

DIRECTORS AND SENIOR MANAGEMENT

OVERVIEW

The Board consists of seven Directors, including three executive Directors, one non-executive Director and three independent non-executive Directors. The Board is responsible, and has general authority for, the management and operation of our Company. Our Directors are appointed for a term of three years and are eligible for re-election upon expiry of their term of office.

Our senior management is responsible for the day-to-day operations of our Company.

All of the Directors and senior management have met the qualification requirements under the relevant PRC laws and regulations and the Listing Rules for their respective positions.

BOARD OF DIRECTORS

The following table sets forth certain information regarding the members of our Board.

Name	Age ^{Note}	Position	Date of joining our Group	Date of appointment as a Director	Responsibility	Relationship with other Directors and senior management
Executive Directors						
Mr. Zhao Min (趙敏)	56	Chairman of our Board, executive Director and general manager	May 2004	May 2015	Responsible for overseeing the overall management and business operation, Board affairs, formulating strategies and operation plans and making major business decisions of our Group	Brother of Mr. Zhao Liang
Ms. Xie Li (謝莉)	34	Executive Director and the Board secretary	November 2025	January 2026	Responsible for overseeing the Board affairs, corporate governance and capital operations of our Group	Nil
Ms. Geng Anni (耿安妮)	38	Executive Director and international business director	November 2022	January 2026	Responsible for international business and sales	Nil
Mr. Zhao Liang (趙亮)	48	Executive Director and senior manager of IT department	February 2018	August 2026	Responsible for the Company’s IT planning, infrastructure development, data security, and daily IT operations	Brother of Mr. Zhao Min
Independent non-executive Directors						
Mr. Zhang Kejian (張克堅)	70	Independent non-executive Director	January 2026	January 2026	Responsible for providing independent advice on the operations and management of our Group	Nil
Mr. Hu Kun (胡堃)	60	Independent non-executive Director	January 2026	January 2026	Responsible for providing independent advice on the operations and management of our Group	Nil

DIRECTORS AND SENIOR MANAGEMENT

Name	Age ^{Note}	Position	Date of joining our Group	Date of appointment as a Director	Responsibility	Relationship with other Directors and senior management
Mr. Xu Youlin (徐尤林)	54	Independent non-executive Director	January 2026	January 2026	Responsible for providing independent advice on the operations and management of our Group	Nil

Note: Ages are calculated based on the year of birth.

Executive Directors

Mr. Zhao Min (趙敏), aged 56, is the chairman of our Board, an executive Director and the general manager of our Company. Mr. Zhao founded our Company in May 2004, and is primarily responsible for overseeing the overall management and business operation, Board affairs, formulating strategies and operation plans and making major business decisions of our Group. Mr. Zhao also serves as the director of certain subsidiaries of our Group.

Prior to founding our Company, Mr. Zhao served as a chief attending physician (主治醫師) at Department of Infection Control of The General Hospital of the Air Force of PLA (中國人民解放軍空軍總醫院) (currently known as Air Force Medical Center, PLA (中國人民解放軍空軍特色醫學中心)). From January 2000 to April 2004, Mr. Zhao served as a clinic research manager in Boehringer Ingelheim International Trading (Shanghai) Co., Ltd. (勃林格殷格翰國際貿易 (上海) 有限公司) (currently known as Boehringer Ingelheim Smart Healthcare Technology (Shanghai) Co., Ltd. (勃林格殷格翰智慧醫療科技(上海)有限責任公司)).

Mr. Zhao obtained a bachelor’s degree in health management from Anhui Medical University (安徽醫科大學) in July 1994, a master’s degree in immunology from The First Military Medical University (中國人民解放軍第一軍醫大學) (currently known as Southern Medical University (南方醫科大學)) in July 1997, and a master’s degree in business administration from Peking University (北京大學) in June 2005. Mr. Zhao was admitted as a practicing physician by Ministry of Health of the People’s Republic of China (中華人民共和國衛生部) in September 1999.

