## OVERVIEW

The Board currently consists of nine Directors, including two executive Directors, three non-executive Directors and four independent non-executive Directors. The Board is responsible for and has the general power over the management and operation of the Group's business, including determining the business strategies and investment plans, formulating management measures of the Group, implementing resolutions passed at the shareholders' general meetings, and exercising other powers, functions and duties as conferred by the Articles of Association. The Board also assumes the responsibilities for developing and reviewing the policies and practices of the Company on corporate governance, risk management and internal control and compliance with legal and regulatory requirements.

The Supervisory Committee comprises three members, including one employee representative Supervisor and two shareholder representative Supervisors. Our Supervisors serve a term of three years and may be re-elected for successive reappointments. The functions and duties of the Supervisory Committee include supervising the performance of duty of the Board and the senior management of the Company and overseeing the operations, financial activities, internal control and risk conditions of the Group.

The senior management is currently comprised of three members who are responsible for the day-to-day management and operation of the Group.

## DIRECTORS

The following table sets forth the key information about the Directors as at the Latest Practicable Date.

| Name | Age | Position | Responsibilities | Date of first appointment | Date of joining the Group | Relationship with other Directors, Supervisors and senior management |
|---|---|---|---|---|---|---|
| Mr. Peng Hongwei (彭紅衛) . . | 59 | Chairman of the board, executive Director, general manager, and secretary of the board | Responsible for the overall operation and management of the Group | Appointed on September 20, 2018 as a Director, chairman of the Board and general manager, appointed as secretary of the board on June 10, 2025 and re-designated as an executive Director on June 9, 2025 | April 1, 2018 | None |
| Mr. Liang Guanjun (梁關軍) . . | 59 | Executive Director | Responsible for production, quality control and operations management of the Group, focusing on Jiangsu Jingze | Appointed on June 28, 2024 as a Director, and re-designated as an executive Director on June 9, 2025 | September 1, 2023 | None |
| Mr. Zhan Le (詹樂) . . . | 40 | Non-executive Director | Responsible for advising on business plans, major decisions and investment activities of the Group | Appointed on November 16, 2023 as a Director and re-designated as a non-executive Director on June 9, 2025 | November 16, 2023 | None |

| Name | Age | Position | Responsibilities | Date of first appointment | Date of joining the Group | Relationship with other Directors, Supervisors and senior management |
|---|---|---|---|---|---|---|
| Mr. Tang Xianbing (唐先兵) . . | 51 | Non-executive Director | Responsible for advising on business plans, major decisions and investment activities of the Group | December 16, 2025 | February 7, 2025 | None |
| Mr. Li Kun (李坤) . . . | 44 | Non-executive Director | Responsible for advising on business plans, major decisions and investment activities of the Group | December 16, 2025 | December 16, 2025 | None |
| Ms. He Dan (何丹) . . . | 50 | Independent Non-executive Director | Responsible for supervising and providing independent judgment to the Board | November 18, 2022 | November 18, 2022 | None |
| Mr. Xie Heng . | 67 | Independent Non-executive Director | Responsible for supervising and providing independent judgment to the Board | November 18, 2022 | November 18, 2022 | None |
| Mr. Pan Xilong (潘席龍) . . | 56 | Independent Non-executive Director | Responsible for supervising and providing independent judgment to the Board | February 4, 2024 | February 4, 2024 | None |
| Mr. Tseung Yat Ming (蔣一銘) . . | 41 | Independent Non-executive Director | Responsible for supervising and providing independent judgment to the Board | June 9, 2025 | June 9, 2025 | None |

## Executive Directors

**Mr. Peng Hongwei (彭紅衛)**, aged 59, our founder, was appointed as a Director, chairman of the Board and general manager on September 20, 2018, as a secretary of the board on June 10, 2025 and was re-designated as an executive Director on June 9, 2025. Mr. Peng is responsible for the overall operation and management of the Group. Mr. Peng has served as the general manager of Shanghai Jingze since May 2019, the executive director of Shanghai Jingze since February 2024, the chairman of the board of Chengdu Jingze from April 2018 to June 2024 and the director of Jingrunze since September 2021.

Mr. Peng has over 30 years of research and development, manufacturing and management experience in the biopharmaceutical industry. Prior to founding the Group, Mr. Peng started his career as a project manager at the Sichuan Industrial Institute of Antibiotics (四川抗菌素工業研究所) from August 1994 to August 1996. Mr. Peng then served as deputy general manager at Tibet Rhodiola Pharmaceutical Holding Co. (西藏諾迪康藥業股份有限公司) (a company listed on the Shanghai Stock Exchange, stock code: 600211). After that, he subsequently served as the chairman of the board and the deputy chairman of the board at Genemen Biotech (Suzhou) Co., Ltd. (蘇州金盟生物技術有限公司) (currently known as Salubris (Suzhou) Pharmaceutical Co., Ltd. (信立泰(蘇州)藥業有限公司)) from January 2013 to February 2018.

