

APPENDIX IV BIOGRAPHICAL DETAILS OF THE MEMBERS OF THE NEUROGEN ZHUHAI MANAGEMENT TEAM

Name	Age	Position in NeuroGen Zhuhai	Time of joining in UCB Group /NeuroGen Zhuhai	Date of appointment as a management member of UCB Zhuhai /NeuroGen Zhuhai	Roles and responsibilities
Dr. CHEN Peng-Hsuan (陳鵬亘) . .	47	Chief Executive Officer	November 2024	November 2024	Responsible for the post-acquisition integration and scaling of the Group’s neurology and allergy business, including portfolio strategy, commercial execution, in-licensing and lifecycle management.
Mr. ZHANG Jiong (張炯)	49	Chief Financial Officer	November 2024	November 2024	Responsible for overseeing the financial operations of NeuroGen Zhuhai.
Mr. YANG Zecheng (楊澤成)	48	Vice President of Sales and Marketing	December 2024	December 2024	Responsible for marketing operations, sales management and post-marketing medical management.
Mr. HU Fan (胡帆)	44	Vice President of Channel and Distribution	November 2024	November 2024	Responsible for managing the overall operation of the channel and the distribution department.
Ms. QU Junhua (曲俊華)	56	Vice President of Supply Chain	March 1998	June 2008	Responsible for overseeing supply chain and plant operations, ensuring compliance with quality and safety standards, optimizing drug accessibility and building high-performing teams.
Mr. FU Lianchang (符聯昌)	44	Associate Director of Zhuhai Supply Technology	July 2022	February 2024	Responsible for ensuring the safe and reliable operation of facilities and equipment, as well as building and managing a professional technical service team covering plumbing, electrical, HVAC, metering, automation, instrumentation and technology transfer.
Mr. ZENG Qingjie (曾慶傑)	50	Associate Director of Supply Chain	March 2001	August 2015	Responsible for coordinating procurement, material storage, production scheduling, product logistics and distribution.
Mr. HUANG Jian (黃鍵)	58	Associate Director of CMC	May 1997	December 2021	Responsible for the Company’s drug CMC function, including drug development, leading acquired product development, building manufacturing capacity, optimizing process and material supply, and overseeing key projects such as product technology transfer.

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Ms. LIU Ruxuan (劉汝炫)	48	Associate Director of QA	December 2016	December 2016	Responsible for overseeing quality management throughout the entire lifecycle of the Company’s products.
Ms. GAN Qin (甘勤)	55	Senior Regional Channel and Distribution Lead – East	September 2010	September 2010	Responsible for managing commercial operations in the east region, overseeing channel performance, commercial shipments and inventory management, and leading the regional team to achieve retail business objectives.
Ms. YANG Ying (楊瑩)	49	Head of Tender	October 2009	April 2015	Responsible for listing new products on tender platforms, renaming corporate projects and handling related items, maintaining the normal tender listing status of established products across all provinces, and managing the provincial tender listing process.
Ms. SHI Yajuan (石禹娟)	43	Distribution Strategy Director	July 2023	July 2023	Responsible for leading commercial operations, distribution data analysis, and CSO management to support the Group’s business development.
Ms. BAO Qiulin (鮑秋霖)	44	Channel Strategy Director	November 2023	November 2023	Responsible for managing e-commerce operations and leading channel strategies and projects, including retail, broad marketing, and e-commerce.
Ms. ZHOU Ying (周瑩)	45	Sales Operation Lead	January 2021	January 2021	Responsible for strategic solution design and development for 44 the sales team, performance management, capability enhancement, and commercial optimization.
Mr. MAN Sin Keung (文善強)	59	Brand Marketing Lead of Keppra	June 2018	June 2018	Responsible for brand management of the Keppra® product group, including value propositions, core messaging, patient persona development and healthcare professional segmentation strategies.

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Dr. CHEN Peng-Hsuan (陳鵬亘), aged 47, is the executive Director and Chief Executive Officer of our Company. For his biography, see “Directors and Senior Management — Board of Directors — Executive Director.”

Mr. ZHANG Jiong (張炯), aged 49, has been serving as the Chief Financial Officer of our Company. For his biography, see “Directors and Senior Management — Senior Management.”

Mr. YANG Zecheng (楊澤成), aged 48, has been serving as the Vice President of Sales and Marketing of our Company. For his biography, see “Directors and Senior Management — Senior Management.”

Mr. HU Fan (胡帆), aged 44, has been serving as the Vice President of Channel and Distribution of our Company. For his biography, see “Directors and Senior Management — Senior Management.”

Ms. QU Junhua (曲俊華), aged 56, is the Vice President of Supply Chain of our Company. For her biography, see “Directors and Senior Management — Senior Management.”

