DIRECTORS

Upon the [**REDACTED**], our Board will consist of four executive Directors, two non-executive Directors and three independent non-executive Directors. Our Directors are appointed for a term of three years and are eligible for re-election upon expiry of their term of office. The following table sets forth certain information about our Directors.

Name	Age	Position	Responsibilities	Date of the appointment as a Director	Date of joining our Group
Mr. Xu Jun (徐軍)	55	Chairman of the Board, executive Director	Responsible for the strategic development direction, and monitoring implementation of business strategies	November 6, 2015	February 9, 2015
Mr. Xie Hongwei (謝宏偉)	53	Executive Director, chief executive officer and general manager	Responsible for the overall management and operations	November 21, 2014	June 1, 2012
Mr. You Bin (尤斌)	55	Executive Director and deputy general manager	Responsible for production, quality, infrastructure, supply chain and other related functions	December 28, 2018	January 1, 2013
Dr. Cai Beilei (蔡蓓蕾)	48	Executive Director and deputy general manager	Responsible for overseeing research, development and product pipeline	January 1, 2020	July 1, 2013
Mr. Xu Dacheng (徐大成)	58	Non-executive Director and vice chairman of the Board	Responsible for providing strategic advice on the business development	November 6, 2015	November 6, 2015
Mr. Yang Xiaolong (楊小龍)	45	Non-executive Director	Responsible for providing strategic advice on the business development	September 25, 2025	September 25, 2025
Dr. Zhang Weijiong (張維炯)	72	Independent non-executive Director	Responsible for providing independent advice and judgment to the Board	November 12, 2020	November 12, 2020
Dr. Ng Lai Ping Angela (吳麗萍)	57	Independent non-executive Director	Responsible for providing independent advice and judgment to the Board	June 15, 2026	June 15, 2026
Dr. Xia Lijun (夏立軍)	50	Independent non-executive Director	Responsible for providing independent advice and judgment to the Board	June 15, 2026	June 15, 2026

Executive Directors

Mr. Xu Jun (徐軍), aged 55, has been our Director and the chairman of the Board since November 2015. Mr. Xu was re-designated as our executive Director in June 2026. Prior to joining our Group, from 1992 to 2001, Mr. Xu worked at Shenzhen China Resources Sanjiu Medicine Trading Co., Ltd. (深圳華潤三九醫藥貿易有限公司) (formerly known as Shenzhen Sanjiu Medicine Trading Co., Ltd. (深圳市三九醫藥貿易有限公司)) ("**Sanjiu Medicine**"), with his last position being a deputy general manager. From January 2002 to August 2005, he served as the chairman of the board and the general manager of Lansen Medicine (Shenzhen) Co., Ltd. (朗生医药(深圳)有限公司) ("**Lansen Shenzhen**"). From August 2005 to March 2013, he also served as the vice chairman of the board and the chief executive officer of Lanse Shenzhen. From April 2010 to April 2013, Mr. Xu served as an executive director and the chief executive officer of Lansen Pharmaceutical Holdings Limited (朗生醫藥控股有限公司) ("**Lansen Pharmaceutical**"), a company previously listed on the Stock Exchange and delisted in December 2023 following its privatization by way of a scheme of arrangement.

Mr. Xu obtained a bachelor's degree in economics from Renmin University of China (中國人民大學) in the PRC in July 1992. He obtained a master of business administration degree from China Europe International Business School (中歐國際工商學院) in the PRC in April 2003.

Mr. Xie Hongwei (謝宏偉), aged 53, has been our Director since November 2014 and our general manager since December 2018. Mr. Xie was re-designated as our executive Director in June 2026. Prior to joining our Group, from 1994 to 2001, Mr. Xie worked at Sanjiu Medicine, where his last position prior to his departure was the sales channel director. From January 2002 to August 2005, he served as the director of the marketing department and the director of the sales department of Lansen Shenzhen and Ningbo Lansen Pharmaceutical Company Limited (寧波朗生醫藥有限公司) ("**Ningbo Lansen**"), both of which were subsidiaries of Lansen Pharmaceutical. From September 2005 to February 2012, he also served as the general manager of Ningbo Lansen. From June 2013 to November 2015, he served as a director and the general manager of Langrun Tech.