Ms. Xie Li (謝莉), aged 34, is an executive Director and the Board secretary of our Company. Ms. Xie joined our Company in November 2025, and is primarily responsible for overseeing the Board affairs, corporate governance and capital operations of our Group.

Prior to joining our Company, from July 2018 to November 2022, Ms. Xie worked in Shanghai Innovation Investment Group Co., Ltd. (上海創新投資集團有限公司). Ms. Xie served as an investment manager (投資經理) in investment department I (投資一部) from May 2023 to January 2024 at Hefei Xingtai Capital Management Co., Ltd. (合肥興泰資本管理有限公司) and promoted to deputy general manager (副總經理) in the same department in January 2024. From March 2025 to November 2025, she held the position of deputy general manager (in charge) (副總經理(主持工作)) of the department at Hefei Xingtai Venture Capital Management Co., Ltd. (合肥興泰創業投資管理有限公司). Ms. Xie obtained a bachelor’s degree in pharmaceutical preparation (藥物製劑) from Anhui University of Chinese Medicine (安徽中醫藥大學) in June 2015 and obtained a master’s degree in pharmaceuticals (藥劑學) from Fudan University (復旦大學) in June 2018.

Ms. Xie was certified as a National Licensed Pharmacist (國家執業藥師) by the Ministry of Human Resources and Social Security (人力資源和社會保障部) and the National Medical Products Administration (國家藥品監督管理局) in October 2021.

DIRECTORS AND SENIOR MANAGEMENT

Ms. Geng Anni (耿安妮), aged 38, is an executive Director and international business director of our Company. She is responsible for international business and sales. She joined our Company in November 2022 as an assistant to the chief executive officer. In May 2024, she was designated as the international business director of our Company. Prior to joining our Company, from June 2015 to June 2018, Ms. Geng worked in Shanghai Henlius Biotech, Inc. (上海復宏漢霖生物技術股份有限公司), a company listed on the Stock Exchange (stock code: 02696), which was previously known as Shanghai Henlius Biotech Co., Ltd. (上海復宏漢霖生物技術有限公司) when she first joined. She served as the EHS manager (EHS 經理) at Shanghai Henlius Biopharmaceutical Co., Ltd. (上海復宏漢霖生物製藥有限公司), which is a wholly owned subsidiary of Shanghai Henlius Biotech, Inc. from June 2018 to May 2021.

Ms. Geng obtained a bachelor’s degree in applied chemistry (應用化學) from Beijing Technology and Business University (北京工商大學) in June 2010 and a master’s degree in OEH & chemistry from the University of Massachusetts Lowell in May 2014.

Mr. Zhao Liang (趙亮), aged 48, is an executive Director and the senior manager of IT department of our Company. He is responsible for our Company’s IT planning, infrastructure development, data security and daily IT operations. He joined our Company in February 2018.

Prior to joining our Company, from June 2013 to September 2017, he worked at Beijing Hesai Clothing Co., Ltd. (北京和賽服飾有限公司), a subsidiary of HEMIAN International TRADING (Shanghai) Co., Ltd. (和綿國際貿易(上海)有限公司).

Mr. Zhao obtained a graduation certificate from Tongling No.2 senior Vocational School (安徽省銅陵市第二高級職業中學) in July 1995.

Independent non-executive Directors

Mr. Zhang Kejian (張克堅), aged 70, is an independent non-executive Director of our Company. He joined our Company in January 2026. He is responsible for providing independent advice on the operations and management of our Group.

Mr. Zhang previously served as a researcher at the Institute of Materia Medica, Chinese Academy of Medical Sciences (中國醫學科學院藥物研究所) and served as deputy director (中心副主任) at the Centre for Medical Device Evaluation of the National Medical Products Administration (國家藥監局醫療器械技術審評中心) from September 2007 to December 2008. He transitioned to academia in January 2009, serving as a professor (教授) at the School of Pharmaceutical Sciences, Sun Yat-sen University (中山大學藥學院) until April 2016. Concurrently, from January 2009 to June 2024, he held the concurrent role of chief scientist (首席科學家) at the South China Centre for Innovative Pharmaceuticals (廣東華南新藥創製中心).

