

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Upon the [REDACTED], our Board will consist of seven Directors, comprising two executive Directors, two non-executive Directors and three independent non-executive Directors. The following table sets forth the key information about our Directors as of the Latest Practicable Date.

Name	Age	Positions	Timing of joining our Group	Date of appointment as a Director	Roles and responsibilities
Dr. Zhang Xiaolin (張小林)	62	Chairperson of the Board, executive Director and Chief Executive Officer	Founder	September 7, 2020	Providing strategic leadership and oversight of the overall business and operations of our Group
Ms. Kang Xiaojing (康曉靜)	50	Executive Director	December 2017	November 21, 2025	Overseeing comprehensive financial management and operations of our Group
Dr. Lu Simon Dazhong (呂大忠)	58	Non-executive Director	October 2017	September 7, 2020	Providing professional advice to the Board
Mr. Rodolphe Peter André Grépinet	53	Non-executive Director	October 2017	September 7, 2020	Providing professional advice to the Board
Ms. An Meixia (安梅霞)	55	Independent non-executive Director	December 2024	December 30, 2024	Supervising and providing independent opinion and judgment to the Board
Ms. Wang Tianyou (王天佑)	42	Independent non-executive Director	January 2026	January 9, 2026	Supervising and providing independent opinion and judgment to the Board
Mr. Cao Yibo (曹弋博)	44	Independent non-executive Director	August 2026	August 20, 2026	Supervising and providing independent opinion and judgment to the Board

Executive Directors

Dr. Zhang Xiaolin (張小林), aged 62, is our founder, chairperson of the Board, the executive Director and Chief Executive Officer.

Dr. Zhang is a seasoned senior executive in the pharmaceutical industry and a leader in China’s biotechnology sector, with over 20 years of experience possessing deep scientific expertise and an entrepreneurial vision. With extensive experience across research and development, corporate management and strategic decision-making, he has been the driving force behind the inception and visionary growth of our Group.

Dr. Zhang founded our Company in October 2017 and has held current position since then. Additionally, he holds directorships in several of subsidiaries of our Group, including: (i) an executive Director in Dizal Shanghai since December 2017, (ii) an executive Director in Dizal Beijing since June 2020; (iii) an executive Director in Gewu Bio since its inception in May 2024.

Prior to joining our Group, Dr. Zhang served as a vice president and head of AstraZeneca Innovative Medicine and Early Development Asia (“iMED Asia”) from May 2010 to December 2017, where he participated in the research and development of several oncology drug candidates,

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including AZD3759 and DZD2954, two internally-discovered compounds that progressed to pre-clinical development and clinical trials. Before that, he was a researcher in the Department of Pathology at Harvard Medical School.

Dr. Zhang has also been a guest investigator at the Institute of Molecular Medicine, Peking University since November 2015. Dr. Zhang obtained his PhD in molecular genetics from Oregon State University in the United States in June 1995.

Ms. Kang Xiaojing (康曉靜), aged 50, is our executive Director.

Ms. Kang has around 30 years of experience in finance and accounting. Prior to joining our Group, from August 1996 to August 2001, she worked at Shanghai Coking Co., Ltd. (上海焦化有限公司). Following this, she worked at Sunrise Chemical Co., Ltd. (上海三瑞化學有限公司) from August 2001 to March 2004. From July 2004 to March 2005, Ms. Kang worked at Hua Wei Semiconductor (Shanghai) Co., Ltd. (華微半導體(上海)有限公司). From September 2007 to February 2008, she worked at AstraZeneca (Wuxi) Trading Co., Ltd. (阿斯利康(無錫)貿易有限公司). Ms. Kang then worked at AstraZeneca Investment (China) Limited from March 2008 to December 2017.

Ms. Kang joined our Company in December 2017. She served as the employee representative supervisor from February 2022 to June 2025. Since December 2017, she has been the finance supervisor (財務主管) of our Company.

Ms. Kang graduated with a major in Computerised Accounting and obtained her master’s degree in business administration from East China University of Science and Technology (華東理工大學) in the PRC in July 1996 and June 2016, respectively.

Non-Executive Directors

Dr. Lu Simon Dazhong (呂大忠), aged 58, is our non-executive Director. He joined our Group in October 2017 and has held his current position since then.