In addition, Mr. Peng was appointed as a supervisor of postgraduate students by the College of Life Science, China West Normal University in July 2004 for a period of three years, as a guest researcher by the School of Pharmacy, Wenzhou Medical College (溫州醫學院) (currently known as Wenzhou Medical University (溫州醫科大學)) in July 2007 for a period of three years, and as the deputy director of Professional Construction Steering Committee for Biotechnology (生物技術專業建設指導委員會) by the College of Biotechnology (currently known as the College of Sericulture, Textile and Biomass Sciences), Southwest University (西南大學) in December 2011 for a period of three years. After that, Mr. Peng was appointed as the chairman of the China Protein Drug Quality Alliance (中國蛋白藥物質量聯盟) in January 2016, serving a term from January 2016 to December 2017. He was accredited as a distinguished expert under the "Thousand Talents Plan" of the Recruitment Program of Global Experts by the Department of Human Resources and Social Security of Sichuan Province (四川省人力資源和社會保障廳) in May 2019.

Mr. Peng has published a number of academic papers on well-known journals including but not limited to Cogent Biology, Molecular Medicine Reports, Chinese Pharmaceutical Journal (中國藥學雜誌), Chinese Journal of Pharmaceutical Biotechnology (藥物生物技術) and Chinese Journal of Cardiology (中華心血管病雜誌). He has also received various awards for his accomplishments in the biopharmaceutical industry, including the first prize of Sichuan Provincial Science and Technology Progress Award in 2009, the first prize of National Science and Technology Progress Award in 2012, being named as a Team Leader Talent of Innovation and Entrepreneurship of Jiangsu Province in 2015, as a member of the "Thousand Talents Plan" of the Sichuan Province Recruitment Program of Global Experts in 2018, and as Zhangjiang National Innovation Demonstration Zone Outstanding Innovative and Entrepreneurial Talent in 2021.

Mr. Peng obtained a bachelor's degree in biology from Sichuan Normal School (四川師範學院) (currently known as Sichuan Normal University (四川師範大學)) in the PRC in July 1991, a master's degree in crop genetics and breeding from Southwest Agricultural University (西南農業大學) (currently known as Southwest University (西南大學)) in the PRC in June 1994, and a doctoral degree in biochemistry and molecular biology from Sichuan University (四川大學) in the PRC in June 2014.

**Mr. Liang Guanjun (梁關軍)**, aged 59, was appointed on June 28, 2024 as a Director, and was re-designated as an executive Director on June 9, 2025. Mr. Liang is responsible for the production, quality control and operation management of the Group.

Mr. Liang has over 30 years of experience in the pharmaceutical manufacturing industry. Prior to joining the Group, Mr. Liang served as a deputy director and director of production workshop at CSPC Zhongrun Pharmaceutical Co., Ltd. (石藥集團中潤製藥有限公司) from July 1989 to July 2004, as the chief engineer and assistant general manager at Hebei Huarong Pharmaceutical Co., Ltd. (河北華榮製藥有限公司) from August 2004 to April 2007, and as the deputy general manager at Sinopharm Inner Mongolia Zhongkang Sugar Co. Ltd. (石藥集團內蒙古中抗糖業有限公司) (currently known as Inner Mongolia Changrong Sugar Industry Co., Ltd. (內蒙古常榮糖業有限公司)) from May 2007 to September 2010. After that, Mr. Liang served as the deputy head of the preparatory team (籌備組副組長) of CSPC Baike (Yantai) Pharmaceutical Co., Ltd. (石藥集團百克(煙臺)生物製藥有限公司) at CSPC Holdings Company Limited (石藥控股集團有限公司) from September 2010 to February 2012, as the staff of pharmaceutical department at CSPC Zhongnuo Pharmaceutical (Shijiazhuang) Co., Ltd. (石藥集團中諾藥業(石家莊)有限公司) from February 2012 to January 2015 as the deputy general manager at CSPC Group Jiangxi Jinfurong Pharmaceutical Co., Ltd. (石藥集團江西金芙蓉藥業有限公司) from January 2015 to December 2015, as chairman of the board at CSPC Group Jiangxi Jinfurong Pharmaceutical Co., Ltd. from December 2015 to May 2016, and as a director and the general manager at CSPC Baike (Yantai) Biopharmaceutical Co., Ltd. (石藥集團百克(煙臺)生物製藥有限公司) from January 2016 to December 2018. He then served as the chairman of the board and the general manager at CSPC Baike (Shandong) Biopharmaceutical Co., Ltd. (石藥集團百克(山東)生物製藥有限公司) (currently known as CSPC Baike (Shandong) Biopharmaceutical Joint-Stock Co., Ltd. (石藥集團百克(山東)生物製藥股份有限公司)) from January 2016 to February 2019, as the assistant general manager and manager at CSPC Zhongnuo Pharmaceutical (Shijiazhuang) Co., Ltd. (石藥集團中諾藥業(石家莊)有限公司) from January 2019 to August 2022, and as the chief engineering officer at Zhejiang Huanling Pharmaceutical Technology Co., Ltd. (浙江寰領醫藥科技有限公司) from September 2022 to August 2023.

