BOARD OF DIRECTORS

Upon [**REDACTED**], our Board will consist of six Directors, comprising three executive Directors and three independent non-executive Directors.

The following table sets forth certain information regarding our Directors and senior management:

Name	Age	Position	Time Joining Our Group	Date of Appointment as a Director	Roles and Responsibilities
Dr. Wu Zhenhua (吳振華)	53	Chairman, executive Director and chief executive officer	May 2019	May 24, 2019	Responsible for overall management, strategic planning, business development and overall R&D initiatives of our Group
Dr. Ye Guojie (葉國傑)	60	Executive Director and chief scientific officer	September 2019	February 12, 2020	Responsible for providing guidance regarding virology studies and R&D activities
Dr. Song Chunjuan (宋春娟)	47	Executive Director and head of preclinical development	January 2022	January 6, 2026	Responsible for providing guidance for the overall preclinical development activities
Dr. Li Ankang (李安康)	47	Independent non-executive Director	[**REDACTED**]	[**REDACTED**]	Responsible for supervising and providing independent judgement to our Board
Mr. Zhao Hui (趙暉)	45	Independent non-executive Director	[**REDACTED**]	[**REDACTED**]	Responsible for supervising and providing independent judgement to our Board
Dr. Wu You (吳優)	40	Independent non-executive Director	[**REDACTED**]	[**REDACTED**]	Responsible for supervising and providing independent judgement to our Board

DIRECTORS

Executive Directors

Dr. Wu Zhenhua (吳振華), aged 53, is our founder, the Chairman, chief executive officer and an executive Director of our Company. He has been serving as a Director of our Company since May 24, 2019 and re-designated as an executive Director on January 6, 2026. He is primarily responsible for the overall management, strategic planning, business development and overall R&D initiatives of our Group.

Dr. Wu has more than 20 years of experience in the pharmaceutical research and development industry. Prior to founding our Group in May 2019, Dr. Wu served as chief executive officer at NeuExcell, a company principally engaged in development of gene therapy solutions for neurological diseases, which he was primarily responsible for drug research and development, from August 2018 to February 2019. Prior to founding our Group, from

February 2018 to August 2018, he served as vice president and head of preclinical development at Vaxxinity, Inc. (formerly known as United Neuroscience), a company listed on NASDAQ (stock code: VAXX) and principally engaged in development of peptide-based immunotherapeutic vaccines aimed at treating and preventing neurological and chronic diseases, which he was primarily responsible for drug research and development. He also served as associate director and director at GlaxoSmithKline, a company listed on the New York Stock Exchange (stock code: GSK) and principally engaged in discovery, development, manufacture and marketing of vaccines and specialty & general medicines, where he was primarily responsible for drug research and development, from November 2015 to February 2018. Previously, Dr. Wu served as senior scientist and principal scientist at Merck & Co., a company listed on the New York Stock Exchange (stock code: MRK) and principally engaged in the research, development, manufacture and commercialization of prescription medicines, vaccines, biologic therapies and animal health products, which he is primarily responsible for drug research and development, from April 2006 to November 2015.

Dr. Wu served as the president of the Sino-American Pharmaceutical Professionals Association Greater Philadelphia (SAPA-GP) from June 2016 to June 2018, and has been serving as the president of the Chinese Society of Gene and Cell Therapy since June 2024.

Dr. Wu obtained a bachelor's degree in cell biology from Lanzhou University (蘭州大學) in the PRC in June 1995. In July 1998, he obtained a master's degree in cell biology from the Shanghai Institute of Cell Biology, Chinese Academy of Sciences (中國科學院上海細胞生物學研究所) in the PRC. In May 2005, he obtained a doctoral degree in neuroscience from the University of Rochester in the United States.

Dr. Ye Guojie (葉國傑), aged 60, is one of our co-founders, an executive Director and the chief scientific officer of our Group. Dr. Ye joined our Group in September 2019. He was appointed as a Director on February 12, 2020, and re-designated as an executive Director on January 6, 2026. He is primarily responsible for providing guidance regarding virology studies and R&D activities.