Dr. Lu has over 15 years of experience in private equity investment. Previously, Dr. Lu has served as a managing director at SDICFUND Management Co., Ltd. (國投創新投資管理有限公司) from August 2009. Outside the Group, Dr. Lu has served as a non-executive director of Ascentage Pharma Group International, a company listed on the Stock Exchange (stock code: 6855) and Nasdaq (stock code: AAPG), since August 2018.

Dr. Lu graduated with a major in economics from Nankai University (南開大學) in the PRC in July 1991, his master’s degree in business administration from McGill University in Canada in June 1999 and his PhD in Economics from Nankai University in June 2010. He was qualified as a Certified Public Accountant by the State Board of Accountancy in Delaware in April 2000.

Mr. Rodolphe Peter André Grépinet, aged 53, is our non-executive Director. He joined our Group in October 2017 and has held his current position since then.

Mr. Grépinet has over 15 years of experience in finance and corporate strategy. From June 2011 to June 2013, Mr. Grépinet served as a partner at Torrey Partners LLC, an advisory firm specializing in life sciences, which was subsequently acquired by Stifel Financial Corp., a company listed on the New York Stock Exchange (ticker symbol: SF), in March 2023. Prior to joining our Group, Mr. Grépinet joined AstraZeneca UK Limited, a subsidiary of AstraZeneca PLC in April 2014 as a senior vice president of corporate development, where he is primarily responsible for overseeing the M&A strategy and execution.

Mr. Grépinet obtained his master’s degree in management from ESCP Business School in France in July 1996.

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Independent Non-Executive Directors

Ms. An Meixia (安梅霞), aged 55, joined our Group as an independent Director in December 2024, and was re-designated as an independent non-executive Director in January 2026.

Ms. An has over 20 years of professional experience in accounting and auditing. She joined Shanghai Tongji Science & Technology Industrial Co., Ltd. (上海同濟科技實業股份有限公司) as an accountant in October 2002, and left the company in September 2016. Following this, she took up management work at the finance center at the China State Institute of Pharmaceutical Industry (中國醫藥工業研究總院) from September 2016 to April 2017. From June 2017 to October 2020, she was a deputy general manager of the audit supervision department at Tech-Bank Food Co., Ltd. (天邦食品股份有限公司). Since February 2021, Ms. An has served as a faculty member at the School of Economics and Management, Huangshan University (黃山學院) in the PRC. Since December 2025, Ms. An has served as an independent non-executive director of Huangshan Novel Co., Ltd. (黃山永新股份有限公司), a company listed on Shenzhen Stock Exchange (stock code: 002014).

Ms. An obtained her bachelor’s degree from Anhui Agricultural University in the PRC in July 1996. She then completed her postgraduate coursework program in Finance at Shanghai University of Finance and Economics (上海財經大學) in the PRC in July 2009. Ms. An obtained her Chinese Certified Public Accountant qualification in December 2009 and her senior accountant qualification in April 2008.

Ms. Wang Tianyou (王天佑), aged 42, joined our Group as an independent non-executive Director in January 2026.

Ms. Wang has over 10 years of experience in banking and financial services. She worked at Standard Chartered Bank (Hong Kong) Limited until June 2017. From June 2017 to October 2018, she served as a relationship manager in the marketing division at BNP Paribas Hong Kong Branch. From October 2018 to November 2020, she held director title and served as a relationship manager at Union Bancaire Privée, UBP SA, Hong Kong Branch. From December 2020 to November 2021, Ms. Wang served as a director of investment solution sales in sales department at Harvest Global Investments Limited (嘉實國際資產管理股份有限公司). From December 2021 to July 2022, she served as an executive director of private wealth management department at Haitong International Securities Group of Companies (海通國際證券有限公司). She served as a senior vice president at Citicorp International Limited (花旗國際股份有限公司) from March 2023 to April 2024.

Ms. Wang obtained her bachelor’s degree in economics from the University of International Relations (國際關係學院) in the PRC in June 2007. Ms. Wang is licensed under the SFO as a responsible officer to carry out Type 4 (advising on securities) and Type 9 (asset management) regulated activities.

Mr. Cao Yibo (曹弋博), aged 44, joined our Group as an independent non-executive Director in August 2026.

