

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board of Directors consists of nine Directors, comprising three executive Directors, three non-executive Directors and three independent non-executive Directors. The table below sets forth certain information in respect of the members of the Board:

Name	Age	Time of Joining our Group	Time of Appointment as Director	Position	Roles and Responsibilities
Dr. LU Chris Xiangyang	59	July 2016	July 2016	Chairman Executive Director Chief Executive Officer	Responsible for overseeing the overall business strategy, R&D activities, business planning and operational management
Ms. XIE Ling (謝玲)	52	April 2017	May 2018	Executive Director Senior vice president	Responsible for overseeing our global operations, including administrative, human resources, finance, legal, IT and compliance matters
Dr. GU Xiang-Ju Justin	57	January 2020	May 2022	Executive Director Chief Scientific Officer	Responsible for overseeing our pre-clinical discovery research works
Dr. WANG David Guwei	61	July 2019	July 2019	Non-executive Director	Responsible for providing professional advice to the Board
Ms. JI Dongmei (吉冬梅)	49	April 2022	April 2022	Non-executive Director	Responsible for providing professional advice to the Board
Mr. SUN Yuan (孫淵)	34	April 2022	April 2022	Non-executive Director	Responsible for providing professional advice to the Board
Dr. YIN Xudong	57	Date of this document	Date of this document	Independent non-executive Director	Responsible for providing independent opinion and judgment to the Board

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Name	Age	Time of Joining our Group	Time of Appointment as Director	Position	Roles and Responsibilities
Mr. CHAU Kwok Keung (鄒國強)	46	Date of this document	Date of this document	Independent non-executive Director	Responsible for providing independent opinion and judgment to the Board
Dr. LI Min	61	Date of this document	Date of this document	Independent non-executive Director	Responsible for providing independent opinion and judgment to the Board

Executive Directors

Dr. LU Chris Xiangyang, aged 59, is our Chairman, executive Director and Chief Executive Officer. Dr. Lu is the founder of our Group and is responsible for overseeing the overall business strategy, R&D activities, business planning and operational management. Dr. Lu was appointed as a Director in July 2016 and re-designated as an executive Director in May 2022.

Dr. Lu has over 20 years of drug discovery and development experience in the biotechnology and pharmaceutical industry. Dr. Lu had worked in Ontogeny, Inc., a biotechnology company, in 1998. From November 2001 to September 2003, he worked at Wyeth Research, a U.S. based pharmaceutical company as the principal scientist and had led multiple drug discovery projects. From September 2003 to March 2016, he worked at Novartis Institutes for BioMedical Research (“NIBR”) and China Novartis Institutes for BioMedical Research Co., Ltd. (諾華(中國)生物醫學研究有限公司) (“CNIBR”). He was bestowed Novartis VIVA Award with “Novartis Leading Scientist” honorary title in November 2012. His last position there was Executive Director and was responsible for leading the drug discovery platform and multiple disease research programs. NIBR and CNIBR are under Novartis AG. He then joined Frontline Bioventures (通和資本), a venture capital firm focusing on investment in healthcare industry, in 2016 as a venture partner, responsible for providing general professional advice from biotechnology perspective to the investment portfolio of Frontline Bioventures on a part-time basis. Dr. Lu had ceased to be a venture partner in Frontline Bioventures since April 2017. After the incorporation of the Company and before Dr. Lu left Frontline Bioventures, Dr. Lu was not involved in any investment of Frontline Bioventures which competed or was likely to compete, directly or indirectly, with the Group’s business.

Dr. Lu received his Bachelor of science degree and Master of science degree in biology department from Nankai University (南開大學) in China in July 1985 and June 1988, respectively. Dr. Lu obtained the Doctor of Philosophy degree from the School of Medicine of the University of North Carolina at Chapel Hill in the United States in August 1995. Dr. Lu was a postdoctoral fellow at Harvard University in the United States from 1995.

Dr. Lu is a director of Laekna HK and Laekna Therapeutics.

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Ms. XIE Ling (謝玲), aged 52, is our executive Director and senior vice president, and is responsible for overseeing our global operations, including administrative, human resources, finance, legal, IT and compliance matters. Ms. Xie joined our Company in April 2017 as a vice president of head of operation and has been a senior vice president of head of operation since April 2019. She was appointed as a Director in May 2018 and re-designated as an executive Director in May 2022.

From August 2002 to September 2004, Ms. Xie was an executive assistant at Boehringer Ingelheim Shanghai Pharmaceuticals Co., Ltd. (上海勃林格殷格翰藥業有限公司). From January 2008 to March 2017, Ms. Xie served as an executive assistant at CNIBR under Novartis AG, and was responsible for administrative support. Ms. Xie was accredited as national second-level psychological counselor (國家二級心理諮詢師) by Ministry of Human Resources and Social Security of the PRC (人力資源和社會保障部) in March 2011, and she was certified as Myers-Briggs Type Indicator (MBTI) practitioner by Center for Applications of Psychological Type in the United States in March 2012.

