

## DIRECTORS AND SENIOR MANAGEMENT

### OVERVIEW

The Board will consist of nine Directors, including three executive Directors, three non-executive Directors and three independent non-executive Directors. The Directors serve for a term of three years and shall be subject to re-election upon retirement. The independent non-executive Directors shall not hold office for more than six consecutive years pursuant to the relevant PRC laws and regulations. The Board is responsible for and has the general power over the management and operation of our business. The table below sets out key information of our Directors:

### DIRECTORS

| Name                                   | Age | Position                                                                                          | Responsibilities                                                                                                              | Date of first appointment as a Director | Date of joining the Group |
|----------------------------------------|-----|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|---------------------------|
| Dr. Sheng Zelin<br>(盛澤林) . . . . .     | 66  | Chairman of the Board, executive Director and general manager                                     | Responsible for the overall strategic planning and operational management of the Company                                      | March 2009                              | March 2009                |
| Ms. Lu Huiping<br>(陸惠萍) . . . . .      | 59  | Executive Director and executive deputy general manager                                           | Responsible for the management of the Company’s quality, environment, health and safety (“EHS”), compliance and legal affairs | January 2010                            | January 2010              |
| Dr. Lyu Binhua<br>(呂彬華) . . . . .      | 47  | Executive Director, executive vice president, deputy general manager and chief scientific officer | Responsible for the Company’s new drug R&D and operational management                                                         | May 2022                                | July 2012                 |
| Ms. Li Deyu<br>(李德毓) . . . . .         | 46  | Non-executive Director                                                                            | Responsible for providing advice and making recommendations to the Board                                                      | May 2022                                | May 2022                  |
| Mr. Zhang Junchao<br>(張軍超) . . . . .   | 45  | Non-executive Director                                                                            | Responsible for providing advice and making recommendations to the Board                                                      | May 2025                                | June 2009                 |
| Mr. Yi Bihui<br>(易必慧) . . . . .        | 47  | Non-executive Director                                                                            | Responsible for providing advice and making recommendations to the Board                                                      | May 2025                                | June 2010                 |
| Mr. Cheng Zengjiang<br>(程增江) . . . . . | 60  | Independent Non-executive Director                                                                | Responsible for supervising and offering independent judgment to the Board                                                    | May 2025                                | May 2025                  |
| Ms. Guan Yamei<br>(管亞梅) . . . . .      | 56  | Independent Non-executive Director                                                                | Responsible for supervising and offering independent judgment to the Board                                                    | May 2025                                | May 2025                  |
| Mr. Guo Bing<br>(郭冰) . . . . .         | 53  | Independent Non-executive Director                                                                | Responsible for supervising and offering independent judgment to the Board                                                    | December 2025                           | December 2025             |

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### Executive Directors

**Dr. Sheng Zelin (盛澤林)**, aged 66, has been serving as the chairman of the Board and the general manager of the Company since the establishment of the Company in March 2009. Dr. Sheng is primarily responsible for the overall strategic planning and operational management of the Company.

Dr. Sheng holds various position in our subsidiaries. Dr. Sheng has served as executive director and general manager at Suzhou Zelgen since December 2009, as executive director at Shanghai Zelgen since December 2013, and as executive director and general manager at Zhejiang Zelgen since January 2021, respectively. He also served as a director at Gensun Biopharma from November 2018 to December 2025.

Dr. Sheng has almost 30 years of experience in the biopharmaceutical industry. From June 1996 to March 2003, he served as a senior research scientist in Bristol Myers Squibb. From April 2003 to June 2004, he served as a director of Shanghai Celgen Biopharmaceutical Co., Ltd. (上海賽金生物醫藥有限公司). From July 2004 to June 2005, he served as an executive director of Shanghai Onnext Pharmaceutical Technology Co., Ltd. (上海奧納醫藥技術有限公司), primarily responsible for the business planning and client acquisition. From June 2005 to March 2009, Dr. Sheng served as the chief operating officer of Egret Pharma (Shanghai) Co., Ltd. (白鷺醫藥技術(上海)有限公司), primarily responsible for the day-to-day administrative and operational functions, as well as pre-clinical and clinical operations.