Mr. Xie obtained a bachelor's degree in informatics (medicine, pharmacy) from Norman Bethune Health Science Center of Jilin University (吉林大學白求恩醫學部) (formerly known as Norman Bethune University of Medical Sciences (白求恩醫科大學)) in the PRC in July 1994.

Mr. You Bin (尤斌), aged 55, has been our deputy general manager since December 2015 and our Director since December 2018. Mr. You was re-designated as our executive Director in June 2026. Prior to joining our Group, from August 1995 to August 2005, Mr. You successively served as a workshop director, a deputy head of project office and a deputy head of the formulation business division of Nanjing Baijingyu Pharmaceutical Co., Ltd. (南京白敬宇製藥有限責任公司) (formerly known as Nanjing Baijingyu Pharmaceutical Factory (南京白敬宇製藥廠)). From September 2005 to December 2012, he served as a deputy general manager of Ningbo Liwah Pharmaceutical Co., Ltd. (寧波立華製藥有限公司).

Mr. You obtained a bachelor's degree in corrosion and protection from Nanjing University of Technology (南京工業大學) (formerly known as Nanjing Chemical College (南京化工學院)) in the PRC in July 1993. Mr. You obtained the professional title of engineer in September 1999.

Dr. Cai Beilei (蔡蓓蕾), aged 48, has been our deputy general manager since December 2015 and our Director since January 2020. Dr. Cai was re-designated as our executive Director in June 2026. Dr. Cai also served as a business development director of Langrun Tech from July 2013 to November 2015. Prior to joining our Group, she served as a marketing strategy manager of Ningbo Lansen from November 2010 to February 2013.

Dr. Cai obtained a bachelor's degree in clinical medicine from the Medical College of Yangzhou University (揚州大學醫學院) in the PRC in June 2001. She obtained a master's degree in medical genetics in December 2003 and a doctoral degree in immunology in December 2008 from the University of Glasgow in the United Kingdom, respectively.

Non-executive Directors

Mr. Xu Dacheng (徐大成), aged 58, has been our Director since November 2015 and was re-designated as our non-executive Director in June 2026. From March 2001 to June 2007, he served as a fund manager of Fullgoal Fund Management Co., Ltd. (富國基金管理有限公司). Since July 2010, he has been the general partner of Shanghai Broadvision Asset Management (上海博頤資產管理中心(普通合夥)). Since April 2017, he has been the general partner of Wuxi Boyi Investment Management Partnership Enterprise (Limited Partnership) (無錫博頤投資管理合夥企業(有限合夥)) (formerly known as Ningbo Meishan Bonded Port Area Boyi Investment Management Partnership (Limited Partnership) (寧波梅山保稅港區博頤投資管理合夥企業(有限合夥)), a Shareholder of our Company.

Mr. Xu obtained a bachelor's degree in electromagnetic measurement and instruments (電磁測量與儀錶) from Xi'an Jiaotong University (西安交通大學) in the PRC in July 1992, and a master's degree in finance from Shanghai University of Finance and Economics (上海財經大學) in the PRC in February 2002.

Mr. Yang Xiaolong (楊小龍), aged 45, has been our Director since September 2025 and was re-designated as our non-executive Director in June 2026. Mr. Yang co-founded 6.cn Technology Co., Ltd. (北京六間房科技有限公司) in March 2006, where he held multiple management positions within the same group until February 2020. Since March 2020, Mr. Yang has been the principal of the general partner of Sinovation Disrupt Fund Management, Ltd. He also served as a senior advisor of Sinovation Ventures (Beijing) Enterprise Management Co., Ltd. (創新工場(北京)企業管理股份有限公司) from March 2020 to July 2024. Mr. Yang has been a senior partner of Sinovation (HK) Investment Management Co., Limited since July 2024, and a managing partner of Sinovation Ventures Group and Sinovation (HK) Investment Management Co., Limited since July 2025, where he leads investments in productivity technologies, healthcare, and life sciences.