Mr. Zhang has held multiple board positions in listed companies. He was an independent director at Yifan Pharmaceutical Co., Ltd. (億帆醫藥股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 002019), from October 2014 to October 2020. He was an independent director at China Resources Double-Crane Pharmaceutical Co., Ltd. (華潤雙鶴藥業股份有限公司) (a company listed on the Shanghai Stock Exchange, stock code: 600062), from February 2016 to June 2018. He was an independent director of Hunan Fangsheng Pharmaceutical Co., Ltd. (湖南方盛製藥股份有限公司) (a company listed on the Shanghai Stock Exchange, stock code: 603998), from August 2018 to January 2021. He was an independent director at Zhejiang Hisoar Pharmaceutical Co., Ltd. (浙江海翔藥業股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 002099), from November 2019 to November 2022.

Mr. Zhang has been respectively serving as an independent non-executive Director at China Resources Pharmaceutical Group Limited (華潤醫藥集團有限公司) (a company listed on the Stock Exchange, stock code: 03320) since June 2016. He served as an independent director at Liaoning Cheng Da Biotechnology Co., Ltd. (遼寧成大生物股份有限公司) (a company

DIRECTORS AND SENIOR MANAGEMENT

listed on the Shanghai Stock Exchange, stock code: 688739) from April 2020 to April 2023. He has been also respectively serving as an external director at Guangzhou Boji Medical Technology Co., Ltd. (廣州博濟醫藥生物技術股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 300404) since June 2020 and an independent director at Yipinhong Pharmaceutical Co., Ltd. (一品紅藥業股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 300723) since July 2024.

Mr. Zhang obtained a bachelor’s degree in medicine from China Medical University (中國醫科大學) in November 1982 and a master’s degree in pathophysiology (病理生理學) from the same university in August 1985. Subsequently, he pursued doctoral studies abroad and obtained his Ph.D. in pharmacy from Chiba University (日本千葉大學) in Japan in March 1990.

Mr. Zhang obtained the Independent Director Qualification Certificate (獨立董事資格證書) from the Shanghai Stock Exchange in April 2014 and was honoured as an Expert Receiving Special Government Allowance from the State Council (國務院特殊津貼專家) by the State Council of China in 2024.

Mr. Hu Kun (胡堃), aged 60, is an independent non-executive Director of our Company. He joined our Company in January 2026. He is responsible for providing independent advice on the operations and management of our Group.

From September 1989 to June 2016, Mr. Hu served as a doctor at the former First Affiliated Hospital of the People’s Liberation Army General Hospital (原解放軍總醫院第一附屬醫院) in China. Since July 2016, he has been serving as a doctor at Beijing Tiantan Puhua Hospital (北京天壇普華醫院) in China. Since March 2023, he has been serving as a researcher at the Technological and Higher Education Institute of Hong Kong (THEi) (香港高等教育科技學院).

Mr. Hu obtained a bachelor’s degree in military medicine from the First Military Medical University (第一軍醫大學) in July 1989 and a master’s degree in public health policy and management (公共衛生政策與管理) from Southern Medical University & ISCTE-University Institute of Lisbon (南方醫科大學及葡萄牙里斯本大學學院) in August 2024.

Mr. Hu obtained the Attending Physician (主治醫師) certification from the Health Technical Qualification Examination Centre of the People’s Liberation Army (中國人民解放軍衛生技術資格考試中心) in October 1995 and his Physician Qualification (醫師資格) from the Health Department of the General Logistics Department (總後勤部衛生部) in May 1999. Mr. Hu obtained the Practicing Physician (執業醫師) license from the Beijing Municipal Health and Family Planning Commission (北京市衛生與計劃生育委員會) in July 2016.

Mr. Xu Youlin (徐尤林), aged 54, is an independent non-executive Director of our Company. He joined our Company in January 2026. He is responsible for providing independent advice on the operations and management of our Group.

