

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board consists of 11 Directors, comprising two executive Directors, five non-executive Directors and four independent non-executive Directors:

Name	Age	Positions	Roles and Responsibilities	Date of Joining the Group	Date of appointment as a Director
Mr. LIU Gexin (劉革新) ^{Note (1)}	72	Chairman of the Board and non-executive Director	Overseeing the management and strategic development of the Group	November 22, 2016	November 22, 2016
Dr. GE Junyou (葛均友)	50	Executive Director and general manager	Overall corporate and business strategies of our Group and making key business and operational decisions of our Group	February 8, 2021	February 25, 2022
Dr. WANG Jingyi (王晶翼)	62	Executive Director	Overall strategic planning and development of the Group	November 22, 2016	November 22, 2016
Mr. LIU Sichuan (劉思川) ^{Note (1)}	39	Non-executive Director	Overseeing the management and strategic development of the Group	November 22, 2016	November 22, 2016
Mr. FENG Hao (馮昊)	43	Non-executive Director	Overseeing the management and strategic development of the Group	February 12, 2021	February 12, 2021
Mr. ZENG Xuebo (曾學波)	38	Non-executive Director	Overseeing the management and strategic development of the Group	July 30, 2022	July 30, 2022

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Name	Age	Positions	Roles and Responsibilities	Date of Joining the Group	Date of appointment as a Director
Mr. LI Dongfang (李東方)	35	Non-executive Director	Overseeing the management and strategic development of the Group	February 25, 2022	February 25, 2022
Dr. ZHENG Qiang (鄭強)	62	Independent non-executive Director	Supervising and providing independent advice on the operation and management of our Group	February 15, 2023 ^{Note (2)}	February 15, 2023 ^{Note (2)}
Dr. TU Wenwei (涂文偉)	56	Independent non-executive Director	Supervising and providing independent advice on the operation and management of our Group	February 15, 2023 ^{Note (2)}	February 15, 2023 ^{Note (2)}
Dr. JIN Jinping (金錦萍)	50	Independent non-executive Director	Supervising and providing independent advice on the operation and management of our Group	February 15, 2023 ^{Note (2)}	February 15, 2023 ^{Note (2)}
Dr. LI Yuedong (李越冬)	46	Independent non-executive Director	Supervising and providing independent advice on the operation and management of our Group	February 15, 2023 ^{Note (2)}	February 15, 2023 ^{Note (2)}

Notes:

- (1) Mr. LIU Sichuan is the son of Mr. LIU Gexin.
- (2) The appointment will become effective upon the [REDACTED].

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Chairman of the Board and non-executive Director

Mr. LIU Gexin (劉革新), aged 72, was appointed as a Director and the chairman of the Board in November 2016 and March 2022, respectively. He was redesignated as our non-executive Director on February 15, 2023. He is mainly responsible for overseeing the management and strategic development of the Group.

Mr. Liu is the founder of Kelun Pharmaceutical and has served as the chairman of Kelun Pharmaceutical since its establishment. From November 2020 to October 2022, he served as a director of Kelun Research Institute. In addition, Mr. Liu currently has also held positions in a number of subsidiaries of Kelun Group, including (i) the chairman of Sichuan Kelun Industry Group Co., Ltd. (四川科倫實業集團有限公司); (ii) the chairman of Chengdu Qingshan Likang Pharmaceutical Co., Ltd. (成都青山利康藥業有限公司); (iii) the chairman of Yili Chuanning Biotechnology Co., Ltd. (伊犁川寧生物技術股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 301301); and (iv) a director of Chengdu Huaxi Clinical Research Co., Ltd. (成都華西臨床研究中心有限公司).

Mr. Liu obtained his master’s degree in cardiovascular pharmacology from Chongqing Medical College (重慶醫學院) (currently known as Chongqing Medical University (重慶醫科大學)) in China in June 1984. Mr. Liu also obtained his another master’s degree in political economics from Southwest Normal University (西南師範大學) (currently known as Southwest University (西南大學)) in China in July 2003. Mr. Liu has received a series of awards and recognition, including (i) the National Model Worker (全國勞動模範) by The State Council, PRC (中華人民共和國國務院) in May 2005 and (ii) the Second Prize of National Science and Technology Progress Award (國家科技進步二等獎) by The State Council, PRC (中華人民共和國國務院) in December 2014.

Executive Director

Dr. GE Junyou (葛均友), aged 50, was appointed as a Director in February 2022. He was redesignated as our executive Director on February 15, 2023. Dr. Ge was appointed as the chief operation officer of the Company in February 2021 and the general manager of the Company in March 2022. He is mainly responsible for overall corporate and business strategies of our Group and making key business and operational decisions of our Group. Mr. Ge has also served as a director of KLUS PHARMA since December 1, 2021, an executive director of Sichuan Konas since November 17, 2021, and an executive director and a manager of Kelun-Biotech Research Center since March 30, 2023.

From July 1994 to December 1997, Dr. Ge served as a production and R&D officer of Shanghai Yan’an Pharmaceutical Factory (上海延安製藥廠). From January 1998 to April 2000, he served as a deputy manager of the technical department of Shanghai Hengshoutang Pharmaceutical Co., Ltd. (上海恒壽堂藥業有限公司). From April 2000 to January 2004, he served as a GMP compliance manager of Boehringer Ingelheim Pharmaceutical Co., Ltd. (Shanghai) (上海勃林格殷格翰藥業公司). From January 2004 to January 2006, he served as an assistant to general manager of Zhejiang Hisun Pharmaceutical Co., Ltd. (浙江海正藥業股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 600267). From

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January 2006 to May 2007, he served as a quality manager of Ratiopharm GmbH. Dr. Ge joined Kelun Pharmaceutical in June 2007 and served as a deputy general manager from July 2009 to February 2021, where he was mainly responsible for leading the quality management of Kelun Group. Prior to formally joining our Group as our chief operating officer in February 2021, by virtue of his position and responsibilities as a deputy general manager of Kelun Pharmaceutical, Dr. Ge has been familiar with our Group’s business and operations and had been in charge of the quality control of Kelun Group (including that of our Company) since 2018. Dr. Ge led the establishment and construction of GMP system of our Group and has been involved in the production quality management of our Group, including the quality control of our production management department, production quality department, equipment engineering department, and warehouse and logistics department. He also participated in our Group’s CMC activities, team management and building, promotion of production projects, and decision-making for facility construction and procurement.

