

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board consists of nine Directors, comprising two executive Directors, four non-executive Directors (one of whom is the Chairman) and three independent non-executive Directors. Members of our Board are experienced individuals in their respective specialized areas.

The following table sets forth certain information in respect of our Directors:

Name	Age	Position(s) in our Company	Date of joining our Group/the JBM Group	Date of appointment as Director	Principal responsibilities in our Group	Relationship with other Directors and/or senior management
Yu Chun Kau (余振球)	53	Executive Director and chief executive officer	November 23, 2023	March 26, 2026	Overseeing and managing day-to-day operations, focusing on strategic business development, brand promotion, treasury and financial management	None
Ng Kwan Ho (吳君豪)	50	Executive Director and vice president of the sales and marketing department	August 26, 2024	March 26, 2026	Overseeing and managing day-to-day operations, focusing on strategic business development, sales and marketing management	None
Sum Kwong Yip Derek (岑廣業)	63	Non-executive Director and Chairman	September 22, 2020	July 17, 2026	Advising on strategic direction, planning and business development	None
Yim Chun Leung (嚴振亮)	64	Non-executive Director	September 22, 2020	July 17, 2026	Advising on corporate strategies and development	None
Xu Hongxi (徐宏喜)	65	Non-executive Director	October 2, 2025	July 17, 2026	Advising on product research and development in Chinese medicines	None
Leng Wei (冷巍)	47	Non-executive Director	July 17, 2026	July 17, 2026	Advising on new product development in Chinese medicines	None
Young Chun Man Kenneth (楊俊文)	62	Independent non-executive Director	[•]	[•]	Providing independent advice and judgment to our Board	None
Lin Zhixiu (林志秀)	60	Independent non-executive Director	[•]	[•]	Providing independent advice and judgment to our Board	None
Ngai Wah Sing Francis (魏華星)	53	Independent non-executive Director	[•]	[•]	Providing independent advice and judgment to our Board	None

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Executive Directors

Yu Chun Kau (余振球), aged 53, is an executive Director and the chief executive officer of our Company. He is responsible for overseeing and managing day-to-day operations, focusing on operation management, strategic planning, business development, brand promotion, treasury and financial management of our Group. He is also a director of certain subsidiaries of our Company. He has over 30 years of experience in corporate management, accounting, corporate finance, compliance and auditing.

Mr. Yu joined the Jacobson Pharma Group as the chief financial officer in January 2019 and was appointed as the company secretary of Jacobson Pharma in April 2021. In November 2023, he was appointed as the company secretary of JBM.

Prior to joining the Jacobson Pharma Group, Mr. Yu worked for various Hong Kong listed companies and multinational corporations as executive director, chief financial officer and company secretary. From June 2017 to January 2019, he was the group chief financial officer of Sinolot (Hong Kong) Limited. From September 2013 to December 2016, he was the vice president, chief financial officer and company secretary of Cosmo Lady (China) Holdings Company Limited, a company listed on the Main Board of the Stock Exchange (stock code: 2298). He was also the chief financial officer (from June 2010 to December 2012), an executive director (from May 2011 to November 2012) and the company secretary (from November 2011 to December 2012) of Sitoy Group Holdings Limited, a company listed on the Main Board of the Stock Exchange (stock code: 1023). From February 2008 to June 2010, he was an executive director, chief financial officer and company secretary at China Risun Group Limited (formerly known as China Risun Coal Chemicals Group Limited, a company currently listed on the Main Board of the Stock Exchange (stock code: 1907)). From June 2006 to February 2008, he served as the chief financial officer at the Brigantine Group. From December 2003 to June 2006, he worked as an assistant director at Kerry Beverages Limited. From July 2002 to November 2003, he worked as a financial controller at First Dragoncom Agro-Strategy Holdings Limited. From August 1994 to July 2002, he worked at KPMG with his last position as a manager.

He has been appointed as an independent non-executive director of Butong Group, a company listed on the Main Board of the Stock Exchange (stock code: 6090), since September 2025 and an independent non-executive director of Forward Fashion (International) Holdings Company Limited, a company listed on the Main Board of the Stock Exchange (stock code: 2528), since December 2019. He was an independent non-executive director of Ruifeng Power Group Company Limited, a company listed on the Main Board of the Stock Exchange (stock code: 2025), from December 2017 to June 2025.