Mr. Xu served as a technician at Beijing Vacuum Flask Industrial Company (北京保溫瓶工業公司) in China from July 1995 to December 1998. From January 1999 to January 2003, Mr. Xu successively served as project manager, department manager and deputy chief accountant at Zhongcai Certified Public Accountants Co., Ltd. (中才會計師事務所有限責任公司) in China. He then served as a certified public accountant at Beijing Zhongrunze Certified Public Accountants Co., Ltd. (北京中潤澤會計師事務所有限公司) in China from February 2002 to December 2002. Since January 2003, Mr. Xu has been successively served as various positions including department manager, assistant to the chief accountant, Director of the quality control centre, deputy chief accountant, deputy general manager, and deputy Director at the Zhongyi Certified Public Accountants Co., Ltd. (中一會計師事務所有限責任公司) in China. Since March 2010, he has also served as the deputy general manager at Beijing Zhongyi Asset Appraisal Co., Ltd. (北京中一資產評估有限公司) in China.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Xu obtained a college diploma in thermal energy engineering (熱能工程) from Huangshi Polytechnic College (黃石高等專科學校) in July 1995 and a master’s degree in business administration (工商管理) from Harbin University of Science and Technology (哈爾濱理工大學) in June 2009, which was a distance-learning course.

Mr. Xu obtained the Chinese Certified Public Accountant (中國註冊會計師) certification from the Chinese Institute of Certified Public Accountants (中國註冊會計師協會) in September 1999 and the Certified Asset Appraiser (中國資產評估師) accredited by the China Appraisal Society (中國資產評估師協會) in August 2001. He also holds the Accountant (會計師) qualification issued by the Ministry of Finance of the People’s Republic of China (中華人民共和國財政部) which was obtained in May 2002.

SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management of our business. The following table sets forth certain information regarding the members of our senior management.

Name	Age ^{Note}	Position	Date of joining our Group	Date of appointment as senior management	Responsibility
Dr. Wang Yaping (王亞平)	45	Chief scientific officer	February 2026	April 2026	Responsible for executing the comprehensive strategy pertaining to scientific research, regulatory affairs, and the clinical development process
Mr. Jin Zhengjian (金正健)	48	Vice general manager	January 2021	January 2026	Responsible for overseeing organizational management transformation and the development of the Company’s management systems
Mr. Yan Zhenan (嚴哲南)	52	Vice general manager	December 2025	January 2026	Responsible for the digital management and artificial intelligence management
Mr. Zhan Tao (詹濤)	49	Vice general manager	February 2018	January 2026	Responsible for business operations and day-to-day management
Mr. Gu Zhifu (辜志福)	56	Chief financial officer	August 2015	April 2018	Responsible for overseeing the overall financial management of our Group
Mr. Zhang Bokang (張伯康)	55	Assistant to general manager	April 2017	December 2021	Responsible for overseeing regulatory compliance affairs including legal, procurement and risk control

Note: Ages are calculated based on the year of birth.

DIRECTORS AND SENIOR MANAGEMENT

Dr. Wang Yaping (王亞平), aged 45, is the chief scientific officer of our Company. He holds the primary responsibility for executing the comprehensive strategy pertaining to scientific research, regulatory affairs, and the clinical development process, with a specific focus on the design, management, and oversight of clinical trials.

Dr. Wang possesses substantial expertise in the biopharmaceutical and regulatory sectors. From March 2015 to January 2021, he served as a reviewer at the U.S. Food and Drug Administration (FDA). Following this, he co-founded Axter Therapeutics Biopharmaceutical (Tianjin) Co. Ltd. (艾斯拓康生物醫藥(天津)有限公司) and held the role of vice president from January 2021 to June 2022, contributing to the company’s strategic growth and operations. Subsequently, from June 2022 to January 2026, Dr. Wang served as the chief of staff, and vice president of clinical development at Shanghai RNACure BioPharma Co., Ltd. (上海藍鵲生物醫藥有限公司).

