

DIRECTORS AND SENIOR MANAGEMENT

SUMMARY INFORMATION OF OUR DIRECTORS AND SENIOR MANAGEMENT

The following table sets forth information regarding our current Directors.

Name	Age	Position	Date of appointment as Directors	Time of joining our Group	Responsibilities	Relationship with other Directors and senior management
Directors						
Mr. FENG Dai (馮岱)	45	Chairman of the Board and non-executive Director	November 29, 2018	May 2012	Overall strategy planning, corporate governance and business direction of our Group	None
Ms. LI Huamin (李華敏)	47	Executive Director and chief executive officer	November 29, 2018	July 2003	Overall strategy planning, corporate governance, business direction, and business management of our Group	None
Mr. CHEN Kai (陳鏜)	47	Executive Director and chief operating officer	November 29, 2018	April 2010	Overall strategy planning, corporate governance, business direction, and operation management of our Group	None
Mr. HUANG Kun (黃琨)	38	Non-executive Director	November 29, 2018	January 2015	Overall strategy planning, corporate governance and business direction of our Group	None
Mr. HU Jiezhong (胡杰章)	46	Non-executive Director	December 21, 2020	December 2020	Overall strategy planning, corporate governance and business direction of our Group	None
Mr. HAN Xiaojing (韓小京)	65	Independent non-executive Director	[●]	[●]	Supervising and providing independent opinion to our Board	None
Ms. DONG Li (董莉)	50	Independent non-executive Director	[●]	[●]	Supervising and providing independent opinion to our Board	None
Mr. SHI Zi (石子)	50	Independent non-executive Director	[●]	[●]	Supervising and providing independent opinion to our Board	None

DIRECTORS AND SENIOR MANAGEMENT

The following table sets forth information regarding the senior management members of our Company (other than the Directors disclosed above):

Name	Age	Position	Date of appointment as senior management	Time of joining our Group	Responsibilities	Relationship with other Directors and senior management
Mr. TIAN Jie (田杰)	55	Chief medical officer	January 1, 2007	January 2007	Overall medical matters of our Group	None
Mr. SONG Xin (宋鑫)	33	Chief commercial officer	August 8, 2011	August 2011	Overall sales management of our Group	None
Mr. LIU Yu (劉戔)	38	Chief marketing officer	September 18, 2015	September 2015	Overall management of marketing, training and education of our Group	None
Mr. ZHU Guolin (朱國林)	49	Chief financial officer	November 1, 2017	November 2017	Overall financial management of our Group	None
Mr. ZHU Lingbo (朱凌波)	37	Senior vice president, board secretary and joint company secretary	October 9, 2020	October 2020	Overall management of financing, investment, investor relations, capital market activities and corporate governance related matters of our Group	None

BOARD OF DIRECTORS

Executive Directors and Non-Executive Directors

Mr. FENG Dai (馮岱), aged 45, is our chairman of the Board and non-executive Director, appointed in November 2018, and is primarily responsible for overall strategy planning, corporate governance and business direction of our Group. Mr. Feng joined our Group in May 2012. He also serves as a director of certain of our subsidiaries, including serving as a director of Wuxi EA Medical Instruments Technologies Limited (無錫時代天使醫療器械科技有限公司) since May 2012 and as the chairman of the board since May 2016.

Mr. Feng currently serves as a managing director of CareCapital Advisors Limited (松柏投資管理(香港)有限公司), an investment and operating group committed to building the dental and oral care industry, since March 2015. He also serves as directors in the portfolio companies of CareCapital, including the vice chairman of Carestream Dental LLC, a leading global company in dental x-ray, intra-oral scanners and dental clinic management software businesses, the chairman of Huikou Dental Hospital Group (惠州市口腔醫院有限公司), a leading regional dental hospital group based out of China, and a director of the controlling shareholder of Neoss Limited, a leading dental implant company based out of UK and Sweden. Mr. Feng also serves as an independent director of Wuxi Apptec. (無錫藥明康德新藥開發股份有限公司), a CRO company listed on the Stock Exchange (stock code: 02359) and the Shanghai Stock Exchange (stock code: 603259), since December 2018, and an independent director of Sling Group Holdings Limited (森浩集團股份有限公司), a company listed on the Stock Exchange (stock code: 08285), since December 2017. He has been the director of The Forsyth Institute (Affiliate of Harvard Dental School) (哈佛大學醫學院附屬福賽斯牙科研究院) since February 2018. From April 2004 to December 2014, he served various positions, including associate, principal and managing director at Warburg Pincus Asia LLC, a leading global private equity firm.