Dr. Ye has more than 32 years of experience in pharmaceutical research and development. Prior to joining our Group, from October 1995 to January 2000, he conducted postdoctoral research at The University of Chicago in the United States. From February 2001 to June 2004, he served as a senior scientist at MediGene Inc., a biotechnology company principally engaged in the research, development and commercialization of innovative therapies for cancer and autoimmune diseases. From July 2004 to September 2019, Dr. Ye worked at Applied Genetic Technologies Corporation, a biotechnology company principally engaged in the research and development of gene therapy products for rare genetic diseases, and his last position was executive director of preclinical research and development.

Dr. Ye obtained a bachelor's degree in chemistry from Jiangxi Normal University (江西師範大學) in the PRC in July 1986. In May 1989, he obtained a master's degree in organic chemistry from the Shanghai Institute of Organic Chemistry, Chinese Academy of Sciences (中國科學院上海有機化學研究所) in the PRC. In June 1992, he obtained a doctoral degree in organic chemistry from the same institute. From December 1993 to October 1995, Dr. Ye conducted postdoctoral research in molecular biology at Weill Cornell Medical College in the United States.

Dr. Song Chunjuan (宋春娟), aged 47, is an executive Director and the head of preclinical development of our Group. Dr. Song joined our Group in January 2022. She was appointed as an executive Director on January 6, 2026. She is responsible for providing guidance for the overall preclinical development activities.

Dr. Song has more than 20 years of experience in genetics, neurobiology, and gene therapy research and development. Prior to joining our Group, from November 2019 to January 2022, she served as research director at the Gene Therapy Program, University of Pennsylvania, an academic research program principally engaged in the research and translational development of adeno-associated virus (AAV)-based gene therapy for metabolic and central nervous system diseases. From October 2014 to November 2019, she worked at Applied Genetic Technologies Corporation, a biotechnology company principally engaged in the research and development of gene therapy products for rare genetic diseases, where she

served as a scientist and head of the In Vivo Pharmacology and Target Validation Teams, responsible for pharmacology-toxicology and target validation functions as well as the preclinical development of AAV gene therapy programs in ophthalmology and central nervous system disorders.

From August 2011 to September 2014, Dr. Song was a Postdoctoral Associate at the University of Florida in the United States, where she conducted postdoctoral research and supported collaboration projects with pharmaceutical companies focusing on wet and dry age-related macular degeneration and neuroinflammation. From August 2004 to December 2010, she served as a research assistant at Iowa State University in the United States, where she performed laboratory research during her doctoral studies and participated in research projects at Probiome Therapeutics, a biotechnology company principally engaged in the development of therapeutics for neurodegenerative diseases.

Dr. Song obtained a bachelor's degree in biology from Nankai University (南開大學) in the PRC in June 2001, a master's degree in genetics from Nankai University (南開大學) in the PRC in June 2004, and a dual doctoral degree of philosophy in genetics and neuroscience from Iowa State University in the United States in May 2011. She has been a Diplomate of the American Board of Toxicology (DABT), a professional certification awarded by the American Board of Toxicology, since November 2018.

Independent Non-executive Directors

Dr. Li Ankang (李安康), aged 48, was appointed as our independent non-executive Director with effect from the [**REDACTED**]. Dr. Li is primarily responsible for supervising and providing independent judgement to our Board. He is also the chair of our Audit Committee.