From August 2011 to July 2017, Mr. Cao served as a managing director at Vivo Capital LLC. Following this, he has served as a managing director at HongShan since July 2017. Since October 2018, Mr. Cao has served as a director at Insight Lifetech Co., Ltd. (深圳北芯生命科技股份有限公司) (formerly known as Insight Lifetech Limited (深圳北芯生命科技有限公司)), a company listed on the Shanghai Stock Exchange (stock code: 688712). Since December 2020, Mr. Cao has served as a director of Beijing Microread Genetics Co., Ltd. (北京閱微基因技術股份有限公司), a company listed on the National Equities Exchange and Quotations (stock code: 873723). Since March 2021, Mr. Cao has served as a non-executive director at VISEN Pharmaceuticals, a company listed on the Stock Exchange (stock code: 2561).

Mr. Cao obtained his bachelor’s degree in pharmacy and his master’s degree in clinical pharmacy from Peking University (北京大學) in July 2005 and July 2007, respectively.

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SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management of our business. The following table sets forth the key information about our senior management as of the Latest Practicable Date.

Name	Age	Positions	Timing of joining our Group	Date of appointment as a senior management	Roles and responsibilities
Dr. Zhang Xiaolin (張小林)	62	Chairperson of the Board, executive Director and Chief Executive Officer	Founder	October 2017	Providing guidance and supervision regarding the overall business and operation of our Group
Dr. Yang Zhenfan (楊振帆)	58	Deputy general manager and chief medical officer	December 2017	December 2017	Overseeing clinical development and medical strategy of our Group
Mr. Lyu Hongbin (呂洪斌)	48	Chief financial officer	July 2020	September 2020	Overseeing the overall financial affairs of our Group
Ms. Wu Qingyi (吳清漪)	52	Deputy general manager and chief commercial officer	October 2021	October 2021	Overseeing the commercial strategy and operations of our Group
Ms. Chen Suqin (陳素勤)	59	Deputy general manager and senior vice president of clinical operation	January 2018	January 2018	Overseeing clinical trial planning and execution of our Group
Dr. Zeng Qingbei (曾慶北)	64	Deputy general manager, senior vice president and chief scientist	December 2017	December 2017	Overseeing the scientific strategy and R&D programs of our Group
Dr. Tsui Honchung (徐漢忠)	58	Deputy general manager, senior vice president and head of medicinal chemistry	December 2017	December 2017	Overseeing the drug discovery of our Group
Dr. Chang Shih-Ying (張世英)	63	Deputy general manager, vice president and head of chemical manufacturing	January 2019	January 2019	Overseeing the chemical manufacturing and quality control of our Group
Ms. Zhang Zhiwei (張知為)	44	Deputy general manager, vice president and head of operation	February 2018	February 2018	Overseeing the human resources, information technology, facilities and equipment and administrative affairs of our Group
Ms. Dong Weiwen (董韡雯)	40	Joint company secretary and Board secretary	August 2018	August 2026	Overseeing the information disclosure, corporate governance and investor relations management of our Group

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Dr. Zhang Xiaolin (張小林), aged 62, is our chairperson of the Board, executive Director and Chief Executive Officer. For his biography, see “— Board of Directors — Executive Directors” in this section.

Dr. Yang Zhenfan (楊振帆), aged 58, is our deputy general manager and chief medical officer.

Dr. Yang joined our Group in December 2017 in her current position. She has more than ten years of clinic and clinical research experience. From September 1998 to March 1999, she pursued special studies in liver transplantation in the department of surgery of the University of Hong Kong. From August 2002 to October 2009, Dr. Yang held various positions at the University of Hong Kong, including research assistant professor and assistant professor. From December 2008 to December 2017, she held various positions at the AstraZeneca Investment (China) Co., Ltd., including principal scientist, project director and medical science director.

Dr. Yang obtained her bachelor’s degree in medicine in June 1992 and her master’s degree in medicine in July 1995 from the West China Medical Center, Sichuan University (四川華西醫科大學) in the PRC. She then obtained her Ph.D. degree from the University of Hong Kong in 2002.

Mr. Lyu Hongbin (呂洪斌), aged 48, is our chief financial officer.

Mr. Lyu has around 15 years of experience in investment banking. From June 2007 to September 2015, he served as an executive managing director of the investment banking division at China International Capital Corporation (中國國際金融股份有限公司). Following that, from September 2015 to August 2020, he served as the Co-head of the health industry department at Huatai United Securities Co., Ltd. (華泰聯合證券有限責任公司).

