
DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board of Directors comprises seven Directors, including two executive Directors, two non-executive Directors and three independent non-executive Directors. Our Directors are elected to serve a term of three years, which will be subject to rotation, re-election and/or re-appointment at the general meetings of our Company in accordance with the Articles of Association.

The following table sets out information in respect of our Directors:

Name	Age	Position	Date of first joining our Group	Date of appointment as Director	Roles and responsibilities
XU Ting (徐霆) ^{Note}	46	Chairman, executive Director and Chief Executive Officer	Founder, November 2008	March 28, 2018	Overall management of the business strategy, corporate development and research and development of our Group and oversight of the commercial suitability and sustainability of our Group
LIU Yang (劉陽) ^{Note}	47	Executive Director and Vice President, Corporate Operations	November 2017	October 31, 2018	Corporate operations and management, including human resources, administration and supply chain of our Group
XU Zhan Kevin (許湛)	38	Non-executive Director	October 2018	November 8, 2018	Participating in formulating our Company's corporate and business strategies
QIU Yu Min (裘育敏)	46	Non-executive Director	October 2018	October 31, 2018	Participating in formulating our Company's corporate and business strategies
JIANG Hualiang (蔣華良)	54	Independent non-executive Director	November 2019	November 24, 2019	Supervising and providing independent judgement to our Board

Note: Dr. XU Ting and Ms. LIU Yang are spouses.

DIRECTORS AND SENIOR MANAGEMENT

Name	Age	Position	Date of first joining our Group	Date of appointment as Director	Roles and responsibilities
WEI Kevin Cheng (蔚成)	51	Independent non-executive Director	November 2019	November 24, 2019	Supervising and providing independent judgement to our Board
WU Dong (吳冬)	50	Independent non-executive Director	November 2019	November 24, 2019	Supervising and providing independent judgement to our Board

Executive Directors

Dr. XU Ting (徐霆), aged 46, is the Founder, the chairman of our Board, an executive Director and the Chief Executive Officer of our Company. Dr. Xu was appointed as a Director and the chairman of the Board on March 28, 2018 and October 31, 2018, respectively. Dr. Xu was re-designated as an executive Director on July 3, 2019. Dr. Xu has been serving as the chief executive officer of our Company since October 1, 2018. Dr. Xu is primarily responsible for overall management of the business strategy, corporate development and research and development of our Group and oversight of the commercial suitability and sustainability of our Group. Dr. Xu is also a director and the general manager of Jiangsu Alphamab.

Dr. Xu has more than 16 years of experience in pharmaceutical research and development. Prior to founding our Group, from November 2003 to June 2007, Dr. Xu worked at EMD Serono Research Institute Inc. (now part of Merck KGaA). From June 2007 to 2010, Dr. Xu served as senior scientist of Biogen IDEC Inc., a global biotechnology company, the shares of which are listed on NASDAQ (ticker symbol: BIIB). In November 2008, Dr. Xu founded Suzhou Alphamab, the predecessor and a connected person of our Company, and has been serving as a director of Suzhou Alphamab since its incorporation. Dr. Xu currently holds certain positions in our connected persons including a chairman of Suzhou Alphamab, a chairman of Suzhou SmartNuclide Biopharmaceutical Co., Ltd. (蘇州智核生物醫藥科技有限公司) and a chairman of Suzhou BioNovoGene Biotech Co., Ltd. (蘇州帕諾米克生物醫藥科技有限公司). In addition, Dr. Xu also currently serves as a director of Shanghai Kangjing Bioscience Co., Ltd. (上海康景生物醫藥科技有限公司) and a director of Suzhou Oncoimmune Co., Ltd. (蘇州昂康免疫科技有限公司). He also held several positions in Suzhou Dingfu, including the chairman and general manager from November 2011 to July 2018 and the legal representative from November 2011 to September 2018. Please see “Business—Our Collaboration Arrangements—Non-exclusive Licensing Agreements with Suzhou Dingfu” for details of the background of Suzhou Dingfu.

Dr. Xu obtained his bachelor’s degree in biochemistry from Nanjing University (南京大學) in the PRC in July 1993 and his master’s and doctoral degree in molecular biology and Biochemistry from Chinese Academy of Science (中國科學院) in the PRC in December 1997. Dr. Xu was a post-doctoral fellow of Tufts University in the U.S. from January 1998 to October 2000 and a post-doctoral fellow of Harvard University in the U.S. from November 2000 to March 2002. Dr. Xu was awarded the Science and Technology Leading Talent (科技領軍人才)

DIRECTORS AND SENIOR MANAGEMENT

by Suzhou Industry Park Administration Committee (蘇州工業園區管理委員會) in 2009, and was a member of national Thousand People Plan by the Organization Department of the Central Committee of the CPC (中共中央組織部) in 2013 and was granted the Mayor Award (市長獎) by Suzhou Municipal People's Government (蘇州市人民政府) in 2017.

Ms. LIU Yang (劉陽), aged 47, was appointed as our Director on October 31, 2018 and re-designated as our executive Director on July 3, 2019. She was also appointed as the Vice President, Corporate Operations of our Company on October 1, 2018. Since joining our Group, Ms. Liu has participated in the daily operations of our Group and is primarily responsible for corporate operations and management, including human resources, administration and supply chain of the Group. Ms. Liu also holds a number of positions with other members of our Group including a vice president of Jiangsu Alphamab and a director of Alphamab Australia.