Mr. FU Lianchang (符聯昌), aged 44, has been an Associate Director of Zhuhai Supply Technology at NeuroGen Zhuhai since November 2024 and is primarily responsible for ensuring the safe and reliable operation of facilities and equipment, as well as building and managing a professional technical service team covering plumbing, electrical, heating, ventilation and air conditioning (“HVAC”), metering, automation, instrumentation and technology transfer. He has over 17 years of experience in drug development, product technology transfer and technical service.

From July 2022 to February 2024, Mr. Fu served as the process manager at UCB Zhuhai, primarily responsible for product technology transfer, product process optimization, troubleshooting and audit investigations. From February 2024 to November 2024, he served as the technical service lead of Zhuhai site, where he was primarily responsible for overseeing facility and equipment operations and building a professional technical service team. From July 2008 to April 2016, Mr. Fu worked at Anshi Pharmaceutical (Zhongshan) Inc. (安士製藥(中山)有限公司). From June 2016 to March 2020, he worked at Sandoz (China) Pharmaceutical Co., Ltd. (山德士(中國)製藥有限公司) (currently known as Aspen (Guangdong) Pharmaceutical Co., Ltd. (愛施健(廣東)製藥有限公司), a subsidiary of Aspen Pharmacare Holdings Limited (JSE: APN)). From April 2020 to July 2022, he worked at Zhuhai Rundu Pharmaceutical Co., Ltd. (珠海潤都製藥股份有限公司).

Mr. Fu obtained a master’s degree in pharmacy from Guangdong Pharmaceutical University (廣東藥學院) in Guangzhou, China in June 2008.

Mr. ZENG Qingjie (曾慶傑), aged 50, has been an Associate Director of Supply Chain at NeuroGen Zhuhai since November 2024 and is primarily responsible for coordinating procurement, material storage, production scheduling, product logistics and distribution. He has more than 28 years of experience in sales, procurement and supply chain management.

From March 2001 to August 2015, Mr. Zeng served as the procurement manager at UCB Zhuhai, where he was primarily responsible for procurement management of the Zhuhai factory, including direct and indirect procurement as well as import and export business management. From August 2015 to November 2024, he served as the supply chain lead of Zhuhai site at UCB Zhuhai, where he was primarily responsible for production and material planning, inventory supply, import and export, and warehousing and distribution. Prior to joining UCB Zhuhai, Mr. Zeng worked at Zhuhai Coca-Cola Beverage Co., Ltd. (珠海可口可樂飲料有限公司) from October 1999 to March 2001. Prior to that, he worked at Zhuhai Gree Group (珠海格力集團).

Mr. Zeng obtained a bachelor’s degree in industrial foreign trade from Guangdong University of Technology (廣東工業大學) in Guangzhou, China in July 1997.

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Mr. HUANG Jian (黃鍵), aged 58, has been an Associate Director, Chemistry, Manufacturing and Controls (“CMC”) of NeuroGen Zhuhai since December 2024 and is primarily responsible for the Company’s drug CMC function, including drug development, leading acquired product development, building manufacturing capacity, optimizing process and material supply, and overseeing key projects such as product technology transfer. He has more than 30 years of experience in pharmaceutical production, process quality control and technical management.

From May 1997 to November 2024, Mr. Huang held various positions at UCB Zhuhai, including roles in production, validation and project management. From January 2020 to November 2024, he served as associate director, CMC. Prior to joining UCB Zhuhai, from July 1993 to February 1996, he served as manager of the R&D and technical department at Guangdong Heping Pharmaceutical Co., Ltd. (廣東和平藥業有限公司), and from February 1996 to April 1997, he held multiple roles at Zhuhai Special Economic Zone Erkang Pharmaceutical Co., Ltd. (珠海經濟特區爾康藥業有限公司), including engineer in the production department and the manager.

Mr. Huang obtained a bachelor’s degree in traditional Chinese medicine from Jiangxi University of Chinese Medicine (江西中醫學院) in Nanchang, China in July 1989.

Ms. LIU Ruxuan (劉汝炫), aged 48, has been an Associate Director, Quality Assurance (“QA”) of NeuroGen Zhuhai since December 2024 and is primarily responsible for overseeing quality management throughout the entire lifecycle of the Company’s products. She has more than 25 years of experience in pharmaceutical quality assurance.