Dr. Li has more than 15 years of experience in the investment banking, business development, legal transaction and biomedical research. Prior to joining our Group, he has been an executive Director of Brii Biosciences Limited, a listed company on the Stock Exchange (stock code: 2137.HK) ("**Brii**") since September 2022 and as the chief executive officer of TSB Therapeutics (Beijing) Co. Limited, an indirect non-wholly owned subsidiary of Brii since September 2022. He has been serving as the joint company secretary and the chief strategy officer of Brii since April 2021, and the chief operating officer of Brii since November 2025, overseeing corporate and business development, finance and accounting, reporting and control, legal and intellectual property, and investor relations and corporate communications of Brii. He served as the chief financial offer and the chief strategy officer of Brii from September 2020 to November 2025 and from March 2022 to November 2025, respectively. Dr. Li has also been serving as a director of Brii Biosciences (Beijing) Co. Limited (騰盛博藥醫藥技術(北京)有限公司), Brii Biosciences (Shanghai) Co. Limited (騰盛博藥醫藥技術(上海)有限公司), Brii Biosciences (Hong Kong) Co. Limited (騰盛博藥醫藥技術(香港)有限公司) and Brii Biosciences Pty Ltd. since August 2021, July 2021, June 2021 and March 2023, respectively. From June 2019 to August 2020, he was the chief financial officer of Terns Pharmaceuticals, Inc., a clinical-stage biopharmaceutical company listed on NASDAQ (stock code: TERN), and he was responsible for overseeing financial operation. From January 2018 to June 2019, he was an executive director within the corporate finance department division of Goldman Sachs, an investment bank, and he was responsible for providing financial advisory services. From September 2016 to December 2017, he served as a director of the business development department of MSD R&D (China) Co., Ltd., a subsidiary of Merck Sharp & Dohme Corporation ("**MSD**"), a global pharmaceutical company listed on the New York Stock Exchange (stock code: MRK), and he was responsible for overseeing business development and licensing transactions of MSD Asia Pacific Innovation Hub. From August 2014 to September 2016, he was an associate of Ropes & Gray LLP, a global law firm, and provided legal advisory services in corporate transactions. From September 2012 to August 2014, he was an associate of Davis Polk & Wardwell LLP, a global law firm, and provided legal advisory services in corporate transactions. From September 2007 to September 2009, he was a research associate of Salk Institute for Biological Studies, a scientific research institute in the United States, conducting postdoctoral scientific research.

Dr. Li obtained a bachelor's degree in biochemistry from Fudan University (復旦大學) in China in July 1999, a master's degree in biological sciences from National University of Singapore in Singapore in October 2002, a doctoral degree of philosophy in biomedical sciences from Baylor College of Medicine in the United States in June 2007 and a Juris Doctor degree from The University of Chicago Law School in the United States in June 2012.

Dr. Li was also admitted to the New York Bar in January 2013 and was qualified as a Chartered Financial Analyst of the CFA Institute in August 2016.

Mr. Zhao Hui (趙暉), aged 45, was appointed as our independent non-executive Director with effect from the [**REDACTED**]. Mr. Zhao is primarily responsible for supervising and providing independent judgement to our Board. He is also the chair of our Remuneration Committee.

Mr. Zhao has more than 20 years of extensive experience in auditing, financial management, and advisory. Prior to joining our Group, Mr. Zhao served as a partner at Guangzhou Huiqin Consulting Co., Ltd. (廣州匯勤諮詢有限公司) (formerly known as Guangzhou Huiqin Investment Consulting Co., Ltd. (廣州匯勤投資諮詢有限公司)) since October 2021. Before that, he was the chief financial officer of Dexin Services Group Limited (德信服務集團有限公司), a company listed on the Stock Exchange (stock code: 2215.HK), from October 2020 to September 2021. From January 2015 to September 2020, Mr. Zhao served as a senior manager at PricewaterhouseCoopers Zhong Tian LLP (Special General Partnership) (Guangzhou Branch). Previously, he had his first tenure at Guangzhou Huiqin Investment Consulting Co., Ltd. (廣州匯勤投資諮詢有限公司) as the finance director from July 2012 to December 2014 and at Guangzhou Tuoou Consulting Co., Ltd. (廣州拓歐諮詢有限公司) from February 2009 to July 2012. From August 2002 to February 2009, Mr. Zhao worked at PricewaterhouseCoopers Zhong Tian Certified Public Accountants Limited (Guangzhou Branch), where his last position was an assistant manager.

Mr. Zhao received a bachelor's degree in resource environment and urban planning management and a bachelor's degree in accountancy from Sun Yat-sen University (中山大學) in June 2001 and June 2002, respectively.