Dr. Ge obtained his bachelor’s degree in pharmacy from Shanghai Medical School (上海醫科大學) (currently known as Shanghai Medical College Fudan University (復旦大學上海醫學院)) in China in July 1994. He obtained his master’s degree in pharmaceutical engineering from East China University of Science and Technology (華東理工大學) through on-the-job learning in China in November 2008. He also obtained his doctoral degree in biology and medicine from Fudan University (復旦大學) in China in January 2017. Dr. Ge has received a series of awards and recognition including (i) the Second Prize of Hunan Provincial Technology Invention Award (湖南省技術發明獎二等獎) by the People’s Government of Hunan Province (湖南省人民政府) in February 2017 and (ii) the tenth batch of outstanding experts with outstanding contributions in Chengdu (第十批成都市有突出貢獻的優秀專家) by Chengdu Committee of the CPC and the People’s Government of Chengdu (中共成都市委、成都市人民政府) in February 2018.

Dr. WANG Jingyi (王晶翼), aged 62, was appointed as a Director of our Company in November 2016 and was redesignated as an executive Director on February 15, 2023. Dr. Wang had been serving as the general manager of our Company and ceased to act as the general manager in March 2022. He is mainly responsible for the overall strategic planning and development of the Group.

From December 1999 to March 2001, Dr. Wang served as a research assistant professor in medicine of University of Arkansas for Medical Sciences. He formerly served as a vice general manager of QILU Pharmaceutical Co., Ltd. (齊魯製藥有限公司) and the president of QILU Pharmaceutical and Drug Research Institute (齊魯製藥藥物研究院). From November 2012 to February 2021, Dr. Wang served as a director of Kelun Pharmaceutical.

Dr. Wang is currently one of the editorial board members of China Journal of New Drugs (《中國新藥雜誌》), an evaluation expert for national science and technology awards (國家科學技術獎勵) and major national science and technology projects for major new drug creation (重大新藥創製國家科技重大專項). Dr. Wang has also been awarded the second prize of National Science and Technology Progress Award (國家科學技術進步二等獎) by The State Council, PRC (中華人民共和國國務院) for two times in recent years.

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Dr. Wang obtained his bachelor’s degree in medical medicine from China Medical University (中國醫科大學) in China in August 1983. He obtained his master’s degree and doctoral degree in immunology and medical molecular virology from The Fourth Military Medical University (解放軍第四軍醫大學) in China in November 1988 and July 1991, respectively.

Non-executive Director

Mr. LIU Sichuan (劉思川), aged 39, was appointed as a Director in November 2016. He was redesignated as our non-executive Director on February 15, 2023. He is mainly responsible for overseeing the management and strategic development of the Group.

Mr. Liu joined Kelun Pharmaceutical and served as the assistant of chairman in 2007. He has been serving as a director of Kelun Pharmaceutical since May 2009 and general manager of Kelun Pharmaceutical since September 2015. Currently he has also held positions in a number of subsidiaries of Kelun Group, including (i) a director of Chengdu Qingshan Likang Pharmaceutical Co., Ltd. (成都青山利康藥業有限公司) since June 2012; (ii) a manager and executive director of Chengdu Kelun Chuaicai Enterprise Management Co., Ltd (成都科倫川智企業管理有限公司) since May 2020; (iii) a director of Yili Chuanning Biotechnology Co., Ltd. (伊犁川寧生物技術股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 301301), since June 2020; (iv) a director of Sichuan Kelun Industry Group Co., Ltd. (四川科倫實業集團有限公司) since September 2021; and (v) a manager and executive director of Chengdu Kelun Jingchuan Technology Co., Ltd. (成都科倫晶川科技有限公司) since November 2021.

Mr. Liu obtained his master’s degree in international business from the University of Leeds in the United Kingdom in August 2007. Mr. Liu has received a series of awards and recognition including the National Advanced Individual in Fighting the COVID-19 (全國抗擊新冠肺炎疫情先進個人) by CPC Central Committee, The State Council, PRC and the Military Commission of the CPC Central Committee (黨中央、中華人民共和國國務院、中央軍委) in September 2020.

Mr. FENG Hao (馮昊), aged 43, was appointed as a Director in February 2021. He was redesignated as our non-executive Director on February 15, 2023. He is mainly responsible for overseeing the management and strategic development of the Group.

Mr. Feng has been serving as: (i) a deputy general manager and secretary of board of directors of Kelun Pharmaceutical since April 2014; and (ii) a non-executive director of SSY Group Limited (石四藥集團有限公司), a company listed on the Stock Exchange (stock code: 02005) since November 2017.

From July 2002 to August 2003, Mr. Feng served as a tutor at the School of Economics at Huazhong University of Science and Technology (華中科技大學). From December 2004 to January 2005, Mr. Feng served as an analyst at the Actuarial Division of Taiping Life Insurance Company Limited. From December 2005 to December 2006, he served as an actuarial advisory consultant at Watson Wyatt Consultancy (Shanghai) Ltd. From January 2007 to August 2007, he served as a senior manager at the investment banking division of Ping An Securities Limited. From September 2007 to January 2014, he served as a business director at the investment banking division of Sinolink Securities Co. Ltd.

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Mr. Feng obtained his master’s degree in financial mathematics from Heriot-Watt University in the United Kingdom in November 2005. Mr. Feng has received a series of awards and recognition including the 2022 5A Rating for Duty Performance of Board Secretary of Listed Companies (2022上市公司董事會秘書履職5A評級) by China Association for Public Companies (中國上市公司協會) on December 12, 2022.

Mr. ZENG Xuebo (曾學波), aged 38, was appointed as a Director in July 2022. He was redesignated as our non-executive Director on February 15, 2023. He is mainly responsible for overseeing the management and strategic development of the Group.