Ms. Xie received her Bachelor’s degree in law from East China University of Political Science and Law (華東政法大學) in China in July 2003.

Ms. Xie is a director of Laekna Therapeutics and Laekna Pharmaceutical.

Dr. GU Xiang-Ju Justin, aged 57, is our executive Director and Chief Scientific Officer, and is responsible for overseeing our pre-clinical discovery research works. Dr. Gu joined our Group in January 2020 as our Chief Scientific Officer and was appointed as a Director and re-designated as an executive Director in May 2022.

Dr. Gu has over 20 years of experience in the biotechnology and pharmaceutical industry. From April 2001 to October 2008, he first served as a scientist and then as a group leader at Genomics Institute of the Novartis Research Foundation. From November 2008 to April 2019, he worked at CNIBR in Shanghai, with his last position as the director of lead discovery. Before joining our Group, Dr. Gu was a venture partner at GP Healthcare Capital Co., Ltd. (上海金浦醫療健康股權投資基金管理有限公司) from April 2019 to December 2019.

Dr. Gu received his Bachelor’s degree in biology from Nankai University (南開大學) in China in 1985; Master’s degree from the Institute of Botany, The Chinese Academy of Sciences (中國科學院植物研究所) in China in 1988; and the Doctor of Philosophy degree in biochemistry from the Ohio State University in the United States in March 1997. Dr. Gu was a postdoctoral fellow at Massachusetts Institute of Technology in the United States from January 1997 to August 2000.

Dr. Gu is a director of Laekna Therapeutics.

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Non-executive Directors

Dr. WANG David Guowei, aged 61, is our non-executive Director, and is responsible for providing professional advice to the Board. Dr. Wang was appointed as a Director in July 2019 and re-designated as a non-executive Director in May 2022.

Dr. Wang has over 20 years of experience in the medical industry. Dr. Wang is a partner and senior managing director of Asia at OrbiMed Advisors LLC, an investment fund with a focus on healthcare industry, where he has worked since August 2011. Since March 2020, Dr. Wang has been a director of Gracell Biotechnologies Inc. (a company listed on NASDAQ Global Market, stock code: GRCL). He has also served as a director of Sichuan Biokin Pharmaceutical Co., Ltd (四川百利天恒藥業股份有限公司) (a company listed on Shanghai Stock Exchange, stock code: 688506) since September 2017. Further, since February 2016, he has been a non-executive director of AK Medical Holdings Limited (愛康醫療控股有限公司) (a company listed on the Stock Exchange, stock code: 1789), and since December 2017, he has been a non-executive director of Gaush Meditech Ltd (高視醫療科技有限公司) (a company listed on the Stock Exchange, stock code: 2407). From April 2006 to July 2011, he served as managing director at WI Harper Group. From March 2010 to July 2012, he served on the board of directors of Edan Instruments, Inc. (深圳市理邦精密儀器股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 300206), a provider of advanced electronic medical equipment, where he also served on both the audit committee and strategic committee. He was a director of Suzhou Medical System Technology Co., Ltd. (蘇州麥迪斯頓醫療科技股份有限公司) (a company listed on the Shanghai Stock Exchange, stock code: 603990) from October 2012 to May 2019, a non-executive director of EC Healthcare (醫思健康) (formerly known as Union Medical Healthcare Limited (香港醫思醫療集團有限公司)) (a company listed on the Stock Exchange, stock code: 2138) from August 2018 to April 2020 and a director of Amoy Diagnostics Co., Ltd. (廈門艾德生物醫藥科技股份有限公司) (a company listed on the Shenzhen Stock Exchange, stock code: 300685) from June 2015 to August 2021.

Dr. Wang received his Bachelor’s degree in medicine from Beijing Medical University (北京醫科大學) (currently known as Peking University Health Science Center (北京大學醫學部)) in China in July 1986. He received his Doctor of Philosophy degree in developmental biology from California Institute of Technology in the United States in June 1995.

Dr. Wang is a director of Laekna Therapeutics.

Ms. JI Dongmei (吉冬梅), aged 49, is our non-executive Director, and is responsible for providing professional advice to the Board. Ms. Ji was appointed as a Director in April 2022 and re-designated as a non-executive Director in May 2022.