Dr. Sheng obtained a master’s degree in hematology from the School of Medicine at Zhengzhou University (鄭州大學醫學院) (formerly known as Henan Medical University (河南醫科大學)) in the PRC in July 1986. He also obtained a doctorate degree in pharmacology from the University of Miami in the United States in December 1992. From January 1993 to May 1996, he completed his postdoctoral fellow in University of California San Diego in the United States. In September 2010, he obtained an Executive Master of Business Administration (EMBA) degree from China Europe International Business School (中歐國際工商學院) in the PRC.

**Ms. Lu Huiping (陸惠萍)**, aged 59, joined the Group in January 2010 and has been serving as the executive deputy general manager of the Company since then. Ms. Lu is primarily responsible for the management of the Company’s quality, EHS, compliance and legal affairs.

Ms. Lu has over 25 years of experience in the biopharmaceutical industry. Ms. Lu served as a lecturer of molecular genetics teaching and research section of Naval Medical University (中國人民解放軍海軍軍醫大學) from August 1992 to July 1999 and subsequently worked at Shanghai Clonbiotech. Co., Ltd. (上海克隆生物高技術有限公司) from August 1999 to December 2001. She then worked as a deputy general manager at Shanghai Ambrx Biopharma Co., Ltd. (上海安博生物醫藥有限公司) (formerly known as Shanghai Biolaxy Medical Science and Technology Co. Ltd. (上海藍心醫藥科技有限公司)) from November 2004 to September 2007, primarily responsible for the operational management and IND-enabling research for new drug projects, including CMC studies, preclinical research and regulatory filings. Prior to joining our group, Ms. Lu worked at MicuRx (Shanghai) Pharmaceuticals Inc. (盟科醫藥技術(上海)有限公司), serving as a deputy general manager from 2007 to 2009, primarily responsible for the operational management and IND-enabling research for new drug projects, including quality studies, preclinical research, and regulatory filings.

Ms. Lu obtained a bachelor’s degree in genetics and genetic engineering from Fudan University (復旦大學) in the PRC in July 1989 and a master’s degree in molecular genetics from the same university in July 1992. She obtained the senior engineer qualification in biopharmaceuticals in 2001. Ms. Lu completed the 18th Session of the Finance and Investment Entrepreneur Program sponsored by the School of Management, Fudan University in March 2018, and the Wharton executive education online program in March 2022.

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**Dr. Lyu Binhua** (呂彬華), aged 47, joined the Group in July 2012 and has served successively as the director of chemistry, vice president of chemistry, chief scientific officer, deputy general manager and executive vice president of the Company since then. Dr. Lyu was appointed as an executive Director of the Company in May 2022 and is primarily responsible for the Company’s new drug R&D and operational management.

Dr. Lyu has over 20 years of experience in the biopharmaceutical industry. From April 2004 to May 2005, Dr. Lyu served as a technical head of Shanghai Huali Biopharmaceutical Co., Ltd. (上海華理生物醫藥股份有限公司), where he led process development and optimization, designed synthetic routes for generic drugs for pilot and commercial scale-up, and managed technology transfer and coordination with collaborators. He then took the position of senior research scientist of Egret Pharma (Shanghai) Co., Ltd. (白鷺醫藥技術(上海)有限公司) before serving as a deputy director of medicine research and development of the same company from July 2010 to June 2012 prior to joining our Group.

Dr. Lyu obtained a bachelor’s degree in light chemical engineering from Qingdao University (青島大學) in the PRC in July 2001 and a master’s degree in organic chemistry from East China University of Science and Technology (華東理工大學) in the PRC in March 2004. He also obtained a doctorate degree in organic chemistry from the Chengdu Institute of Organic Chemistry, Chinese Academy of Sciences (中國科學院成都有機化學研究所) in the PRC in July 2010.

### Non-executive Directors

**Ms. Li Deyu** (李德毓), aged 46, joined the Group in May 2022. Ms. Li was appointed as a non-executive Director of the Company in May 2022 and is primarily responsible for providing advice and making recommendations to the Board.

Ms. Li has more than 15 years of experience in the biotechnology field. Since July 2009, she has served successively as deputy director of the laboratory, deputy general manager, general manager and director at Kunshan Institute of Industrial Technology Small Nucleic Acid Biotechnology Research Institute Co., Ltd. (昆山市工業技術研究院小核酸生物技術研究所有限責任公司). Since May 2023, Ms. Li has served as a director of Imsonic Medical China, Inc (澤朴醫療技術(蘇州)有限公司).