Formerly he served as a manager and was then promoted as a director (總監) of Shenzhen Zhongyi Yingtai Venture Capital Co., Ltd. (深圳中逸盈泰創業投資有限公司). From June 2015 to July 2016, he served as a deputy director (副總監) of Shenzhen Investment Holdings Donghai Investment Co., Ltd. (深圳投控東海投資有限公司). From August 2016 to July 2019, he served as a director (總監) and was then promoted as a vice president of Aiqi Venture Capital Management (Shenzhen) Co., Ltd. (愛奇創業投資管理(深圳)有限公司). He has served as a vice president of Hexie Zhuorui (Zhuhai) Investment Management Co., Ltd. (和諧卓睿(珠海)投資管理有限公司) since November 2020.

Currently he also holds positions in various companies, including (i) a director of Shandong Bestcomm Pharmaceutical Company Limited (山東百諾醫藥股份有限公司); (ii) a director of Hang Zhou Sciwind Biosciences Co., Ltd. (杭州先為達生物科技有限公司); (iii) a director of Shanghai Model Organisms Center, Inc. (上海南方模式生物科技股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 688265), since September 2022; and (iv) a director of Chiral Quest (Suzhou) Co., Ltd. (凱瑞斯德生化(蘇州)有限公司).

Mr. Zeng obtained his bachelor’s degree in pharmacy from Qinghai Minzu University (青海民族大學) in China in July 2009.

Mr. LI Dongfang (李東方), aged 35, was appointed as a Director in February 2022. He was redesignated as our non-executive Director on February 15, 2023. He is mainly responsible for overseeing the management and strategic development of the Group.

From August 2011 to March 2015, Mr. Li served as an analyst of Goldman Sachs (Asia) L.L.C. He has been serving as an executive director of SDIC Investment Management Co., Ltd. (國投招商投資管理有限公司) since August 2015, where he is responsible for equity investment.

Mr. Li obtained his bachelor’s degree and master’s degree in electronic commerce and finance from University of International Business and Economics (對外經濟貿易大學) in China in July 2009 and July 2011, respectively. He has been a Chartered Financial Analyst since June 2015.

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Independent Non-executive Directors

Dr. ZHENG Qiang (鄭強), aged 62, was appointed as an independent non-executive Director on February 15, 2023 with effect from the [REDACTED]. He is mainly responsible for supervising and providing independent advice on the operation and management of our Group.

Dr. Zheng joined the Peking University (北京大學) in 2005, and he has been serving as a professor and doctoral supervisor in industrial engineering and management in Peking University (北京大學).

Dr. Zheng obtained his bachelor’s degree in physics from Peking University (北京大學) in China in July 1983. Dr. Zheng obtained his master’s degree in physics from Graduate School of Chinese Academy of Sciences (中國科學院研究生院) (currently known as University of Chinese Academy of Sciences (中國科學院大學) in China in August 1986. He also obtained his doctoral degree in physics from Temple University in the United States in June 1989.

Dr. TU Wenwei (涂文偉), aged 56, as appointed as an independent non-executive Director on February 15, 2023 with effect from the [REDACTED]. He is mainly responsible for supervising and providing independent advice on the operation and management of our Group.

Dr. Tu successively served as a lecturer and attending doctor at the department of paediatrics of Children’s Hospital, Chongqing Medical University (重慶醫科大學附屬兒童醫院) and a postdoctoral researcher fellow in the department of pediatrics at the Stanford University School of Medicine in the United States before 2006. Dr. Tu has served as a professor in the department of paediatrics & adolescent medicine, Li Ka Shing Faculty of Medicine at The University of Hong Kong (the “HKU”) since June 2015. Dr. Tu also held various positions, such as the assistant dean of the Li Ka Shing Faculty of Medicine since October 2011 and an associate professor since June 2009 at the department of paediatrics & adolescent medicine since joining HKU in 2006.

Dr. Tu obtained his bachelor’s and master’s degrees in medicine sciences from Chongqing Medical University (重慶醫科大學) in the PRC in July 1989 and December 1992, respectively. He obtained his doctoral degree in philosophy from HKU in December 1999. Dr. Tu has received a series of awards including several Prize of Science and Technology Progress (科技進步獎). He was also recognized as a Changjiang scholar chair professor in pediatrics (長江學者講座教授(兒科)) by Ministry of Education of PRC (中華人民共和國教育部) in April 2016.

Dr. JIN Jinping (金錦萍), aged 50, as appointed as an independent non-executive Director on February 15, 2023 with effect from the [REDACTED]. She is mainly responsible for supervising and providing independent advice on the operation and management of our Group.

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Dr. Jin serves as an associate professor in the Law School, Peking University (北京大學). She has been serving as an independent director of Beijing Oriental Jicheng Co., Ltd. (北京東方中科集成科技股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 002819), since July 2018 and an independent director of China Automotive Engineering Research Institute Co., Ltd. (中國汽車工程研究院股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 601965), since January 2020.

Dr. Jin obtained her bachelor’s degree, master’s degree and doctoral degree in law from Peking University (北京大學) in China in July 1995, July 2001 and June 2004, respectively.

Dr. LI Yuedong (李越冬), aged 46, was appointed as an independent non-executive Director on February 15, 2023 with effect from the [REDACTED]. She is mainly responsible for supervising and providing independent advice on the operation and management of our Group.

Dr. Li joined the Southwestern University of Finance and Economics (西南財經大學) in 2011 and she has been serving as a doctoral supervisor in Auditing in Southwestern University of Finance and Economics (西南財經大學) since January. She has been serving as (i) an independent director of Chengdu Leejun Industrial Co., Ltd. (成都利君實業股份有限公司) since July 2021, a company listed on the Shenzhen Stock Exchange (stock code: 002651); (ii) an independent director of Chengdu Sino Microelectronics Technology Co., Ltd. (成都華微電子科技股份有限公司) since September 2021; (iii) an independent director of Ya’an Baitu High Tech Materials Co., Ltd. (雅安百圖高新材料股份有限公司) since September 2022; (iv) an independent director of Chengdu Zhimingda Electronics Co., Ltd. (成都智明達電子股份有限公司), a company listed on Shanghai Stock Exchange (stock code: 688636), since November 2022; and (v) an independent director of Chengdu Shengbang Seals Co., Ltd. (成都盛幫密封件股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 301233), since November 2022. In addition, Dr. Li also served as (i) an independent director of Kelun Group from June 2015 to June 2021; (ii) an independent director of Chengdu Hi-Tech Development Co., Ltd. (成都高新發展股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 000628) from June 2015 to June 2022; (iii) an independent director of Sichuan Fengsheng Paper Technology Co., Ltd. (四川鳳生紙業科技股份有限公司) from December 2019 to December 2022; and (iv) an independent director of Sichuan Neautus Traditional Chinese Medicine Co., Ltd. (四川新荷花中藥飲片股份有限公司) from January 2020 to February 2023.