Mr. Liang obtained an associate degree in industrial fermentation from Hebei University of Light Chemical Engineering (河北輕化工學院) (currently known as Hebei University of Science and Technology (河北科技大學)) in the PRC in July 1989, and studied in management science and engineering from Hebei University of Technology (河北工業大學) in the PRC from May 1999 to November 2000. Mr. Liang has been a deputy senior engineer of pharmaceutical engineering as accredited by the Hebei Professional Title Reform Office (河北省職稱改革辦公室) since November 2003.

**Non-executive Directors**

**Mr. Zhan Le (詹樂)**, aged 40, was appointed as a Director on November 16, 2023 and re-designated as a non-executive Director on June 9, 2025. Mr. Zhan is responsible for advising on business plans, major decisions and investment activities of the Group.

Mr. Zhan has served as an investment director, managing director, and partner at Xiamen Yinglian Health Industry Investment Management Co., Ltd. (廈門楹聯健康產業投資管理有限公司) from March 2021 to February 2024, March 2024 to February 2025, and March 2025 to present, respectively. Prior to joining the Group, Mr. Zhan served at Rutgers Cancer Institute from 2015 to 2019, and as a deputy director of investment at Shanghai Jiantong Investment Partnership (Limited Partnership) (上海健同投資合夥企業(有限合夥)) from March 2019 to February 2020.

Mr. Zhan obtained a bachelor's degree in biological science from Wuhan University in the PRC in June 2008, and a doctoral degree in pharmacology from University of Kansas School of Medicine in the U.S. in December 2014. Mr. Zhan published several academic papers on well-known journals including Nature, Cell Metab, Hepatology, American Journal of Physiology-Gastrointestinal and Liver Physiology. Mr. Zhan has passed Level II of the CFA Program in 2018.

**Mr. Tang Xianbing (唐先兵)**, aged 51, was appointed as a non-executive Director on December 16, 2025. Mr. Tang is responsible for advising on business plans, major decisions and investment activities of the Group.

Since March 2016, he has been General Manager of Beijing Zhengheyuantong Investment Management Co., Ltd. (北京正和元通投資管理有限公司). He was vice Executive General Manager of Ping'an Caizhi Investment Management Co., Ltd. (平安財智投資管理有限公司). He also served as Medical Partner at Beijing Pangu Chuangfu Enterprise Management Consulting Co., Ltd. (北京盤古創富企業管理諮詢有限公司).

Mr. Tang obtained a master's degree in genetics from Capital Normal University in July 2001, and a doctoral degree in microbiology and biopharmaceutical from China Union Medical University (中國協和醫科大學) (currently known as Peking Union Medical College (北京協和醫學院)) in July 2004.

**Mr. Li Kun (李坤)**, aged 44, was appointed as a non-executive Director of our Group on December 16, 2025 and is responsible for advising on business plans, major decisions and investment activities of the Group.

Since June 2010, Mr. Li has served multiple roles such as Securities Affairs Representative, Manager of the Securities Affairs Department, and Assistant of the General Manager of Anhui Anke Biotechnology (Group) Co., Ltd. (安徽安科生物工程(集團)股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300009). In December 2019 and December 2022, Mr. Li has been serving as the Director and the Secretary of the Board of Anhui Anke Biotechnology (Group) Co., Ltd. respectively.

Mr. Li obtained a bachelor's degree in law from Jinan University (濟南大學) in July 2006, a master's degree in litigation law from Nanchang University (南昌大學) in January 2010, and a master's degree in business administration from the University of Science and Technology of China (中國科學技術大學) in July 2023. He holds China Legal Professional Qualification Certificate (Category A) issued by the Ministry of Justice of the PRC since March 2010 and holds the Secretaries Qualification Certificate (董事會秘書資格證書) issued by the Shenzhen Stock Exchange since July 2010.

**Independent Non-executive Directors**

**Ms. He Dan (何丹)**, aged 50, was appointed as our independent Director on November 18, 2022, and was re-designated as an independent non-executive Director on June 9, 2025.

Ms. He currently serves as a professor at Southwestern University of Finance and Economics (西南財經大學) since December 2014. Ms. He has also served as an independent director at Sichuan Huati Lighting Technology Co., Ltd. (四川華體照明科技股份有限公司) (a company listed on the Shanghai Stock Exchange, stock code: 603679) since June 2021, as an independent director at Sichuan Ailink Technology Co., Ltd. (四川愛聯科技股份有限公司) (a company listed on the National Equities Exchange and Quotations, stock code: 874081) since September 2020, and as an independent director at Sichuan Santai Rural Commercial Bank Co., Ltd. (四川三台農村商業銀行股份有限公司) since September 2023.