Mr. Yu graduated from The Chinese University of Hong Kong with a degree in bachelor of business administration with first class honors in December 1994. In June 2005, he also obtained a degree in master of corporate governance from the Hong Kong Metropolitan University (formerly known as The Open University of Hong Kong). He was admitted as a fellow member of The Association of Chartered Certified Accountants in November 2002. He was admitted as a fellow member and was registered as a certified public accountant (practicing) of the Hong Kong Institute of Certified Public Accountants (formerly known as Hong Kong Society of Accountants) in July 2005 and in October 2002, respectively. In March 2007, he was admitted as a senior international finance manager in the International Financial Management Association. In April 2015, he was also admitted as a fellow member of The Institute of Chartered Accountants in England and Wales. In September 2016, he was admitted as both a fellow member of The Hong Kong Chartered Governance Institute and as a fellow member of The Chartered Governance Institute (formerly known as the Institute of Chartered Secretaries and Administrators).

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Ng Kwan Ho (吳君豪), aged 50, is an executive Director and vice president of our Company. He is responsible for overseeing and managing day-to-day operations, focusing on strategic business development, sales and marketing management and brand management of our Group. He is also a director of certain subsidiaries of our Company. He has over 24 years of experience in sales, marketing, brand management and strategic planning.

Mr. Ng joined the JBM Group first serving as the vice president of brand management and strategies planning, and subsequently as the vice president of brand management and sales excellence, from August 2024 to March 2026.

Prior to joining the JBM Group, he worked at Amway Hong Kong Limited, a multinational direct selling company, as a marketing director from May 2018 to October 2022, with his last position as an experience and operation director from November 2022 to July 2024. From June 2005 to April 2018, he worked at Vita Green Health Products Co. Ltd., a company that produces Chinese and Western health supplements with markets in Hong Kong, Macau, the PRC, Southeast Asia and Europe, with his last position as a marketing director. From November 2003 to August 2004, he served as an account executive in Sonopress Pan Asia Limited, primarily responsible for interfacing with top-level executive clients, negotiating high-dollar contracts and orchestrating post-sale professional services and resources. From July 2002 to November 2003, he served as a product executive in eNet Digital Pacific Limited, primarily responsible for managing its online shop’s operation, preparing product promotion plan and marketing research and development. From October 2001 to May 2002, he served as a marketing executive in Casey International Limited.

Mr. Ng has been appointed as a non-executive director of Tycoon Group Holdings Limited, a company listed on the Main Board of the Stock Exchange (stock code: 3390), since July 2025.

Mr. Ng graduated from City University of Hong Kong with a bachelor of arts with honors in language information science in November 1999 and obtained a master of philosophy from City University of Hong Kong in November 2002.

Non-executive Directors

Sum Kwong Yip Derek (岑廣業), aged 63, is the Chairman and a non-executive Director. He is responsible for advising on strategic direction, planning, business development as well as high-level monitoring and supervision of our Group. He has extensive experience in the pharmaceutical industry and over 38 years of strategic and corporate management experience in the pharmaceutical industry.

Mr. Sum is the chairman of the board, the chief executive officer and an executive director of JBM, a company listed on the Main Board of the Stock Exchange (stock code: 2161), and the chairman of the board, the chief executive officer and an executive director of Jacobson Pharma, a company listed on the Main Board of the Stock Exchange (stock code: 2633).

Mr. Sum founded Jacobson Pharma Group in September 1998 and was mainly responsible for business management and strategic development.

Prior to founding Jacobson Pharma Group, Mr. Sum held various management positions with several multi-national corporations. He started his career in the pharmaceutical industry with Sandoz Division of Edward Keller Limited in April 1988 and moved on to take up a management position with Watsons Pharmaceutical Limited under Hutchison Whampoa Limited in December 1988. In 1990,

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Watsons Pharmaceutical Limited was renamed as JDH Pharmaceutical Limited. Since then, Mr. Sum had worked in the Inchcape Group and he was the chief executive of the pharmaceutical division under Inchcape JDH Limited in 1998 before he embarked upon his entrepreneurial pursuit with Jacobson Pharma Group. Since June 2007, Mr. Sum has also been a member of the advisory board at the School of Pharmacy of the Chinese University of Hong Kong. He has also been appointed as a member of the Chinese Medicines Industry Subcommittee under the Chinese Medicine Development Committee for a term of two years with effect from February 1, 2025.

Mr. Sum graduated from Cardiff University (formerly known as the University of Wales) in the United Kingdom with an honorary bachelor’s degree in pharmacy in July 1986 and was accredited as a practicing member of The Royal Pharmaceutical Society of Great Britain (formerly known as the Pharmaceutical Society of Great Britain) in August 1987. He was admitted into the registrar as a registered pharmacist under the Pharmacy and Poisons Board of Hong Kong in October 1987.

Yim Chun Leung (嚴振亮), aged 64, is a non-executive Director. He is responsible for advising on corporate strategies and development of our Group. He has over 41 years of experience in the auditing, accounting and corporate finance fields.