Ms. Ji has over 20 years of experience in equity investment industry and in financial institutions. She joined Haitong-Fortis Private Equity Fund Management Co., Ltd. (海富產業投資基金管理有限公司) as an investment manager in 2004, primarily responsible for project management and investment management and she left the company in 2013. From May 2013 to July 2015, she served as the managing director and member of the investment committee of GP Capital Co., Ltd. (金浦產業投資基金管理有限公司), primarily responsible for project

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management and investment management. Since August 2015, she has been a president, founding managing partner and chairwoman of the investment committee of GP Healthcare Capital Co., Ltd. (上海金浦醫療健康股權投資基金管理有限公司), responsible for managing the overall operation of the company and the fund.

Ms. Ji received her Bachelor’s degree in microbiology and Master’s degree in genetics from Fudan University (復旦大學) in China in July 1996 and in July 1999, respectively.

Ms. Ji is a director of Laekna Therapeutics.

Mr. SUN Yuan (孫淵), aged 34, is our non-executive Director, and is responsible for providing professional advice to the Board. Mr. Sun was appointed as a Director in April 2022 and re-designated as a non-executive Director in May 2022.

Mr. Sun has over 8 years of experience in investment management industry. He joined SDIC Fund Management Co., Ltd. (國投創新投資管理有限公司) in September 2013. He then joined CS Capital (Nanjing) Co., Ltd. (國投招商(南京)投資管理有限公司) in January 2022, a wholly-owned subsidiary of CS Capital Co., Ltd. (國投招商投資管理有限公司), and is currently its director. CS Capital Co., Ltd. is the general partner of Future Industry Investment Fund II (先進製造產業投資基金二期(有限合夥)), one of our [REDACTED] Investors. He obtained the Chartered Financial Analyst qualification in November 2017.

Mr. Sun received his Bachelor’s degree in computer science and technology from Tsinghua University (清華大學) in China in July 2010. He received his Master’s degree in finance from Washington University in St. Louis in the United States in December 2012.

Mr. Sun is a director of Laekna Therapeutics.

Independent Non-executive Directors

Dr. YIN Xudong, aged 57, was appointed as our independent non-executive Director with effect from the date of this document, and is responsible for providing independent opinion and judgment to the Board.

Dr. Yin has over 22 years of experience in biotechnology industry. He once worked at Clontech Laboratories Inc. (currently known as Becton, Dickinson and Company) (a global medical technology company listed on the New York Stock Exchange, stock code: BDX). During his employment with Boston Consulting (Shanghai) Co., Ltd. (a global business management and consulting firm), he served as a director manager from April 2000 to February 2004. He then worked at AstraZeneca Plc, a multinational pharmaceutical and biotechnology company listed on the London Stock Exchange (stock code: AZN), NASDAQ Global Market (stock code: AZN) and the NASDAQ Stockholm (stock code: AZN) in China from February 2004 to January 2011 with his last position as the president, AstraZeneca China. From January 2011 to December 2021, he served as head of the Asia Pacific, Middle East and Africa regions of Novartis Pharmaceuticals Corporation and president of Novartis Group in China.

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Dr. Yin received his Bachelor of Sciences degree in biochemistry from Peking University (北京大學) in China in 1987. He further obtained his Doctor of Philosophy degree in biological science from Stanford University in the United States in June 1995. In addition, he received his Master of Business Administration degree from Harvard University in the United States in June 1998.

Mr. CHAU Kwok Keung (鄒國強), aged 46, was appointed as our independent non-executive Director with effect from the date of this document, and is responsible for providing independent opinion and judgment to the Board.

Mr. Chau has over 20 years of experience in accounting and financial management. Mr. Chau was employed by Arthur Andersen & Co. initially as a staff accountant and he was subsequently promoted to be a senior consultant in the Global Corporate Finance Solution Segment of Arthur Andersen & Co. in March 2002. He was the financial controller of Shanghai Hawei New Materials and Technology Company Limited from June 2002 to August 2003 and the deputy group financial controller of China South City Holdings Limited (華南城控股有限公司) (a company listed on the Stock Exchange, stock code: 1668) from August 2003 to April 2005. Mr. Chau has also held various positions at China.com Inc. (中華網科技公司) (currently known as Sino Splendid Holdings Limited (中國華泰瑞銀控股有限公司)) (a company listed on the Stock Exchange, stock code: 8006) from October 2005 to October 2007, including qualified accountant, chief financial officer, company secretary and authorized representative. Mr. Chau has served as the chief financial officer of Comtec Solar Systems Group Limited (卡姆丹克太陽能系統集團有限公司) (a company listed on the Stock Exchange, stock code: 712) from November 2007 to January 2020 and served as its executive director from June 2008 to January 2020. He has also been an independent director of Bank of Zhangjiakou Co., Ltd. (張家口銀行股份有限公司) since April 2020. Mr. Chau joined BetterLife Holding Limited (百得利控股有限公司) (“**BetterLife Holding**”) (a company listed on the Stock Exchange, stock code: 6909) as chief financial officer in September 2020 and was appointed as an executive director in December 2020. He is responsible for overall financial planning and management, company secretarial affairs, coordination of investor relations and administrative work of BetterLife Holding.