Ms. Liu has extensive experience in the biotechnology industry and worked as a physician for four years. Prior to joining our Group, Ms. Liu served as an attending physician in internal medicine at the First People's Hospital of Lianyungang City (連雲港第一人民醫院) from July 1994 to July 1997. From March 1999 to May 2001, she worked at Ironwood Pharmaceuticals, Inc. (formerly known as Microbia, Inc.). Ms. Liu also worked at ImmunoGen, Inc. from 2003 to 2010. She also served as a vice president of Suzhou Dingfu.

Ms. Liu obtained her bachelor's degree in medicine from Xuzhou Medical University (徐州醫科大學) in the PRC in July 1994. Ms. Liu is the spouse of Dr. Xu.

Non-executive Directors

Mr. XU Zhan Kevin (許湛), aged 38, was appointed as our Director on November 8, 2018 and re-designated as our non-executive Director on July 3, 2019. Mr. Xu is primarily responsible for participating in formulating our Company's corporate and business strategies.

Mr. Xu currently serves as a managing director with PAG Asia Capital, an affiliate of PAG (formerly known as Pacific Alliance Group), where Mr. Xu has been a member since September 2011. In addition, Mr. Xu holds positions in the following companies including a director of Zhejiang Hisun BioRay Bio-pharmaceutical Co., Ltd. (浙江海正博銳生物製藥有限公司) since September 2019, a director of Sinopharm Rosino (Shanghai) Commercial Factoring Co., Ltd. (國藥融匯(上海)商業保理有限公司) since October 2018, a director of Shenzhen Samoyed Financial Services Co., Ltd. (深圳薩摩耶互聯網金融服務有限公司) since September 2018, a director of Shenzhen Qianhai Dadao Financial Services Co., Ltd. (深圳前海大道金融服務有限公司) since December 2016, a director of Inner Mongolia Youran Dairy Co., Ltd. (內蒙古優然牧業有限責任公司) since December 2015 and a director of Shenzhen Qianhai Dashu Financial Services Co., Ltd. (深圳前海大數金融服務有限公司) since November 2015.

From January 2006 to August 2007, Mr. Xu worked at Morgan Stanley Asia Limited, where he was responsible for consulting services for corporate securities issuance and mergers and acquisitions. From August 2007 to June 2009, Mr. Xu served as an associate of TPG Capital Limited. From November 2009 to August 2011, Mr. Xu served as a senior associate in the investment general team of Apax Partners Hong Kong Limited.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Xu obtained his bachelor's degree in electronic information engineering from Zhejiang University (浙江大學) in the PRC in June 2003. He later obtained his master's degree in management science and engineering from Stanford University in the U.S. in January 2006.

Mr. QIU Yu Min (裘育敏), aged 46, was appointed as our Director on October 31, 2018 and re-designated as our non-executive Director on July 3, 2019. Mr. Qiu is primarily responsible for participating in formulating our Company's corporate and business strategies. Prior to joining our Group, Mr. Qiu has over 15 years of experience in medical and healthcare advisory and investment industry. In addition, Mr. Qiu has been the partner of investment department at Advantech Capital (尚城投資) since October 2017. Since September 26, 2018, he has served as a director of TOT Biopharm International Company Limited (東曜藥業股份有限公司), the shares of which are listed on the Stock Exchange (stock code: 1875). Mr. Qiu also holds directorship in the following companies including Heal Force Bio-Meditech Holdings Limited, Arrail Group Limited, Shanghai Wiwide UKang Network Technology Co., Ltd. (上海邁外迪佑康網絡科技有限公司), Shenzhen Huakang Quanjing Information Technology Co., Ltd. (深圳市華康全景信息技術有限公司), HBM Holdings Limited, KBP Biosciences Holdings Limited, Shandong Henry Pharmaceutical Technology Co., Ltd. (山東亨利醫藥科技有限責任公司), Zhejiang Daoming Pharmaceutical Technology Co., Ltd. (浙江導明醫藥科技有限公司) and Dongyao Pharmaceutical Co., Ltd. (東曜藥業有限公司).

Prior to joining our Group, Mr. Qiu worked at Vancouver Coastal Health Authority until 2007. From April 2007 to May 2010, he served as a manager of the healthcare advisory team of PricewaterhouseCoopers Consultants (Shenzhen) Ltd. Beijing Branch (普華永道諮詢(深圳)有限公司北京分公司), where he was responsible for providing consulting services in the medical industry. From May 2010 to April 2013, Mr. Qiu served as the vice president in investment department of GL Capital (德福資本), where he was responsible for investment in healthcare industry. From May 2013 to December 2015, Mr. Qiu held multiple positions in New Horizon Capital (新天域資本) including a director and an executive director. Mr. Qiu was an executive director of Advantech Capital (尚城投資) from January 2016 to September 2017, and has been serving as a partner of Advantech Capital since October 2017.

Mr. Qiu obtained his bachelor's degree in power engineering from East China University of Technology (華東工業大學) in the PRC in July 1994. He obtained his master's degree in business management in finance from University of British Columbia in Canada in May 2004. Mr. Qiu has been a chartered financial analyst conferred by the Chartered Financial Analyst Institute since 2007 and a certified management analyst conferred by the Institute of Management Accountants since May 2006.

DIRECTORS AND SENIOR MANAGEMENT

Independent Non-executive Directors

Dr. JIANG Hualiang (蔣華良), aged 54, was appointed as an independent non-executive Director on November 24, 2019. Dr. Jiang is primarily responsible for supervising and providing independent judgement to our Board.