Mr. Yim is an executive director of JBM, a company listed on the Main Board of the Stock Exchange (stock code: 2161), and an executive director of Jacobson Pharma, a company listed on the Main Board of the Stock Exchange (stock code: 2633).

Mr. Yim has served in numerous companies listed on the Main Board of the Stock Exchange. He served as an executive director of LVGEM (China) Real Estate Investment Company Limited (formerly known as New Heritage Holdings Ltd., a company listed on the Main Board of the Stock Exchange (stock code: 95)) from December 2004 and its chief executive officer from July 2014, respectively until he resigned in March 2016. From May 2002 to June 2004, Mr. Yim served as the financial controller of Soundwill Holdings Limited, a company listed on the Main Board of the Stock Exchange (stock code: 878). From December 2000 to February 2002, Mr. Yim served as the chief financial officer of Sinolink Worldwide Holdings Limited (now known as Z Fin Limited, a company listed on the Main Board of the Stock Exchange (stock code: 1168)). From January 1998 to April 1999, he served as an executive director of N P H International Holdings Limited (now known as Concord New Energy Group Limited, a company listed on the Main Board of the Stock Exchange (stock code: 182)). From January 1994 to December 1997, Mr. Yim served as the finance director of Tysan Holdings Limited, a company listed on the Main Board of the Stock Exchange (stock code: 687). From June 1987 to December 1993, Mr. Yim worked at GPI International Limited (a subsidiary of Gold Peak Technology Group Limited, a company listed on the Main Board of the Stock Exchange (stock code: 40)) and his last position was assistant financial controller.

Mr. Yim obtained a master of business administration degree from the University of Manchester, United Kingdom in June 2008. He has been a non-practicing member of the Hong Kong Institute of Certified Public Accountants (formerly known as Hong Kong Society of Accountants) since January 1991 and a fellow of the Association of Chartered Certified Accountants (formerly the Chartered Association of Certified Accountants) since October 1995.

Xu Hongxi (徐宏喜), aged 65, is a non-executive Director. He is responsible for advising on product research and development in Chinese medicines of our Group.

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Professor Xu served as a non-executive director of JBM, a company listed on the Main Board of the Stock Exchange (stock code: 2161) from October 2025 to August 2026. He has also been an independent non-executive director of Beijing Tong Ren Tang Chinese Medicine Company Limited, a company listed on the Main Board of the Stock Exchange (stock code: 3613), since March 2023, and an independent non-executive director of Vigonvita Life Sciences Co., Ltd., a company listed on the Main Board of the Stock Exchange (stock code: 2630), since January 2025.

Professor Xu has been a member of Chinese Pharmacopoeia Commission since September 2022 and a distinguished professor of Shanghai University of Traditional Chinese Medicine since January 2024. He also currently serves as the chairman of the Belt and Road Alliance for Traditional Chinese Medicine, the honorary chairman of the Chinese Medicine Experimental Pharmacology Branch of China Association of Chinese Medicine, and the co-chairman of the International Conference on the Modernization of Chinese Medicine. He was also honored as the first batch “Shanghai Distinguished Expert in October 2011 and a “State Specially Recruited Expert” in January 2013. He also previously served as the scientific officer of the Chinese Medicine Research Centre at The Chinese University of Hong Kong, the deputy general manager and senior medical advisor of Hutchison Whampoa (China) Limited, a director and the R&D director of Shanghai Hutchison Pharmaceuticals Limited, and the deputy director of the Hong Kong Jockey Club Institute of Chinese Medicine.

Professor Xu graduated from the Shanghai University of Traditional Chinese Medicine in 1983 and 1989 with a bachelor’s degree and master’s degree, respectively, and obtained his Ph.D. degree in pharmaceutical sciences in 1994 from the Toyama Medical and Pharmaceutical University in Japan, and conducted postdoctoral research at the National University of Singapore and Dalhousie University in Canada between 1994 and 1997.

Leng Wei (冷巍), aged 47, is a non-executive Director. She is responsible for advising on new product development in Chinese medicines. She has over 21 years of experience in the pharmaceutical sector.

Ms. Leng joined the Jacobson Pharma Group in August 2012 as a research and development manager. She was promoted as a senior manager in March 2017, and has been the vice-president of the research and development and strategic projects department of the Jacobson Pharma Group since August 2019.

Prior to joining the Jacobson Pharma Group, Ms. Leng served as a senior technical executive at SGS Hong Kong Limited from October 2011 to August 2012. From June 2006 to September 2011, she worked at Bright Future Pharmaceutical Laboratories Limited and served in various positions including as the project controller, with her last position as a supervisor of the drug registration affairs department.