Mr. Chau had also served as (i) a member of the supervisory board of RIB Software AG (currently known as RIB Software SE), a software company in Germany which was listed on the Frankfurt Stock Exchange (stock code: RIB) from February 2011 to June 2013; (ii) an independent non-executive director and the chairman of the audit committee of Qingdao Port International Co., Ltd. (青島港國際股份有限公司) (a company dual-listed on the Stock Exchange (stock code: 6198) and the Shanghai Stock Exchange (stock code: 601298)) from May 2014 to May 2019; (iii) an independent non-executive director and the chairman of the audit committee of Forward Fashion (International) Holdings Company Limited (尚晉(國際)控股有限公司) (a company listed on the Stock Exchange, stock code: 2528) from December 2019 to August 2021; and (iv) an independent non-executive director and the chairman of the audit committee of China Xinhua Education Group Ltd. (中國新華教育集團有限公司) (a company listed on the Stock Exchange, stock code: 2779) from October 2017 to November 2022.

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He has been serving as (i) an independent director of The9 Limited (第九城市) (a company listed on NASDAQ Global Market, stock code: NCTY) since October 2015; (ii) an independent non-executive director of China Tobacco International (HK) Company Limited (中煙國際(香港)有限公司) (a company listed on the Stock Exchange, stock code: 6055) since December 2018; (iii) an independent non-executive director and the chairman of the audit committee of Suzhou Basecare Medical Corporation Limited (蘇州貝康醫療股份有限公司) (a company listed on the Stock Exchange, stock code: 2170) since October 2021; and (iv) an independent non-executive director and the chairman of the audit committee and remuneration committee of China Infrastructure & Logistics Group Ltd. (中國通商集團有限公司) (a company listed on the Stock Exchange, stock code: 1719) since May 2022.

Mr. Chau has been a member of the Association of Chartered Certified Accountants since June 2002, a Chartered Financial Analyst since September 2003 and a member of the Hong Kong Institute of Certified Public Accountants since July 2005. Mr. Chau also obtained a certificate of Qualified Independent Director from the Shanghai Stock Exchange since August 2017, and was certified by China Banking and Insurance Regulatory Commission Zhangjiakou Supervision Branch (中國銀行保險監督管理委員會張家口監管分局) as qualified director of banking institutions in China since March 2020. Mr. Chau has been a fellow member of the Institute of Public Accountants of Australia and Institute of Financial Accountants since June 2020.

Mr. Chau received a Bachelor’s degree in Business Administration from the Chinese University of Hong Kong in December 1998.

Although Mr. Chau currently serves as a director in various companies, including listed companies in Hong Kong and the U.S. (the “**Relevant Companies**”), our Directors believe that it will not result in Mr. Chau not having sufficient time to act as our independent non-executive Director or not properly discharging his fiduciary duties as an independent non-executive Director, having considered the following factors:

- (i) as advised and confirmed by Mr. Chau, save and except for serving as an executive director and chief financial officer of BetterLife Holding, (a) he does not hold any senior management role in the Relevant Companies which would require him to devote substantial time and attention as is required from senior management members of listed companies, and (b) his roles in the Relevant Companies are non-executive in nature which do not require his full-time involvement and he does not participate in the day-to-day operations of the Relevant Companies;
- (ii) as advised and confirmed by Mr. Chau, he has not found difficulties in devoting to and managing his time for the Relevant Companies and he is confident that with his experience in being responsible for multiple roles, he will be able to properly discharge his duties to our Company;

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- (iii) as advised and confirmed by Mr. Chau, none of the Relevant Companies of which he is a director has questioned or complained about his time devoted to such companies;
- (iv) as advised and confirmed by Mr. Chau, he had a 100% attendance rate for the general meetings, board meetings and board committee meetings (as the case may be) of the Relevant Companies in respect of the most recent three financial years; and
- (v) in discharging his responsibilities within our Group, as advised and confirmed by Mr. Chau, he is sufficiently supported by our senior management and other staff members of our Group.

Dr. LI Min, aged 61, was appointed as our independent non-executive Director with effect from the date of this document, and is responsible for providing independent opinion and judgment to the Board.

Dr. Li has over 30 years of experience in academia and the biomedical and pharmaceutical industries. From January 2014 to March 2019, he served as a senior vice president and global head of neuroscience R&D at GlaxoSmithKline plc., a renowned science-led global healthcare company listed on the London Stock Exchange (stock code: GSK) and the New York Stock Exchange (stock code: GSK). During his employment with GlaxoSmithKline plc., he also served as the general manager of GSK R&D China. From January 2019 to January 2020, he served as the venture partner of Lilly Asia Ventures, a biomedical venture capital firm focused on healthcare investments. Dr. Li founded SciNeuro Pharmaceuticals in January 2020, a biotechnology company to develop innovative therapeutics for central nervous system diseases, and he has been serving as its chief executive officer and director since February 2020. Dr. Li has been serving as an independent director of Adagene Inc. (a company listed on NASDAQ Global Market, stock code: ADAG) since February 2021.