Dr. Jiang joined Shanghai Institute of Materia Medica, Chinese Academy of Sciences (中國科學院上海藥物研究所) in August 1995 and successively served as different positions including a research fellow, a director and a research director of State Key Laboratory of Drug Research (新藥研究國家重點實驗室). He is also serving as an adjunct professor at Shenyang Pharmaceutical University (瀋陽藥科大學) since September 2015.

Dr. Jiang was recognized as an Academician of Chinese Academy of Sciences (中國科學院院士) in November 2017. Dr. Jiang was awarded the Second Prize of State Technological Invention Award (國家技術發明獎二等獎) by State Council of the People's Republic of China (中華人民共和國國務院) in 2017, the First Prize of Shanghai Science and Technology Award (上海市科學技術獎一等獎) by Shanghai Municipal People's Government (上海市人民政府) twice in 2003 and 2015 and the Second Prize of National Natural Science Award (國家自然科學獎二等獎) by State Council of the People's Republic of China in 2007.

Dr. Jiang obtained a bachelor's degree in chemistry from Nanjing University (南京大學) in the PRC in July 1987, a master degree in physical chemistry from East China Normal University (華東師範大學) in the PRC in July 1992 and a doctoral degree in medicinal chemistry from Shanghai Institute of Materia Medica, Chinese Academy of Sciences (中國科學院上海藥物研究所) in the PRC in July 1995.

Mr. WEI Kevin Cheng (蔚成), aged 51, was appointed as an independent non-executive Director on November 24, 2019. Mr. Wei is primarily responsible for supervising and providing independent judgement to our Board.

Mr. Wei is currently a managing partner of Fontainburg Corporation Limited, a corporate finance advisory firm. Mr. Wei has held the following positions in certain public companies: an independent non-executive director and the chairman of audit committee of Nexteer Automotive Group Limited, a company listed on the Stock Exchange (stock code: 1316) since June 2013, an independent non-executive director and the chairman of audit committee of Tibet Water Resources Ltd., a company listed on the Stock Exchange (stock code: 1115) since March 2011 and an independent director and the chairman of audit committee of Alpha Peak Leisure Inc., a company listed on the Toronto Stock Exchange (TSX-V: AAP), since November 2017. Mr. Wei's prior directorship include an independent non-executive director, the chairman of the audit committee and a member of the remuneration committee of the board of Wisdom Sports Group, a company listed on the Stock Exchange (stock code: 1661), from July 2013 to February 2018 and an independent director and the chairman of audit committee of the board

DIRECTORS AND SENIOR MANAGEMENT

of Hunter Maritime Acquisition Corp., a NASDAQ listed company (ticker symbol: HUNT)^{Note} from April 2019 to July 2019. He also served as the chief financial officer of IFM Investments Limited, a real estate services company headquartered in Beijing, from December 2007 to September 2013. IFM Investments Limited was delisted from NYSE in 2015. Prior to that, from July 2006 to October 2007, Mr. Wei served as the chief financial officer of Solarfun Power Holdings Co., Limited (ticker symbol: SOLF), a NASDAQ listed solar company (currently known as Hanwha SolarOne Co., Ltd. and relisted on NASDAQ as Hanwha SolarOne (ticker symbol: HSOL)). From September 2003 to July 2005, Mr. Wei served as the head of internal audit for LG.Philips Displays International Ltd.

Mr. Wei became a member of the American Institute of Certified Public Accountants in February 1999. He graduated in June 1991 from Central Washington University in the U.S., where he received his bachelor of science degree (cum laude) with a double major in accounting and business administration.

Mr. WU Dong (吳冬), aged 50, was appointed as an independent non-executive Director on November 24, 2019. Mr. Wu is primarily responsible for supervising and providing independent judgement to our Board.

Mr. Wu is currently serving as a venture partner at 6 Dimensions Capital (蘇州通和毓承投資合夥企業(有限合夥)), a leading venture capital firm specializing in the healthcare industry to invest in companies in their early stages of formation or progress for development. He is also the founder and an executive director of Shanghai Jiuben Technology Co., Ltd. (上海究本科技有限公司).

Prior to joining 6 Dimensions Capital, Mr. Wu had worked for Johnson & Johnson (a company listed on the NYSE, stock code: JNJ) for over 10 years from August 2007 to March 2018 and served different positions including the head of Asia Pacific Innovation Center, a vice president of global engineering and emerging market research and development, the Emerging Market Innovation Centre Leader, a vice president of Research Development & Engineering, Asia Pacific and a senior director of emerging market research and development.

Mr. Wu received his bachelor degree in applied chemistry from Fudan University (復旦大學) in the PRC in July 1992 and an executive master of business administration from China-Europe International Business School (中歐國際商學院) in the PRC in September 2005.

Note:

According to the public filing made by Hunter Maritime Acquisition Corp. on June 14, 2019, Hunter Maritime Acquisition Corp. is in the process of appealing the decision made by NASDAQ Hearings Panel on April 26, 2019 to suspend trading of its securities due to its failure to comply with the minimum public shareholders requirement.