Ms. Leng graduated from Shen Yang Pharmaceutical University in the PRC with a bachelor degree in pharmacy in July 2002. In July 2005, she also obtained a master degree in pharmaceuticals from Shen Yang Pharmaceutical University in the PRC. She became a licensed pharmacist in the PRC in October 2009.

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Independent Non-executive Directors

Young Chun Man Kenneth (楊俊文), aged 62, is an independent non-executive Director. He is responsible for providing independent advice and judgment to our Board. He has over 35 years of qualified professional experience in the audit and accounting fields.

Mr. Young is the founder and was a director of AITIA (HK) CPA Limited, a member of TGS Global, from January 2015 to April 2022, during which he was mainly responsible for developing strategies for the growth of the practice, and to implement proper governance and risk management. He was a partner at HLB Hodgson Impey Cheng (formerly known as Hodgson Impey Cheng) from September 1994 to March 2011.

He served as an independent non-executive director of Quam Plus International Financial Limited (formerly known as China Tonghai International Financial Limited, a company listed on the Main Board of the Stock Exchange (stock code: 952)) from September 2012 to February 2017, and an independent non-executive director of Jacobson Pharma, a company listed on the Main Board of the Stock Exchange (stock code: 2633), from August 2016 to August 2026. He has been an independent non-executive director of Soundwill Holdings Limited, a company listed on the Main Board of the Stock Exchange (stock code: 878), since June 2023.

Mr. Young obtained a degree of master of corporate finance from The Hong Kong Polytechnic University in November 2004 and a degree of bachelor of arts in economics from the University of Essex in the United Kingdom in July 1985. He was qualified as a chartered accountant in England and Wales in August 1991. He was admitted as a fellow of The Hong Kong Institute of Certified Public Accountants in December 2004. He has been a fellow of The Institute of Chartered Accountants in England and Wales since January 2002, and an ordinary member of the Society of Chinese Accountants & Auditors since 2012. He held various committee member positions with The Hong Kong Institute of Certified Public Accountants from 1998 to 2014. He has also been serving as a member of the audit committee and a council member of SAHK (香港耀能協會), a charitable organization, since 2013 and 2015, respectively.

Lin Zhixiu (林志秀), aged 60, is an independent non-executive Director. He is responsible for providing independent advice and judgment to our Board. He has over 39 years of professional experience in the Chinese medicine field.

Professor Lin began as a clinician at the affiliated hospital of Guangdong Institute of Traditional Chinese Medicine in July 1987. Since May 2003, he has been working at the School of Chinese Medicine of The Chinese University of Hong Kong. He started as an assistant professor in May 2003, became an associate professor in May 2010 and has been a professor since August 2020. He has been a director of the Hong Kong Institute of Integrative Medicine of The Chinese University of Hong Kong since August 2017 and a director of the School of Chinese Medicine of The Chinese University of Hong Kong since August 2022.

Professor Lin obtained a bachelor's degree in traditional Chinese medicine from Guangzhou University of Chinese Medicine (formerly known as Guangzhou College of Traditional Chinese Medicine) in July 1987 and obtained a PhD in pharmacognosy from King's College London in the United Kingdom in December 1999. His research areas include pharmacological research and product development of Chinese medicine for the treatment of psoriasis, eczema, pancreatic cancer, prostate cancer, and neuroprotective Chinese medicines, and clinical trials of Chinese medicine for the treatment

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of common diseases such as eczema, psoriasis, macular edema, allergic rhinitis, urticaria, and chronic COVID-19. He has led multiple research projects funded by the National Natural Science Foundation of China, the Hong Kong Grant for Research (GRF), the Hong Kong Health and Medical Services Department, and the Hong Kong Innovation and Technology Commission. He has published over 270 Science Citation Index research papers on traditional Chinese medicine in internal journals and has a Google Scholar H-index of 64. He was also selected for Stanford University’s list of “World’s Top 2%” scientists in 2024 and 2025.

Ngai Wah Sing Francis (魏華星), aged 53, is an independent non-executive Director. He is responsible for providing independent advice and judgment to our Board.

Mr. Ngai is the founder and chief executive officer of SVHK Foundation Limited and SVHK Capital Limited. Since 2007, he has dedicated himself to venture philanthropy and social innovation, and has been involved in a range of social ventures and initiatives in Hong Kong, including Hong Kong’s first venture philanthropy fund, Green Monday, RunOurCity, Light Be, Playtao Education and HATCH. He is currently a director of Light Be (Yau Tong Social Housing) Company Limited, a director of RunOurCity Foundation Limited, and a board member of Project Melo Limited. He also contributes to public policy in related fields as a member of the Social Welfare Advisory Committee of the Hong Kong Government, and provides further oversight and guidance in other advisory capacities, including as a member of the Knowledge Transfer Venture Impact Fund Steering Committee of The Chinese University of Hong Kong.