Mr. Zhao was qualified as an Intermediate Accountant by the Department of Human Resources and Social Security of Guangdong Province (廣東省人力資源和社會保障廳) in May 2011. He was qualified as a Certified Internal Auditor by The Institute of Internal Auditors and the China Institute of Internal Audit (國際內部審計師協會及中國內部審計協會) in November 2013. He has been a member of The Chinese Institute of Certified Public Accountants (中國註冊會計師協會) since April 2014.

Dr. Wu You (吳優), aged 40, was appointed as our independent non-executive Director with effect from the [**REDACTED**]. Dr. Wu is primarily responsible for supervising and providing independent judgement to our Board.

Dr. Wu has more than 12 years of experience in the healthcare, investment banking, and investment sectors. Prior to joining our Group, from May 2023 to August 2025, she served as a Managing Director and the head of China Healthcare at BDA Partners, an investment banking firm. From June 2019 to May 2023, she worked at CEC Capital (易凱資本), an investment banking and asset management firm, where she served as Partner. From July 2014 to March 2016, she also served as the Director of Overseas Healthcare Investment at Fosun Group (復星集團), a company listed on the Stock Exchange (stock code: 0656.HK) and principally engaged in investment and asset management. From 2012 to 2014, Dr. Wu was an analyst at Analysis Group, a firm providing economics-related consulting services. She served as a research associate at United BioSource Corporation, a company providing research consulting and data analysis services to pharmaceutical companies, from 2011 to 2012. Since May 2026, she has been serving as a managing director of Shanghai Fortera Private Equity Fund Management Co. (上海孚騰私募基金管理有限公司).

Dr. Wu obtained a bachelor's degree in preventive medicine from Capital Medical University (首都醫科大學) in the PRC in June 2008, a master's degree in epidemiology from the University of California, Los Angeles in the United States in June 2012, and a master's degree in healthcare management and leadership and a doctoral degree in healthcare management and leadership and from Johns Hopkins University in the United States in May 2025.

SENIOR MANAGEMENT

The following table sets forth certain information regarding the senior management of our Company:

Name	Age	Position	Time of Joining Our Group	Date of Appointment as Senior Management	Roles and Responsibilities
Dr. Wu Zhenhua (吳振華)	53	Chairman, executive Director and chief executive officer	May 2019	May 24, 2019	Responsible for overall management, strategic planning, business development and overall R&D initiatives of our Group
Dr. Ye Guojie (葉國傑)	60	Executive Director and chief scientific officer	September 2019	February 12, 2020	Responsible for providing guidance regarding virology studies and R&D activities
Dr. Song Chunjuan (宋春娟)	47	Executive Director and head of preclinical development	January 2022	January 21, 2022	Responsible for providing guidance for the overall preclinical development activities
Mr. Mahen Gundecha	55	Chief business officer	July 2021	July 17, 2021	Responsible for overall guidance on business development

For biography of Dr. Wu, Dr. Ye, and Dr. Song, please refer to the "— Directors — Executive Directors" above in this section.

Mr. Mahen Gundecha, aged 55, has been the chief business officer of our Group since July 2021. He is responsible for providing overall guidance on core business operations.

Mr. Gundecha has over more than 30 years of experience in business development, corporate strategy and alliance management in the global pharmaceutical and biotechnology industries. Prior to joining our Group, he served as a consultant for various biotechnology companies, including Melior Discovery Inc. from November 2018 to April 2019, Dova Pharmaceuticals, Inc. from February 2019 to October 2019, and Incyte Corporation from January 2021 to July 2021. From September 2017 to October 2018, he served as vice president of corporate alliance management and portfolio business development at Juno Therapeutics, a biotechnology company principally engaged in the research and development of cell therapy products for cancer. From August 2015 to September 2017, Mr. Gundecha served as head of corporate partnerships and business development at Novartis (Sandoz), a multinational pharmaceutical company principally engaged in the research, development, manufacturing and commercialization of generic and biosimilar medicines. From July 2013 to August 2015, he was senior director of business development and alliance management at Novo Nordisk, a biotechnology company principally engaged in the research, development and commercialization of innovative therapies for diabetes and other chronic diseases. From January 2008 to July 2013, Mr. Gundecha served as director of business development and new product planning at Endo Pharmaceuticals, a pharmaceutical company principally engaged in the development and commercialization of specialty therapeutics. From January 2003 to January 2008, he held the same position at GlaxoSmithKline, a multinational pharmaceutical company principally engaged in the research, development and commercialization of prescription medicines, vaccines and consumer healthcare products.