Ms. He also served as an independent director at Chengdu Dahongli Machinery Co., Ltd. (成都大宏立機器股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 300865) from June 2013 to June 2019, an independent director at Maccura Biotechnology Co., Ltd. (邁克生物股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 300463) from January 2016 to January 2019, an independent director at Cheng Du Sheng Nuo Biotec Co., Ltd. (成都聖諾生物科技股份有限公司) (a company listed on the Shanghai Stock Exchange, stock code: 688117) from December 2015 to December 2018. She also served as an independent director at Sichuan Anyue Rural Commercial Bank Co., Ltd. (四川安岳農村商業銀行股份有限公司) from September 2017 to January 2019.

Ms. He obtained a bachelor's degree in economics and a master's degree in accounting from Southwestern University of Finance and Economics (西南財經大學) in the PRC in July 1998 and June 2002, respectively, and then a doctoral degree in accounting from Southwestern University of Finance and Economics in the PRC in January 2008. She has been a non-practicing member of the Chinese Institution of Certified Public Accountants (中國註冊會計師協會) since November 2003. In December 2024, she was awarded a certificate from the Ministry of Finance's High-End Accounting Talent Training Program for Internationalization (財政部國際化高端會計人才培養工程).

**Mr. Xie Heng** (whose former name was 謝恒), aged 67, was appointed as our independent Director on November 18, 2022, and was re-designated as an independent non-executive Director on June 9, 2025.

Mr. Xie has served as the chief science officer at Tianjing Clin-nov Medical Technology Development Co., Ltd. (天津凱諾醫藥科技發展有限公司), a clinical contract research organization, since September 2023. Mr. Xie served as Supervisory Medical Officer in the National Center for Research Resources of the National Institutes of Health from March 2009 to January 2014. Mr. Xie served as senior Medical Officer in the National Cancer Institute of the National Institutes of Health from January 2014 to December 2016. Mr. Xie served as the chief medical officer of Shenzhen Salubris Pharmaceuticals Co., Ltd. (深圳信立泰藥業股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 002294) from January 2017 to December 2019, as the chief medical officer at Leto Laboratories Co., Ltd. (北京志道生物科技有限公司) from August 2021 to March 2022, as deputy general manager and director at Beijing Biostar Pharmaceuticals Co., Ltd. (北京華昊中天生物醫藥股份有限公司) from April 2022 to March 2023, and as the president at Shanghai Yimufeng Pharmaceutical Research Co., Ltd. (上海易慕峰醫藥研究有限公司) from March 2023 to September 2023.

Mr. Xie obtained a bachelor's degree in medicine from Zunyi Medical College (遵義醫學院) (currently known as Zunyi Medical University (遵義醫科大學) in the PRC in August 1984, a doctoral degree in pathology from the University of Alabama at Birmingham in the U.S. in December 1997, and a master's degree in public health from Johns Hopkins University in the U.S. in May 1999. Mr. Xie was licensed as a physician by the Educational Commission for Foreign Medical Graduates (ECFMG) in May 1998.

**Mr. Pan Xilong (潘席龍)**, aged 56, was appointed as our independent Director on February 4, 2024, and was re-designated as an independent non-executive Director on June 9, 2025.

Mr. Pan has been working at University of Finance and Economics (西南財經大學) since July 1996, and currently serves as an associate professor at the Institute of Chinese Financial Studies of Southwestern University of Finance and Economics (西南財經大學中國金融研究中心). He worked at Neijiang Xinglong Rural Bank Co., Ltd. (內江興隆村鎮銀行股份有限公司) from August 2017 to July 2025 and his last position was a supervisor. He also served as an independent director at Chengdu Xingrong Environment Co., Ltd. (成都市興蓉環境股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 000598) since July 2020, and as an independent director at Chengdu Giantech Hi-Technology Development Co., Ltd. (成都欣捷高新技術開發股份有限公司) since October 2022. Mr. Pan served as an independent director at Chengdu Yunda Technology Co., Ltd. (成都運達科技股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 300440) from June 2014 to January 2024.

Mr. Pan obtained a bachelor's degree in biology from Sichuan Normal College (四川師範學院) (currently known as Sichuan Normal University (四川師範大學)) in the PRC in July 1990, a master's degree in biology from Southwest Normal University (西南師範大學) (currently known as Southwest University (西南大學)) in the PRC in June 1993, and a doctoral degree in agricultural economics and management from Zhejiang Agricultural University (浙江農業大學) (currently known as Zhejiang University (浙江大學)) in the PRC in July 1996.

**Mr. Tseung Yat Ming (蔣一銘)**, aged 41, was appointed as our independent non-executive Director on May 23, 2025, with effect from June 9, 2025.