Prior to devoting himself to social innovation and social entrepreneurship, Mr. Ngai worked in various business sectors. He served as an assistant vice president in strategic development of PCCW until 2007, when he resigned from the corporate sector to pursue social entrepreneurship and community innovation on a full-time basis.

Mr. Ngai graduated from the City University of Hong Kong in December 1994 with a bachelor’s degree in quantitative analysis for business. He has been awarded an honorary fellowship by the City University of Hong Kong and an honorary fellowship by The Education University of Hong Kong. He was named one of Hong Kong’s Ten Outstanding Young Persons in 2011 and was selected as a Young Global Leader of the World Economic Forum in 2012, recognizing his many contributions to society.

Save as disclosed above, none of our Directors holds or has held any other directorships in any other company whose shares are listed in Hong Kong or overseas during the three years immediately preceding the date of this document. For further information on our Directors, including particulars of their service contracts and remuneration, and details of the interests of our Directors in the Shares (within the meaning of Part XV of the SFO), see “Statutory and General Information” in Appendix IV to this document. Save as disclosed herein, there are no other matters in respect of each of our directors that are required to be disclosed pursuant to Rule 13.51(2)(a) to (v) of the Listing Rules and there are no other material matters relating to our Directors that need to be brought to the attention of our Shareholders and [REDACTED].

SENIOR MANAGEMENT

Our senior management team comprises seven members who are responsible for the day-to-day management and operation of our business in support of our executive Directors.

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The following table sets forth certain information in respect of our senior management team:

Name	Age	Position(s) in our Company	Date of joining our Group/the JBM Group	Date of appointment to current position	Principal responsibilities in our Group	Relationship with other Directors and/or senior management
Chan King Kin Kevin (陳景健) . . .	51	Chief operating officer	December 1, 2020	July 1, 2026	Overseeing corporate affairs, project management, information technology, human resources and other administrative functions	None
Tsui Kai Tsun (徐繼浚) . . .	36	Vice president of finance and company secretary	May 1, 2026	July 1, 2026	Management of the finance and accounting and company secretarial functions	None
Wang Lin (汪禎)	61	General manager of the production department	September 22, 2020	September 1, 2023	Overseeing production and new product development	None
Mak Wai Him (麥偉謙) . . .	57	General manager of the Chinese medicine clinic services department	June 30, 2025	June 30, 2025	Overseeing the operations of the Chinese medical services business	None
Lo Chui Yee (羅翠儀) . . .	58	Marketing director	November 4, 2013	September 1, 2023	Overseeing brand building and marketing activities	None
Leung Hoi Ki (梁凱棋) . . .	44	Senior quality assurance and operation manager	December 15, 2014	October 1, 2025	Overseeing operations and quality assurance of products	None
Lin Chiu Chun (林潮珍) . . .	44	Senior human resources manager	December 1, 2020	April 1, 2026	Human resources, staff training and development	None

Chan King Kin Kevin (陳景健), aged 51, is the chief operating officer of our Company. He is responsible for overseeing corporate affairs, project management, risk management, information technology, human resources and other administrative functions of our Group. He has over 18 years of experience in the Chinese medicine industry.

Mr. Chan joined the Jacobson Pharma Group in December 2016 as a business development director primarily responsible for strategic planning and execution, market expansion and monitoring the operations of our Chinese medicine business. In December 2020, he joined our group as a deputy general manager primarily responsible for strategic planning, supply chain optimization, customer relationship management and monitoring the operations of CCMG business.

Prior to joining the Jacobson Pharma Group, Mr. Chan held various positions in Nong’s Company Limited (a subsidiary of PuraPharm Corporation Limited, a company listed on the Main Board of the Stock Exchange (stock code: 1498)), including business development manager, production manager, supply chain director, general manager of sales for the PRC region, strategic planning and development manager, business development director and assistant general manager of clinic support from August 2007 to November 2015.

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Mr. Chan graduated from The Chinese University of Hong Kong in December 1998 with a bachelor of engineering with honors.

Tsui Kai Tsun (徐繼浚), aged 36, is the vice president of finance and company secretary of our Company. He is responsible for managing the accounting, corporate finance, treasury and company secretarial functions of our Group. He has over 12 years of experience in the auditing, accounting and finance fields.

Mr. Tsui joined the Jacobson Pharma Group in August 2022 as a finance manager and was promoted to an assistant financial controller. Since May 2026, he has been serving as the vice president of finance of our Group.