Dr. Li obtained her bachelor’s degree in economics from Chongqing Business College (重慶商學院) (currently known as Chongqing Technology and Business University (重慶工商大學)) in China in July 2000. Dr. Li obtained her master’s degree in accountancy from Georgia College & State University in the United States in May 2004. She also obtained her doctoral degree in business administration from Southwestern University of Finance and Economics (西南財經大學) in China in January 2011. Dr Li was certified as a public accountant by the Guam Board of Accountancy in August 2015. She also completed audit training course in the United Nations in June 2020. Dr. Li has received a series of awards and recognition. She was recognized as an internationalized high-end accounting talent (國際化高端會計人才) by Ministry of Finance of the PRC (中國財政部) in December 2021.

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BOARD OF SUPERVISORS

The Board of Supervisors comprises six members. The following table sets out information in respect of the Supervisors of our Company:

Name	Age	Positions	Roles and Responsibilities	Date of Joining the Group	Date of appointment as a Supervisor
Mr. LAI Degui (賴德貴)	52	Chairman of the Board of Supervisors and Supervisor	Supervising the performance of duties by Directors and senior management	February 12, 2021	February 12, 2021
Ms. LIAO Yihong (廖益虹)	43	Supervisor	Supervising the performance of duties by Directors and senior management	February 25, 2022	February 25, 2022
Mr. WAN Peng (萬鵬)	47	Supervisor	Supervising the performance of duties by Directors and senior management	February 12, 2021	February 12, 2021
Dr. SONG Hongmei (宋宏梅)	40	Supervisor	Supervising the performance of duties by Directors and senior management	May 18, 2019	March 1, 2021
Ms. YANG Qiuyan (楊秋艷)	38	Supervisor	Supervising the performance of duties by Directors and senior management	August 18, 2017	March 29, 2022
Dr. QING Yan (卿燕)	39	Supervisor	Supervising the performance of duties by Directors and senior management	January 1, 2021	March 29, 2022

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Mr. LAI Degui (賴德貴), aged 52, was appointed as the chairman of the Board of Supervisors and a Supervisor in February 2021. He is mainly responsible for supervising the performance of duties by Directors and senior management.

Mr. Lai has been served as (i) a deputy general manager and financial director of Kelun Pharmaceutical since October 2014; (ii) a supervisor of Chengdu Kelun Chuanzhi Enterprise Management Co., Ltd. (成都科倫川智企業管理有限公司) since May 2020; (iii) an executive director of Zhejiang Keyun IOT Technology Co., Ltd. (浙江科運物聯科技有限公司) since December 2020; (iv) an executive director and general manager of Shanxi Keyun IOT Technology Co., Ltd. (山西科運物聯科技有限公司) since May 2021; and (v) an executive director and general manager of (四川科誌物聯科技有限公司) since October 2021.

Mr. Lai received a diploma of accounting from Southwestern University of Finance and Economics (西南財經大學) through on-the-job learning in January 2013.

Ms. LIAO Yihong (廖益虹), aged 43, was appointed as a Supervisor in February 2022. She is mainly responsible for supervising the performance of duties by Directors and senior management.

Ms. Liao has served as a supervisor of Kelun Pharmaceutical and other subsidiaries of Kelun Group. Ms. Liao served as the chief director of audit of Kelun Pharmaceutical from December 2014 to June 2021, and served as the chief director of procurement from July 2021 to March 2022. Ms. Liao was promoted as a deputy general manager of Kelun Pharmaceutical in April 2022.

From August 2002 to September 2006, Ms. Liao served as a senior auditor in Shenzhen branch of PricewaterhouseCoopers Zhongtian Certified Public Accountants (special general partnership) (普華永道中天會計師事務所(特殊普通合夥)). From September 2006 to November 2014, she served as an audit manager in the Chengdu branch of KPMG Consulting (China) Co., Ltd. (畢馬威企業諮詢(中國)有限公司).

Ms. Liao obtained her bachelor’s degree in accounting from Guangdong University of Foreign Studies (廣東外語外貿大學) in China in June 2002. She obtained her master’s degree in accounting from Tsinghua University (清華大學) through on-the-job learning in China in June 2021.

Mr. WAN Peng (萬鵬), aged 47, was appointed as a Supervisor in February 2021. He is mainly responsible for supervising the performance of duties by Directors and senior management.

Mr. Wan has served as the general legal counsel and a non-employee representative supervisor of Kelun Pharmaceutical since December 2007 and March 2015, respectively. He worked as one legal counsel in the Sichuan Kelun Pharmaceutical Factory (四川科倫大藥廠), the predecessor of Kelun Pharmaceutical, in November 2001.

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Mr. Wan obtained his on-the job master of business administration from Sichuan University of Business Administration (四川省工商管理學院) in China in July 2005.

Dr. SONG Hongmei (宋宏梅), aged 40, was appointed as a Supervisor in March 2021. She is mainly responsible for supervising the performance of duties by Directors and senior management. Dr. Song joined our Group in May 2019 and has served as our vice president of R&D.

From November 2012 to December 2014, Dr. Song successively served as a team leader of biological R&D and an assistant director of biology at HitGen Inc. (成都先導藥物開發有限公司), where she was mainly responsible for hit screening and activity evaluation, and project and team management. From January 2015 to November 2017, she successively served as a project manager and a vice minister of pharmacology department of Kelun Research Institute. From December 2017 to May 2019, she served as the head of innovation center of Kelun Research Institute.

Dr. Song obtained her bachelor’s degree in bioscience from Sichuan Agricultural University (四川農業大學) in China in June 2005. She obtained her master’s degree in biochemistry and molecular biology from Sichuan University (四川大學) in China in June 2010. She obtained her doctoral degree in biomedical engineering from Sichuan University (四川大學) in China in December 2012.