From December 2016 to November 2024, Ms. Liu served as associate director, QA at UCB Zhuhai, where she acted as the qualified person responsible for establishing and maintaining a comprehensive quality management system, implementing quality risk management across product lifecycles, and ensuring compliance with relevant quality standards. Prior to joining UCB Zhuhai, she served as QA supervisor at Lonza Guangzhou Ltd. (廣州龍沙有限公司) from July 2000 to October 2014, system QA supervisor at Zhejiang Langhua Pharmaceutical Co., Ltd. (浙江朗華製藥有限公司) from August 2015 to December 2015, and QA supervisor at Guangzhou Qianyanmei Cosmetics Co., Ltd. (廣州千研美化妝品有限公司), a group member of L’Oréal S.A. (Euronext Paris: OR) from March 2016 to November 2016.

Ms. Liu obtained a bachelor’s degree in biotechnology from South China Agricultural University (華南農業大學) in Guangzhou, China in July 2000.

Ms. GAN Qin (甘勤), aged 55, has been a Senior Regional Channel and Distribution Lead responsible for the east region (“**Senior Regional Channel and Distribution Lead — East**”) of NeuroGen Zhuhai since November 2024 and is primarily responsible for managing commercial operations in the east region, overseeing channel performance, commercial shipments and inventory management, and leading the regional team to achieve retail business objectives. She has more than 30 years of experience in the pharmaceutical industry.

From September 2010 to November 2024, Ms. Gan held various positions at UCB Zhuhai, including key account management, regional sales management and market access, and most recently served as senior regional channel and distribution lead responsible for the east region. Prior to joining UCB Zhuhai, she held multiple managerial roles in multinational pharmaceutical companies, including Shanghai branch of AstraZeneca (Wuxi) Trading Co., Ltd. (阿斯利康(無錫)貿易有限公司), a subsidiary of AstraZeneca PLC (LSE: AZN; NASDAQ: AZN; Stockholm: AZN) from April 2009 to September 2010, Abbott Laboratories (NYSE: ABT) from February 2008 to April 2009, and Eli Lilly and Company (NYSE: LLY) from January 2005 to February 2008.

Ms. Gan obtained a diploma in secretary from Xi’an Translation Training Institute (西安翻譯培訓學院) and a diploma in English from Xi’an International Studies University (西安外國語學院) in Xi’an, China in June 1992 and June 1994, respectively.

Ms. YANG Ying (楊瑩), aged 49, has been the Head of Tender of NeuroGen Zhuhai since November 2024 and is primarily responsible for listing new products on tender platforms, renaming corporate projects and handling related items, maintaining the normal tender listing status of established products across all provinces, and managing the provincial tender listing process. She has more than 25 years of experience in the pharmaceutical industry.

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From October 2009 to April 2015, Ms. Yang served as the regional key account manager at UCB Zhuhai, where she was primarily responsible for hospital listing and operations in the north region. From April 2015 to October 2019, she served as a local patient access leader at UCB Zhuhai, where she was primarily responsible for product pricing strategy, hospital access strategy and solution design. From October 2019 to April 2023, she served as the senior regional distribution and retail lead responsible for the north region at UCB Zhuhai, primarily responsible for managing the operations of commercial channels in the north region, achieving commercial shipments as planned, and monitoring inventory management to ensure market supply.

Prior to joining UCB Zhuhai, Ms. Yang served as a district sales manager at Beijing branch of Hangzhou MSD Pharmaceutical Co., Ltd. (杭州默沙東製藥有限公司), a subsidiary of Merck & Co., Inc. (NYSE: MRK) from July 2002 to October 2009.

Ms. Yang obtained a bachelor’s degree in bio-pharmaceuticals from Jilin University (吉林大學) in Changchun, China in December 2001.

Ms. SHI Yujuan (石禹娟), aged 43, has been the Distribution Strategy Director of NeuroGen Zhuhai since November 2024 and is primarily responsible for leading commercial operations, distribution data analysis, and contract sales organization (“CSO”) management to support the Group’s business development. She has more than 18 years of experience in commercial operations across the pharmaceutical industry and consulting.

From July 2023 to November 2024, Ms. Shi served as the distribution strategy and excellence lead at UCB Zhuhai, where she was primarily responsible for managing commercial operations, distribution analysis, and CSO management until the acquisition. Prior to joining UCB Zhuhai, she served as senior consultant in the Asia-Pacific business advisory division at Bayer (China) Limited (拜爾(中國)有限公司), a subsidiary of Bayer AG (FSE: BAYN), from October 2011 to October 2014. From July 2020 to July 2023, she served as the supply chain and operation director at Junshi Biosciences (Hainan) Co., Ltd. (君實生物醫藥科技(海南)有限公司), a subsidiary of Junshi Biosciences (上海君實生物醫藥科技股份有限公司) (SSE: 688180).

Ms. Shi obtained a master’s degree in global business analysis from the University of Manchester Business School in Manchester, the United Kingdom in June 2006.