Dr. Li was a post-doctorate fellow at University of California San Francisco and also admitted as a Helen Hay Whitney Fellow. He was appointed as an assistant Professor of Physiology at Johns Hopkins University School of Medicine in March 1993 and had served as a tenured Professor of Neuroscience at Johns Hopkins University School of Medicine until 2013. Dr. Li has been a Fellow of the American Association for the Advancement of Science since November 2011.

Dr. Li received his Bachelor of Science degree in biochemistry from Wuhan University in China in July 1984. He further obtained his Doctor of Philosophy degree from Johns Hopkins University School of Medicine in the United States in May 1991.

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Our senior management is responsible for the day-to-day management of our business. The table below shows certain information in respect of the senior management of our Company:

Name	Age	Time of Joining our Group	Position	Roles and Responsibilities
Dr. LU Chris Xiangyang	59	July 2016	Chief Executive Officer	Responsible for overseeing the overall business strategy, R&D activities, business planning and operational management
Ms. XIE Ling (謝玲)	52	April 2017	Senior vice president	Responsible for overseeing our global operations, including administrative, human resources, finance, legal, IT and compliance matters
Dr. GU Xiang-Ju Justin	57	January 2020	Chief Scientific Officer	Responsible for overseeing our pre-clinical discovery research works
Dr. YUE Yong	62	July 2018	Chief Medical Officer	Responsible for overseeing our medical strategy and clinical development
Ms. WANG Liqing (王黎青)	52	August 2019	Vice president	Responsible for overseeing our corporate finance and procurement matters

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Dr. LU Chris Xiangyang, aged 59, is our Chairman, executive Director and Chief Executive Officer. For details of his biography, please see the sub-section headed “– Board of Directors – Executive Directors” in this section.

Ms. XIE Ling (謝玲), aged 52, is our executive Director and senior vice president. For details of her biography, please see the sub-section headed “– Board of Directors – Executive Directors” in this section.

Dr. GU Xiang-Ju Justin, aged 57, is our executive Director and Chief Scientific Officer. For details of his biography, please see the sub-section headed “– Board of Directors – Executive Directors” in this section.

Dr. YUE Yong, aged 62, is our Chief Medical Officer, and is responsible for overseeing our medical strategy and clinical development. Dr. Yue joined our Group in July 2018 as our Chief Medical Officer.

Dr. Yue has over 20 years of experience in the pharmaceutical industry. In 2002, he worked at Sanofi, a global healthcare company listed on the Euronext Paris (ticker symbol: SAN) and NASDAQ Global Market (stock code: SNY), and had accumulated experience in the area of multiple sclerosis and immunology. Dr. Yue was a surgical resident at Brigham and Women’s Hospital of Harvard Medical School in the United States from July 2006 to July 2008 and received the US Medical License in the state of Massachusetts in the United States. From June 2008 to 2013, he worked at GlaxoSmithKline plc., a renowned science-led global healthcare company listed on the London Stock Exchange (stock code: GSK) and the New York Stock Exchange (stock code: GSK). He had worked as a principal clinical research scientist at GlaxoSmithKline consumer healthcare and had involved in a number of research and studies in clinical development for Analgesics (a pain relief medication). Before joining our Group, he worked at Janssen, the pharmaceutical company of Johnson & Johnson (a company listed on NASDAQ Global Market, stock code: JNJ) from 2013 to July 2018, and had involved in a number of research and studies in medical affairs and clinical development.

Before working in the United States, Dr. Yue was a surgical oncologist with ample clinical experience in China and Switzerland. Prior to joining the pharmaceutical industry, Dr. Yue was a doctoral student of University of Geneva Medical School (graduated in December 1993) and a physician to performing post-graduate in Surgical Critical Care Medicine (from December 1992 to December 1993) with the Department APSIC at University Hospitals of Geneva in Switzerland. He was a physician of the Department of Neurosurgery at Tianjin Medical University General Hospital (天津醫科大學總醫院) in China from 1987 to 1995. He was a postdoctoral research fellow at Lab for Cancer Research, Ernest Mario School of Pharmacy, Rutgers University in the United States with multiple publications from January 1996 to 1999.