Ms. Li obtained a bachelor’s degree in biomedical engineering from Shandong University (山東大學) in the PRC in July 2002. She then obtained a master’s degree in cell and molecular biology from the School of Medicine, Newcastle University in the United Kingdom in September 2004, and a doctorate degree in cell and molecular biology from the same university in December 2008.

**Mr. Zhang Junchao** (張軍超), aged 45, joined the Group in June 2009 and has successively served as a R&D supervisor, senior manager of biologics production culture, deputy director of biologics production culture, and director of biologics production, respectively. Mr. Zhang was appointed as a non-executive Director of the Company in May 2025. He is primarily responsible for providing advice and making recommendations to the Board. Mr. Zhang has more than 15 years of experience in the biological-science field.

Mr. Zhang obtained a diploma in biology education from West Anhui University (皖西學院) in the PRC in June 2002, and a master’s degree in cell biology from Soochow University (蘇州大學) in the PRC in June 2009.

**Mr. Yi Bihui** (易必慧), aged 47, joined the Group in June 2010 and has successively served as a formulation researcher, a formulation manager, a deputy director of solid dosage form production, and director of solid dosage form manufacturing, respectively. He was appointed as an employee representative Director of the Company in May 2025. Mr. Yi is primarily responsible for providing advice and making recommendations to the Board.

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Mr. Yi has over 25 years of experience in the pharmaceutical manufacturing field. From August 1999 to November 2006, Mr. Yi successively served as a technician, a section leader and a technical-quality supervisor at Kunshan Shuanghe Pharmaceutical Co., Ltd. Preparation Factory (昆山雙鶴藥業有限責任公司製劑廠). From December 2006 to December 2010, he successively served as a QA manager, QA supervisor and QA section head in the quality management department of Shanghai Xinyi Huanghe Pharmaceutical Co., Ltd. (上海新黃河製藥有限公司) (formerly known as Shanghai Simpax Pharmaceutical Co., Ltd. (上海辛帕斯製藥有限公司)).

Mr. Yi obtained a bachelor’s degree in pharmacy from China Pharmaceutical University (中國藥科大學) in the PRC in July 2005.

### Independent Non-executive Directors

**Mr. Cheng Zengjiang (程增江)**, aged 60, joined the Group and was appointed as an independent non-executive Director in May 2025. He is primarily responsible for supervising and offering independent judgment to the Board.

Mr. Cheng has more than 35 years of experience in the pharmaceutical industry. He previously worked as assistant research fellow at the Chinese People’s Liberation Army (PLA) General Hospital (中國人民解放軍總醫院) in Beijing. From April 2006 to December 2006, he served as general manager at Beijing Sipu Run’an Medicine Technology Co., Ltd. (北京思普潤安醫藥科技有限公司). Mr. Cheng has served as chairman of Kebeiyuan (Beijing) Biopharmaceutical Technology Co., Ltd. (科貝源(北京)生物醫藥科技有限公司) since January 2007 and as chairman of Tongxiyi (Beijing) Technology Development Co., Ltd. (同寫意(北京)科技發展有限公司) since April 2017. He has also served as independent director of BrightGene Bio-Medical Technology Co., Ltd. (博瑞生物醫藥(蘇州)股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 688166)) since September 2024 and as independent director of Chengdu Easton Bio Pharmaceuticals Co., Ltd. (成都苑東生物製藥股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 688513)) since December 2024.

Mr. Cheng obtained a bachelor’s degree in pharmacy from Naval Medical University (中國人民解放軍海軍軍醫大學) in August 1986, a master’s degree in pharmaceutical analysis from the Academy of Military Medical Sciences (中國人民解放軍軍事科學院軍事醫學研究院) in August 1991, and a doctoral degree in pharmaceutical analysis from the same academy in August 1997, respectively.

**Ms. Guan Yamei (管亞梅)**, aged 56, joined the Group and was appointed as an independent non-executive Director in May 2025. She is primarily responsible for supervising and offering independent judgment to the Board.