DIRECTORS AND SENIOR MANAGEMENT

SENIOR MANAGEMENT

The following table sets out certain information about our senior management:

Name	Age	Position	Date of first joining our Group	Date of appointment as senior management	Roles and responsibilities
XU Ting (徐霆)	46	Chief Executive Officer, chairman and executive Director	Founder, November 6, 2008	October 1, 2018	Overall management of the business strategy, corporate development and research and development of our Group and oversight of the commercial suitability and sustainability of our Group
SHUAI Qi Terry (帥琪)	42	Chief Financial Officer	May 2018	May 5, 2018	Investor relations and financial planning of our Group
SUN Lu Amy (孫路)	62	Chief Medical Officer	June 2019	June 10, 2019	Providing clinical strategy and leading scientific and clinical study and regulatory filing activities of our Group
LIU Mike (劉銘)	53	Senior Vice President, Business Development	May 2016	May 1, 2018	Business development of our Group
LIU Yang (劉陽)	47	Executive Director and Vice President, Corporate Operations	October 2018	October 1, 2018	Corporate operations including human resources, administration and supply chain of our Group
WAN Yumin (萬玉民)	47	Vice President, Government Affairs and Public Relations	January 2019	January 14, 2019	Government affairs, legal affairs and public relations of our Group
KONG Liang (孔亮)	39	Vice President, Clinical Operation	June 2018	June 1, 2018	Clinical trials of our Group

DIRECTORS AND SENIOR MANAGEMENT

Name	Age	Position	Date of first joining our Group	Date of appointment as senior management	Roles and responsibilities
YU Ji (虞驥)	42	Vice President, Manufacturing	July 2019	July 15, 2019	Manufacturing management of our Group
WANG Jinbo (王金波)	46	Vice President, Finance & IT	March 2018	March 19, 2018	Finance and information technology of our Group
YANG Shaowei (楊少偉)	44	Vice President, Quality	June 2017	June 13, 2017	Quality management our Group

Dr. XU Ting (徐霆) is the chairman of the Board, Chief Executive Officer and an executive Director. Please see “—Board of Directors—Executive Directors” for details of his biography.

Mr. SHUAI Qi Terry (帥琪), aged 42, was appointed as our Chief Financial Officer in May 2018. Mr. Shuai is primarily responsible for investor relations and financial planning of our Group.

Prior to joining our Group, Mr. Shuai has around 10 years of experience in investment banking and private equity investment, and six years of experience in pharmaceutical research. From March 2002 to February 2008, Mr. Shuai served as a research scientist at Abbott Laboratories. From July 2008 to April 2010, Mr. Shuai served as an associate at the global banking and market division of the Hong Kong and Shanghai Banking Corporation Limited (HSBC). From May 2010 to May 2011, Mr. Shuai served as an associate at the investment banking division of Credit Suisse (Hong Kong) Limited. From May 2011 to July 2015, Mr. Shuai worked at Morgan Stanley Asia Limited with his last position as an executive director. From July 2015 to June 2016, Mr. Shuai served as a vice president of Bain Capital Asia, LLC. From September 2016 to May 2018, Mr. Shuai served as a director and Head of Healthcare, Asia, in the Corporate & Investment Banking Division of the Hong Kong branch of Deutsche Bank AG.

Mr. Shuai obtained his bachelor’s degree in polymer from the University of Science and Technology of China (中國科學技術大學) in the PRC in July 2000, his master’s degree in Chemistry from Columbia University in the U.S. in February 2002 and his master’s degree in business administration from the Booth School of Business of the University of Chicago in the U.S. in July 2008.

Dr. SUN Lu Amy (孫路), aged 62, was appointed as our Chief Medical Officer in June 2019. Dr. Sun is primarily responsible for providing clinical strategy and leading scientific and clinical study and regulatory filing activities of our Group.

DIRECTORS AND SENIOR MANAGEMENT

Prior to joining our Group, from April 2017 to April 2019, Dr. Sun served as a vice president and the head of global clinical development at Shandong Luye Pharmaceutical Co., Ltd (山東綠葉製藥有限公司). From July 2014 to April 2017, Dr. Sun served as a senior medical director at Sanofi-Aventis US Inc. From August 2007 to July 2014, Dr. Sun served as a medical director at Merck & Co., Inc.

Dr. Sun was recognized as a fellow by the American College of Physicians in 2002. She is Board certified in Internal Medicine in the U.S. and holds an active practice license in the State of Pennsylvania. She was awarded the Physician Recognition Award by American Medical Association forth from 2002 to 2005.

Dr. Sun obtained a bachelor degree in medicine from Southeast University (東南大學) in the PRC in December 1982, a master degree in medicine from Zhejiang University (浙江大學) in the PRC in December 1985, a doctoral degree in molecular pharmacology from Creighton University in the U.S in December 1990, and a master of business administration from Lehigh University in the U.S in May 2016.

Dr. LIU Mike (劉銘), aged 53, was appointed as our Senior Vice President, Business Development on May 1, 2018. Dr. Liu is primarily responsible for business development of our Group. Dr. Liu also serves as the senior vice president of Jiangsu Alphamab. Dr. Liu served as the senior vice president of Suzhou Alphamab from May 2016 to April 2018.

Prior to joining Suzhou Alphamab, Dr. Liu had served various positions in a number of pharmaceutical companies including a manager of Purdue Pharma L.P. from May 2001 to August 2005, where he was responsible for licensing and business development, an associate director of Alexion Pharmaceuticals Inc. from September 2005 to November 2010, where he was responsible for global commercial development, and the head of global business development of Hengrui from December 2010 to May 2016.

Dr. Liu obtained his bachelor's degree in biochemistry from Nanjing University (南京大學) in the PRC in June 1988, his doctoral degree in cancer biology and biochemistry from Eppley Cancer Institute of University of Nebraska in the U.S. in May 1995 and his master's degree in business administration from Washington University in the U.S. in May 2001.