Mr. Yang obtained a bachelor of science degree in business administration from Washington University in St. Louis in the United States in May 2004.

Mr. Yang was a director of Beijing Kuaizi Technology Co., Ltd. (北京快子科技有限公司), a company established in the PRC with limited liability, the license of which was revoked on April 19, 2024 as it ceased operation for more than six months. Mr. Yang confirmed that as of the Latest Practicable Date, no claims had been made against him and he was not aware of any threatened or potential claims made against him as a result of the revocation of business license of the aforementioned company.

Independent Non-executive Directors

Dr. Zhang Weijiong (張維炯), aged 72, has been our independent Director since November 2020 and was re-designated as an independent non-executive Director in June 2026. Since May 1997, he has been working at China Europe International Business School (中歐國際工商學院), where he successively served as a program director of the executive master of business administration program, an associate dean of academic affairs, and a vice dean and the dean of Chinese academic affairs. He has served as a director of Shanghai Huayi Holding Group Co., Ltd. (上海華誼控股集團有限公司) since March 2010, a director of Huayu Automotive Systems Company Limited (華域汽車系統股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600741) since May 2015, and an independent director of Ruiyuan Fund Management Co., Ltd. (睿遠基金管理有限公司) since October 2018.

Dr. Zhang obtained a bachelor's degree in power machinery from Shanghai Jiao Tong University (上海交通大學) in the PRC in January 1982. He obtained a master's degree in business administration in May 1989 and a doctoral degree in business administration in May 1997, respectively, both from the University of British Columbia in Canada.

Dr. Ng Lai Ping Angela (吳麗萍), aged 57, was appointed as our independent Director in June 2026 and was re-designated as an independent non-executive Director in June 2026. Dr. Ng joined The Hong Kong University of Science and Technology (香港科技大學) in December 1997. Since then, she has taken on a range of leadership roles across the university, including the associate dean of the business school and the director of undergraduate recruitment and admissions. Since September 2025, she has also served as an assistant vice-president for institutional advancement (global engagement) and an adjunct professor of finance. From January 2012 to December 2017, she served as a member of the Consumer Council (消費者委員會) in Hong Kong. From March 2020 to March 2021, she served as the director and associate dean of the Faculty of Business Administration of The Chinese University of Hong Kong (香港中文大學). From August 2020 to December 2024, she served as a member of the Transport Advisory Committee (交通諮詢委員會) in Hong Kong. Since August 2022, she has been the academic dean and associate director of The Hong Kong Management Association (香港管理專業協會).

Dr. Ng obtained her bachelor's degree in econometrics and mathematical economics from the London School of Economics and Political Science in the United Kingdom in August 1992. She obtained her Ph.D. in economics from Stanford University in the United States in December 1997.

Dr. Xia Lijun (夏立軍), aged 50, was appointed as our independent Director in June 2026 and was re-designated as an independent non-executive Director in June 2026. From December 1997 to August 2000, Dr. Xia served as an audit assistant and a certified public accountant of Jiangsu Wujiang Huazheng Certified Public Accountants (江蘇吳江華正會計師事務所). From July 2006 to January 2011, he served as a professor of the School of Accountancy of Shanghai University of Finance and Economics (上海財經大學會計學院). Since March 2011, Dr. Xia has been a professor and Ph.D. advisor of the Antai College of Economics and Management, Shanghai Jiao Tong University (上海交通大學安泰經濟與管理學院).