Ms. Guan formerly served as an independent director at Xinjiang Hejin Holding Co., Ltd. (新疆合金投資股份有限公司) (formerly known as Shenyang Hejin Holding Co., Ltd (瀋陽合金投資股份有限公司)) (a company listed on the Shenzhen Stock Exchange (stock code: 000633)) from October 2014 to June 2017, Nanjing Red Sun Co., Ltd. (南京紅太陽股份有限公司) (a company listed on the Shenzhen Stock Exchange (stock code: 000525)) from April 2015 to October 2020, Suzhou Good-Ark Electronics Co., Ltd. (蘇州固錫電子股份有限公司) (a company listed on the Shenzhen Stock Exchange (stock code: 002079)) from April 2016 to April 2022, Anhui Huamao Textile Co., Ltd. (安徽華茂紡織股份有限公司) (a company listed on the Shenzhen Stock Exchange (stock code: 000850)) from May 2017 to May 2024, Guorui Technology Co., Ltd. (國睿科技股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 600562)) from October 2018 to October 2024, HeBei Raisesun Information Technology Co., Ltd. (河北志晟信息技術股份有限公司) (a company listed on the Beijing Stock Exchange (stock code: 920171)) from November 2020 to November 2023, and Nanjing Changjiang Urban Architectural Design Co., Ltd. (南京長江都市建築設計股份有限公司) from October 2020 to May 2024, respectively. She has also served as an independent director at Nanjing Well Pharmaceutical Group Co., Ltd. (南京威爾藥業集團股份有

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限公司) (a company listed on the Shanghai Stock Exchange (stock code: 603351)) since May 2023 and at Suzhou Hailu Heavy Industry Co., Ltd. (蘇州海陸重工股份有限公司) (a company listed on the Shenzhen Stock Exchange (stock code: 002255)) since April 2025.

Ms. Guan obtained a bachelor’s degree in accounting from Nanjing University of Finance and Economics (南京財經大學) (formerly known as Nanjing Institute of Economics (南京經濟學院) in July 1993, a master’s degree in accounting from Shanghai University of Finance and Economics (上海財經大學) in August 1999 and a doctoral degree in management science and engineering from Jiangsu University (江蘇大學) in June 2009, respectively. She completed post-doctoral research in accounting at Nanjing University (南京大學) from September 2010 to December 2012. Ms. Guan has been employed at Nanjing University of Finance and Economics (南京財經大學) since August 1993 and obtained the title of professor in August 2011. Ms. Guan has been a member of the Chinese Institute of Certified Public Accountants since September 2025.

In 2021, the Shenzhen Stock Exchange issued a Decision on Disciplinary Actions (the “**Decision**”) against Nanjing Red Sun Co., Ltd. (南京紅太陽股份有限公司) (“**Red Sun**”), in which it determined that Red Sun committed regulatory breaches, including non-operational occupation of funds by the controlling shareholder and its associates during August 2020 to December 2020 and irregular provision of external guarantees to the shareholder’s associate during May 2020 to July 2020. Pursuant to such decision, Red Sun was subject to public censure, while Ms. Guan, a then independent non-executive director and a member of the audit committee of Red Sun, together with other relevant directors, senior management members and supervisors of Red Sun, was subject to a notice of criticism (the “**Notice**”). During her tenure in Red Sun, Ms. Guan was primarily responsible for providing independent judgment to the board of directors of Red Sun and overseeing financial reporting and internal control of the Red Sun. Ms. Guan did not aware of, participate in, approve or facilitate the relevant regulatory breaches. Upon becoming aware of potential irregularities during the audit process before receiving the Decision and the Notice, Ms. Guan duly performed her duties as an independent director by making enquiries with the management and auditors, proposing remedial measures, urging the enhancement of internal control systems and recommending the prompt repayment of the occupied funds, which were subsequently fully repaid. The primary liable parties of the above regulatory breaches were identified as the Red Sun’s controlling shareholder and its associates for abusing control and undermining Red Sun’s independence, together with the chairman of the board, chief executive officer, and chief financial officers who failed to ensure compliant operations, effective financial oversight, and timely information disclosure, and all of the whom were subject to public censure. Ms. Guan was not disqualified to be a director of a company by the regulatory authorities nor received other punishment other than the Notice in respect of the above regulatory breaches. As advised by our PRC Legal Adviser, the notice of criticism does not constitute major or severe administrative regulatory measures pursuant to applicable PRC laws and regulations, and would not impair the suitability of Ms. Guan to serve as an independent non-executive director of the Company. Based on the foregoing facts and analysis, the PRC Legal Adviser’s advise, and the information currently available to the Sole Sponsor, nothing has come to the Sole Sponsor’s attention that would cause it to cast doubt on the suitability of Ms. Guan to serve as an independent non-executive director of the Company.

**Mr. Guo Bing** (郭冰), aged 53, joined the Group and was appointed as an independent non-executive Director in December 2025. He is primarily responsible for supervising and offering independent judgment to the Board.