Ms. BAO Qiulin (鮑秋霖), aged 44, has been the Channel Strategy Director of NeuroGen Zhuhai since November 2024 and is primarily responsible for managing e-commerce operations and leading channel strategies and projects, including retail, broad marketing, and e-commerce. She has more than 20 years of experience in the multinational pharmaceutical and biotechnology industries.

From November 2023 to November 2024, Ms. Bao served as the retail and broad marketing strategy lead at UCB Zhuhai, where she was primarily responsible for developing marketing strategies to promote pharmaceutical products in retail and broad markets, as well as defining marketing objectives, target audiences, positioning, and messaging in collaboration with cross-functional teams. Prior to joining UCB Zhuhai, she served as a senior assistant in the marketing department at Hong Kong Huwei Medical Supplies Co., Ltd. (香港虎威醫療用品有限公司) from August 2005 to August 2006. From April 2011 to December 2011, she worked at Shanghai branch of AstraZeneca (Wuxi) Trading Co., Ltd. (阿斯利康(無錫)貿易有限公司), a subsidiary of AstraZeneca PLC (LSE: AZN; NASDAQ: AZN; Stockholm: AZN). From April 2014 to July 2017, she served as a senior product manager and senior group brand manager at Novartis China. From September 2017 to December 2017, she worked as a marketing manager at MSD China Holding Co., Ltd. (默沙東(中國)投資有限公司), a subsidiary of Merck & Co., Inc. (NYSE: MRK). She then joined Teva Pharmaceutical Information Consulting (Shanghai) Co. Ltd. (泰衛醫藥信息諮詢(上海)有限公司) as commercial associate director from April 2019 to December 2019. From April 2022 to December 2022, she served as the central nervous system franchise head at Citrine Pharmaceuticals (Shanghai) Co., Ltd. (琅鐸醫藥(上海)有限公司).

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Ms. Bao obtained a bachelor’s degree in pharmaceuticals from Wuhan Institute of Chemical Technology (武漢化工學院) in Wuhan, China, in June 2003. Besides, she also completed the Novartis China Management Program offered by National School of Development, Peking University (北京大學國家發展研究院) in Beijing, China in December 2016.

Ms. ZHOU Ying (周瑩), aged 45, has been a Sales Operation Lead of NeuroGen Zhuhai since November 2024 and is primarily responsible for strategic solution design and development for the sales team, performance management, capability enhancement, and commercial optimization. She has more than 20 years of experience in the pharmaceutical industry.

From January 2021 to October 2024, Ms. Zhou served as Client-Facing Team (“CFT”) solution and operations lead at UCB, where she was responsible for CFT strategy, efficiency and cross-functional collaboration. Prior to that, she worked at GlaxoSmithKline plc (LSE: GSK; NYSE: GSK) from January 2010 to December 2010. From January 2011 to December 2018, she worked at Lundbeck (Beijing) Pharmaceutical Information Consulting Co., Ltd. (靈北(北京)醫藥信息諮詢有限公司), a subsidiary of H. Lundbeck A/S (CSE: HLUN). Afterwards, she worked at Sumitomo Pharma Co., Ltd. (TSE: 4506) from April 2019 to January 2021.

Ms. Zhou obtained a bachelor’s degree in applied psychology from Shanghai Normal University (上海師範大學) in Shanghai, China in July 2003 and a part-time master’s degree in business administration from Fudan University (復旦大學) in Shanghai, China in June 2021.

Mr. MAN Sin Keung (文善強), aged 59, has been the Brand Marketing Lead for Keppra at NeuroGen Zhuhai since November 2024 and is primarily responsible for brand management of the Keppra product group, including value propositions, core messaging, patient persona development and healthcare professional segmentation strategies. He has more than 30 years of experience in the pharmaceutical industry.

From June 2018 to June 2021, Mr. Man served as the strategy lead at UCB Trading (Shanghai) Co., Ltd. (優時比貿易(上海)有限公司), responsible for Parkinson’s launch and promotion in the China market. He was subsequently promoted to Keppra group brand owner, a position he held from June 2021 to June 2024, with overall responsibility for brand strategy and marketing execution.

Prior to joining UCB, Mr. Man served in various capacities at Bayer Healthcare Co., Ltd. (拜耳醫藥保健有限公司), a subsidiary of Bayer AG (FSE: BAYN) from June 2012 to May 2018, including head of sales special projects, head of sales special projects in the consumer health division, and regional expansion associate director in the consumer health division. Prior to that, he held various positions at Bristol-Myers Squibb (Hong Kong) Ltd. from February 1992, including medical sales representative, marketing executive, product manager, senior product manager, regional brand champion, franchise manager and senior compliance manager.

Mr. Man obtained a bachelor’s degree in medicine from Jinan University (暨南大學) in Guangzhou, China in June 1990.