of experiences and background, including but not limited to experiences in the pharmaceutical, life science, accounting and business administration industries. We have three non-executive Directors and four independent non-executive Directors with different industry backgrounds, and they together represent more than half of the members of our Board. We also recognize the importance of gender diversity, and take into account gender balance when nominating candidates to our Board. Taking into account our business model and specific needs as well as the presence of four female Directors out of a total of 11 Board members, we consider that the composition of our Board satisfies our board diversity policy.

We recognize the particular importance of gender diversity on our Board. We have taken and will continue to take steps to promote and enhance gender diversity at all levels of our Company, including but without limitation at our Board and senior management levels. Our board diversity policy provides that our Board shall take opportunities when selecting and making recommendations on suitable candidates for Board appointments with the aim of increasing the proportion of female members over time after the **[REDACTED]**. We plan to offer well-rounded trainings to female employees whom we consider have the requisite experience, skills and knowledge of our operation and business. We are of the view that such strategies will provide our Board with ample opportunities to identify capable female employees to be nominated as Directors in the future, fulfilling our aim to develop a pipeline of female candidates to achieve greater gender diversity in our Board in the long run.

Our Nomination Committee is responsible for ensuring the diversity of our Board members. After **[REDACTED]**, our Nomination Committee will review our board diversity policy and its implementation annually to monitor its continued effectiveness and we will disclose the implementation of our board diversity policy, including any measurable objectives set for implementing the board diversity policy and the progress on achieving these objectives, in our corporate governance report on an annual basis.

CORPORATE GOVERNANCE

We recognize the importance of incorporating elements of good corporate governance in our management structure and internal control procedures so as to achieve effective accountability. Our Company expects to comply with the Corporate Governance Code and the associated Listing Rules after the **[REDACTED]** save for the deviation as mentioned below.

Chairman and chief executive officer

Under paragraph C.2.1 of part 2 of the Corporate Governance Code, the roles of chairman and chief executive should be separate and should not be performed by the same individual. Mr. Wang is the chairman of our Board and chief executive officer of our Company. In view of the fact that Mr. Wang is the co-founder of our Group and has been assuming the responsibilities in the overall management and business operation, board affairs, formulating strategies and operation plans and making major business decisions of our Group since our establishment, despite the fact that the roles of the chairman of our Board and chief executive officer of our Company are both performed by Mr. Wang which constitutes a deviation from paragraph C.2.1 of part 2 of the Corporate Governance Code, our Board considers that vesting the roles of both the chairman of the Board and chief executive officer all in Mr. Wang has the benefit of ensuring consistent leadership and more effective and efficient overall strategic planning of our Company. In addition, as all major decisions will be made in consultation with members of our Board and the relevant Board Committees, and there are four independent non-executive Directors on our Board offering independent perspective, our Board is therefore of the view that there are adequate safeguards in place to ensure sufficient balance of powers within our Board. Our Board shall nevertheless review the structure and composition of our Board and senior management from time to time in light of prevailing circumstances to maintain a high standard of corporate governance practices of our Company.

CONFIRMATIONS FROM OUR DIRECTORS

Rule 3.09D of the Listing Rules

Each of our Directors confirms that he/she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on October 30, 2025, and (ii) understands his/her obligations as a director of a listed issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

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

Rule 8.10 of the Listing Rules

Each of our Directors (other than our Independent non-executive Directors) confirms that as of the Latest Practicable Date, he/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.

COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors and members of our senior management receive compensation from our Group in the form of fees, salaries and other benefits and contribution to pension scheme.

The aggregate remuneration (including fees, salaries, allowances and benefits in kind, performance-related bonuses, share-based payments and pension scheme contributions) paid to our Directors for each of the three years ended December 31, 2023, 2024 and 2025, was approximately RMB15.7 million, RMB12.1 million and RMB15.1 million, respectively.

Under the arrangement currently in force, the aggregate remuneration (including fees, salaries, allowances and benefits in kind, performance-related bonuses, share-based payments and pension scheme contributions) of our Directors for the year ending December 31, 2026 is estimated to be no more than approximately RMB18.0 million.

The five highest paid individuals in respect of each of the years ended December 31, 2023, 2024 and 2025 included two, two and three employees, respectively, who were not Directors. The aggregate amount of salaries, allowances and benefits in kind, performance-related bonuses, share-based payments and pension scheme contributions (but excluding any of our Directors and chief executive) in respect of each of the three years ended December 31, 2023, 2024 and 2025 was approximately RMB9.8 million, RMB9.0 million and RMB9.7 million, respectively.

No remuneration was paid by us to our Directors or the five highest paid individuals as an inducement to join, or upon joining our Group or as a compensation for loss of office in respect of each of the three years ended December 31, 2025. Further, none of our Directors had waived or agreed to waive any remuneration during the same periods.

Our Board will review and determine the remuneration and compensation packages of our Directors and senior management and will, following the **[REDACTED]**, receive recommendation from the remuneration and appraisal committee which will take into account salaries paid by comparable companies, time commitment and responsibilities of our Directors and performance of our Group.

For more details on remuneration of our Directors and the highest paid individuals, see Notes 8 and 9 to the Accountants' Report.

COMPLIANCE ADVISOR

We have appointed China Sunrise Capital Limited as our Compliance Advisor pursuant to Rule 3A.19 of the Listing Rules. Our Compliance Advisor will provide us with guidance and advice as to compliance with the Listing Rules.

The term of the appointment of our Compliance Advisor will commence on the **[REDACTED]** and end on the date on which we distribute our annual report in respect of our financial results for the first full financial year commencing after the **[REDACTED]** and such appointment may be extended by mutual agreement.