Mr. Guo has more than 25 years of experience in the industrial and corporate management field. From December 2003 to July 2014, he successively served as president, executive vice president and a director of Centre Testing International Group Co., Ltd. (華測檢測認證集團股份有限公司) (a company listed on the Shenzhen Stock Exchange (stock code: 300012)). Mr. Guo has served as chairman of the board at Shenzhen Amae Co., Ltd (深圳國技儀器有限公司) and Shenzhen Guojia Investment Development Co., Ltd. (深圳市國佳投資發展有限公司) since November 2015. Mr. Guo has served as an independent non-executive director of Beijing DeepZero Technology Co., Ltd. (北京深演智能科技股份有限公司) (a company listed on the Stock Exchange (stock code: 2723) since May 2025.

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Mr. Guo obtained a bachelor’s degree in electronic engineering from Nanjing University of Science and Technology (南京理工大學) in June 1994 and an Executive Master of Business Administration (EMBA) from China Europe International Business School in September 2010 in the PRC. He also obtained a doctoral degree in management from the Hong Kong Polytechnic University (香港理工大學) in September 2015 in Hong Kong.

### SENIOR MANAGEMENT

The following table sets forth the key information about the senior management of the Company.

| Name                                | Age | Position                                                                                          | Responsibilities                                                                                | Date of first appointment as a senior management member | Date of joining the Group |
|-------------------------------------|-----|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------------------------------------------------|---------------------------|
| Dr. Sheng Zelin<br>(盛澤林) . . . . .  | 66  | Chairman of the Board, executive Director and general manager                                     | Responsible for the overall strategic planning and operational management of the Company        | March 2009                                              | March 2009                |
| Ms. Lu Huiping<br>(陸惠萍) . . . . .   | 59  | Executive Director and executive deputy general manager                                           | Responsible for the management of the Company’s quality, EHS, compliance and legal affairs      | January 2010                                            | January 2010              |
| Dr. Lyu Binhua<br>(呂彬華) . . . . .   | 47  | Executive Director, executive vice president, deputy general manager and chief scientific officer | Responsible for the Company’s new drug R&D and operational management                           | February 2019                                           | July 2012                 |
| Mr. Wu Jisheng<br>(吳濟生) . . . . .   | 61  | Deputy general manager and chief medical officer                                                  | Responsible for the Company’s new drug clinical development and regulatory registration affairs | February 2019                                           | July 2016                 |
| Ms. Gao Qingping<br>(高青平) . . . . . | 49  | Deputy general manager and secretary to the Board                                                 | Responsible for the Company’s securities affairs, administration and human resources management | February 2019                                           | July 2009                 |
| Mr. Huang Gang<br>(黃剛) . . . . .    | 55  | Deputy general manager and financial controller                                                   | Responsible for the financial management of the Company                                         | February 2019                                           | January 2019              |

For the biographical details of Dr. Sheng Zelin, Ms. Lu Huiping and Dr. Lyu Binhua, see “—Directors” above.

**Mr. Wu Jisheng** (吳濟生), aged 61, joined the Group in July 2016 and has successively served as the chief medical officer, deputy general manager and a director of the Company since then. Mr. Wu is primarily responsible for the Company’s new drug clinical development and regulatory registration affairs.

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Mr. Wu has over 30 years of experience in the clinical development and pharmaceutical R&D field. From August 1992 to September 1996, he successively served as the chief representative in Shanghai Representative Office, a southern district manager and a manager of the peptide hormone business unit in the PRC, respectively at Pfizer Investment Co., Ltd. (輝瑞投資有限公司) (formerly known as Pharmacia & Upjohn China Ltd. (法瑪西亞普強(中國)有限公司)). From June 1998 to October 2000, he served as a clinical research manager and a research scientist at Pharmacia & Upjohn. He also served as a senior director of clinical development at Auxilium USA and as an executive director of clinical development at Graceway Pharmaceuticals USA. From April 2011 to May 2014, he served as a senior vice president and general manager of Clinical Operations at Frontage Laboratories, Inc. He later served as the chief operating officer and senior vice president at Prosoft Clinical USA. From November 2014 to July 2016, he acted as the chief medical officer at WuXi Clinical Development Services (Shanghai) Co., Ltd. (上海康德弘翼醫學臨床研究有限公司) (formerly known as Shanghai Kintal Medical Technology Co., Ltd. (上海康德保瑞醫學臨床研究有限公司)).