In September 1980, Dr. Yue was admitted in an eight-year medical education program consisting of three years of pre-medicine study at Nankai University (南開大學) in China and five years of medicine study at Tianjin Medical University (天津醫科大學). He obtained a Master of Medicine degree from Tianjin Medical University (天津醫科大學) in China in July

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1988. Dr. Yue obtained the Educational Commission for Foreign Medical Graduates Certification from the US Educational Commission for Foreign Medical Graduates in December 2005. In December 1993, Dr. Yue obtained the Doctor of Medical Science degree from the University of Geneva in Switzerland.

Ms. Wang Liqing (王黎青), aged 52, is our vice president, and is responsible for overseeing our corporate finance and procurement matters. Ms. Wang joined our Group in August 2019 as a vice president.

Ms. Wang has over 20 years of experience in finance matters. She once worked as an accounting supervisor in Shanghai Lever Co., Ltd. (上海利華有限公司), a joint venture company of Unilever engaged in the manufacturing and sales of fast moving consumer products. She then joined Johnson & Johnson (China) Co., Ltd. (強生(中國)有限公司) in 1998. From March 2005 to December 2010, she worked in Dumex Infant Food Co., Ltd. (多美滋嬰幼兒食品有限公司) as a financial controller, a member of the Danone Group, a multinational enterprise focusing on food, where she was responsible for the management of accounting and reporting, taxation and treasury related matters. From January 2011 to September 2018, she worked in Cargill Investment (China) Co., Ltd. (嘉吉投資(中國)有限公司) with her last position as GCK accounting and finance lead in finance department. Prior to joining our Group, in September 2018, Ms. Wang joined Shanghai Yitu Network Technology Co., Ltd. (上海依圖網絡科技有限公司) as the financial vice president, a company principally engaged in artificial intelligence technology development, and was responsible for overseeing the financial management of the company.

Ms. Wang graduated in Accountancy from Shanghai Lixin University of Accounting and Finance (上海立信會計金融學院) (formerly known as Lixin College of Higher Education in Accounting (立信會計高等專科學校)) in China in July 1991. She obtained a Master of Business Administration degree jointly offered by Shanghai University of Finance and Economics (上海財經大學) in China and Webster University in the United States in November 2003.

Directors’ and Senior Management’s Interests

Save as disclosed above in this section, none of our Directors or senior management has been a director of any public company the securities of which are listed on any securities market in Hong Kong or overseas in the three years immediately preceding the date of this document. Save as disclosed above in this section, to the best of the knowledge, information and belief of our Directors having made all reasonable enquiries, there was no other matter with respect to the appointment of our Directors that needs to be brought to the attention of our Shareholders and there was no information relating to our 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. As of the Latest Practicable Date, save as disclosed in “C. Further Information about our Directors” in Appendix IV, none of our Directors held any interest in the securities within the meaning of Part XV of the SFO. As of the Latest Practicable Date, none of our Directors or senior management is related to other Directors or senior management of our Company.

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JOINT COMPANY SECRETARIES

Mr. KE Chenyu (柯晨煜) was appointed as a joint company secretary of our Company in May 2022. Mr. Ke joined our Group in August 2021 as our head of legal, responsible for overseeing legal, regulatory and compliance matters of our Company.

Prior to joining our Group, Mr. Ke worked at Kaye Scholer LLP from August 2011 to July 2013. He served as an associate at Benesch, Friedlander, Coplan & Aronoff LLP from September 2013 to July 2014. From August 2015 to August 2021, he served as the legal general manager of Shanghai Fosun High Technology (Group) Co., Limited (上海復星高科技(集團)有限公司), a wholly-owned subsidiary of Fosun International Limited (復星國際有限公司) (a company listed on the Stock Exchange, stock code: 656), and was responsible for the legal and compliance in healthcare sector.

Mr. Ke obtained his Bachelor’s degree in law from East China University of Political Science and Law (華東政法大學) in China in July 2007. He obtained his Master’s degree in law from Georgetown University Law Center in the United States in May 2015.

Ms. TANG Wing Shan Winza (鄧穎珊) was appointed as a joint company secretary of our Company in November 2022.

Ms. Tang serves as the assistant vice president of governance services of Computershare Hong Kong Investor Services Limited. She has more than 15 years of experience in company secretarial services.

Ms. Tang obtained a Bachelor’s degree in laws from City University of Hong Kong and a Master’s degree in corporate governance from London South Bank University. She is an associate member of the Hong Kong Chartered Governance Institute and the Chartered Governance Institute.

Our Company [was granted] a waiver from strict compliance with the requirements under Rules 3.28 and 8.17 of the Listing Rules such that Mr. Ke may be appointed as a joint company secretary of our Company, on the condition that the waiver can be revoked if there are material breaches of the Listing Rules by our Company. For details, see “Waivers and Exemptions – Waiver in respect of joint company secretaries”.

REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors receive compensation in the form of fees, salaries, bonuses, other allowances, benefits in kind, contribution to the pension scheme and other share-based compensation. We determine the compensation of our Directors based on each Director’s responsibilities, qualification, position and seniority. Each of our executive Directors and non-executive Directors [has entered] into a service contract with us under which the initial term of their service contract shall be three years commencing from the date of their appointment until terminated in accordance with the terms and conditions of the service

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contract or by either party giving to the other not less than three months’ prior notice. Each of our independent non-executive Directors [has] signed an appointment letter with our Company for a term of three years effective upon the date of this document. For more information on the service contracts and appointment letters, see “Statutory and General Information – C. Further Information about our Directors – 1. Particulars of Directors’ Service Contracts and Appointment Letters” in Appendix IV.

For more information on the Directors’ remuneration during the Track Record Period as well as information on the highest paid individuals, please see Notes 7 and 8 of the Accountants’ Report set out in Appendix I. As disclosed in Note 7 of the Accountants’ Report, during the Track Record Period, Mr. WEI Jun, Mr. ZHOU Yi and Mr. LIN Dianhai resigned as a Director in April 2022, April 2022 and May 2022, respectively. Each of Mr. WEI Jun and Mr. ZHOU Yi was appointed a Director as a Board representative of the nominating Shareholder, and resigned as a Director for personal reasons. For details of the resignation of Mr. LIN Dianhai, see “History, Development and Corporate Structure – [REDACTED] Investments – 6. Capitalization of our Company”.

Save as disclosed above in this section and the sections headed “Financial Information”, “Accountants’ Report” in Appendix I and “Statutory and General Information” in Appendix IV, no other payments have been paid or are payable during the Track Record Period to our Directors or senior management by our Group.

CORPORATE GOVERNANCE

We have established the following committees in our Board of Directors: an Audit Committee, a Remuneration Committee and a Nomination and Corporate Governance Committee. The committees operate in accordance with terms of reference established by our Board of Directors.

Audit Committee

Our Company has established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code. The Audit Committee consists of two independent non-executive Directors and one non-executive Director, namely, Mr. CHAU Kwok Keung (鄒國強), Dr. WANG David Guowei and Dr. LI Min. Mr. CHAU Kwok Keung (鄒國強), being the chairman of the Audit Committee, holds the appropriate professional qualifications as required under Rules 3.10(2) and 3.21 of the Listing Rules. The primary duties of the Audit Committee are to assist our Board of Directors by providing an independent view of the effectiveness of the financial reporting process, internal control and risk management systems of our Group, overseeing the audit process and performing other duties and responsibilities assigned by our Board of Directors.

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Remuneration Committee

Our Company has established the Remuneration Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code. The Remuneration Committee consists of one executive Director, namely, Ms. Xie, and two independent non-executive Directors, namely, Dr. YIN Xudong and Mr. CHAU Kwok Keung (鄒國強). Dr. YIN Xudong is the chairman of the Remuneration Committee. The primary duties of the Remuneration Committee include, without limitation, making recommendations to the Board of Directors on our policy and structure for the remuneration of all Directors and senior management and on the establishment of a formal and transparent procedure for developing the policy on such remuneration, determining with delegated responsibility, or making recommendations to the Board of Directors on the specific remuneration packages of individual executive Directors and senior management and reviewing and approving management’s remuneration proposals by reference to corporate goals and objectives resolved by the Board of Directors from time to time.

Nomination and Corporate Governance Committee

Our Company has established the Nomination and Corporate Governance Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code. The Nomination and Corporate Governance Committee consists of one executive Director, namely, Dr. Lu, and two independent non-executive Directors, namely, Dr. YIN Xudong and Dr. LI Min. Dr. Lu is the chairman of the Nomination and Corporate Governance Committee. The primary duties of the Nomination and Corporate Governance Committee include, without limitation, reviewing the structure, size and composition of the Board of Directors, assessing the independence of the independent non-executive Directors, making recommendations to the Board of Directors on matters relating to the appointment or re-appointment of Directors, developing, reviewing and assessing the adequacy of our Company’s policies and practices on corporate governance and reviewing our Company’s compliance with the Corporate Governance Code and disclosure in the corporate governance report.

ESG Committee

Our Company [has established] an ESG committee (the “**ESG Committee**”) at our Board level that comprises three members, including our senior vice president, head of legal department and head of communication and public affairs. The ESG Committee will have a specific focus on environmental matters, such as energy consumption, pollutants, greenhouse gas emissions and reporting, waste management and recycling efforts, as well as product safety and quality. The ESG Committee serves as a supportive role to our Board in implementing the agreed ESG Policy, targets and strategies; identifying and assessing ESG-related matters, including climate-related risks, by taking into consideration the metrics and targets stipulated in Appendix 27 to the Listing Rules and applicable laws, regulations and industry standards; managing how our Group adapts its business in light of climate change; collecting ESG data from different parties while preparing for the ESG report; and continuous monitoring of the

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implementation of measures to address our Group's ESG-related risks. The ESG Committee has to report to our Board on a periodic basis on the ESG performance of our Group and the effectiveness of the ESG systems.