Mr. Tseung has served as a vice president at Zhonggan Communication (Group) Holdings Limited (中贛通信集團有限公司) (a company listed on the Hong Kong Stock Exchange, stock code: 2545) since July 2021. Mr. Tseung served as an industry analyst of Shanghai Mingyu Xiaoyang Investment Management Co., Ltd. (上海明渝霄陽投資管理有限公司) from August 2010 to June 2011, as the investment director of Panhou (Shanghai) Investment Management Co., Ltd. (上海磐厚投資管理有限公司) and its affiliates from August 2011 to May 2021, and as the board secretary of Suzhou Beikang Medical Co., Ltd (蘇州貝康醫療股份有限公司) (a company listed on the Hong Kong Stock Exchange, stock code: 2170) in June 2021.

Mr. Tseung obtained his bachelor's degrees in computer science from East China Normal University (華東師範大學) in the PRC in July 2007 and a master's degree in finance from East China Normal University (華東師範大學) in the PRC in June 2010.

## SUPERVISORS

The following table sets forth the key information about the Supervisors of the Company as at the Latest Practicable Date.

| Name | Age | Position | Responsibilities | Date of first appointment | Date of joining the Group | Relationship with other Directors, Supervisors and senior management |
|---|---|---|---|---|---|---|
| Mr. Xu Yi (徐毅) . . . | 55 | Supervisor | Responsible for overseeing the operations, financial activities, internal control and risk conditions of the Group | November 18, 2022 | November 18, 2022 | None |

| Name | Age | Position | Responsibilities | Date of first appointment | Date of joining the Group | Relationship with other Directors, Supervisors and senior management |
|---|---|---|---|---|---|---|
| Ms. Gao Wenjing (高文婧) . . | 36 | Supervisor | Responsible for overseeing the operations, financial activities, internal control and risk conditions of the Group | November 18, 2022 | November 18, 2022 | None |
| Ms. Li Yefang (李燁芳) . . | 37 | Supervisor and senior human resources officer | Responsible for overseeing the operations, financial activities, internal control and risk conditions of the Group | Appointed on March 24, 2021 as a senior human resources officer, and on November 18, 2022 as a Supervisor | March 24, 2021 | None |

**Mr. Xu Yi (徐毅)**, aged 55, was appointed as a Supervisor of the Company on November 18, 2022. Mr. Xu is responsible for overseeing the operations, financial activities, internal control and risk conditions of the Group.

Mr. Xu has served as the deputy general manager at Sichuan Yuanfeng Construction Project Management Co., Ltd. (四川元豐建設項目管理有限公司) since August 2017, and as the executive partner at Jingze Zhongjian since December 2020. Prior to that, Mr. Xu worked at Chengdu Caiyi Advertising Co., Ltd. (成都才溢文化傳播有限公司) from April 2005 to October 2016.

Mr. Xu graduated from Sichuan Economic Management Cadre College (四川省經濟管理幹部學院) (currently known as Xihua University (西華大學)) in corporate management in the PRC in July 1998.

**Ms. Gao Wenjing (高文婧)**, aged 36, was appointed as a Supervisor of the Company on November 18, 2022. Ms. Gao is responsible for overseeing the operations, financial activities, internal control and risk conditions of the Group.

Ms. Gao has served as the general administration director at Chengdu Yingchuang Taifu Equity Investment Fund Management Co., Ltd. (成都盈創泰富股權投資基金管理有限公司) since June 2021. Prior to that, Ms. Gao served as an administrative manager at Icon Venture Capital Co., Ltd. (成都盈創動力投資管理有限公司) from June 2013 to March 2019, as a senior administrative manager at Qiyang (Chengdu) Investment Management Co., Ltd. (啟陽(成都)投資管理有限公司) from April 2019 to September 2020, and as an administrative manager at ZhongTai United Design Co., Ltd. (四川中泰聯合設計股份有限公司) from September 2020 to April 2021.

Ms. Gao graduated from Xihua University (西華大學) in business administration in the PRC in March 2014.

**Ms. Li Yefang (李燁芳)** (whose former name was Li Fang (李芳)), aged 37, was appointed as a Supervisor of the Company on November 18, 2022. She has served as a senior human resources officer since March 2021. Ms. Li is responsible for overseeing the operations, financial activities, internal control and risk conditions of the Group.

Prior to joining the Group, Ms. Li worked at Sichuan Zhongman Petroleum Equipment Manufacturing Co., Ltd. (四川中曼石油設備製造有限公司) from July 2012 to March 2016, worked at Chengdu Shengte Valve Industrial Co., Ltd. (成都盛特閥門實業有限公司) from May 2016 to November 2018, and as the human resources manager at Chengdu Lingchuang Space Incubator Co., Ltd. (成都領創空間孵化器有限公司) from March 2019 to March 2021.

Ms. Li obtained a bachelor's degree in process equipment and control engineering from Southwest Petroleum University (西南石油大學) in the PRC in July 2012. Ms. Li has been a level 4 enterprise human resources manager as accredited by Sichuan Kejiao Xingchuan Promotion Association (四川省科教興川促進會) since May 2022.