Mr. Wu obtained a bachelor’s degree in clinical medicine from Shanghai Jiao Tong University School of Medicine (上海交通大學醫學院) (formerly known as Shanghai Second Medical University (上海第二醫科大學)) in the PRC in July 1991 and a master’s degree in internal medicine from the same university in June 1998. He also obtained a master’s degree in business administration from The Pennsylvania State University in the United States in August 2008.

**Ms. Gao Qingping (高青平)**, aged 49, joined the Group in July 2009 and has successively served as the director of administration and human resources, senior vice president of administration, deputy general manager and secretary to the Board of the Company since then. Ms. Gao is primarily responsible for the Company’s securities affairs, administration and human resources management.

Ms. Gao has approximately 25 years of experience in the management and investment field. From August 2000 to June 2001, she served as a quality engineer at SPH NO. 1 Biochemical & Pharmaceutical Co., Ltd. (上海上藥第一生化藥業有限公司) (formerly known as SPH NO. 1 Biochemical & Pharmaceutical Co., Ltd. (上海第一生化藥業有限公司)). From July 2001 to February 2008, she served as a group quality supervisor at Shanghai Hezhong Investment Development (Group) Co., Ltd. (上海禾眾投資發展(集團)有限公司) (formerly known as Shanghai Huayuan Changfu Pharmaceutical (Group) Co., Ltd. (上海華源長富藥業(集團)有限公司)). She served as project manager at Egret Pharma (Shanghai) Co., Ltd. from February 2008 to June 2009.

Ms. Gao obtained a bachelor’s degree in pharmaceutical engineering from East China University of Science and Technology in July 2000 and an Executive Master of Business Administration (EMBA) from China Europe International Business School in August 2021. She obtained the economist qualification by the Ministry of Human Resources and Social Security of the People’s Republic of China (中華人民共和國人力資源和社會保障部) in November 2002 and the licensed pharmacist professional qualification by the Shanghai Municipal Human Resources and Social Security Bureau (上海市人力資源和社會保障局) in December 2004.

**Mr. Huang Gang (黃剛)**, aged 55, joined the Group in January 2019 and has successively served as deputy general manager and financial controller since then. Mr. Huang is primarily responsible for the financial management of the Company.

Mr. Huang has approximately 30 years of experience in accounting and financial management. From July 1995 to December 2009, Mr. Huang successively served several accounting firms. From December 2009 to June 2016, he successively served as the financial controller and investment director at Hangzhou Tigermed Consulting Co., Ltd. (杭州泰格醫藥科技股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300347) and the Stock Exchange (stock code: 3347). From June 2016 to August 2017, he served as the chief financial officer at Shanghai Medsci Pharmaceutical Technology Co., Ltd. (上海梅斯醫藥科技有限公司) (a company listed on the Stock Exchange (stock code: 02415)). From August 2017 to February 2018, he served as the chief financial

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officer at Shanghai Yuanyao Biological Co., Ltd. (上海源耀農業股份有限公司) (formerly known as Shanghai Yuanyao Biological Co., Ltd. (上海源耀生物股份有限公司)). He later served as the financial controller at Zhejiang Heze Pharmaceutical Technology Co., Ltd. (浙江和澤醫藥科技股份有限公司) (formerly known as Hangzhou Heze Pharmaceutical Technology Co., Ltd. (杭州和澤醫藥科技有限公司)). From March 2016 to September 2024, he served as an independent director at Shanghai Shen Lian Biomedical Corporation (申聯生物醫藥(上海)股份有限公司) (a company listed on the Shanghai Stock Exchange (stock code: 688098)).

Mr. Huang has been serving as the managing partner of Ningbo Meishan Bonded Port Area Genhou Investment Partnership (Limited Partnership) (寧波梅山港保稅港區互厚投資合夥企業(有限合夥)) since March 2017, and of Songjing (Shanghai) Medical Technology Partnership (Limited Partnership) (淞京(上海)醫療科技合夥企業(有限合夥)) since September 2018. He also served as the managing partner of Shanghai Miaoqing Medical Technology Partnership (Limited Partnership) (上海遼京醫療科技合夥企業(有限合夥)) from January 2019 to October 2025.