Corporate Governance Code

Pursuant to the Corporate Governance Code, companies listed on the Stock Exchange are expected to comply with, but may choose to deviate from, the requirement that the roles of chairman and chief executive should be separate and should not be performed by the same individual.

Dr. Lu has served as our Chairman since May 2018 and Chief Executive Officer since April 2017. Dr. Lu is the founder of our Group and has extensive experience in the business operations and management of our Group. Our Board believes that, in view of his experience, personal profile and his roles in our Company as mentioned in this section, Dr. Lu is the Director best suited to identify strategic opportunities and focus of the Board due to his extensive understanding of our business as our Chief Executive Officer. Our Board also believes that the combined role of Chairman and Chief Executive Officer can promote the effective execution of strategic initiatives and facilitate the flow of information between management and the Board. Our Directors consider that the balance of power and authority will not be impaired due to this arrangement. In addition, all major decisions are made in consultation with members of the Board, including the relevant Board committees, and three independent non-executive Directors. Save as disclosed above, our Directors consider that upon [REDACTED], we will comply with all applicable code provisions of the Corporate Governance Code as set out in Appendix 14 to the Listing Rules.

Board Diversity Policy

We are committed to promote diversity in our Company to the extent practicable by taking into consideration a number of factors in respect of our corporate governance structure.

We [have adopted] a 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 board diversity through the consideration of a number of factors, including but not limited to professional experience, skills, knowledge, gender, age, nationality, cultural and education background, ethnicity and length of service. Our Directors have a balanced mix of knowledge and skills, including knowledge and experience in the areas of drug discovery and development, medical, equity investment and accounting and finance. They obtained degrees in various areas including genetic science, law, medicine, microbiology and microbial engineering, biochemistry and business administration. Our board diversity policy is well implemented as evidenced by the fact that there are both male and female Directors ranging from [34] years old to [61] years old with different nationalities and experience from different industries and sectors.

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We are also committed to adopting a similar approach to promote diversity within the management (including but not limited to the senior management) of our Company to enhance the effectiveness of corporate governance of our Company as a whole.

Our Nomination and Corporate Governance Committee is delegated by our Board to be responsible for compliance with relevant codes governing board diversity under the Corporate Governance Code. Subsequent to the [REDACTED], our Nomination and Corporate Governance Committee will review the board diversity policy from time to time to ensure its continued effectiveness and we will disclose in our corporate governance report about the implementation of the board diversity policy on an annual basis.

Anti-corruption and Whistle Blowing Policies

We are committed to acting with integrity, honesty, fairness, impartiality, and ethical business practices. We have adopted an anti-corruption policy to promote an ethical culture within our Group and have zero-tolerance for bribery and any act of corruption. Our Board and senior management also strive to promote an ethical culture within our Group. We have also adopted a whistle blowing policy that serves the purpose of establishing whistleblowing procedures for employees and other relevant external parties of our Group, in order to report and escalate any suspicious misconducts. In accordance with the policy, we protect all whistleblowers from any kind of retaliation. All the information provided by the whistleblowers will be kept strictly confidential.

Compliance Adviser

We have appointed Huajin Corporate Finance (International) Limited as our 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 [REDACTED] of the [REDACTED] in a manner different from that detailed in this document or where the business activities, development or results of our Group deviate from any forecast, estimate or other information in this document; and (d) where the Stock Exchange makes an inquiry to our Company under Rule 13.10 of the Listing Rules.

The term of appointment of our Compliance Adviser 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].

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COMPETITION

Each of our 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.

From time to time our non-executive Directors and independent 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 not 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 these non-executive Directors may hold directorships from time to time.

RELATIONSHIP BETWEEN OUR EXECUTIVE DIRECTORS AND NOVARTIS

Several members of our senior management team also previously worked for Novartis’ affiliates. Dr. Lu, our Chairman, executive Director and Chief Executive Officer, worked at Novartis Institutes for BioMedical Research and China Novartis Institutes for BioMedical Research Co., Ltd. from 2003 to 2016 with the last position as an Executive Director. Ms. Xie, our executive Director and senior vice president, worked at China Novartis Institutes for BioMedical Research Co., Ltd. as an executive assistant from 2008 to 2017. Dr. Justin Gu, our executive Director and Chief Scientific Officer, served first as a scientist and then as a group leader at Genomics Institute of the Novartis Research Foundation from 2001 to 2008. Although our three executive Directors were all employed by Novartis’ affiliates previously and have known each other well since then, they have made and will make decisions independently and not in concert with or under the direction of Novartis.