Dr. Wang completed his bachelor’s degree in applied mathematics at the Beijing Institute of Technology (北京理工大學) in June 2003. He subsequently earned a master’s degree in epidemiology and population genetics from Peking Union Medical College (北京協和醫學院) in July 2006. Further advancing his academic pursuits, he obtained a master’s degree in biostatistics from Emory University in October 2009, followed by a doctoral degree in biostatistics from the University of Texas in October 2014.

Mr. Jin Zhengjian (金正健), aged 48, is the vice general manager of our Company. He is responsible for overseeing organizational management transformation and the development of the Company’s management systems. He has served as the vice general manager of our Company from January 2021 to October 2022 and from November 2023 to present.

Mr. Jin worked at Huawei Technologies Co., Ltd. (華為技術有限公司) from July 2001 to January 2021, where he served as assistant manager from July 2001 to June 2009, was promoted to HR Partner in July 2009, and subsequently served as the senior financial manager for financial planning and analysis until December 2014 and held the role of Expert when he left.

Mr. Jin obtained a bachelor’s degree in economic management (經濟管理) from Nanjing University of Aeronautics and Astronautics (南京航空航天大學) in June 2001.

Mr. Yan Zhenan (嚴哲南), aged 52, is the vice general manager of our Company. He is responsible for the digital management and artificial intelligence management. He joined our Company in December 2025 following the acquisition of Guangdong Weilin.

Prior to joining our Company, Mr. Yan held various technical and management positions at several technology companies, including Huawei Technologies Co., Ltd. (華為技術有限公司). From Shanghai GTX Semiconductor Company (上海光通信公司, currently known as Shanghai GTX Semiconductor Co., Ltd. (上海光通信有限公司)), The9 Computer Technology Consulting (Shanghai) Co., Ltd. (第九城市計算機技術諮詢(上海)有限公司) (a company within the group of The9 LTD, whose shares are listed on National Association of Securities Dealers Automated Quotations (“NASDAQ”), stock code: NCTY) He served as a software architect at Shengda Computer (Shanghai) Co Ltd., (盛大計算機(上海)有限公司) from May 2008 to April 2011. From 2011 to 2018, he held senior positions, including system architecture expert at Shanghai Quanlv Network Technology Co., Ltd. (上海全旅網絡科技有限公司), the chief technology officer of RRS.com (海爾日日順商城) at Haier Group E-commerce Co., Ltd. (海爾集團電子商務有限公司) (a company within the group of Haier Smart Home Co., Ltd., whose A Shares are listed on the Shanghai Stock Exchange (stock code: 600690), whose D Shares are listed on the China Europe International Exchange AG D Share Market and quoted on the Frankfurt Stock Exchange (stock code: 690D), and whose H Shares are listed on the Stock Exchange (stock code: 6690); the lead engineer at Shanghai Zhiao Yihaodian Information Technology Company Limited (上海智奧一號店信息技術有限公司) (a company which was Tencent’s E-commerce platform); the chief technology officer at Shanghai Metersbonwe Fashion and Accessories Co., Ltd. (上海美特斯邦威服飾股份有限公司) (a company listed on Shenzhen Stock Exchange, stock code: 002269); and the chief technology officer at Zhejiang Taimei Medical Technology Co., Ltd. (浙江太美醫療科技股份有限公司) (a company listed on the Stock Exchange, stock code: 02576).

DIRECTORS AND SENIOR MANAGEMENT

Mr. Yan obtained a bachelor’s degree in computing mathematics and software applications from Fudan University (復旦大學) in July 1997 and a master’s degree in computer software from Fudan University in June 2000.

Mr. Yan was accredited as a senior developer (高級程序員) by China Computer Software Professional Qualification and Skill Testing Committee (中國計算機軟件專業技術資格和水平考試委員會) in October 1995. He obtained Project Management Professional (PMP) Certification accredited by Project Management Institute in March 2009. He was accredited as a senior information security engineer (信息安全師(高級)) by Shanghai Municipal Human Resources and Social Security Bureau (上海市人力資源和社會保障局) in September 2010.

Mr. Zhan Tao (詹濤), aged 49, is the vice general manager of our Company. He was responsible for business operations and day-to-day management. He joined our Company in February 2018.