Ms. LIU Yang (劉陽) is the Vice President, Corporate Operations and, an executive Director. Please see “—Board of Directors—Executive Directors” for details of her biography.

Mr. WAN Yumin (萬玉民), aged 48, was appointed as the Vice President, Government Affairs and Public Relations of our Company on January 14, 2019. Mr. Wan is primarily responsible for government affairs, legal affairs and public relations of our Group. Mr. Wan also serves as a vice president of Jiangsu Alphamab.

Prior to joining our Group, Mr. Wan served as a researcher at Astronaut Center of China (中國太空人科研訓練中心) from 1993 to March 2017. From April 2018 to January 2019, he served as a researcher at National Center for Science & Technology Evaluation (國家科技評估中心) where he was responsible for policy advice and project management.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Wan obtained his bachelor's degree in biochemistry from Nanjing University (南京大學) in the PRC in July 1993 and his master's degree in biochemistry and molecular biology from China Agricultural University (中國農業大學) in the PRC in July 2000.

Mr. KONG Liang (孔亮), aged 39, was appointed as our Vice President, Clinical Operation on June 1, 2018. Mr. Kong is primarily responsible for clinical trials of our Group. Mr. Kong joined our Group in June 2018 and served as a vice president of Jiangsu Alphamab. He has 15 years' experience in contract research organization (CRO) and biotechnology.

Prior to joining our Group, from November 2013 to September 2017, Mr. Kong served as a clinical operation director of FibroGen (China) Medical Technology Development Co., Ltd. (FibroGen). He is a contributor to the NMPA approval of FibroGen's Roxadustat, a first-in-class hypoxia-inducible factor prolyl hydroxylase inhibitor (HIF-PHI) for the treatment of patients with anemia caused by chronic kidney disease (CKD) in patients who are dialysis-dependent (DD). China is the first country to approve Roxadustat globally. From September 2017 to May 2018, Mr. Kong served as the clinical operation vice president of Hua Medicine (Shanghai) Ltd., an indirectly wholly-owned subsidiary of Hua Medicine, a biotechnology company, the shares of which are listed on the Stock Exchange (stock code: 2552), where he was responsible for oversighting clinical operation. He worked at Roche from 2012 to 2013 as a global study manager to manage Trastuzumab global studies. He also worked at global or local leading CRO companies including Apex China Co., Ltd and Fountain Medical Development Ltd.

Mr. Kong obtained his master's degree in pharmaceuticals from Pharmaceutical University (中國藥科大學) in the PRC in June 2004.

Mr. YU Ji (虞驥), aged 42, was appointed as our Vice President, Manufacturing in July 2019. Mr. Yu is primarily responsible for manufacturing management of our Group.

Prior to joining our Group, from May 2003 to June 2019, Mr. Yu served as several positions including the general manager of manufacturing department at Zhejiang Hisun Pharmaceutical Co., Ltd. (浙江海正藥業股份有限公司), where he was mainly responsible for biological manufacturing.

Mr. Yu received his bachelor's degree in biochemical engineering from Zhejiang University of Technology (浙江工業大學) in the PRC in June 2000 and his Master's degree in biochemical engineering from Zhejiang University (浙江大學) in the PRC in March 2003.

Mr. WANG Jinbo (王金波), aged 46, was appointed as the Vice President, Finance & IT of our Company on March 19, 2018. Mr. Wang is primarily responsible for finance and information technology of our Group. Mr. Wang also served as a vice president of Jiangsu Alphamab.

Prior to joining our Group, from July 2003 to May 2006, Mr. Wang served as the senior financial supervisor of Pfizer Pharmaceuticals Limited. From May 2006 to September 2014, Mr. Wang also held several positions in the subsidiaries of Pfizer Inc., including the deputy

DIRECTORS AND SENIOR MANAGEMENT

director of finance of HISUN-Pfizer (海正輝瑞製藥有限公司), which is also a subsidiary of Zhejiang Hisun Pharmaceutical Co., Ltd. (浙江海正藥業股份有限公司), the shares of which are listed on the Shanghai Stock Exchange (stock code: 600267), the senior financial manager of Wyeth Pharmaceutical Co., Ltd. (惠氏製藥有限公司) and the financial manager of Pfizer Suzhou Animal Health Products Co., Ltd. (輝瑞蘇州動物保健品有限公司). From September 2014 to April 2017, Mr. Wang served as a vice president of Innovent Biologics, Inc. (信達生物製藥(蘇州)有限公司), the shares of which are listed on the Stock Exchange (stock code: 1801), where he was responsible for finance and information technology. From June 2017 to March 2018, Mr. Wang served as the chief financial officer of Biomedical Industry Group (生物醫療產業集團) of Sanpower Group Co., Ltd. (三胞集團有限公司).

Mr. Wang obtained his bachelor's degree in economics from Northeastern University (東北大學) in the PRC in July 1996 and his master's degree in business administration from University of Quebec in the Canada in December 2013.

Mr. YANG Shaowei (楊少偉), aged 44, was appointed as our Vice President, Quality on July 1, 2019. He served as our Head of Quality from June 2017 to July 2019. Mr. Yang is primarily responsible for the quality management of our Group. Mr. Yang also served as an executive director of quality department of Jiangsu Alphamab.