## SENIOR MANAGEMENT

The following table sets forth the key information about the senior management of the Company as at the Latest Practicable Date.

| Name | Age | Position | Responsibilities | Date of first appointment | Date of joining the Group | Relationship with other Directors, Supervisors and senior management |
|---|---|---|---|---|---|---|
| Mr. Peng Hongwei (彭紅衛) . . | 59 | Chairman of the board, executive Director, general manager, and secretary of the board | Responsible for the overall operation and management of the Group | Appointed on September 20, 2018 as a Director, chairman of the Board and general manager, as secretary of the Board on June 10, 2025 and re-designated as an executive Director on June 9, 2025 | April 1, 2018 | None |
| Ms. Feng Xiuping (馮秀萍) . . | 60 | Deputy general manager | Responsible for the production quality management and the technical guidance and training of the Group | December 1, 2025 | December 15, 2024 | None |
| Ms. Wu Huijing (吳蕙菁) . . | 50 | Chief financial officer | Responsible for overall management of financial and tax affairs of the Group | May 27, 2022 | December 1, 2015 | None |

For the biographical details of Mr. Peng Hongwei, please refer to "— Executive Directors" above.

**Ms. Feng Xiuping (馮秀萍)**, aged 60, was appointed as a deputy general manager in December 1, 2025. Ms. Feng is responsible for the production quality management and the technical guidance and training of the Group.

From January 2023 to August 2023, Ms. Feng served as the Head of Process Development of the R&D Department in the Shanghai United Cell Biotechnology Co., Ltd. (上海聯合賽爾生物工程有限公司). She worked as the deputy general manager of Xinlitai (Suzhou) Biotechnology Co., Ltd. (信立泰(蘇州)生物技術有限公司). In November 2019, Ms. Feng served as the deputy general manager of Xinlitai (Chengdu) Biotechnology Co., Ltd. (信立泰(成都)生物技術有限公司). From February 2010 to November 2010, she served as Deputy Dean of the Research Institute at Changchun Jinsai Pharmaceutical Co., Ltd. (長春金賽藥業有限公司). In April 2003, Ms. Feng served as the Assistant of the General Manager of Changchun Changsheng Gene Pharmaceutical Co., Ltd. From September 1993 to February 1994, Ms. Feng worked at the Immunology Research Laboratory of Changchun Institute of Biological Products.

Ms. Feng obtained a secondary diploma in biological products from the Shanghai Biological Products Institute (上海生物製品學校) in September 1987, a bachelor's degree in biopharmaceutical engineering from Jilin University in December 2001, a master's degree in biochemistry and molecular biology from Jilin University in June 2005, and a doctoral degree in medical immunology from Jilin University (吉林大學) in June 2009. In January 2013, Ms. Feng was awarded the title of Senior Engineer in Pharmaceutical Engineering (製藥工程正高級工程師) by the Jilin Province Professional Technical Qualification Authority (吉林省專業技術資格).

**Ms. Wu Huijing (吳蕙菁)**, aged 50, was appointed as our chief financial officer on May 27, 2022. She is responsible for overall management of financial and tax affairs of the Group. Ms. Wu joined our Group in December 2015 and served as our financial manager from December 2015 to May 2022.

Prior to joining the Group, Ms. Wu worked at Shanghai Five Star Law Firm (上海市五星律師事務所), served as the head of finance at the Shanghai Office of Beijing Tongtian Technology Co., Ltd. (北京同天科技有限公司上海辦事處) from April 2001 to April 2007 and worked at Shanghai Jingfeng Pharmaceutical Co., Ltd. (上海景峰製藥有限公司) from March 2010 to November 2015.

Ms. Wu obtained an associate degree in accountancy from Tongji University (同濟大學) in the PRC in July 2012. Ms. Wu was certified as an intermediate accountant by the Ministry of Finance of the PRC in May 2007.

Save as disclosed above, none of the Directors, Supervisors or senior management has held any directorship in any public company the securities of which are listed on any securities market in Hong Kong or overseas during the three years immediately preceding the Latest Practicable Date.

As at the Latest Practicable Date:

(i) save as disclosed above, none of the Directors, Supervisors or members of the senior management of the Company is related to any other Directors, Supervisors and members of the senior management;

(ii) save as disclosed in the sections headed "Substantial Shareholders" and "Appendix VII — Statutory and General Information", none of the Directors, Supervisors or members of the senior management holds any interest in the Shares which would be required to be disclosed pursuant to Part XV of the Securities and Futures Ordinance; and

(iii) there is no additional matter with respect to the appointment of the Directors that needs to be brought to the attention of the Shareholders, and there is no additional information relating to the Directors that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules.

## COMPANY SECRETARY

**Ms. Wong Nga Sim (黃雅嬋)** was appointed as the company secretary of the Company on June 13, 2025.

Ms. Wong has over 8 years of experience in the corporate secretarial field. She has been served as the manager of Company Secretarial Services of Tricor Services Limited (a member of Vistra Group) since April 2022. She has been providing professional corporate services to Hong Kong listed companies as well as multinational, private and offshore companies since August 2016, and successively held positions at several reputable and professional firms. Ms. Wong obtained a bachelor's degree in business administration (hons.) in business administration from Hong Kong Baptist University in 2015. She is a Chartered Secretary, a Chartered Governance Professional and an associate of both The Hong Kong Institute of Chartered Secretaries (currently known as The Hong Kong Chartered Governance Institute) and The Chartered Governance Institute in the United Kingdom.