Ms. YANG Qiuyan (楊秋艷), aged 38, joined our Company as the head of production management department in August 2017 and was appointed as a Supervisor in March 2022. She is mainly responsible for supervising the performance of duties by Directors and senior management.

She served as a project manager of the microbiology research team and a deputy minister of biopharmaceuticals of Kelun Research Institute from July 2010 to June 2013 and from June 2013 to August 2017, respectively.

Ms. Yang obtained her bachelor’s and master’s degree in biological engineering and biochemical engineering from Sichuan University (四川大學) in China in July 2007 and June 2010, respectively.

Dr. QING Yan (卿燕), aged 39, joined our Company as a vice president of the clinical research center in January 2021 and was appointed as a Supervisor in March 2022. She is mainly responsible for supervising the performance of duties by Directors and senior management.

From November 2012 to December 2020, she was a director of the medical information center of Kelun Research Institute, where she was mainly responsible for innovative small molecules, imitation projects, pipeline construction.

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Dr. Qing obtained her bachelor’s and master’s in clinical medicine from Tongji Medical College of Huazhong University of Science and Technology (華中科技大學同濟醫學院) in China in June 2007 and June 2009, respectively. Dr. Qing obtained her doctoral degree in occupational hygiene and environmental hygiene (direction of toxicology) from Tongji Medical College of Huazhong University of Science and Technology (華中科技大學同濟醫學院) in China in June 2012.

SENIOR MANAGEMENT

Our senior management is responsible for the day-to-day management of our business. The following table sets out information in respect of the senior management members of our Company:

Name	Age	Positions	Roles and Responsibilities	Date of Joining the Group	Date of appointment as a senior management
Dr. GE Junyou (葛均友)	50	Executive Director and general manager	Overall corporate and business strategies of our Group and making key business and operational decisions of our Group	February 8, 2021	February 8, 2021
Mr. FENG Yi (馮毅)	58	Deputy general manager, chief strategy officer and senior vice president	Management of strategic planning of R&D and clinical development of our Group	December 1, 2020	December 1, 2020
Dr. ZHANG Yiwei (張一偉)	68	Deputy general manager	Management of manufacturing, quality analysis and control of our Group	January 9, 2018	January 9, 2018
Dr. TAN Xiangyang (譚向陽)	61	Deputy general manager and chief scientific officer	Management of preclinical research and business development of our Group	July 5, 2021	July 5, 2021
Dr. JIN Xiaoping (金小平)	46	Deputy general manager and chief medical officer	Management of clinical development of our Group	September 6, 2021	September 6, 2021

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Name	Age	Positions	Roles and Responsibilities	Date of Joining the Group	Date of appointment as a senior management
Mr. ZHOU Zejian (周澤劍)	41	Chief financial officer and the secretary of the Board	Management of finance, capital market and securities affairs of our Group	February 25, 2022	August 17, 2022
Mr. GUO Yong (郭永)	53	Deputy general manager and chief commercial officer	Management of sales, marketing, medical affairs and commercial operations of our Group	May 12, 2023	May 12, 2023

Dr. GE Junyou (葛均友), aged 50, is our executive Director and general manager. For details of his biography, please refer to the paragraph headed “– Board of Directors – Executive Director” in this section.

Mr. FENG Yi (馮毅), aged 58, was appointed as our deputy general manager and chief strategy officer in March 2021. He joined our Group as a senior vice president in December 2020. He is mainly responsible for the management of strategic planning of R&D and clinical development of our Group.

Mr. Feng formerly served as an assistant of the director of Center of Drug Evaluation, NMPA (國家藥品監督管理局藥品審評中心). From February 2014 to December 2015, he served as a senior consultant at China Office of Covington & Burling Law Firm (美國科文頓•柏靈律師事務所中國代表處), where he was mainly responsible for drug regulations. From January 2016 to August 2018, he served as the president of Greater China of Fountain Pharmaceuticals Co., Ltd. (方恩醫藥有限公司) (currently known as Clinchoice Inc. (昆翎醫藥)), where he was mainly responsible for leading and managing company. From November 2018 to November 2020, he served as senior vice dean and chief strategy officer of Kelun Research Institute.

Mr. Feng obtained his bachelor’s degree in aviation medicine from The Fourth Military Medical University of the Chinese People’s Liberation Army (中國人民解放軍第四軍醫大學) in China in July 1987. He obtained his master’s degree in radio medicine from Chinese People’s Liberation Army Academy of Military Medical Sciences (中國人民解放軍軍事醫學科學院) in China in July 1996. He was recognized as the model staff (工作標兵) by Center for Drug Evaluation, Ministry of Health, PRC (中華人民衛生部藥品審評中心) in January 2001.

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Dr. ZHANG Yiwei (張一偉), aged 68, was appointed as our deputy general manager in March 2022. He joined our Group in January 2018 as the director of quality control, and was promoted to senior director in March 2020. He is mainly responsible for the management of manufacturing, quality analysis and control of our Group.

From October 1990 to August 1991, Dr. Zhang was a visiting scientist of Department of Pure and Applied Biology, The University of Leeds. From August 1995 to May 2007, he served as a postdoctoral fellow and associate researcher of Department of Pathology, Albert Einstein College of Medicine. From June 2007 to October 2008, he served as a quality control scientist of ImClone System, Inc., a company focusing on biopharmaceuticals, where he was mainly responsible for quality control of biomacromolecule drugs. From November 2008 to December 2017, he served as a senior scientist of Eli Lilly and Company, a pharmaceutical company listed on the New York Stock Exchange (stock code: LLY), where he was mainly responsible for quality control and technology development of biomacromolecule drugs.

Dr. Zhang obtained his bachelor’ degree in medicine from Chongqing Medical College (重慶醫學院) (currently known as Chongqing Medical University (重慶醫科大學)) in China in July 1984. He obtained his doctoral degree in theoretical and applied biology from University of Leeds in the United Kingdom in October 1995. Dr. Zhang was awarded the first prize of academy of science and technology (院科技壹等獎) by Sichuan Academy of Medical Sciences, PRC (中國四川省醫學科學院) in December 1989 and the third prize of Sichuan Science and Technology Progress Award in 1989 (1989年度四川省科學技術進步獎三等獎) by the People’ Government of Sichuan Province (四川省人民政府) in April 1990.