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Mr. Feng graduated from Harvard University (哈佛大學) with a bachelor’s degree in engineering sciences in June 1997.

Ms. LI Huamin (李華敏), aged 47, is our executive Director and chief executive officer, and is primarily responsible for the overall strategy planning, corporate governance, business direction, and business management of our Group. Ms. Li together with a group of dental professionals and scientists co-founded our Group in 2003 and was appointed as an executive Director in November 2018. Ms. Li has also served as director or general manager of certain of our subsidiaries, including serving as the chairman of the board at Wuxi EA Medical Instruments Technologies Limited (無錫時代天使醫療器械科技有限公司) from November 2011 to May 2016 and as a director and the general manager since May 2016, and as a director at Beijing EA Bio-tech Co., Ltd. (北京時代天使生物科技有限公司) from July 2003 to April 2016. Ms. Li was also as a director and the general manager of Shanghai Dongshan Industrial Co., Ltd. (上海東衫實業有限公司), previously known as Shanghai EA Industrial Co., Ltd. (上海時代天使實業有限公司), from July 2003 to September 2008.

Ms. Li is a member of the National Technical Committee on Dental Materials and Devices of Standardization Administration of China (全國口腔材料和器械設備標準化技術委員會) (SAC/TC99). She has also been a director of China Oral Health Foundation (中國牙病防治基金會) since 2013, and was appointed as a member of the Fourth Subcommittee of Stomatological Devices of Chinese Stomatological Association (中華口腔醫學會第四屆口腔醫學設備器材分會) in 2020.

Ms. Li graduated from Nankai University (南開大學) with a bachelor’s degree in auditing in June 1995, and obtained an MBA degree from Shanghai Jiao Tong University (上海交通大學) in June 2000.

Mr. CHEN Kai (陳鏜), aged 47, is our executive Director and chief operating officer, and is primarily responsible for the overall strategy planning, corporate governance, business direction, and operation management of our Group. Mr. Chen joined our Group in April 2010 and was appointed as an executive Director in November 2018. He has served as a director and senior management of certain of our subsidiaries, including serving as a director and chief operating officer at Wuxi EA Medical Instruments Technologies Limited (無錫時代天使醫療器械科技有限公司) since November 2018 and April 2010, respectively.

Prior to joining our Group, Mr. Chen served as a national marketing director in Changchun GeneScience Pharmaceuticals Co., Ltd. (長春金賽藥業有限公司) from March 2008 to April 2010. He served as the deputy manager of the marketing department of Jiangyin Tianjiang Pharmaceutical Co., Ltd. (江陰天江藥業有限公司) from March 2006 to October 2007. Prior to that, Mr. Chen worked at LeiYunShang Pharmaceutical Co., Ltd. of Shanghai Pharma Group (上海醫藥集團雷允上藥業有限公司) from March 2004 to April 2005. He also worked at Shanghai Sanjiu Technology Development Co., Ltd. (上海三九科技發展股份有限公司) from November 2002 to October 2003.

Mr. Chen graduated from Northwest University for Nationalities (西北民族大學) with a bachelor’s degree in medical science in June 1995. He further obtained a master’s degree in regional economy from Minzu University of China (中央民族大學) in June 2001 and an MBA degree from Fudan University (復旦大學) and National Taiwan University (國立台灣大學) in January 2016.

Mr. HUANG Kun (黃琨), aged 38, is our non-executive Director, appointed in November 2018, and is primarily responsible for the overall strategy planning, corporate governance and business direction of our Group. Mr. Huang joined our Group in January 2015. He has served as a director of certain of our subsidiaries, including serving as a director of Wuxi EA Medical Instruments Technologies Limited (無錫時代天使醫療器械科技有限公司) since January 2015.