Dr. Xia previously served as an independent director of several listed companies, including SUNRISE Group Co., Ltd. (盛泰智造集團股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 605138), from October 2018 to July 2024; APT Medical Inc. (深圳惠泰醫療器械股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688617), from November 2019 to November 2025; East Money Information Co., Ltd. (東方財富信息股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300059), from January 2020 to January 2023; and Shanghai Tongji Science & Technology Industrial Co., Ltd. (上海同濟科技實業股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600846), from April 2020 to June 2026. Dr. Xia also served as a supervisor of Orient Securities Company Limited (東方證券股份有限公司), a company listed on both the Stock Exchange (stock code: 03958) and the Shanghai Stock Exchange (stock code: 600958), from March 2021 to November 2024. Dr. Xia has been an independent director of Jiangsu Recbio Technology Co., Ltd. (江蘇瑞科生物技術股份有限公司), a company listed on the Stock Exchange (stock code: 02179), since June 2021; an independent director of Shanghai Zhenhua Heavy Industries Co., Ltd. (上海振華重工(集團)股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600320), since June 2024; and an independent director of BOC International (China) CO., LTD. (中銀國際證券股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 601696), since May 2026.

Dr. Xia obtained a bachelor's degree in statistics from Hangzhou Dianzi University (杭州電子科技大學) (formerly known as Hangzhou Institute of Electronic Engineering (杭州電子工業學院)) in the PRC in 1997. He obtained a master's degree and a doctoral degree in accounting both from Shanghai University of Finance and Economics (上海財經大學) in the PRC in March 2003 and March 2006, respectively. In June 2000, Dr. Xia was qualified as a Chinese Certified Public Accountant (中國註冊會計師) by the Ministry of Finance of the PRC.

SENIOR MANAGEMENT

The following table sets forth certain information about our senior management.

Name	Age	Position	Responsibilities	Date of the appointment as senior management	Date of joining our Group
Mr. Xie Hongwei (謝宏偉) . . .	53	Executive Director, chief executive officer and general manager	Responsible for the overall management and operations	December 22, 2015	June 1, 2012

Name	Age	Position	Responsibilities	Date of the appointment as senior management	Date of joining our Group
Mr. You Bin (尤斌)	55	Executive Director and deputy general manager	Responsible for production, quality, infrastructure, EHS, supply chain and other related functions	December 22, 2015	January 1, 2013
Dr. Cai Beilei (蔡蓓蕾) . . .	48	Executive Director and deputy general manager	Responsible for overseeing research, development and product pipeline	December 22, 2015	July 1, 2013
Mr. Tian Zhihui (田志會) . . .	43	Deputy general manager	Responsible for driving business development, market access strategies, commercialization, and brand management	June 18, 2021	February 1, 2013
Ms. Cheung Yu Lai (張宇麗)	44	Chief financial officer and deputy general manager	Responsible for overseeing the financial and legal affairs	December 22, 2015	January 1, 2015
Mr. Deng Wei (鄧偉)	52	Deputy general manager	Responsible for business operations and assisting with government affairs matters	January 30, 2026	January 1, 2021
Ms. Wu Lin (吳琳)	38	Board secretary	Responsible for overseeing corporate governance and investor relations, and driving human resources strategy	January 30, 2026	March 11, 2024

For the biographical details of Mr. Xie, Mr. You Bin and Dr. Cai, see "– Directors" in this section.

Mr. Tian Zhihui (田志會), aged 43, has been our deputy general manager since June 2021. From July 2005 to February 2013, he served successively as a sales supervisor and a regional general manager of Lansen Shenzhen and Ningbo Lansen, both of which were subsidiaries of Lansen Pharmaceutical. From February 2013 to September 2025, he served successively as a manager of Beijing regional, an assistant to the sales director, a market medical director, a director of the innovative business department and a general manager of Langrun Tech.

Mr. Tian obtained a bachelor's degree in accounting from Changchun University (長春大學) in the PRC in July 2005.

Ms. Cheung Yu Lai (張宇麗), aged 44, has been our chief financial officer since December 2015. Prior to joining our Group, from October 2003 to October 2004, Ms. Cheung served as an auditor in the audit department of HLM CPA Limited. From October 2004 to March 2005, she served as an associate in the audit department of Moores Rowland Mazars. From March 2005 to February 2010, she successively served as an accountant, a senior accountant, and a manager in the audit department of Deloitte Touche Tohmatsu. From July 2010 to October 2014, she served as a senior financial manager in the finance department of Lansen Pharmaceutical.