Mr. Zhan worked at Tianjin Changzheng Hospital (天津長征醫院) in China from September 2004 to March 2007 and worked at Chengdu Kanghong Pharmaceutical Group Co., Ltd. (成都康弘藥業集團股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 002773) in China from July 2007 to August 2007. From January 2008 to August 2009, he successively served as senior clinical research associate at Hangzhou Tigermed Technology Co., Ltd. (杭州泰格醫藥科技有限公司), which was currently known as 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: 03347). He served as a senior clinical research specialist at Covance Pharmaceutical R&D (Beijing) Co., Ltd. (科文斯醫藥研發(北京)有限公司) from September 2009 to March 2011. From April 2011 to June 2012, he served as the clinical operation leader at Parexel (Shanghai) Co., Ltd. (精鼎醫藥研究開發(上海)有限公司). He then served as a medical manager at Allergan Information Consulting (Shanghai) Co., Ltd. (艾爾建資訊諮詢(上)有限公司) from July 2012 to November 2012. From April 2014 to April 2017, he held the position of ICRO Asso. Director of Beijing Novartis Pharma Co., Ltd. (北京諾華製藥有限公司).

Mr. Zhan obtained a master’s degree in clinical medicine (臨床醫學) from West China Centre of Medical Sciences, Sichuan University (四川大學華西醫學中心) in June 2004. Mr. Zhan obtained the Professional Physician (職業醫師) certification from the Tianjin Municipal Health Bureau (天津市衛生局) in January 2005.

Mr. Gu Zhifu (辜志福), aged 56, is the chief financial officer of our Company. He is responsible for overseeing the overall financial management of our Group. He joined our Company in August 2015.

Prior to joining our Company, Mr. Gu began his career at the Huangshi Branch of China Construction Bank Corporation (中國建設銀行股份有限公司黃石市分行) (a company listed on the Stock Exchange, stock code: 00939 and Shanghai Stock Exchange, stock code: 601939), where he held various positions including accountant and comprehensive department manager from July 1994 to December 2002. He then served as an audit manager at Zhongyi Certified Public Accountants (中一會計師事務所) from January 2003 to September 2006. Subsequently, he joined China Grand Enterprises, Inc. (中國遠大集團有限公司), holding various roles from October 2006 to December 2012. Mr. Gu served as the financial director at Beijing Kangpaite Pharmaceutical Technology Development Co., Ltd. (北京康派特醫藥科技開發有限公司) from January 2013 to August 2015.

Mr. Gu obtained a bachelor’s degree in economics (經濟學) from Beijing Normal University (北京師範大學) in July 1994.

Mr. Gu obtained the Chinese Certified Public Accountant (Non-practicing) (中國註冊會計師(非執業)) certification from the Beijing Institute of Certified Public Accountants (北京註冊會計師協會) in October 2018.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Zhang Bokang (張伯康), aged 55, is the assistant to the general manager of our Company. He is responsible for overseeing regulatory compliance affairs including legal, procurement and risk control. He joined our Company in April 2017 as a legal director.

Mr. Zhang used to work in Ma’anshan City, Anhui Province (安徽省馬鞍山市基層人民法院). From March 2004 and April 2017, he successively served as a lawyer at Beijing Huicheng Law Firm (北京市惠誠律師事務所), Beijing Huayi Law Firm (北京市華一律師事務所), Beijing Bohan Law Firm (北京市博瀚律師事務所), Beijing Hengda Law Firm (北京市恒達律師事務所), Beijing Shixin Law Firm (北京市時信律師事務所) and Anfeng Law Firm (安峰律師事務所).

Mr. Zhang obtained a bachelor’s degree in economic law (經濟法) from East China University of Political Science and Law (華東政法大學) in July 1992.

He passed the PRC bar exam and obtained the Lawyer’s Qualification (律師資格) issued by the Ministry of Justice (司法部), and he has been practicing law as a lawyer in PRC since 2004.