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Mr. Huang joined CareCapital Advisors Limited (松柏投資管理(香港)有限公司), an investment and operating group committed to building the dental and oral care industry, in April 2015, and currently serves as a managing director. Mr. Huang currently also serves as directors in the portfolio companies of CareCapital, including the Chairman of Shanghai CareCapital Dental Devices Co., Ltd. (上海松佰牙科器械有限公司), a leading distribution group of dental products based out of China, a director of Purgo Biologics Inc., a leading company in dental bone regeneration products based out of South Korea, and a director of Szechuan New Huaguang Medical Technology Limited (四川新華光醫療科技有限公司), a leading distributor of dental products based out of China. Prior to that, Mr. Huang served as an investment director and a vice president successively at Beijing Warburg Pincus Consulting Co., Ltd. (北京華平投資諮詢有限公司) from July 2011 to March 2015. Mr. Huang also served as a senior investment manager during his work at Orchid Asia Investment Consulting (Shanghai) Co., Ltd. (蘭馨投資諮詢(上海)有限公司) from June 2007 to June 2011.

Mr. Huang graduated from Tsinghua University (清華大學) with a bachelor’s degree in finance in July 2005.

Mr. HU Jiezhang (胡杰章), aged 46, is our non-executive Director, and is primarily responsible for the overall strategy planning, corporate governance and business direction of our Group. Mr. Hu joined our Group since and was appointed as a non-executive Director in December 2020. He has also served as a director of Wuxi EA Medical Instruments Technologies Limited (無錫時代天使醫療器械科技有限公司) since December 2020.

Mr. Hu currently serves as a partner of CareCapital Advisors Limited (松柏投資管理(香港)有限公司), an investment and operating group committed to building the dental and oval care industry, since January 2018, and as a director and the chief executive officer of Shanghai CareCapital Dental Devices Co., Ltd. (上海松佰牙科器械有限公司), a leading distribution group of dental products based out of China, since March 2020. Prior to that, Mr. Hu was a vice president at Zoom Commerce Ltd. (廣州市尊網商通信息科技有限公司) from June 2016 to January 2018. Mr. Hu also served as a vice president at Beyondsoft Corporation (博彥科技股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 002649), from December 2012 to May 2016. Mr. Hu also worked for several other companies, including served as a vice president at Achievo Information Technology (Shenzhen) Co., Ltd. (大展信息科技(深圳)有限公司) from May 2007 to November 2012, as a general manager at Guangzhou Jie’ao Computer Technology Co., Ltd. (廣州市杰傲計算機科技有限公司) from February 2003 to April 2007, as a technical director at Zoom Commerce Ltd. (廣州市尊網商通信息科技有限公司) from November 1999 to January 2003.

Mr. Hu graduated from Nanjing University (南京大學) with a bachelor’s degree in physics in July 1995.

Independent Non-Executive Directors

Mr. HAN Xiaojing (韓小京), aged 65, is our independent non-executive Director, and is primarily responsible for supervising and providing independent opinion to our Board. Mr. Han has been appointed as our independent non-executive Director since [●].

Mr. Han is the founding partner of Commerce & Finance Law Offices (北京市通商律師事務所) and has been an attorney there since May 1992. Mr. Han has also been an independent non-executive director at Sino-Ocean Group Holding Limited (遠洋集團控股有限公司), a real estate company listed on the Stock Exchange (stock code: 3377), Far East Horizon Limited (遠東宏信有限公司), a company listed on the Stock Exchange (stock code: 3360) and Vital Mobile Holdings Limited (維太創科控股有限公司), a company listed on the Stock Exchange (stock code: 6133), since June 2007, March 2011 and June 2019, respectively. He has also served as a supervisor at Ping An Bank Company Limited (平安銀行股份有限

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公司), a company listed on the Shenzhen Stock Exchange (stock code: 000001), since October 2020 and served as one of its independent directors from February 2014 to October 2020. Prior to that, he served as an independent director of Beijing Sanju Environmental Protection & New Materials Company Limited (北京三聚環保新材料股份有限公司), a company listed on the Shenzhen Stock Exchange (stock code: 300072), from April 2014 to September 2020, and as an outside director of China National Aviation Fuel Group Limited (中國航空油料集團有限公司), a Chinese state-owned enterprise in 2016 Fortune Global 500 list, since December 2017.