Dr. TAN Xiangyang (譚向陽), aged 61, was appointed as our deputy general manager and chief scientific officer of biologics’ research and development in July 2021. He is mainly responsible for the management of preclinical research and business development of our Group.

From June 1990 to December 1992, he served as a researcher of Wuhan Institute of Biological Products, Ministry of Health (衛生部武漢生物製品研究所). From July 1995 to June 1996, he served as a postdoctoral researcher of Harvard Medical School. From January 1998 to January 2008, he served as a principal scientist of Wyeth, LLC. From January 2008 to January 2009, he served as a principal scientist of Pfizer Inc., a company listed on the New York Stock Exchange (stock code: PFE). From February 2009 to November 2015, he served as a principal scientist of Biogen Inc., a company listed on the NASDAQ (stock code: BIIB). From January 2016 to July 2017, he served as a department head of Apbro Corporation, a company listed on the NASDAQ (stock code: ABP). From July 2017 to May 2019, he served as a vice president of Harbour BioMed Shanghai Co., Led. (和鉑醫藥(上海)有限責任公司), a subsidiary of HBM Holdings Limited (和鉑醫藥控股有限公司), a company listed on the Stock Exchange (stock code: 02142). From August 2019 to February 2021, he worked in 4B Technologies (Suzhou) Co., Ltd. (福貝生物科技(蘇州)公司) with his last position as a vice president of the R&D department. From March 2021 to July 2021, he served as a senior vice president of Duality Biologics (Suzhou) Co., Ltd. (映恩生物製藥(蘇州)有限公司), where he was mainly responsible for formulation and implementation of the technology platform for preclinical innovative drug.

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Dr. Tan obtained his bachelor’s degree in clinical medicine from Harbin Medical University (哈爾濱醫科大學) in China in August 1983. He obtained his master’s degree in microbiology and immunology from Wuhan Institute of Biological Products (衛生部武漢生物製品研究所) in China in December 1988. He obtained his doctoral degree in cell and molecular biology from Manchester Metropolitan University in the United Kingdom in November 2007.

Dr. JIN Xiaoping (金小平), aged 46, was appointed as our deputy general manager and chief medical officer in September 2021. He is mainly responsible for the management of clinical development of our Group.

From July 2005 to June 2014, he served as the staff biostatistician of a pharmaceutical company Daiichi Sankyo Inc. (第一三共株式會社) and participated in the clinical studies of new oncological medicine indications. He then served as the scientific director of pharmaceutical company AstraZeneca Biopharmaceutical Company, a company listed on the London Stock Exchange (stock code: AZN), OMX Nordic Exchange (currently known as NASDAQ OMX Group) (stock code: AZN) and New York Stock Exchange (stock code: AZN) from June 2014 to April 2017, and was responsible for setting clinical trial strategies to identify indications, designing clinical trials, managing clinical trials and analyzing relevant clinical data. He joined the group of Akeso, Inc. (“**Akeso**”), a company listed on the Stock Exchange (stock code: 09926) as a vice president and the head of clinical development in May 2017, further promoted as senior vice president in 2020, where he was mainly responsible for clinical science and development, and left Akeso in August 2021.

Dr. Jin obtained his bachelor’s degree in chemistry from Nanjing University (南京大學) in China in July 1997. He obtained his master’s degree in statistics in Washington State University in the United States in August 2001. He obtained his doctoral degree in biostatistics from School of Public Health, University of Minnesota in the United States in June 2005.

Mr. ZHOU Zejian (周澤劍), aged 41, was appointed as the chief financial officer of our Company and the secretary of the Board in August 2022. He is mainly responsible for the management of finance, capital market and securities affairs of our Group. From February 2022 to June 2022, he served as a non-executive Director of our Company, which was designated by IDG Capital, a Pre-[REDACTED] investor of our Company.

From November 2017 to July 2022, Mr. Zhou served as a managing director of IDG Capital, where he was mainly responsible for investment. From April 2014 to November 2017, he served as an executive director of Goldman Sachs Gao Hua Securities Company Limited (高盛高華證券有限責任公司). Prior to that, he successively worked in China International Capital Corporation Limited (中國國際金融股份有限公司), a company listed on the Shanghai Stock Exchange (stock code: 601995) and the Stock Exchange (stock code: 03908) and J.P. Morgan First Capital Securities Co., Ltd. (第一創業摩根大通證券有限責任公司).

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Mr. Zhou obtained his bachelor’s degree in financial management from Renmin University (中國人民大學) in China in July 2004. He obtained his master’s degree in finance from Renmin University (中國人民大學) in January 2007.

Mr. GUO Yong (郭永), aged 53, was appointed as our deputy general manager and chief commercial officer in May 2023. He is mainly responsible for the management of sales, marketing, medical affairs and commercial operations of our Group.

From May 1998 to April 2001, he successively served as sales representative and product executive of Eli Lilly Asia Inc (美國禮來亞洲公司). From May 2003 to November 2009, he successively served as a senior product manager, market manager and associate market director of Wyeth Pharmaceutical Co., Ltd. (惠氏製藥有限公司). From November 2009 to December 2010, he served as a north China sales director of vaccine of GlaxoSmithKline (China) Investment Company Ltd (葛蘭素史克(中國)投資有限公司). From December 2010 to October 2014, he served as a vice president of Shanghai Roche Pharmaceutical Ltd. (上海羅氏製藥有限公司). From November 2014 to December 2017, he successively held several positions in Eisai China Inc. (衛材中國製藥有限公司) with his last position as a vice president. From January 2018 to January 2021, he served as a vice president and deputy global brand lead in Eisai Inc. in the United States. From February 2021 to October 2022, he served as the chief commercial officer of Everest Medicines Limited (雲頂新耀有限公司), a company listed on the Stock Exchange (stock code: 01952).

Mr. Guo obtained his bachelor’s degree in clinical medicine from Fourth Military University (解放軍第四軍醫大學) in China in July 1994. He also obtained his master’s degree in business administration from China Europe International Business School (中歐國際工商學院) in October 2011.

Save as disclosed above, none of our Directors, Supervisors or senior management members has held any directorship in any public company the securities of which are listed on any securities market in Hong Kong or overseas during the three years preceding the Latest Practicable Date.