Save as disclosed above, each of our Directors and senior management members confirms with respect to himself or herself that (1) he or she had no other relationship with any Director, senior management or substantial Shareholder of our Company as at the Latest Practicable Date; (2) he or she did not hold any other directorships in the three years prior to the Latest Practicable Date in any public companies of which the securities are listed on any stock exchange in Hong Kong and/or overseas; and (3) there are no other matters concerning our Directors’ appointment that need to be brought to the attention of our Shareholders and the Stock Exchange or shall be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules.

JOINT COMPANY SECRETARIES

Mr. Zhang Bokang (張伯康), aged 55, is the assistant to the general manager of our Company and was appointed as one of the joint company secretaries of our Company with effect from the [●]. For his biography, see “— Senior Management”.

Ms. Ho Sze Wah Cecilia (何詩華) was appointed as one of the joint company secretaries of our Company with effect from the [●].

Ms. Ho has over 14 years of experience in company secretarial services and corporate governance for both Hong Kong and multinational corporations. She is currently the manager of Global Entity Compliance at Computershare Hong Kong Investor Services Limited.

Ms. Ho obtained a bachelor’s degree in business administration and management from De Montfort University in the United Kingdom, and a master’s degree in professional accounting and corporate governance from City University of Hong Kong (香港城市大學) in Hong Kong. She is an associate member of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

BOARD COMMITTEES

Our Company has established three committees under the Board of Directors, namely the Audit Committee, the Remuneration Committee, and the Nomination Committee.

Audit Committee

The Audit Committee consists of three Directors, namely Mr. Xu Youlin, Mr. Hu Kun and Mr. Zhang Kejian, with Mr. Xu Youlin currently serving as the chairman. Mr. Xu Youlin 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

DIRECTORS AND SENIOR MANAGEMENT

our Group and has the terms of reference in compliance with the relevant PRC laws and regulations and 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 Mr. Zhang Kejian, Mr. Xu Youlin and Mr. Zhao, with Mr. Zhang Kejian currently serving as the chairman. The Remuneration Committee is mainly responsible for evaluating the remuneration policies for Directors and senior management of our Group and making recommendations thereon to the Board of Directors and has the terms of reference in compliance with relevant laws and regulations of the PRC and 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 five Directors, namely Mr. Zhao, Ms. Xie Li, Mr. Zhang Kejian, Mr. Hu Kun and Mr. Xu Youlin, with Mr. Zhao currently serving as the chairman. The Nomination Committee is mainly responsible for identifying, screening and recommending to the Board of Directors qualified candidates to serve as the Directors and senior management and monitoring the procedures for evaluating the performance of the Board of Directors and has the terms of reference in compliance with the relevant laws and regulations of the PRC and paragraph B.3 of part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules.

DIVERSITY POLICY OF THE BOARD OF DIRECTORS

The Board of Directors has adopted a board diversity policy (the “**Board Diversity Policy**”) in order to enhance the effectiveness of our Board of Directors and to maintain high standard of corporate governance. The Board Diversity Policy sets out the criteria in selecting candidates to our Board of Directors, 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 of Directors.

Our Directors have a balanced mixed of knowledge and skills, including but not limited to overall business management, finance and accounting, information technology and financial management. The Board of Directors is of the view that our Board of Directors satisfies the Board Diversity Policy. In addition, our Board of Directors has a wide range of age, ranging from 31 years old to 70 years old. Two of our Directors are female. Our Board of Directors will also ensure that an appropriate balance of gender diversity is achieved with reference to investors’ expectation, and international and local recommended best practices.

CORPORATE GOVERNANCE

Our Directors recognize the importance of good corporate governance in management and internal procedures so as to achieve effective accountability. Save as disclosed below, our Group is expected to comply with the Corporate Governance Code as set out in Appendix C1 to the Listing Rules.