Mr. Han graduated from Hubei Finance College (湖北財經學院) (currently known as Zhongnan University of Economics and Law (中南財經政法大學)) with a bachelor’s degree in law in July 1982. He further obtained a master’s degree in law from China University of Political Science and Law (中國政法大學) in July 1985.

Ms. DONG Li (董莉), aged 50, is our independent non-executive Director, and is primarily responsible for supervising and providing independent opinion to our Board. Ms. Dong has been appointed as our independent non-executive Director since [●].

Ms. Dong has been an independent non-executive director at Yixin Group Limited, a company listed on the Stock Exchange (stock code: 2858), since November 2017. She was also an independent non-executive director of 58.com Inc., a company previously listed on the New York Stock Exchange (ticker: WUBA), from April 2020 to September 2020. Prior to that, Ms. Dong was the chief financial officer of *eDaijia* (北京億心宜行汽車技術開發服務有限公司), an online designated driver service provider, from August 2015 to June 2017. She served as a chief financial officer at RDA Microelectronics, Inc., a company previously listed on NASDAQ (ticker: RDA), from November 2007 to July 2015, and was appointed as its executive director from January 2014 to July 2015. Ms. Dong worked for Hewlett-Packard in China since 1992, and was the Finance Operations Manager of Hewlett-Packard Technology (Shanghai) Co., Ltd. when she left in 2005.

Ms. Dong graduated from Nanjing University of Science and Technology (南京理工大學) with a bachelor’s degree in economics in July 1992. She further obtained an MBA degree from China Europe International Business School in April 2004. She is an accountant recognized by the Ministry of Finance of the People’s Republic of China in October 1994.

Mr. SHI Zi (石子), aged 50, is our independent non-executive Director, and is primarily responsible for supervising and providing independent opinion to our Board. Mr. Shi has been appointed as our independent non-executive Director since [●].

Mr. Shi has been the executive director and general manager of Shenzhen Qianhai E-Cloud Technology Company Limited (深圳市前海逸雲科技有限公司) since January 2015. He also worked as a senior partner at Junsan Capital Management Company Limited (君盛投資管理有限公司) from September 2009 to September 2014 and a vice president of the group at SF Express (Group) Company Limited (順豐速運(集團)有限公司) from July 2007 to November 2009. Prior to that, Mr. Shi served as the director of the information technology department and the director of factory affairs at Hitachi Global Storage Technologies (Shenzhen) Company Limited (日立環球存儲科技(深圳)有限公司) (formerly known as Shenzhen IBM Technology Products Company Limited (深圳國際商業機器技術產品有限公司)) from January 1999 to July 2007.

Mr. Shi graduated from Tsinghua University (清華大學) with a bachelor’s degree in electrical engineering in July 1993. He further obtained a master’s degree in business administration from Tsinghua Shenzhen International Graduate School (清華大學深圳研究生院) in July 2006.

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SENIOR MANAGEMENT

Ms. LI Huamin (李華敏), aged 47, is our executive Director and chief executive officer. See “— Board of Directors” for her biographical details.

Mr. CHEN Kai (陳鏜), aged 47, is an executive Director and our chief operating officer. See “— Board of Directors” for his biographical details.

Mr. TIAN Jie (田杰), aged 55, is our chief medical officer, and is primarily responsible for the overall medical matters of our Group. Mr. Tian joined our Group in January 2007 as our medical director. Mr. Tian has also served as senior management in certain of our subsidiaries, including serving as the medical director of Beijing EA Bio-tech Co., Ltd. (北京時代天使生物科技有限公司) from January 2007 to December 2009, as the medical director at Wuxi EA Medical Instruments Technologies Limited (無錫時代天使醫療器械科技有限公司) from February 2010 to January 2012, and as the chief medical officer or chief medical expert at Shanghai EA Medical Instruments Co., Ltd. (上海時代天使醫療器械有限公司) since February 2012.