From September 2011 to April 2014, Mr. Yang served as the head of quality assurance compliance of Zhejiang Tianyuan Biological Pharmaceutical Co., Ltd. (浙江天元生物藥業有限公司), a pharmaceutical company which is owned by Novartis Group, where he was responsible for GMP compliance. From April 2014 to June 2015, Mr. Yang served as a quality assurance director in Suzhou Alphamab. From July 2015 to June 2017, Mr. Yang served as the head of quality department in Sanofi (Beijing) Pharmaceuticals Co., Ltd. (賽諾菲(北京)製藥有限公司).

Mr. Yang obtained his bachelor's degree in physiology from Nanjing University (南京大學) in the PRC in July 1996.

Save as disclosed above, none of our Directors and senior management held any directorship in any public companies the shares of which are listed in the Stock Exchange or overseas stock markets during the three years prior to the date of this Prospectus.

To the best of the Board's knowledge, information and belief, save as disclosed in the Prospectus, our Directors and senior management do not have any relationship amongst them.

To the best of our Directors' knowledge, information and belief, and having made all reasonable enquiries, save as disclosed herein, there is no additional matter with respect to the appointment of the Directors that needs to be brought to the attention of the Shareholders, and there is no additional information relating to the Directors that is required to be disclosed pursuant to Rules 13.51(2)(h) to (v) of the Listing Rules as of the Latest Practicable Date.

DIRECTORS AND SENIOR MANAGEMENT

SCIENTIFIC ADVISORY BOARD

Our R&D team is backed by external scientists who are not employees of our Group serving on our Scientific Advisory Board. The Scientific Advisory Board provides our R&D team with advice, independent opinions, and information on clinical trial strategy, clinical development and regulatory requirements for the pipeline programs of our Company.

Each of the members of our Scientific Advisory Board has entered into a consulting agreement with our Company on June 1, 2018, which sets out, amongst others, the term of the engagement, compensation, duty, confidential obligations and the provision on retaining and assigning of inventions and original works. The initial term of their respective consulting agreement commenced on June 1, 2018 and will last for a period of two years. Each of the consulting agreements may be terminated in accordance with the terms and conditions of the agreement or by either party giving to the other not less than 30 days' prior notice in writing.

Our Scientific Advisory Board comprises of the following members:

Dr. LI Zihai (李子海) is the chairman of our Scientific Advisory Board. Dr. Li is an expert in the field of chaperone and cancer immunotherapy. Dr. Li is the founding director and a professor of the Institute for Immuno-Oncology at The Ohio State University James Comprehensive Cancer Center. He is currently holding leadership roles in the Chinese American Hematologist and Oncologist Network. In addition, Dr. Li currently serves as a member of American Society of Clinical Investigation and the Society of Immunotherapy of Cancer.

Dr. Li obtained his doctoral degree in immunology from the Icahn School of Medicine at Mount Sinai.

Dr. Jason LUKE is a member of our Scientific Advisory Board. Dr. Luke is an expert in clinical development of novel immunotherapeutics and biomarkers. Dr. Luke is currently a director of the Cancer Immunotherapeutics Center of UPMC of the University of Pittsburgh. In addition, Dr. Luke is actively involved in several professional societies, including the Melanoma Research Alliance, the Society for Immunotherapy of Cancer, the Cancer Research Foundation and the American Society for Clinical Oncology.

Dr. Luke obtained his medical doctor degree from Rosalind Franklin University of Medicine and Science in Chicago.

Dr. YANG Yiping (楊一平) is a member of our Scientific Advisory Board. Dr. Yang is an expert in hematologic malignancies, cancer immunotherapy, and gene therapy. Dr. Yang is currently the director of the division of hematology at Ohio State University Wexner Medical Center, and a professor of medicine at Duke University and the co-director of the Hematologic Malignancies and Cellular Therapy Program at the Duke Cancer Institute. Dr. Yang is also a consulting editor for the Journal of Clinical Investigation and JCI Insight.

Dr. Yang obtained his doctoral degree from University of Michigan.

DIRECTORS AND SENIOR MANAGEMENT

Dr. ZHENG Lei (鄭雷) is a member of the Scientific Advisory Board. Dr. Zheng is an expert in development of novel vaccine-based and antibody-based rational combination immunotherapy for gastrointestinal cancers, neoantigen-based vaccines and nanoparticle-based adjuvant systems. Dr. Zheng is currently an associate professor of Oncology and Surgery in the Gastrointestinal Oncology Program at the Johns Hopkins University School of Medicine and a director of the Precision Medicine Center of Excellence for Pancreatic Cancer. In addition, Dr. Zheng is the president of the Chinese American Hematologist and Oncologist Network.

Dr. Zheng obtained his medical doctor degree from Peking Union Medical College (北京協和醫學院).

JOINT COMPANY SECRETARIES

Mr. SHUAI Qi Terry was appointed as one of our joint company secretaries on July 3, 2019. Please refer to his biography under “—Senior Management” above.

Ms. WONG Yee Man (黃綺汶) was appointed as one of our joint company secretaries on July 3, 2019. Ms. Wong is a manager of Corporate Services of Vistra Corporate Services (HK) Limited. She has over eight years of experience in providing a full range of company secretarial and compliance services to private and listed companies.

Ms. Wong obtained a bachelor of science majoring in risk management from The University of Hong Kong and a master of science in professional accounting and corporate governance from City University of Hong Kong. She has been an associate member of The Hong Kong Institute of Chartered Secretaries and an associate member of The Institute of Chartered Secretaries and Administrators in the United Kingdom since 2012. She is currently a joint company secretary of ManpowerGroup Greater China Limited and the company secretary of Home Control International Limited, both of which are listed on the Main Board of the Stock Exchange (stock codes: 2180 and 1747).