Pursuant to code provision C.2.1 of Part 2 of the Corporate Governance Code, companies listed on the Stock Exchange are expected to comply with, but may choose to deviate from the requirement that the roles of chairman and chief executive should be separate and should not be performed by the same individual. We do not have a separate chairman of the Board and general manager and Mr. Zhao Min currently performs these two roles. Our Board believes that vesting the roles of both the chairman of our Board and general manager in the same person has the benefit of (i) ensuring consistent leadership within our Company, (ii) enabling more effective and efficient overall strategic planning for our Company, and (iii) facilitating the flow

DIRECTORS AND SENIOR MANAGEMENT

of information between the management and our Board. Our Board considers that the balance of power and authority for the present arrangement will not be impaired and this structure will enable our Company to make and implement decisions promptly and effectively. Our Board will continue to review and consider splitting the roles of the chairman of our Board and the general manager of our Company at a time when it is appropriate by taking into account the circumstances of our Company as a whole.

COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

The compensation and remuneration of the Directors and members of the senior management of our Company are determined by the Shareholders’ meetings and the Board of Directors as appropriate in the form of salaries and bonuses. Our Company also reimburses them for expenses which are necessary and reasonably incurred in providing service to our Company or discharging their duties in relation to the operations of our Company. When reviewing and determining the specific remuneration packages for our Directors and members of the senior management of our Company, the Shareholders’ meetings and the Board of Directors take into account factors such as salaries paid by comparable companies, time commitment, level of responsibilities, employment elsewhere in our Group and desirability of performance-based remuneration. As required by the relevant PRC laws and regulations, our Company also participates in various defined contribution plans organised by relevant provincial and municipal government authorities and welfare schemes for employees of our Company, including medical insurance, injury insurance, unemployment insurance, pension insurance, maternity insurance and housing provident fund.

Our Company offers executive Directors and senior management members, who are our employees, compensation in the form of salaries, bonuses, social security plans, housing provident fund plans and other benefits. The independent non-executive Directors receive compensation based on their responsibilities.

The aggregate amounts of emoluments of our Directors for the years ended December 31, 2023 and 2024 and 2025 were RMB3.2 million, RMB2.6 million and RMB2.7 million, respectively.

The five individuals with the highest emoluments for the years ended December 31, 2023 and 2024 and 2025 included one, nil and nil Directors. The aggregate amounts of emoluments of the remaining four, five and five highest individuals for the years ended December 31, 2023 and 2024 and 2025 were RMB4.5 million, RMB5.3 million and RMB6.3 million, respectively.

It is estimated that remuneration equivalent to approximately RMB2.3 million in aggregate will be paid to the Directors by our Company for the year ending December 31, 2026, based on the arrangements in force as at the date of the document.

No remuneration was paid by our Company to the Directors or the five individuals with the highest emolument as inducement to join or upon joining our Company or as a compensation for loss of office during the Track Record Period. Furthermore, none of the Directors had waived or agreed to waive any remuneration during the Track Record Period.

COMPLIANCE ADVISER

Our Company appointed Rainbow Capital (HK) Limited as the compliance adviser pursuant to Rules 3A.19 of the Listing Rules, and the compliance adviser will advise our Company in the following circumstances.

- (i) before the publication of any regulatory announcement, circular or financial report;
- (ii) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;

DIRECTORS AND SENIOR MANAGEMENT

- (iii) where our Company proposes to use the [REDACTED] of the [REDACTED] in a manner that is different from that detailed in this document or where our business activities, developments or results deviate from any forecasts, estimates or other information in this document; and
- (iv) where the Stock Exchange makes an inquiry of our Company regarding unusual movements in the [REDACTED] or [REDACTED] volume of the Shares, the possible development of a false [REDACTED] in the Shares or any other matters.

The terms of the appointment of the compliance adviser will commence on the [REDACTED] and end on the date when our Company distributes the annual report of its financial results for the first full financial year commencing after the [REDACTED].

CONFIRMATION FROM OUR DIRECTORS

Rule 8.10 of the Listing Rules

Each of our Directors confirms that, as at the Latest Practicable Date, he or she did not have any interest in any business which competes, or is likely to compete, directly or indirectly, with our business, and requires disclosure under Rule 8.10 of the Listing Rules.

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 in January 2026; and (ii) understands his or her obligations as a director of a [REDACTED] under the Listing Rules.

Rule 3.13 of the Listing Rules

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