Prior to joining Jacobson Pharma, Mr. Tsui served as a finance manager of Pacific Coffee Company Limited (a subsidiary of China Resources Enterprise) from November 2021 to August 2022. He joined China Overseas (Hong Kong) Limited (a subsidiary of China State Construction International Holdings Limited, a company listed on the Main Board of the Stock Exchange (stock code: 3311)) from June 2017 to November 2021 as an accountant and was promoted to a deputy finance manager. From October 2016 to April 2017, he served as a senior accountant at Beijing Tong Ren Tang Chinese Medicine Co., Ltd., a company listed on the Main Board of the Stock Exchange (stock code: 3613), primarily responsible for the financial reporting of the listed group. From October 2013 to October 2016, he served as a senior accountant in the assurance department of Ernst & Young.

Mr. Tsui graduated from Lingnan University in November 2013 with a bachelor of business administration. He has been a certified public accountant of the Hong Kong Institute of Certified Public Accountants since July 2017.

Wang Lin (汪嫻), aged 61, is the general manager of the production department of our Company. She is responsible for overseeing production and new product development of our products. She has over 35 years of experience in Chinese medicines industry, with extensive experiences in GMP quality management and operational practices for different Chinese medicines manufacturing facilities, as well as substantial experience in medical product registration.

Ms. Wang joined the Jacobson Pharma Group as a Chinese medicines quality assurance manager & operation manager at Europharm Laboratories Company Limited from March 2008 to March 2017, and was promoted to an assistant general manager of Chinese medicine in April 2017, where she was responsible for the quality management of the manufacturing process, product regulatory affairs and daily operations of Chinese medicines. In September 2020, she was appointed as the assistant general manager of our Group.

Prior to joining the Jacobson Pharma Group, Ms. Wang worked in Shenzhen Huakang Medicine Co., Ltd from August 2003 to February 2008 as the quality assurance manager and assistant general manager, in charge of quality management, GSP implementation and authentication, product registration as well as daily operations. From May 1999 to June 2001, she was employed as a manager of the software department at Anhui Fengyang Keyuan Pharmaceutical Co., Ltd.. Prior to that, she worked as a manufacturing engineer at Huainan Shuangyin Pharmaceutical Co., Ltd. (formerly known as Huainan First Pharmaceutical Manufacturing Factory), Anhui province, the PRC, from July 1985 to April 1999, where she was responsible for production engineering, product research & development and product registration.

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Ms. Wang graduated from the Anhui University of Traditional Chinese Medicine (formerly known as Anhui College of Traditional Chinese Medicine) in the PRC with a diploma majoring in Chinese medicine in July 1991. She was awarded with the Anhui Province certificate of scientific and technological research achievement from the Anhui Province science and technology committee in August 1999. She became a licensed pharmacist in the PRC in October 2002.

Mak Wai Him (麥偉謙), aged 57, is the general manager of the Chinese medicine clinic services department of our Group. He is responsible for the operations of the Chinese medicine clinic services business of our Group.

Mr. Mak joined Kenford Medical in August 2016 as a operation manager and was promoted to the chief operations officer in April 2022, primarily responsible for overseeing daily operations and clinic management, operational efficiency, procurement, human resources and administration of the Chinese medicine clinics under Kenford Medical.

Prior to joining Kenford Medical, he worked at Champion Bloodstock Ltd. as an administrator from July 2013 to August 2016. From April 1994 to September 2007, he worked at Euro Fashion Trading Co., Ltd., with his last position as an electronic data processing manager. From April 1991 to October 1993, he worked at Crocodile Garment Limited, with his last position as an information analyst.

Mr. Mak graduated from Hong Kong Polytechnic University in November 1994 with a higher certificate in marketing and sales management. In December 1996, he obtained a diploma in marketing from The Chartered Institute of Marketing.

Lo Chui Yee (羅翠儀), aged 58, is the marketing director of our Company. She is responsible for overseeing brand building and marketing activities of our Group. She has over 25 years of industry experience in the sales and marketing of fast-moving consumer goods, health supplements and Chinese medicines in Hong Kong.

Ms. Lo joined our Group in November 2013 as a marketing manager and was subsequently promoted as a senior marketing manager in February 2019, mainly in charge of brand building and marketing of products. In September 2023, she was promoted as a marketing director.

Prior to joining our Group, Ms. Lo was employed as a marketing consultant at KADOSH Health & Beauty Co. Ltd. from October 2012 to February 2013. From October 2010 to October 2012, she worked as a senior product manager at Green Science International Limited. Prior to that, she served various positions at The Kowloon Dairy Ltd and was assistant marketing manager, senior product manager, product manager and marketing assistant between July 1991 and March 2010. She left The Kowloon Dairy Ltd in August 1998 to pursue a master’s degree at Middlesex University. Before she re-joined The Kowloon Dairy Ltd in August 2001, she was employed as a brand manager at Sims Trading Company Limited from March 2000 to August 2001. She began her marketing career as a marketing assistant at Giant Sky Limited (Premier Travel) from November 1990 to March 1991.