Mr. Huang obtained an executive master of professional accounting (EMPA) degree from the Chinese University of Hong Kong (香港中文大學) in November 2015. He also obtained the senior accountant qualification, the certified public accountant qualification, the certified asset appraiser qualification, the certified tax agent qualification and the registered consulting engineer (investment) qualification.

### GENERAL

As of the Latest Practicable Date, (i) save as disclosed in this section, none of the Directors or members of the 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 date of this document; (ii) none of the Directors or members of the senior management of the Company was related to any other Directors and members of the senior management; (iii) save as disclosed in “Statutory and General Information” set out in Appendix IV to this document, none of the Directors or general manager of the Company 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) save as disclosed in this section, there was no additional matter with respect to the appointment of the Directors that needs to be brought to the attention of the Shareholders, and there was no additional information relating to the Directors that is required to be disclosed pursuant to Rules 13.51(2)(h) to (v) 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 December 2025, and (ii) understood his or her obligations as a director of a [REDACTED] issuer under the Listing Rules.

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### 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 the Company or its subsidiary 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 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

The Company has appointed Ms. Gao Qingping as our joint company secretary in November 2025, and Ms. Au Yeung Lai Yee in June 2026, with effect from the [REDACTED].

For details of Ms. Gao Qingping’s biography, see “— Senior Management” above.

**Ms. Au Yeung Lai Yee (歐陽麗儀)** was appointed as one of our joint company secretaries in June 2026. She is an assistant manager of SWCS Corporate Services Group (Hong Kong) Limited and has over ten years of experiences in corporate secretarial field. She has been an associate member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom. Besides, she obtained a bachelor’s degree in business administration from Hong Kong Baptist University and a master degree of corporate governance from Hong Kong Metropolitan University (formerly known as The Open University of Hong Kong).

### 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 the 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 Ms. Guan Yamei, Mr. Guo Bing, Ms. Li Deyu, with Ms. Guan Yamei currently serving as the chairperson. Ms. Guan Yamei has the appropriate professional experiences as 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 the Board, monitoring the independence of external auditors and evaluating their performance;
- (ii) examining the financial information of the Company and reviewing financial reports and statements of the Company;
- (iii) examining the financial reporting system, the risk management and internal control system of the Company, overseeing their rationality, efficiency and implementation and making recommendations to the Board; and
- (iv) dealing with other matters that are authorized by the Board.

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### 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. Cheng Zengjiang, Ms. Guan Yamei and Dr. Sheng Zelin, with Mr. Cheng Zengjiang 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 the Board with suitable candidates for the Directors, members of the senior management;
- (ii) reviewing the structure, size and composition of the Board (including but not limited to, gender, age, cultural and educational background, ethnicity, skills, knowledge and experience) at least annually, assisting the Board in maintaining a board skills matrix and making recommendations on any proposed changes to the Board to complement the Company’s corporate strategy;
- (iii) researching and developing standards and procedures for the election of the Board members, members of the senior management, and making recommendations to the Board;
- (iv) assessing the independence of the independent non-executive Directors;
- (v) supporting the Company’s regular evaluation of the Board’s performance; and
- (vi) dealing with other matters that are authorized by the 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. Guo Bing, Ms. Guan Yamei, Dr. Sheng Zelin, with Mr. Guo Bing currently serving as the chairperson. The primary duties of the Remuneration and Appraisal Committee include, but are not limited to, the following:

- (i) advising the Board on the overall remuneration plan and structure of the Directors and senior management and the establishment of transparent and formal procedures for determining the remuneration policy of the Company;
- (ii) monitoring the implementation of the remuneration system of the Company;
- (iii) making recommendations on the remuneration packages of the Directors and senior management; and
- (iv) dealing with other matters that are authorized by the Board.

### Strategy and ESG Committee

We have established the Strategy and ESG Committee with written terms of reference. The Strategy and ESG Committee consists of five Directors, namely Dr. Sheng Zelin, Ms. Lu Huiping, Dr. Lyu Binhua, Mr. Yi Bihui, Mr. Cheng Zengjiang, with Dr. Sheng Zelin currently serving as the chairperson. The primary duties of the Strategy and ESG Committee include, but are not limited to, the following:

- (i) reviewing and providing recommendations for the Company’s long-term development strategies, major investment proposals, major operation decisions and other important matters affecting the Company’s development;

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## DIRECTORS AND SENIOR MANAGEMENT

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- (ii) identifying significant ESG risks and opportunities, reviewing and providing recommendations for the company's ESG strategies and reports;
- (iii) monitoring the implementation of the above matters; and
- (iv) dealing with other matters that are authorized by the Board.