As of the Latest Practicable Date and save as disclosed above, (i) none of the Directors, Supervisors or members of the senior management of our Company is related to any other Directors, Supervisors and members of the senior management, and (ii) there is no additional matter with respect to the appointment of the Directors or Supervisors that needs to be brought to the attention of the Shareholders.

Other information required to be disclosed under Rule 13.51(2)(h) to (v) of the Listing Rules

Mr. LIU Gexin (劉革新) (“**Mr. Liu**”) held positions in the following entities, each of which had its business license revoked as a result of failure to conduct annual inspection as required under the relevant PRC laws and regulations: (i) executive director and legal representative of Chengdu Longshengkang Pharmaceutical Co., Ltd. (成都隆盛康藥業有限公

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司), (ii) legal representative of Sichuan Kelun Industry Co., Ltd. (四川科倫實業有限責任公司), and (iii) director (負責人) of Sales Department of Sichuan Kelun Pharmaceutical Factory (四川科倫大藥廠銷售部), a joint stock cooperative branch of Kelun Pharmaceutical Factory (四川科倫大藥廠).

Mr. Liu has confirmed that (i) company secretarial matters such as conducting annual inspection of the above mentioned companies were assigned to certain specified staff in the respective company; (ii) the staff who are responsible for handling administrative matter, and the annual inspection and filing of annual report was inadvertently overlooked and those staff have left employment; (iii) there was no dishonest or fraudulent act on his part in inspect of the license revocation and non-compliance of the above mentioned companies. Mr. Liu further confirmed that up to Latest Practicable Date, he has not received any (i) claims or legal proceedings made or commenced against him by any creditors of the above mentioned companies or any third parties; (ii) notice or sanction by any relevant government authorities against him imposing any penalty or order for rectification or alleging that he is personally liable for the above mentioned non-compliances; or (iii) notice of disqualification by relevant authorities requiring him to cease to act as director of any PRC companies.

As of the Latest Practicable Date and save as disclosed above, there is no additional information relating to the Directors or Supervisors that is required to be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Listing Rules.

JOINT COMPANY SECRETARIES

Mr. ZHOU Zejian (周澤劍), was appointed as one of the joint company secretaries of our Company with effect from January 30, 2023. For details of his biography, see “– Senior Management.”

Ms. FUNG Wai Sum (馮慧森), was appointed as one of the joint company secretaries of our Company with effect from January 30, 2023. Ms. Fung is a Senior Manager of Corporate Services of Tricor Services Limited, a global professional services provider specializing in integrated business, corporate and investor services. Ms. Fung has over 15 years of experience in the corporate secretarial field. She has been providing professional corporate services to Hong Kong listed companies as well as multinational, private and offshore companies.

Ms. Fung is currently the company secretary/joint company secretary of a few listed companies on The Stock Exchange of Hong Kong Limited. Ms. Fung is a Chartered Secretary, a Chartered Governance Professional and an Associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom. Ms. Fung obtained her master’s degree in professional accounting and corporate governance from City University of Hong Kong in November 2008.

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BOARD COMMITTEE

Our Company has established three committees under the Board pursuant the corporate governance practice requirements under the Hong Kong Listing Rules, including the audit committee, remuneration committee and nomination 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 control system of the Group, review and approve connected transactions and to advise the Board. The audit committee comprises three independent non-executive Director, namely, Dr. LI Yuedong (李越冬), Dr. TU Wenwei (涂文偉) and Dr. JIN Jinping (金錦萍). Dr. LI Yuedong (李越冬), is the chairperson of the committee, is appropriately qualified as required under Rules 3.10(2) and 3.21 of the Listing Rules.

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 non-executive Directors and two independent non-executive Director, namely, Dr. ZHENG Qiang (鄭強), Mr. LIU Sichuan (劉思川) and Dr. JIN Jinping (金錦萍). Dr. ZHENG Qiang (鄭強), is the chairperson 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 non-executive Directors and two independent non-executive Directors, namely, Mr. LIU Gexin (劉革新), Dr. ZHENG Qiang (鄭強) and Dr. TU Wenwei (涂文偉). Mr. LIU Gexin (劉革新), is the chairperson of the committee.

CORPORATE GOVERNANCE CODE

We recognize the importance of incorporating elements of good corporate governance in our management structure and internal control procedures so as to achieve effective accountability. We have adopted the code provisions stated in the Corporate Governance Code. We are committed to the view that the Board should include a balanced composition of executive Directors, non-executive Directors and independent non-executive Directors so that there is a strong independent element on the Board that can effectively exercise independent judgment.

To accomplish the high standards of corporate governance, we will comply with the Corporate Governance Code set out in Appendix 14 to the Listing Rules and the associated Listing Rules after the [REDACTED].

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MANAGEMENT PRESENCE

According to Rule 8.12 of the Listing Rules, we must have sufficient management presence in Hong Kong. This normally means that at least two of our executive Directors must be ordinarily resident in Hong Kong. Since the principal business operations of our Group are conducted in Mainland China, members of our senior management are, and are expected to continue to be, based in Mainland China. Further, as our executive Directors have a vital role in our Group’s operations, it is crucial for them to remain in close proximity to our Group’s central management located in Mainland China. Our Company does not and, for the foreseeable future, will not have a sufficient management presence in Hong Kong. We have applied for, and the Stock Exchange has [granted], a waiver from compliance with Rule 8.12 of the Listing Rules. For further details, see “Waivers from Strict Compliance with the Listing Rules and Exemption from Strict Compliance with the Companies (Winding Up and Miscellaneous Provisions) Ordinance – Management Presence in Hong Kong.”

BOARD DIVERSITY POLICY

Our Board has adopted a board diversity policy which sets out the approach to achieve diversity on our Board. Our Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level as an essential element in supporting the attainment of our Company’s strategic objectives and sustainable development. Our Company seeks to achieve Board diversity through the consideration of a number of factors, including but not limited to talent, skills, gender, age, cultural and educational background, ethnicity, professional experience, independence, knowledge and length of service. We will select potential Board candidates based on merit and his/her potential contribution to our Board while taking into consideration our own business model and specific needs from time to time. All Board appointments will be based on meritocracy and candidates will be considered against objective criteria, having due regard to the benefits of diversity on our Board.