Ms. Lo received a diploma in business administration from Hong Kong Shue Yan University (formerly known as Hong Kong Shue Yan College) in July 1990. She then obtained a master’s degree in marketing management from Middlesex University, United Kingdom in February 2000. She has become a member and a chartered marketer of The Chartered Institute of Marketing, United Kingdom since February 2012 and July 2013, respectively.

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Leung Hoi Ki (梁凱棋), aged 44, is the senior quality assurance and operation manager of our Company. She is responsible for overseeing our operations and quality assurance of our products. She has over 20 years of experience in the Chinese medicine industry in Hong Kong and has worked in a number of pharmaceutical companies in Hong Kong.

Ms. Leung joined our Group in December 2014 as an operation manager, where she was responsible for overseeing the production, operation, product development and quality assurance affairs of proprietary Chinese medicine products. She was promoted as a quality assurance and operation manager of our Group in July 2021 and has been promoted to senior quality assurance and operation manager since October 2025.

Prior to joining our Group, Ms. Leung served as a quality assurance manager in Hong Kong Zihua Pharmaceutical Limited from April 2011 to December 2014. From January 2010 to April 2011, she served as a factory manager in Po Wo Tong Medicines (HK) Ltd. From June 2006 to January 2010, she served as a quality assurance officer in Wai Yuen Tong Medicine Co. Ltd.

Ms. Leung graduated from Hong Kong Baptist University in November 2006 with a bachelor of pharmacy with honors in Chinese medicine and obtained her master of science degree in nutrition, food science and technology from The Chinese University of Hong Kong in December 2010.

Lin Chiu Chun (林潮珍), aged 44, is the senior human resources manager of our Company. She is responsible for human resources, staff training and development of our Group. She has over 23 years of experience in human resources management.

Ms. Lin joined the Jacobson Pharma Group in March 2013 as an assistant human resources manager and was promoted to serve as a human resources manager from January 2015 to November 2020. From December 2020 to September 2024, she served as a human resources manager in the JBM Group and was promoted to serve as a senior human resources manager from October 2024 to March 2026. In April 2026, she joined our Group as a senior human resources manager.

Prior to joining the Jacobson Pharma Group, Ms. Lin served as a human resources assistant in Joyce Boutique Holdings Limited from June 2003 to March 2005, primarily responsible for assisting in payroll/commission calculation and administrative activities related to staff benefits. From March 2005 to June 2005, she served as a human resources assistant in Midland Realty (Strategic) Limited, providing all-round human resources support. From July 2005 to February 2013, she held various positions in the Chevalier Group, with her last position being an assistant manager.

Ms. Lin graduated from Hong Kong Baptist University in December 2003 with a bachelor of social sciences. In August 2005, she was awarded a diploma in human resources management from The University of Hong Kong School of Professional and Continuing Education, and in November 2014, she also obtained a master’s degree in human resources management from Hong Kong Baptist University.

Save as disclosed in this document, none of our senior management members holds or has held any directorships in any other company listed in Hong Kong or overseas in the last three years prior to the Latest Practicable Date.

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COMPANY SECRETARY

Tsui Kai Tsun (徐繼浚) was appointed as the company secretary of our Company on July 1, 2026. For details of his background, see the section headed “— Senior Management” above.

BOARD COMMITTEES

We have established the audit committee, the remuneration committee and the nomination committee and delegated various responsibilities to these committees, which assist our Board in discharging its duties and overseeing particular aspects of our Group’s activities.

Audit Committee

The audit committee consists of three Directors, namely, Young Chun Man Kenneth, Lin Zhixiu and Ngai Wah Sing Francis, all being independent non-executive Directors, with Young Chun Man Kenneth serving as the chairman. Mr. Young has the appropriate professional qualification and 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, risk management and internal control system of our Company and has the terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph D.3 of part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules.

Remuneration Committee

The remuneration committee consists of three Directors, namely Yim Chun Leung, Young Chun Man Kenneth, and Ngai Wah Sing Francis, with Young Chun Man Kenneth serving as the chairman. The remuneration committee is mainly responsible for evaluating the remuneration policies for Directors and senior management of our Company and making recommendations thereon to our Board and has the terms of reference in compliance with paragraph E.1 of part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules.