Mr. Lyu obtained his bachelor’s degree in economics from Northeast University of Finance and Economics (東北財經大學) in the PRC in July 2001. He then obtained his master’s degree of business administration from Central University of Finance and Economics (中央財經大學) in the PRC in June 2013.

Ms. Wu Qingyi (吳清漪), aged 52, is our deputy general manager and chief commercial officer.

Ms. Wu has extensive experience in the pharmaceutical and biotech industries. From March 1999 to March 2006, she worked at Lilly (Shanghai) Management Co., Ltd., where she served as a manager of product group to the diabetes division under the marketing department. From April 2006 to May 2010, she served as a senior marketing manager of ONC Asia emerging market team at Pfizer Investment Co., Ltd. (輝瑞投資有限公司). She joined Genzyme (Shanghai) Biopharmaceutical Consulting Co., Ltd. (健贊(上海)生物醫藥諮詢有限公司) as the director of new product strategy in May 2010. Thereafter, she held as the executive director of diabetes and metabolism business at AstraZeneca Investment (China) Limited from August 2015 to June 2019, she worked at Sanofi (China) Investment Co., Ltd. Shanghai Branch as general manager of the specialty care business unit. Prior to joining our Company, she served as the chief commercial officer for the Greater China Business at BeOne Medicines Ltd. (formerly known as BeiGene, Ltd.) a company listed on the Shanghai Stock Exchange (stock code: 688235), the Stock Exchange (stock code: 6160) and Nasdaq (ticker symbol: ONC).

Ms. Wu obtained her bachelor’s degree in engineering from Shanghai University (上海大學) in the PRC in July 1996.

Ms. Chen Suqin (陳素勤), aged 59, is our deputy general manager and senior vice president of clinical operation.

Ms. Chen joined our Group in January 2018 and has been appointed as her current position since then. She has over 20 years of global clinical operations experience. From April 2001 to February 2011, she worked at Shanghai Roche Pharmaceuticals Ltd. (上海羅氏製藥有限公司). From February 2011 to April 2017, Ms. Chen was the senior director of SMO China hub at AstraZeneca Investment (China) Co., Ltd.

Ms. Chen obtained her bachelor’s degree in traditional Chinese medicine from China Pharmaceutical University (中國藥科大學) in the PRC in July 1989.

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Dr. Zeng Qingbei (曾慶北), aged 64, is our deputy general manager, senior vice president and chief scientist.

Dr. Zeng has extensive experiences in drug design and discovery. Prior to joining our Company, Dr. Zeng was a senior principal researcher at AstraZeneca Innovation Center China from January 2012 to December 2017.

Dr. Zeng obtained his Ph.D. degree in chemistry from The Ohio State University in the United States in June 1999.

Dr. Tsui Honchung (徐漢忠), aged 58, is our deputy general manager, senior vice president and head of medicinal chemistry.

Dr. Tsui has over 10 years of experience in drug discovery and management. He commenced his postdoctoral research at Stanford University in September 1998. Following that, he held various positions at Schering-Plough and Merck&Co., Inc. From January 2012 to 2017, Dr. Tsui was a principal scientist at AstraZeneca Investment (China) Limited.

Dr. Tsui obtained a bachelor’s degree in science from The Chinese University of Hong Kong in December 1990. He then obtained his master’s degree of philosophy from The Chinese University of Hong Kong in December 1993 and his Ph.D. degree in chemistry from The Ohio State University in the United States in September 1998.

Dr. Chang Shih-Ying (張世英), aged 63, is our deputy general manager, vice president and head of chemical manufacturing.

Dr. Chang has over 10 years of experiences in novel formulation development and clinical supply. Dr. Chang was a senior principal scientist at Bristol-Myers Squibb. From November 2015 to December 2018, he served as the executive director of pharmaceutical sciences/formulation research and development department at Hutchison MediPharma Inc.

Dr. Chang obtained his bachelor’s degree in chemical engineering from National Tsing Hua University in June 1985. He further obtained his master’s degree in science in December 1992 and his Ph.D. degree in August 1996 from the University of Maryland in the United States.

Ms. Zhang Zhiwei (張知為), aged 44, is our deputy general manager, vice president and head of operation.