### CORPORATE GOVERNANCE CODE

The Company is committed to achieving a high standard of corporate governance with a view to safeguarding the interests of our Shareholders. To accomplish this, the Company intends to comply with the Corporate Governance Code set out in Appendix C1 to the Listing Rules and the Model Code for Securities Transactions by Directors of Listed Issuers set out in Appendix C3 to the Listing Rules after the [REDACTED].

Pursuant to code provision C.2.1 of Part 2 of the Corporate Governance Code, companies [REDACTED] on the Stock Exchange are expected to comply with, but may choose to deviate from the requirement that the responsibilities between the chairman of the board and the general manager should be segregated and should not be performed by the same individual. We do not have a separate chairman of the board and general manager, and Dr. Sheng Zelin currently performs these two roles. The Board believes that vesting the roles of both the chairman of the board and general manager in the same person has the benefit of ensuring consistent leadership within the Group and enables more effective and efficient overall strategic planning for the Group. The Board considers that the balance of power and authority for the present arrangement will not be impaired and this structure will enable the Company to make and implement decisions promptly and effectively. The Board will continue to review and consider splitting the roles of the chairman of the board and the general manager of the Company if and when it is appropriate taking into account the circumstances of the Group as a whole.

Save as disclosed above, the Company intends to comply with all code provisions under the Corporate Governance Code after the [REDACTED].

### BOARD DIVERSITY POLICY

We have adopted the board diversity policy which sets out the objective and approach for achieving and maintaining the 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 ultimate selection of Board candidates will be based on merit and potential contribution to the Board having due regard to the benefits of diversity on the Board and also the specific needs of the Company without focusing on a single diversity aspect. The 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 medicine, molecular genetics, organic chemistry, electronic engineering, accounting and business administration. Furthermore, the Board has a diverse age and gender representation. Our Board currently comprises three female Directors and six male Directors, ranging from 45 years old to 66 years old.

With regards 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 the Company, including but without limitation at the 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 the Board. The Group will also identify and select several female individuals with a diverse range of skills, experience and knowledge in different fields from time to time, and maintain a list of such female individuals who possess qualities to become the Board members, which will be reviewed by our nomination

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committee periodically to maintain gender diversity of the Board. Taking into account our existing business model and specific needs as well as the different background of the Directors, the composition of the 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. The Company 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, bonuses, allowances and benefits in kind and equity-settled share award expense. The independent non-executive Directors receive compensation based on their responsibilities. The remuneration of the Directors and senior management members is determined with reference to the remuneration paid by comparable companies and the achievement of major operating indicators of the Company.

The aggregate amount of remuneration (including salaries, bonuses, allowances and benefits in kind, equity-settled share award expense and pension scheme contributions) paid to the Directors and supervisors for the three years ended December 31, 2023, 2024 and 2025 and the six months ended June 30, 2026 amounted to RMB0.9 million, RMB11.1 million, RMB9.96 million and RMB4.03 million, respectively.

The aggregate amount of remuneration (including salaries, bonuses, allowances and benefits in kind, equity-settled share award expense and pension scheme contributions) incurred by the five highest-paid individuals of the Group (including two, two, two and two Directors) for the three years ended December 31, 2023, 2024 and 2025 and the six months ended June 30, 2026 amounted to RMB14.1 million, RMB16.0 million, RMB14.6 million and RMB6.3 million, respectively.

Under the current compensation arrangement, we estimate the total compensation before taxation to be accrued to the Directors for the year ending December 31, 2026 to be approximately RMB11.5 million. The actual remuneration of Directors in 2026 may be different from the expected remuneration.

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

### COMPLIANCE ADVISER

The Company has appointed Red Solar Capital Limited as our Compliance Adviser in compliance with Rules 3A.19 of the Listing Rules. The Compliance Adviser 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 Adviser will advise the Company in certain circumstances including:

- (i) before the publication of any regulatory announcement, circular or financial report;

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- (ii) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues, sales or transfers of treasury shares 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 the Company in accordance with Rule 13.10 of the Listing Rules.

Pursuant to Rule 3A.24 of the Listing Rules, the Compliance Adviser will, on a timely basis, inform the Company of any amendment or supplement to the Listing Rules that are announced by the Stock Exchange. The Compliance Adviser will also inform the 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 the 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].