BOARD COMMITTEES

Our Company has established four committees under our Board pursuant to the corporate governance practice requirements under the Listing Rules, including the audit committee, remuneration committee, nomination committee and 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 14 to the Listing Rules. The primary duties of the audit committee are to review and supervise the financial reporting process and internal controls system of the Group, review and approve connected transactions and to advise the Board. The audit committee comprises two independent non-executive Directors and one non-executive Director, namely Mr. WEI Kevin Cheng, Mr. WU Dong and Mr. QIU Yu Min. Mr. WEI Kevin Cheng, being the chairman of the committee, is appropriately qualified as required under Rules 3.10(2) and 3.21 of the Listing Rules.

DIRECTORS AND SENIOR MANAGEMENT

Remuneration Committee

We have established a remuneration committee in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code set out in Appendix 14 to the Listing Rules. The primary duties of the remuneration 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 committee comprises one executive Director and two independent non-executive Directors, namely Mr. WU Dong, Ms. LIU Yang and Mr. WEI Kevin Cheng. Mr. WU Dong is the chairman of the committee.

Nomination Committee

We have established a nomination committee in compliance with the Code on Corporate Governance set out in Appendix 14 to the Listing Rules. The primary duties of the nomination committee are to make recommendations to our Board regarding the appointment of Directors and Board succession. The nomination committee comprises one executive Director and two independent non-executive Directors, namely Dr. Xu, Dr. JIANG Hualiang and Mr. WU Dong. Dr. Xu is the chairman of the committee.

Strategy Committee

We have established a strategy committee. The primary duties of the strategy committee are to review and advise on our mid to long term strategic positioning and development plans and to monitor the implementations of our development plans. The strategy committee comprises two executive Directors, one non-executive Director and one independent non-executive Director, namely Ms. LIU Yang, Dr. Xu, Dr. JIANG Hualiang and Mr. XU Zhan Kevin. Ms. LIU Yang is the chairman of the committee.

COMPLIANCE WITH CORPORATE GOVERNANCE CODE

In view of Dr. Xu's experience, personal profile and his roles in our Group as mentioned above and that Dr. Xu has assumed the role of chief executive officer of our Group since our incorporation, our Board considers it beneficial to the business prospect and operational efficiency of our Group that upon Listing, Dr. Xu acts as the chairman of our Board and continues to act as the chief executive officer of our Company. While this will constitute a deviation from Code Provision A.2.1 of the Code as set out in Appendix 14 to the Listing Rules, our Board believes that this structure will not impair the balance of power and authority between our Board and the management of our Company, given that: (i) decision to be made by our Board requires approval by at least a majority of our Directors, and we believe that there is sufficient check and balance in our Board; (ii) Dr. Xu 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 (iii) the balance of power and authority is ensured by the operations of our Board which comprises experienced and high caliber individuals who meet regularly to discuss issues affecting the operations of our Company. Moreover, the overall

DIRECTORS AND SENIOR MANAGEMENT

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. Our Board will continue to review the effectiveness of the corporate governance structure of our Group in order to assess whether separation of the roles of chairman of the Board and chief executive officer is necessary.

Our Directors strive to achieve a high standard of corporate governance (which is of critical importance to our development) to protect the interest of shareholders. Save as disclosed above, our Directors consider that upon Listing, we will comply with all applicable code provisions of the Corporate Governance Code as set out in Appendix 14 to the Listing Rules.

DIRECTORS' REMUNERATION

For details on the service contracts and appointment letters signed between our Company and our Directors, please see “Appendix V—Statutory and General Information—C. Further Information about our Directors—1. Particulars of Directors’ Service Contracts and Appointment Letters” to this Prospectus.

For the two financial years ended December 31, 2017 and 2018 and the six months ended June 30, 2019, the total amount paid by us for payments of emoluments, salaries, allowances, discretionary bonus, defined contribution retirement plans and other benefits in kind (if applicable) to our Directors were approximately RMB537,000, RMB3,509,000 and RMB2,061,000, respectively. For remuneration details of all directors during the Track Record Period, please refer to Note 13 to the Accountant’s Report as set out in Appendix I to this Prospectus.

According to existing effective arrangements, the total amount of remuneration (excluding any possible payment of discretionary bonus) to be paid by us to our Directors for the financial year ended December 31, 2019 is expected to be approximately RMB5.85 million.

The remuneration of our Directors has been determined with reference to the salaries of comparable companies and their experience, duties and performance.

For the two financial years ended December 31, 2017 and 2018 and the six months ended June 30, 2019, the five highest remuneration individuals of our Company included one, one and two Directors, respectively, their remunerations were included in the total amount paid by us for the emoluments, salaries, allowances, discretionary bonus, defined contribution retirement plans and other benefits in kind (if applicable) of the relevant Directors. For the two financial years ended December 31, 2017 and 2018 and the six months ended June 30, 2019, the total amount of remuneration and benefits in kind (if applicable) paid by us to the five highest remuneration individuals were approximately RMB2.9 million, RMB8.6 million and RMB5.9 million, respectively.

DIRECTORS AND SENIOR MANAGEMENT

During the Track Record Period, no remuneration was paid by us or receivable by our Directors or the five highest remuneration individuals as incentives for joining or as rewards upon joining our Company. During the Track Record Period, no remuneration was paid by us or receivable by Directors, past directors or the five highest remuneration individuals as compensation for leaving positions relating to management affairs in any subsidiary of the Company.