Ms. Zhang has around 20 years of experience in healthcare and pharmaceutical industries. From August 2006 to March 2011, she served as the assistant human resource manager of the human resources department at Shanghai United Family Hospital & Clinics (上海和睦家醫院). Ms. Zhang then served as the China HR manager at Hudson Recruitment (Shanghai) Limited (上海翰德人力資源有限公司) from April 2011 to November 2011. Following that, she served as the associate director of the human resources department at AstraZeneca Investment (China) Co., Ltd. from December 2011 to January 2018.

Ms. Zhang obtained her bachelor’s degree in law from East China Normal University (華東師範大學) in the PRC in July 2005. She then obtained her master’s degree in organization and human resource management from the University of Hong Kong in August 2012.

Ms. Dong Weiwen (董韡雯), aged 40, is our joint company secretary and Board secretary.

Ms. Dong has over 15 years of experience in investment promotion, corporate governance and securities affairs. From August 2011 to August 2018, she served as a project manager at Wuxi High-tech District Investment and Development Center (無錫高新區招商發展中心). Ms. Dong joined our Company in August 2018 and has since held various positions, including serving as an assistant in the president’s office of our Company from August 2018 to August 2020, as chairperson of the supervisory committee and employee representative supervisor from September 2020 to June 2025, and as the representative of securities affairs since December 2020. Additionally, she has served as a supervisor of Gewu Bio since its inception in May 2024.

Ms. Dong obtained her master’s degree in foreign language literature and applied linguistics from Guangdong University of Foreign Studies (廣東外語外貿大學) in the PRC in June 2011.

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OTHER INFORMATION IN RELATION TO OUR DIRECTORS AND SENIOR MANAGEMENT

Save as disclosed above, to the best knowledge, information and belief of our Directors having made all reasonable inquiries, there is no other information in relation to his or her appointment which is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules as of the Latest Practicable Date.

Save as disclosed above, none of our Directors and senior management held any directorships in any other company listed in Hong Kong or overseas during the three years immediately preceding the date of this document. None of our Directors and senior management is related to other Directors and senior management.

Our Company dissolved the Board of Supervisors in 2025. As advised by our PRC Legal Advisors, such dissolution was made in accordance with the requirements of the PRC Company Law and relevant rules including the Notice on Transitional Arrangements for the Implementation of Supporting System Rules for the New Company Law (《關於新<公司法>配套制度規則實施相關過渡期安排》) issued by the CSRC on December 27, 2024, and is in compliance with applicable PRC laws and the CSRC’s regulatory requirements.

JOINT COMPANY SECRETARIES

Ms. Dong Weiwen (董韋雯), aged 40, is our joint company secretary and Board secretary. She has been appointed as one of the joint company secretaries of our Company effective on August 20, 2026. For her biography, see “— Senior Management” in this section.

Ms. Tsui Ka Yan (崔嘉欣) is an assistant manager of the Listing Services Department of TMF Hong Kong Limited and is responsible for provision of corporate secretarial and compliance services to listed company clients. She has been appointed as one of the joint company secretaries of our Company effective on January 9, 2026. She has over eight years of experience in the company secretarial field. She obtained a bachelor’s degree of business administration in accountancy from City University of Hong Kong in July 2017. 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 four committees under the Board in accordance with the relevant laws and regulations in Chinese mainland, the Articles of Association and the code of corporate governance practices under the Listing Rules, including the Audit Committee, the Remuneration and Appraisal Committee, the Nomination Committee and the Strategy Committee.

Audit Committee

We have established an Audit Committee in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the Audit Committee are to review and supervise internal control management system in the fields of financial management, risk management and regulatory compliance. The Audit Committee comprises two non-executive Directors and three independent non-executive Directors, namely, Ms. An Meixia, Dr. Lu Simon Dazhong, Mr. Rodolphe Peter André Grépinet, Mr. Cao Yibo and Ms. Wang Tianyou. Ms. An Meixia being the chairperson of the Audit Committee, holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules.

Nomination Committee

We have established a Nomination Committee in compliance with the Code on Corporate Governance set out in Appendix C1 to the Listing Rules. The primary duties of the Nomination Committee are to make recommendations to our Board regarding the appointment of Directors, Board succession and appointment of members of the senior management. The Nomination Committee comprises two non-executive Directors and three independent non-executive Directors, namely, Ms. Wang Tianyou, Dr. Lu Simon Dazhong, Mr. Rodolphe Peter André Grépinet, Mr. Cao Yibo and Ms. An Meixia. Ms. Wang Tianyou is the chairperson of the Nomination Committee.