Nomination Committee

The nomination committee consists of three Directors, namely Leng Wei, Young Chun Man Kenneth and Ngai Wah Sing Francis representing both genders, with Ngai Wah Sing Francis serving as the chairman. The nomination committee is mainly responsible for identifying, screening and recommending to our Board qualified candidates to serve as the Directors and senior management and monitoring the procedures for evaluating the performance of our Board and has the terms of reference in compliance with paragraph B.3 of part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules.

CORPORATE GOVERNANCE

We recognize the importance of maintaining a high standard of corporate governance so as to ensure effective accountability and safeguard the interest of our Shareholders. Our corporate governance measures are based on principles and code provisions as set out in the Corporate Governance Code and we are in compliance with all code provisions of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules.

DIRECTORS AND SENIOR MANAGEMENT

BOARD DIVERSITY POLICY

Our Board has adopted a board diversity policy (the “**Board Diversity Policy**”) in order to enhance the effectiveness of our Board and to maintain a high standard of corporate governance. The Board Diversity Policy sets out the criteria in selecting candidates to our Board, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to our Board.

Our Directors have a balanced mix of knowledge and skills, including but not limited to overall business management, finance and accounting and law. Our Directors are of the view that our Board satisfies the Board Diversity Policy. In addition, our Board has a wide range of ages, ranging from 47 to 65 years old. One of our Directors is female. Pursuant to the Board Diversity Policy, we will maintain at least one female representation in the Board and the current Board composition satisfies this target gender ratio. We will continue to take steps to promote diversity at all levels and continue to work to ensure that appropriate balance of gender diversity is achieved with reference to [REDACTED] expectations, and international and local recommended best practices.

Our nomination committee is responsible for reviewing the diversity of the Board. After the [REDACTED], our nomination committee will monitor and evaluate the implementation of the Board Diversity Policy from time to time to ensure its continued effectiveness. Our nomination committee will also include in successive annual reports a summary of the Board Diversity Policy, including any measurable objectives set for implementing the Board Diversity Policy and the progress on achieving these objectives.

COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors and members of our senior management receive compensation from our Company in the form of fees, salaries, contributions to pension schemes, discretionary bonuses, allowances and other benefits in kind.

The aggregate remuneration (including Directors’ fees, salaries, retirement scheme contributions, discretionary bonuses, allowances and benefits in kind) incurred for our Directors in connection with their services rendered to our Group for the years ended March 31, 2024, 2025 and 2026 was HK\$1,663,000, HK\$2,456,000 and HK\$1,710,000, respectively.

For each the years ended March 31, 2024, 2025 and 2026, one out of the five highest paid individuals of our Company was our Director. The aggregate amount of Directors’ fees, salaries, retirement scheme contributions, discretionary bonuses, allowances and benefits in kind paid to the other individuals who were among the five highest paid individuals of our Company for the years ended March 31, 2024, 2025 and 2026 was HK\$4,891,000, HK\$4,015,000 and HK\$4,886,000, respectively.

No remuneration was paid by us to our Directors or the five highest paid individuals as an inducement to join or upon joining us or as a compensation for loss of office for the years ended March 31, 2024, 2025 and 2026. Further, none of our Directors had waived any remuneration during the same period.

DIRECTORS AND SENIOR MANAGEMENT

Save as disclosed above and in Appendix I to this document, no other payments have been made or are payable in respect of each of the years ended March 31, 2024, 2025 and 2026 by our Group to our Directors respectively.

Under the arrangements currently in force, the aggregate amount of remuneration, excluding discretionary bonuses, payable to our Directors for the year ending March 31, 2027 is estimated to be approximately HK\$3.7 million.

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

COMPLIANCE ADVISOR

We have appointed Quam Capital Limited as our compliance advisor pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, our compliance advisor will advise us in the following circumstances:

- before the publication of any regulatory announcement, circular or financial report;
- where a transaction, which might be a notifiable or connected transaction, is contemplated including share issues and share repurchases;
- where we propose to use the [REDACTED] of 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
- where the Stock Exchange makes an inquiry to our Company regarding unusual movements in the price or trading volume of the Shares of our Company or any other matters in accordance with Rule 13.10 of the Listing Rules.

The term of the appointment will commence on the [REDACTED] and end on the date on which we distribute our annual report in respect of our financial results for the first full financial year commencing after the [REDACTED].

CONFIRMATIONS 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.

DIRECTORS AND SENIOR MANAGEMENT

Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on July 13, 2026 and (ii) understands the requirements under the Listing Rules that are applicable to him or her 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 our Company or its subsidiaries or any connection with any core connected person of our Company under the Listing Rules as of the Latest Practicable Date and (iii) that there are no other factors that may affect his/her independence at the time of his/her appointment.