Ms. Cheung obtained a bachelor's degree in accounting from The Hong Kong University of Science and Technology in Hong Kong in November 2003 and a master's degree in corporate governance from The Hong Kong Polytechnic University in Hong Kong in October 2014. She was admitted as a fellow of the Association of Chartered Certified Accountants (ACCA) in September 2013, and qualified as a chartered secretary and corporate governance professional of The Hong Kong Chartered Governance Institute (HKCGI) in April 2015.

Mr. Deng Wei (鄧偉), aged 52, has been our deputy general manager since January 2026. Prior to that, Mr. Deng was our supervisor from January 2021 to June 2025. From July 1995 to December 2002, Mr. Deng served as a prescription medicine manager of Guangdong region at Sanjiu Medicine. From January 2003 to December 2008, he served as a general manager of Guangdong Lejian Pharmaceutical Co., Ltd. (廣東樂健醫藥科技有限公司). From December 2008 to January 2020, he served as an executive director and a general manager of Shanghai Hejianjia Investment Management Consulting Co., Ltd. (上海合健佳投資管理諮詢有限公司).

Mr. Deng graduated from Guangdong Pharmaceutical University (廣東藥科大學) (formerly known as Guangdong Pharmaceutical College (廣東藥學院)) in the PRC in June 1995.

Ms. Wu Lin (吳琳), aged 38, has been our Board secretary since January 2026. Prior to that, Ms. Wu served as an assistant to the chairman of the Board from March 2024 to January 2026. From July 2009 to April 2015, Ms. Wu served in the offering and listing department of the Shanghai Stock Exchange. From May 2015 to March 2019, she served as a manager of the market value management department of the China Financial Information Center (中國金融信息中心). From April 2019 to August 2023, she served as a vice president of the institutional business department of Nomura Orient International Securities Co., Ltd. (野村東方國際證券有限公司).

Ms. Wu obtained a bachelor's degree in information management and information systems from Shanghai Lixin University of Accounting and Finance (上海立信會計金融學院) (formerly known as Shanghai Finance University (上海金融學院)) in July 2009. She obtained a master of laws degree from East China University of Political Science and Law (華東政法大學) in the PRC in December 2018.

GENERAL

As of the Latest Practicable Date, to the best of the knowledge, information and belief of the Directors after having made all reasonable enquiries,

(i) save as disclosed above, none of our Directors or senior management had 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 date of this document;

(ii) none of our Directors or members of the senior management of our Company was related to any other Directors and members of the senior management;

(iii) save as disclosed in "Statutory and General Information," none of our Directors or chief executive officer held any interest in the Shares which would be required to be disclosed pursuant to Part XV of the Securities and Futures Ordinance; and

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

CONFIRMATION FROM OUR DIRECTORS

Rule 8.10 of the Listing Rules

As of the Latest Practicable Date, none of our Directors and their respective close associates had any interest in any business which competes or is likely to compete, either directly or indirectly, with our Group's business which would require disclosure under Rule 8.10 of the Listing Rules.

Rule 3.09D of the Listing Rules

Each of our Directors confirmed that he or she (i) had obtained the legal advice referred to under Rule 3.09D of the Listing Rules in June 2026; and (ii) understood his or her obligations as a director of a [**REDACTED**] issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

Each of our independent non-executive Directors had confirmed (i) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules; (ii) that he or she had no past or present financial or other interest in the business of our Company or its subsidiary 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 were no other factors that may affect his or her independence at the time of his or her appointments. Each of our independent non-executive Directors will inform us and the Stock Exchange as soon as practicable if there is any subsequent change of circumstances which may affect his or her independence.

JOINT COMPANY SECRETARIES

We appointed Ms. Wu Lin (吳琳) and Ms. Au Wing Han (區泳嫻) as our joint company secretaries on June 1, 2026, with effect from the same date.

For details of Ms. Wu Lin's biography, see "– Senior Management" above.