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Remuneration and Appraisal Committee

We have established a Remuneration and Appraisal Committee in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the Remuneration and Appraisal Committee are to review and make recommendations to the Board regarding the terms of remuneration packages, bonuses and other compensation payable to our Directors and senior management. The Remuneration and Appraisal Committee comprises two non-executive Directors and three independent non-executive Directors, namely, Mr. Cao Yibo, Dr. Lu Simon Dazhong, Mr. Rodolphe Peter André Grépinet, Ms. An Meixia and Ms. Wang Tianyou. Mr. Cao Yibo is the chairperson of the Remuneration and Appraisal Committee.

Strategy Committee

We have established a Strategy Committee. The primary duties of the Strategy Committee are to conduct research and make recommendations on our Company’s long-term development strategy as well as substantial investment decisions. The Strategy Committee comprises one executive Director, two non-executive Directors and two independent non-executive Directors, namely, Dr. Zhang Xiaolin, Dr. Lu Simon Dazhong, Mr. Rodolphe Peter André Grépinet, Mr. Cao Yibo and Ms. Wang Tianyou. Dr. Zhang Xiaolin is the chairperson of the Strategy Committee.

CORPORATE GOVERNANCE CODE

We recognize the importance of incorporating elements of good corporate governance in our management structure and internal control procedures so as to achieve effective accountability. Our Company intends to comply with all code provisions in Part 2 of the Corporate Governance Code as set out in Appendix C1 to the Listing Rules after the [REDACTED] apart from code provision C.2.1 of Part 2 of the Corporate Governance Code, which provides that the roles of chairman of the Board and chief executive should be separate and should not be performed by the same individual.

The roles of chairperson of the Board and Chief Executive Officer of our Company are currently performed by Dr. Zhang. We consider it appropriate and beneficial to our business development and prospects that Dr. Zhang continues to act as both our chairperson of the Board and Chief Executive Officer of our Company after the [REDACTED], and therefore currently do not propose to separate the functions of chairperson of the Board and president. While this would constitute a deviation from code provision C.2.1 of Part 2 of the Corporate Governance Code, the Board believes that this structure will not impair the balance of power and authority between the Board and the management of our Company, given that: (i) Dr. Zhang has served as our Chief Executive Officer since our establishment in 2017, following our establishment from AstraZeneca’s iMED Asia, where he previously served as head. With over 25 years of experience in the pharmaceutical industry, Dr. Zhang has deep knowledge of our entire R&D pipeline and core technology platforms, including our EGFR inhibitor platform, JAK1 inhibitor, and Lyn/BTK dual inhibitor; (ii) Dr. Zhang’s dual role ensures our scientific vision works hand in hand with our commercial strategy, which is important for turning research discoveries into marketable products in this specialized industry. Under his leadership, we have built a strong product portfolio with two approved drugs, one drug candidate in registrational stage, three post-PoC assets, and one early clinical stage asset. Key milestones achieved include ZEGFROVY® becoming the first China-discovered drug to receive Breakthrough Therapy Designations from both the U.S. FDA and China NMPA. These achievements demonstrate our ability to navigate the entire value chain from scientific discovery to commercialization; (iii) This unified leadership structure helps us carry out our long-term R&D strategy consistently, building confidence among investors and collaboration partners. Before founding our Company, Dr. Zhang was Global Vice President at AstraZeneca and played a pivotal role in establishing the Innovation Center China and subsequent AstraZeneca’s iMED Asia, where he led development of multiple blockbuster drugs. This distinguished background and our historical connection with AstraZeneca have brought significant scientific credibility and potential collaboration opportunities to our Company; (iv) there are sufficient checks and balances in the Board, as a decision to be made by our Board requires approval by at least a majority of our Directors, and our Board comprises four independent non-executive Directors, which is in compliance with the requirement under the Listing Rules; (v) Dr. Zhang and the other Directors are aware of and undertake to fulfill their fiduciary duties as Directors, which require, among other things, that he acts for the benefit and in the best interests of our Company and will make decisions for our Group accordingly; and (vi) the balance of power and authority is ensured by the operations of the Board which comprises experienced and individuals who meet regularly to

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discuss issues affecting the operations of our Company. Moreover, the overall strategic and other key business, financial, and operational policies of our Group are made collectively after thorough discussion at both Board and senior management levels. The Board will continue to review the effectiveness of the corporate governance structure of our Group in order to assess whether the separation of the roles of chairperson of the Board and president is necessary.