Mr. Gundecha obtained a bachelor's degree in biology from Western University (formerly known as the University of Western Ontario) in Canada in June 1988, a bachelor's degree in finance from the University of Windsor in Canada in October 1990, and a master's degree in international business from the Schulich School of Business, York University in Canada in 1992.

COMPANY SECRETARY

Ms. Huang Jiawen (黃佳雯) was appointed as the company secretary of our Company with effect from the [**REDACTED**]. Ms. Huang has approximately 4 years of experience in company secretarial and corporate governance fields. She is currently employed by Computershare Hong Kong Investor Services Limited. Ms. Huang obtained the Master of Science in Corporate Governance and Compliance from Hong Kong Baptist University in November 2023. She is an associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

BOARD COMMITTEES

Audit Committee

The Audit Committee was established by our Board pursuant to a resolution of our Board on [●] with written terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph D.3.3 of the Corporate Governance Code as set out in part 2 of Appendix C1 to the Listing Rules. The primary duties of the Audit Committee are to make recommendations to our Board on the appointment and removal of external auditor, and to assist our Board in fulfilling its oversight responsibilities in relation to our Group's financial reporting, internal control structure, risk management processes and external audit functions, and corporate governance responsibilities. The members of the Audit Committee are Dr. Li Ankang, Dr. Wu You and Mr. Zhao Hui, all of whom are independent non-executive Directors. Dr. Li Ankang is the chairman of our Audit Committee.

Remuneration Committee

The Remuneration Committee was established by our Board pursuant to a resolution of our Board on [●] with written terms of reference in compliance with Rule 3.25 of the Listing Rules and paragraph E.1.2 of the Corporate Governance Code as set out in part 2 of Appendix C1 to the Listing Rules. The primary duties of the Remuneration Committee are to make recommendations to our Board regarding on our policy and structure for the remuneration of all Directors and senior management. The members of the Remuneration Committee are Mr. Zhao Hui, Dr. Wu You, Dr. Li Ankang, Dr. Wu and Dr. Song Chunjuan. Mr. Zhao Hui is the chairman of our Remuneration Committee.

Nomination Committee

The Nomination Committee was established by our Board pursuant to a resolution of the Board on [●] with written terms of reference in compliance with Rule 3.27A of the Listing Rules and paragraph B.3.1 of the Corporate Governance Code as set out in part 2 of Appendix C1 to the Listing Rules. The primary duties of the Nomination Committee are to make recommendations to our Board regarding candidates to fill vacancies on the Board. The members of the Nomination Committee are Dr. Wu, Dr. Wu You, Mr. Zhao Hui, Dr. Li Ankang and Dr. Song Chunjuan. Dr. Wu is the chairman of our Nomination Committee.

CONFIRMATION 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 19, 2024 or January 2, 2025, 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) his/her independence as regards each of the factors referred to in Rule 3.13(1) to (8) of the Listing Rules, (ii) he or she has no past or present financial or other interest in the business of the Company or its subsidiaries 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 are no other factors that may affect his/her independence at the time of his/her appointments.

Rule 13.51(2) of the Listing Rules

Save as disclosed above, to the best of the knowledge, information and belief of our Directors having made all reasonable enquiries, as of the Latest Practicable Date, none of our Directors and senior management members (i) had any other relationship with any Director, senior management or substantial or controlling Shareholders of our Company; and (ii) held any other directorships in the three years prior to the Latest Practicable Date in any public companies the securities of which are listed on any securities market in Hong Kong and/or overseas.

Saved as disclosed in the sections headed "Substantial Shareholders" and "Appendix IV — Statutory and General Information — C. Further Information about our Directors and Substantial Shareholders — 1. Disclosure of Interests," to this document as of the Latest Practicable Date, none of our Directors held any interest in the securities within the meaning of Part XV of the SFO.