## BOARD COMMITTEES

The Company has established four Board committees, namely the Audit Committee, the Remuneration and Appraisal Committee, the Nomination Committee and the Strategy Committee.

### Audit Committee

The Audit Committee consists of three Directors, namely Ms. He Dan, Mr. Pan Xilong and Mr. Xie Heng, with Ms. He Dan serving as the chairperson. Ms. He Dan has the appropriate professional experiences as required under Rules 3.10(2) and 3.21 of the Listing Rules. The Audit Committee is mainly responsible for reviewing and overseeing the financial reporting procedure and internal control system of the Group.

### Remuneration and Appraisal Committee

The Remuneration and Appraisal Committee consists of three Directors, namely Mr. Pan Xilong, Mr. Xie Heng and Mr. Peng Hongwei, with Mr. Pan Xilong serving as the chairperson. The Remuneration and Appraisal Committee is mainly responsible for evaluating the remuneration policies for Directors and senior management of the Group and making recommendations thereon to the Board.

### Nomination Committee

The Nomination Committee consists of three Directors, namely Mr. Pan Xilong, Ms. He Dan and Mr. Peng Hongwei, with Mr. Pan Xilong serving as the chairperson. The Nomination Committee is mainly responsible for identifying, screening and recommending to the Board qualified candidates to serve as the Directors and monitoring the procedures for evaluating the performance of the Board.

### Strategy Committee

The Strategy Committee consists of three Directors, namely Mr. Peng Hongwei, Mr. Zhan Le and Mr. Xie Heng, with Mr. Peng Hongwei serving as the chairman. The Strategy Committee is mainly responsible for making recommendations to our Board on the long-term development strategy and major investments and projects of our Company.

## CONFIRMATION FROM OUR DIRECTORS

### Rule 8.10 of the Listing Rules

Each of our Directors confirms that as of the Latest Practicable Date, he or she did not have any interest in a business which competes or is likely to compete, either directly or indirectly, with our Company's business which would require disclosure under Rule 8.10 of the Listing Rules.

### Rule 3.09D of the Listing Rules

Each of the Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on June 23, 2025, and (ii) understands his or her obligations as a director of a listed issuer under the Listing Rules and the possible consequences of making a false declaration or giving false information to the Stock Exchange.

### Rule 3.13 of the Listing Rules

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

## DIVERSITY

The Company has adopted the board diversity policy which sets out the objective and approach for achieving and maintaining diversity of the Board in order to enhance its effectiveness. In accordance with the board diversity policy, the Company seeks to achieve board diversity by taking into account a number of factors, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge and/or length of service.

The Board currently consists of eight male and one female members, with two executive Directors, three non-executive Directors and four independent non-executive Directors, of ages ranging from 40 to 67 with diversified backgrounds and experience. The Board considers it has a balanced mix of skill-set, experience, expertise, and diversity which enhances decision-making capability and the overall effectiveness of the Board in achieving sustainable business operation and enhancing shareholder value.

Upon the [**REDACTED**], the Nomination Committee will from time to time (i) discuss and agree on expected goals to ensure board diversity, and (ii) review and, where necessary, update the board diversity policy to ensure that the policy remains effective. The Company will (i) disclose the biographical details of each Director and (ii) report on the implementation of the board diversity policy (including whether we have achieved board diversity) in its annual corporate governance report.

## REMUNERATION OF THE DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

The Directors, Supervisors and senior management members who receive remuneration from the Company are paid in forms of salaries, allowances, contribution to pension schemes, discretionary bonuses and other benefits in kind. The remuneration of the Directors, Supervisors and senior management members is determined with reference to the remuneration paid by relevant companies in the same industry and the achievement of major operating indicators of the Company.

The aggregate amount of remuneration (including salaries, allowances, contribution to pension schemes and discretionary bonuses) and other benefits in kind paid to the Directors and Supervisors for the year ended December 31, 2024, 2025, and the four months ended April 30, 2026 amounted to RMB2.8 million, RMB7.5 million and RMB3.3 million, respectively. The aggregate amount of remuneration (including salaries, allowances, contribution to pension schemes and discretionary bonuses) and other benefits in kind paid to the five highest paid individuals (including two Directors) for the year ended December 31, 2024, 2025 and the four months ended April 30, 2026 amounted to RMB3.6 million, RMB3.5 million and RMB1.1 million (including bonus of shares settled in equities), respectively.

Under the arrangement currently in force, the Company estimates that the aggregate fixed remuneration (before tax) payable to the Directors for the year ending December 31, 2026 is approximately RMB3.0 million.