BOARD DIVERSITY POLICY

Our Board has adopted a diversity policy to support our strategic goals and sustainable growth. We value diversity in areas such as gender, age, background, experience, and skills. Director candidates are selected based on merit and their alignment with our business needs, with diversity as an important consideration. We place particular emphasis on gender diversity. Our Board has a balanced mix of knowledge, skills and experience. We have three independent non-executive Directors who have different industry backgrounds, ranging from 42 to 55 years old. Taking into account our business model and specific needs as well as the presence of three female Directors out of a total of seven Board members, we consider that the composition of our Board satisfies our board diversity policy. After the [REDACTED], we aim to gradually increase the number of female directors by identifying and maintaining a pool of qualified female candidates with diverse expertise. Female investor representatives are also considered, and we promote gender balance in mid- to senior-level recruitment to build a pipeline of future female leaders. We will provide training to high-potential female employees in areas such as operations, management, finance, and compliance, to prepare them for leadership roles. Our Nomination Committee oversees board diversity and will review the policy annually. Progress and measurable outcomes will be disclosed in our corporate governance report.

COMPLIANCE ADVISOR

We have appointed First Shanghai Securities Limited as our Compliance Advisor pursuant to Rule 3A.19 of the Listing Rules. The Compliance Advisor will provide us with guidance and advice as to compliance with the Listing Rules and applicable Hong Kong laws. The term of appointment of our Compliance Advisor shall commence on the [REDACTED] and is expected to end on the date on which we comply with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the [REDACTED].

REMUNERATION OF DIRECTORS, SUPERVISORS AND FIVE HIGHEST PAID INDIVIDUALS

The Directors and senior management members who receive remuneration from our Company are paid in forms of fees, wages, salaries, bonuses, social security and provident fund scheme contributions, and other benefits in kind. 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 takes 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 organized 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.

Under the arrangement currently in force, we estimate the total compensation (excluding share-based payment expenses) before taxation to be accrued to our Directors for the year ending December 31, 2026 to be RMB11 million.

For the years ended December 31, 2023, 2024, 2025 and for the six months ended June 30, 2026, the total amount of remuneration (including Directors' fees, salaries, allowances and benefits in kind, discretionary bonuses, retirement scheme contributions) and share-based payments (if applicable) paid to our Directors were RMB160.0 million, RMB49.1 million, RMB25.4 million and RMB4.5 million, respectively. For details on the remuneration of each Director during the Track Record Period, please refer to Note 10 to the Accountants' Report in Appendix I to this document.

DIRECTORS AND SENIOR MANAGEMENT

For the years ended December 31, 2023, 2024, 2025 and for the six months ended June 30, 2026, the total amount of remuneration and other benefits in kind (if applicable) paid to our Supervisors were RMB2.3 million, RMB1.9 million, RMB1.0 million and nil, respectively. For details on the remuneration of each Supervisor during the Track Record Period, please refer to Note 10 to the Accountants’ Report in Appendix I to this document.

For the years ended December 31, 2023, 2024, 2025 and for the six months ended June 30, 2026, the total emoluments paid to the five highest paid individuals (excluding 2, 1, 1 and 1 Director(s)) by us amounted to RMB45.5 million, RMB69.1 million, RMB51.8 million and RMB16.2 million, respectively. For details on the remuneration of the five highest-paid employees during the Track Record Period, please refer to Note 10 to the Accountants’ Report in Appendix I to this document.

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

During the Track Record Period, none of our Directors or Supervisors waived any remuneration. Save as disclosed above, during the Track Record Period, no other amounts shall be paid or payable by us or any of our subsidiaries to our Directors, Supervisors or the five highest paid individuals.

CONFIRMATIONS FROM OUR DIRECTORS

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 December 18, 2025 or July 22, 2026, and (ii) understands his or her obligations as a director of a listed issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

Each of the independent non-executive Directors has confirmed (i) that 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 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 or her independence at the time of his/her appointments.

Rule 8.10 of the Listing Rules

Each of our Directors (excluding our independent non-executive 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, directly or indirectly, with our business and requires disclosure under Rule 8.10 of the Listing Rules.