There are no other matters with respect to the appointment of our Directors 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.

REMUNERATION POLICY

We value our employees and recognize the importance of a good relationship with our employees. The remuneration to our employees includes salaries, bonuses, benefits and other welfares.

Our Group offers competitive remuneration packages to our Directors and senior management, and the aggregate amounts of emoluments (including salaries, bonus and other benefits, retirement benefit scheme contributions and share-based payments) for the years ended December 31, 2024 and 2025 and the six months ended June 30, 2026 was RMB50.3 million, RMB37.7 million and RMB29.5 million, respectively.

Save as disclosed in this document, no other emoluments have been paid or are payable, in respect of the years ended December 31, 2024 and 2025 and the six months ended June 30, 2026 by us to our Directors and senior management.

The aggregate remuneration paid to the five highest paid individuals of our Group, excluding our Directors, for the years ended December 31, 2024 and 2025 and the six months ended June 30, 2026 were approximately RMB5.4 million, RMB4.1 million and RMB1.5 million, respectively.

No remuneration was paid by our Group to our Directors or the five highest paid individuals as an inducement to join or upon joining our Group or as a compensation for loss of office during the Track Record Period.

Under the arrangements currently in force, we estimate that the aggregate amounts of emoluments (including salaries, bonus and other benefits, retirement benefit scheme contributions and share-based payments) payable to our Directors (including the emolument of Ms. Song Chunjuan as a senior management, who became our Director on January 6, 2026) for the year ending December 31, 2026 will be approximately RMB68.2 million.

We have not experienced any significant problems with our employees or disruption to our operations due to labor disputes, nor have we experienced any difficulties in the recruitment and retention of experienced staff.

For additional information on Directors' remuneration during the Track Record Period as well as information on the highest paid individuals, please refer to Note 12 of the Accountant's Report as Appendix I to this document.

BOARD DIVERSITY POLICY

We are committed to promoting the culture of diversity in the Company. We have adopted the board diversity policy which sets out the objective and approach to achieve and maintain appropriate balance of diverse perspectives of our Board to enhance the effectiveness of our Board.

Pursuant to our board diversity policy, selection of Board candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate selection of Board candidates will be based on merit and potential contribution to our Board that the selected candidates will bring to our Board.

Our Directors have a balanced mix of knowledge and skills, including experience in such as medicine and pharmaceutical research as well as overall management and strategic development, business operation and accounting and financial management. We have three independent non-executive Directors who have different industry backgrounds, representing one-third of our Board members. Currently, three of our Directors are female. Our Company has reviewed the membership, structure and composition of our Board, and is of the opinion that the structure of our Board is reasonable, and the experience and skills of our Directors in various aspects and fields can enable our Company to maintain high standard of operation.

Our Nomination Committee is responsible for ensuring the diversity of our Board. After the [**REDACTED**], our Nomination Committee will review our board diversity policy from time to time to ensure its continued effectiveness and we will disclose the implementation of our board diversity policy in our corporate governance report on an annual basis.

COMPLIANCE ADVISER

We have appointed Mango Financial Limited as our compliance adviser pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, the compliance adviser will advise us in certain circumstances including:

- before the publication of any regulatory announcement, circular or financial report;
- where a transaction, which might be a notifiable or connected transaction, is contemplated including share issues, sales or transfers of treasury shares and share repurchases;
- where our Company proposes to use the [**REDACTED**] of the [**REDACTED**] in a manner different from that detailed in the [**REDACTED**] or where the business activities, developments or results of the listed issuer deviate from any forecast, estimate, or other information in this document; and
- where the Stock Exchange makes an inquiry of our Company regarding unusual price movement or trading volume or other issues under Rule 13.10 of the Listing Rules.

The term of the appointment shall commence on the [**REDACTED**] and end on the date on which we distribute our annual report in respect of our financial results for the first full financial year commencing after the [**REDACTED**] and such appointment may be subject to extension by mutual agreement.