During the Track Record Period, none of our Directors has 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 the directors or the five highest remuneration individuals.

Certain of our Directors and employees are granted with share options under the Pre-IPO Share Option Plans. For details of the share options granted, please see the section headed “Appendix V—Statutory and General Information—D. Pre-IPO Share Option Plans” to this Prospectus.

Save as disclosed above, no Director is entitled to receive other special benefits from the Company.

COMPLIANCE ADVISER

We have appointed Somerley Capital Limited as our compliance adviser (the “**Compliance Adviser**”) pursuant to Rule 3A.19 of the Listing Rules. Our Compliance Adviser will provide us with guidance and advice as to compliance with the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, our Compliance Adviser will advise our Company in certain circumstances including:

- (a) before the publication of any regulatory announcement, circular, or financial report;
- (b) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;
- (c) where we propose to use the proceeds of the Global Offering in a manner different from that detailed in this Prospectus or where the business activities, development or results of our Group deviate from any forecast, estimate or other information in this Prospectus; and
- (d) where the Stock Exchange makes an inquiry to our Company regarding unusual movements in the price or trading volume of its listed securities or any other matters in accordance with Rule 13.10 of the Listing Rules.

The term of appointment of our Compliance Adviser shall commence on the Listing Date 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 Listing Date.

DIRECTORS AND SENIOR MANAGEMENT

KEY TERMS OF EMPLOYMENT CONTRACTS

We normally enter into employment contracts, confidentiality agreements, non-competition agreements and service invention agreements with our senior management members and other key personnel. Below sets forth the key terms of these contracts we enter into with our senior management and other key personnel.

Non-competition

Within two years from the date of the employee's departure (the "**Non-compete Period**"), he/she shall not be engaged by any company that (i) competes with the Group (except for certain companies permitted by the Group), (ii) has business relationships with the Company, (iii) is located at SIP BioBay, No. 218 Xinghu Street, Suzhou, Jiangsu Province, PRC and engages in pharmaceutical related business, or (iv) is headquartered in Suzhou and engages in the development and production of macromolecules, nor start or assist others in starting business that competes with the Group, nor engage in or assist others in the production of products related to our business. The Company shall pay monthly compensation to the relevant employee during the Non-compete Period.

Confidentiality

The employee shall keep our trade secrets (the "**Trade Secrets**"), including but not limited to our technical information and operation information in confidence. The employee shall not, for the term of their employment and thereafter disclose any Trade Secrets.

Service Invention

The rights and interests in any invention, utility model, design and technical solution produced by the employee during the course of employment, and any invention, utility model, design and technical solution that are related to the employee's work and activity during their employment produced by the employee within one years from the date of the employee's departure, including but not limited to those (i) related to our work, (ii) developed in whole or in part using our equipment or confidential information or (iii) resulted from any task assigned to the employee or are otherwise within the employee's scope of work, shall belong to us.

Non-solicitation

The employee agrees that he/she shall not directly or indirectly, (i) solicit, induce, recruit or encourage any of our employees possessing our Trade Secrets to leave our Group; and (ii) solicit our clients, within two years after termination of employment with our Group.

DIRECTORS AND SENIOR MANAGEMENT

BOARD DIVERSITY

We have adopted a board diversity policy (the “**Board Diversity Policy**”) which sets out the objective and approach to achieve and maintain diversity of our Board in order to enhance the effectiveness of our Board. Pursuant to the Board Diversity Policy, we seek to achieve diversity of our Board through the consideration of a number of factors when selecting candidates to our Board, including but not limited to professional experience, skills, knowledge, gender, age, cultural and education background, ethnicity and length of service. Our Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level, including gender diversity, as an essential element in maintaining our Company’s competitive advantage and enhancing its ability to attract, retain and motivate employees from the widest possible pool of available talent. We have also taken, and will continue to take, steps to promote gender diversity at all levels of our Company, including but not limited to our Board and the senior management levels. Currently, one of our executive Directors is female. We recognize that the gender diversity at our Board level can be improved given the majority of our Directors are male. After the Listing, our nomination committee will discuss periodically and when necessary, agree on the measurable objectives for achieving diversity, including gender diversity, on the Board and recommend them to the Board for adoption.

Our Directors have a balanced mix of knowledge and skills, including in management, strategic development, business development, research and development, investment management, finance and corporate finance. They obtained degrees in various areas including biochemistry and molecular biology, medicine, electronic information engineering, management science and engineering, power engineering, finance, physical chemistry, medicinal chemistry, applied chemistry, business administration and accounting. Our Directors range from 37 years old to 54 years old.

Our Board is responsible for reviewing the diversity of our Board. After the Listing, our Board will monitor the implementation of the Board Diversity Policy and review the Board Diversity Policy from time to time to ensure its continued effectiveness. We will also disclose in our annual corporate governance report a summary of the Board Diversity Policy together with information regarding the implementation of the Board Diversity Policy.

COMPETITION

Each of our Directors confirms that as of the Latest Practicable Date, he/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.

From time to time our non-executive Directors may serve on the boards of both private and public companies within the broader healthcare and biopharmaceutical industries. However, as these non-executive Directors are neither our controlling shareholders nor members of our executive management team, we do not believe that their interests in such companies as directors would render us incapable of carrying on our business independently from the other companies in which they may hold directorships from time to time.