During the Track Record Period, no fees were paid by the Company to any of the Directors (or former Directors) or the five highest paid individuals as an inducement to join the Company or as compensation for loss of office. None of the Directors or Supervisors waived their remuneration during the Track Record Period.

## SHARE INCENTIVE SCHEMES

In order to incentivize employees for their contribution to the Group and to attract and retain suitable personnel to the Group, the Company adopted the [**REDACTED**] Share Incentive Schemes. For further details, see "Appendix VII — Statutory and General Information — [**REDACTED**] Share Incentive Schemes".

## COMPLIANCE ADVISER

The Company has appointed Guoyuan Capital (Hong Kong) Limited as its compliance adviser in compliance with Rule 3A.19 of the Listing Rules. The material terms of the compliance adviser's agreement are as follows:

(i) Guoyuan Capital (Hong Kong) Limited shall act as our compliance adviser for the purpose of Rule 3A.19 of the Listing Rules for a period commencing on the [**REDACTED**] and ending on the date on which the Company complies with Rule 13.46 of the Listing Rules in respect of the financial results for the first full financial year commencing after the [**REDACTED**];

(ii) the compliance adviser will provide the Company with certain services, including proper guidance and advice as to compliance with the requirements under the Listing Rules and applicable laws, regulations and rules;

(iii) the compliance adviser will, as soon as reasonably practicable, inform the Company of any amendment or supplement to the Listing Rules announced by the Stock Exchange from time to time, and of any amendment or supplement to the applicable laws, regulations and rules in Hong Kong applicable to the Company; and

(iv) the compliance adviser will act as one of the key channels of communication of the Company with the Stock Exchange.

## CODE PROVISION C.2.1 OF THE CORPORATE GOVERNANCE CODE

Mr. Peng is the chairman of the Board, the general manager, and the secretary of the board of the Company. In view of Mr. Peng's experience, personal profile and his roles in the Company as mentioned above, the Board considers it beneficial to the business prospects and operational efficiency of the Company that Mr. Peng, in addition to acting as the chairman of the Board, continues to act as the general manager and the secretary of the board of the Company after the [**REDACTED**].

While this will constitute a deviation from Code Provision C.2.1 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules, the Board believes that this structure will not impair the balance of power and authority between the Board and the management of the Company, given that:

(i) the Board comprises two non-executive directors as well as four independent non-executive Directors out of the nine Directors. As such, there is sufficient check and balance in the Board as the decision to be made by the Board requires approval by at least a majority of the Directors;

(ii) Mr. Peng and the other Directors are aware of and undertake to fulfill their fiduciary duties as Directors, which require, among other things, that they act for the benefit and in the best interest of the Company and make decisions for the Company accordingly;

(iii) the balance of power and authority is ensured by the operations of the Board which comprises experienced and high caliber individuals who meet regularly to discuss issues affecting the operations of the Company; and

(iv) the overall strategic and other key business, financial, and operational policies of the Company are made collectively after thorough discussion at both Board and senior management levels. The Board will continue to review the effectiveness of the corporate governance structure of the Company in order to assess whether separation of the roles of the chairman of the Board and the general manager of the Company is necessary.

Save as disclosed above, the Company has complied with all the code provisions of the Corporate Governance Code set out in Appendix C1 to the Listing Rules.

## KEY TERMS OF EMPLOYMENT CONTRACTS

We normally enter into an employment contract with our senior management members and other key personnel (other than Directors). Below sets forth the key terms of these contracts we enter into with our senior management and other key personnel.

### Confidentiality

*Confidentiality obligations.* The employee shall, during the course of employment with the Group and thereafter, keep strictly confidential of technical information, operating and management related information, trade secrets and other confidential information of our Group and its customers. Without our Group's prior written consent, the employee shall not disclose or reveal any confidential information, directly or indirectly, in any manner or to any third party, or make any recommendation to any third party on any matter based on the confidential information.

### Ownership of intellectual work products

*Acknowledgement.* The employee acknowledges and agrees that the Group shall own all intellectual property rights and intellectual work products developed or produced (i) during the course of his/her employment of the Group; (ii) during the course of completion of other tasks other than discharging his/her duties as an employee of the Group; (iii) related to his/her duties as an employee of the Group or tasks previously assigned to him/her by the Group within two years of his/her resignation, retiring or transfer of work; and (iv) primarily using the Group's funds, equipment, parts, raw materials, or technical materials that are not publicly available.

### Non-competition

*Non-competition obligation.* Employees shall not directly or indirectly engage in any businesses that is the same as, similar to, or competes with (or any competing business to) the businesses being operated or planned to be operated by us and/or our affiliates during the service period and for a two-year non-competition period after the service period. During this non-competition period, our Group shall provide employees with financial compensation on a monthly basis.

### Compensation for Breach of Covenants

If any employee breaches any of his/her obligations under the employment contract, confidentiality agreement and/or non-competition agreement, the Group shall be entitled to, among other remedies, recover from the employee any losses incurred by our Group as a result of such breach by the employee.