Ms. Au Wing Han (區泳嫻), was appointed as one of our joint company secretaries on June 1, 2026. Ms. Au has over 10 years of experience in corporate secretarial field and is responsible for providing corporate service to listed and private companies.

Ms. Au currently serves as an assistant manager of SWCS Corporate Services Group (Hong Kong) Limited, a professional services provider specializing in corporate services. Ms. Au obtained her bachelor's degree in business administration in July 2015. She is an associate member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

BOARD COMMITTEES

We have established four Board Committees in accordance with the relevant PRC laws and regulations, the Articles of Association and the Corporate Governance Code, namely the Audit Committee, the Nomination Committee, the Remuneration and Appraisal Committee, and Strategy and ESG Committee.

Audit Committee

We have established an Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph D.3 of the Corporate Governance Code. The Audit Committee consists of three Directors, namely Dr. Xia Lijun, Dr. Ng Lai Ping Angela and Dr. Zhang Weijiong, with Dr. Xia Lijun serving as the chairperson. Dr. Xia Lijun has the appropriate professional experience required under Rules 3.10(2) and 3.21 of the Listing Rules. The primary duties of the Audit Committee include, but are not limited to, the following: (i) proposing the appointment or change of external auditors to our Board, monitoring the independence of external auditors and evaluating their performance; (ii) examining the financial information of our Company and reviewing financial reports and statements of the Company; (iii) examining the financial reporting system, the risk management and internal control system of our Company, overseeing their rationality, efficiency and implementation and making recommendations to our Board; and (iv) dealing with other matters that are authorized by our Board.

Nomination Committee

We have established a Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and paragraph B.3 of the Corporate Governance Code. The Nomination Committee consists of three Directors, namely Mr. Xu, Dr. Zhang Weijiong and Dr. Ng Lai Ping Angela, with Dr. Zhang Weijiong currently serving as the chairperson. The primary duties of the Nomination Committee include, but are not limited to, the following: (i) conducting extensive search and providing our Board with suitable candidates for our Directors, general managers and other members of the senior management; (ii) reviewing the structure, size and composition of our Board (including but not limited to, gender, age, cultural and educational background, ethnicity, skills, knowledge and experience) at least annually and making recommendations on any proposed changes to our Board to complement our corporate strategy; (iii) researching and developing standards and procedures for the election of our Board members, general managers and members of the senior management, and making recommendations to our Board; (iv) assessing the independence of the independent non-executive Directors; and (v) dealing with other matters that are authorized by our Board.

Remuneration and Appraisal Committee

We have established a Remuneration and Appraisal Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and paragraph E.1 of the Corporate Governance Code. The Remuneration and Appraisal Committee consists of three Directors, namely Mr. Xu, Dr. Zhang Weijiong and Dr. Xia Lijun, with Dr. Zhang Weijiong currently serving as the chairperson. The primary duties of the Remuneration and Appraisal Committee include, but are not limited to, the following: (i) advising our Board on the overall remuneration plan and structure of our Directors and senior management and the establishment of transparent and formal procedures for determining the remuneration policy of our Company; (ii) monitoring the implementation of the remuneration system of our Company; (iii) making recommendations on the remuneration packages of our Directors and senior management; and (iv) other duties conferred by our Board.

Strategy and ESG Committee

We have established a Strategy and ESG Committee, which consists of five Directors, namely Mr. Xu, Mr. Xie, Dr. Cai Beilei, Mr. Xu Dacheng and Dr. Zhang Weijiong, with Mr. Xu currently serving as the chairperson. The primary duties of the Strategy and ESG Committee include, but are not limited to, the following: (i) research and make recommendations to the Board on the long-term development strategies and plans; (ii) make recommendations to our Board on the major financing plans and material investment decisions of our Company and other major strategic issues influencing the development of our Company; (iii) research and make recommendations in respect of our ESG strategies, objectives, governance structure and key policies; and (iv) review the implementation of the above matters.