Our Board has a balanced mix of knowledge, skills and experience. They completed studies in various majors including but without limitation to pharmaceuticals, medical science, marketing management and international business, finance and legal studies. We have four independent non-executive Directors who have different industry backgrounds. Furthermore, our Directors are of a wide range of age, from 35 to 71 years old. Taking into account our business model and specific needs as well as the presence of two female Directors out of a total of 11 Board members, we consider that the composition of our Board satisfies our board diversity policy.

We recognize the particular importance of gender diversity on our Board. We have taken and will continue to take steps to promote and enhance gender diversity at all levels of our Company, including but without limitation at our Board and senior management levels. Our board diversity policy provides that our Board shall take opportunities when selecting and making recommendations on suitable candidates for Board appointments with the aim of increasing the proportion of female members over time after [REDACTED]. In particular, taking into account the business needs of our Group and changing circumstances that may

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affect our business plans, we will actively identify and select several female individuals with a diverse range of skills, experience and knowledge in different fields from time to time, and maintain a list of such female individuals who possess qualities to become our Board members, which will be periodically reviewed by our nomination committee in order to develop a pipeline of potential successors to our Board and promote gender diversity. Additionally, female representatives of our investors are also considered as potential candidates for Board appointments. We will also ensure that there is gender diversity when recruiting staff at the mid- to senior- levels so that we have a pipeline of female senior management and potential successors to our Board going forward. We plan to offer well-rounded trainings to female employees whom we consider have the requisite experience, skills and knowledge of our operation and business, on topics including but not limited to business operation, management, accounting and finance, and legal compliance. We are of the view that such strategies will provide our Board with ample opportunities to identify capable female employees to be nominated as Directors in the future, fulfilling our aim to develop a pipeline of female candidates to achieve greater gender diversity in our Board in the long run. We believe that such a merit-based selection process with reference to our diversity policy and the nature of our business will be in the best interests of our Company and our Shareholders as a whole. It is our objective to maintain an appropriate balance of gender diversity with reference to the stakeholders’ expectations and international and local recommended best practices.

Our nomination committee is responsible for ensuring the diversity of our Board members. After [REDACTED], our nomination committee will review our board diversity policy and its implementation annually to monitor its continued effectiveness and we will disclose the implementation of our board diversity policy, including any measurable objectives set for implementing the board diversity policy and the progress on achieving these objectives, in our corporate governance report on an annual basis.

COMPLIANCE ADVISER

We have appointed First Shanghai 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 [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

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- (d) where the Stock Exchange makes an inquiry to our Company regarding unusual movements in the [REDACTED] or [REDACTED] 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 [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].

KEY TERMS OF EMPLOYMENT CONTRACTS

We normally enter into employment contracts and confidentiality 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.

No Conflict

During the term of the employment contract, unless expressly agreed by us, the employee shall not engage in any part-time job or activities that create a conflict of interest with us. If the employee breaches this provision, we may choose to terminate the employment contract and hold the employee accountable for all of the loss incurred by us as a result of the breach.

Non-competition

Within a period from the date of the employee's departure (the "**Non-compete Period**") and during the course of employment by our Group, he/she shall not, among others, directly or indirectly engage in any business that competes with us. In addition, the employee shall not have any business connection with any our customer during the Non-compete Period (the "**Non-compete Requirement**"). We will notify the employee in written if the Non-compete Requirement is applicable to him/her. If applicable, we will pay monthly compensation to the relevant employee during the Non-compete Period.

Confidentiality

The employee shall keep in confidence and shall not disclose our trade secrets, including but not limited to our technical information and operational information in confidence during the term of their employment and thereafter.

Service Invention

The intellectual property rights in any invention, work or non-patent technical result that is (i) resulted from performing employee duties or (ii) developed mainly using our material, technologies and information shall belong to us.

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REMUNERATION OF DIRECTORS, SUPERVISORS AND FIVE HIGHEST PAID INDIVIDUALS

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

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

For details on the service contracts and appointment letters signed between the Company and our Directors and Supervisors, please refer to “Appendix VII – Statutory and General Information – C. Further Information about Our Directors, Supervisors and Substantial Shareholders – 1. Directors, Supervisors and Chief Executive – (ii) Particulars of Service Agreements.”

For the years ended December 31, 2021 and 2022, 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 Directors were approximately RMB13.1 million and RMB7.9 million, respectively. For remuneration details of all Directors during the Track Record Period, please refer to Note 8 to the Accountants’ Report as set out in Appendix I to this document.

For the years ended December 31, 2021 and 2022, 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 Supervisors were RMB2.2 million and RMB4.7 million, respectively.

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

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For the years ended December 31, 2021 and 2022, the five highest remunerated individuals of our Company included 2 Directors and 1 Director, 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 years ended December 31, 2021 and 2022, the total amount of remuneration and benefits in kind (if applicable) paid by us to the five highest remunerated individuals were approximately RMB25.1 million and RMB34.3 million, respectively.

It is estimated that remuneration equivalent to approximately RMB16.3 million in aggregate will be paid to the Directors and Supervisors by our Company for the year ending December 31, 2023, based on the arrangements in force as of the date of the document.

During the Track Record Period, no remuneration was paid by us nor receivable by Directors, Supervisors or the five highest remunerated individuals as incentives for joining or as rewards upon joining our Company. During the Track Record Period, no remuneration was paid by us nor receivable by Directors, past Directors, Supervisors, past Supervisors or the five highest remunerated 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 have 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 remunerated individuals.

Save as disclosed above and indirect shareholding interest our Directors and Supervisors held through our Employee Incentive Plan, no Director or Supervisor is entitled to receive other special benefits from the Company.

Our Board will review and determine the remuneration and compensation packages of our Directors and senior management officers with, following the [REDACTED], the benefit of recommendations from the remuneration committee. Our remuneration committee will take into account salaries paid by comparable companies, time commitment and responsibilities of our Directors and performance of our Group.

EMPLOYEE INCENTIVE SCHEME

Please see “Appendix VII – Statutory and General Information – D. Employee Incentive Scheme” for details.

COMPETITION

Each of our executive Directors and non-executive Directors confirms that as of the Latest Practicable Date, he 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.