BOARD DIVERSITY POLICY

We have adopted the board diversity policy which sets out the objective and approach for achieving and maintaining the diversity of our Board in order to enhance its effectiveness. The ultimate selection of Board candidates will be based on merit and potential contribution to our Board having due regard to the benefits of diversity on the Board and also the specific needs of our Company without focusing on a single diversity aspect. Our Directors have a balanced mix of knowledge and skills, including overall management and strategic development as well as knowledge and experience in different areas. They obtained degrees in various areas including finance, economics, clinical medicine and business administration. Furthermore, our Board has a diverse age and gender representation. Our Board currently comprises two female Directors and seven male Directors, ranging from 45 years old to 72 years old.

With regard to gender diversity on the Board, we recognize the particular importance of gender diversity. 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. We will maintain a focus on gender diversity when recruiting staff at the mid to senior level so as to develop a pipeline of potential female successors to our Board. Taking into account our existing business model and specific needs as well as the different backgrounds of our Directors, the composition of our Board satisfies our board diversity policy.

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

DIRECTORS' REMUNERATION AND REMUNERATION OF THE FIVE HIGHEST-PAID INDIVIDUALS

The Directors and senior management members who receive remuneration from the Company are paid in the forms of salaries and other benefits in kind, discretionary bonuses, retirement benefit scheme contributions and share-based payment. The remuneration of our Directors and senior management members is determined with reference to the remuneration paid by comparable companies and the achievement of major operating indicators of our Company.

The aggregate amount of emoluments (including directors' fees, salaries, allowances and benefits in kind, discretionary bonuses, contribution to retirement scheme and equity-settled share-based payment) of the Directors for the years ended December 31, 2023, 2024 and 2025 and the three months ended March 31, 2026 amounted to RMB5.3 million, RMB10.7 million, RMB82.2 million and RMB5.1 million, respectively. The aggregate amount of emoluments (including directors' fees, salaries, allowances and benefits in kind, discretionary bonuses, contribution to retirement scheme and equity-settled share-based payment) of the five highest-paid individuals (excluding Directors) of the Group for the years ended December 31, 2023, 2024 and 2025 and the three months ended March 31, 2026 amounted to RMB10.4 million, RMB21.4 million, RMB8.9 million and RMB2.9 million, respectively.

Under the current compensation arrangement, we estimate the total compensation before taxation, including estimated share-based compensation, to be accrued to our Directors for the year ending December 31, 2026 to be approximately RMB18.7 million. The actual remuneration of Directors for 2026 may be different from the expected remuneration.

We confirmed that during the Track Record Period, no remuneration was paid by our Company to, or receivable by, our Directors or the five highest paid individuals as an inducement to join or upon joining our Company or as compensation for loss of office in connection with the management positions of our Company or any subsidiary of our Company.

During the Track Record Period, none of our Directors waived any remuneration. Save as disclosed above, no other payments have been paid, or are payable, by our Company or our subsidiary to our Directors or the five highest-paid individuals during the Track Record Period.

COMPLIANCE ADVISOR

We have appointed UOB Kay Hian (Hong Kong) Limited as our Compliance Advisor in compliance with Rules 3A.19 of the Listing Rules. The Compliance Advisor will provide us with guidance and advice as to compliance with the Listing Rules and other applicable laws, rules, codes and guidelines. Pursuant to Rule 3A.23 of the Listing Rules, the Compliance Advisor will advise our Company in certain circumstances including: (i) before the publication of any regulatory announcement, circular or financial report; (ii) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases; (iii) where we propose to use the [**REDACTED**] from the [**REDACTED**] in a manner different from that detailed in this document or where our business activities, developments or results deviate from any forecast, estimate or other information in this document; and (iv) where the Stock Exchange makes an inquiry to our Company in accordance with Rule 13.10 of the Listing Rules.

Pursuant to Rule 3A.24 of the Listing Rules, the Compliance Advisor will, on a timely basis, inform our Company of any amendment or supplement to the Listing Rules that are announced by the Stock Exchange. The Compliance Advisor will also inform our Company of any new or amended law, regulation or code in Hong Kong applicable to us, and advise us on the continuing requirements under the Listing Rules and applicable laws and regulations.

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