Prior to joining our Group, Mr. Tian served as dentist and associate chief physician in the department of stomatology in No. 210 Hospital of People’s Liberation Army (解放軍第210醫院) from July 1997 to March 2006. Mr. Tian also served as a dentist at The Fourth Military Medical University Stomatological Hospital (第四軍醫大學口腔醫院) from July 1989 to July 1997.

Mr. Tian received his bachelor’s degree in stomatology from The Fourth Military Medical University (第四軍醫大學) in September 1989, where he also received his doctorate degree in orthodontics in August 1997. He received his professional qualification certificate for associate chief physician in December 2001, granted by the political department of Shenyang Military Region of the People’s Liberation Army (中國人民解放軍瀋陽軍區政治部).

Mr. SONG Xin (宋鑫), aged 33, is our chief commercial officer, and is primarily responsible for the overall sales management of our Group. Mr. Song joined our Group in August 2011, and has served as the chief commercial officer since February 2018. Mr. Song has also severed several positions in certain of our subsidiaries, including serving as chief commercial officer at Wuxi EA Medical Instruments Technologies Limited (無錫時代天使醫療器械科技有限公司) since February 2018.

Prior to joining our Group, Mr. Song served as a regional manager at Guizhou Tongjitang Pharmaceutical Co., Ltd (貴州同濟堂製藥有限公司) from March 2009 to July 2011.

Mr. Song graduated from Henan University of Technology (河南工業大學) with his bachelor’s degree in bio-technology in July 2008, and is currently pursuing an EMBA degree at Fudan University (復旦大學).

Mr. LIU Yu (劉彧), aged 38, is our chief marketing officer, and is primarily responsible for the overall management of marketing, training and education of our Group. Mr. Liu joined us in September 2015, and has served as the chief marketing officer since then. Mr. Liu has also served as chief marketing officer of Wuxi EA Medical Instruments Technologies Limited (無錫時代天使醫療器械科技有限公司) since September 2015.

Prior to joining our Group, he served as the director of public relations in the department of corporate marketing and public relations of Tencent Group and at Tencent Technology (Shenzhen) Co., Ltd. (騰訊科技(深圳)有限公司), a subsidiary of Tencent Holdings Limited which is listed on the Stock Exchange (stock code: 0700), from July 2008 to September 2015.

Mr. Liu obtained a master’s degree in communications from Sichuan University (四川大學) in June 2008.

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Mr. ZHU Guolin (朱國林), aged 49, is our chief financial officer, and is primarily responsible for the overall financial management of our Group. Mr. Zhu joined us in November 2017, and has served as the chief financial officer since then. Mr. Zhu has also served as chief financial officer of Wuxi EA Medical Instruments Technologies Limited (無錫時代天使醫療器械科技有限公司) since November 2017.

Prior to joining our Group, Mr. Zhu served as a senior vice president at Chengdu Tiandi Network Information Technology Co., Ltd. (成都天地網信息科技有限公司) from March 2017 to October 2017, and as the vice president of finance at Jin Ba Men’s (Shanghai) Co., Ltd. (勁霸男裝(上海)有限公司) from November 2016 to March 2017. He served successively as the director of finance department and the vice president of finance at Yonghui Superstores Co., Ltd. (永輝超市股份有限公司) from August 2011 to October 2016, and assistant to general manager of finance management center and general manager at China Life Insurance Company Limited Shanghai Branch Company (中國人壽保險股份有限公司上海分公司) from March 2006 to July 2011. Prior to that Mr. Zhu worked as an investment manager at Wanxiang Investment Co., Ltd. (萬向投資有限公司) from July 2005 to March 2006, and worked at Shenyin & Wanguo Securities Co., Ltd. (申銀萬國證券股份有限公司) from July 2002 to July 2005.

Mr. Zhu graduated from Nanjing University (南京大學) with a bachelor’s degree in urban planning in July 1993. He further obtained a master’s degree in economy from Sun Yat-sen University (中山大學) in June 1999 and a doctorate degree in economy from Fudan University (復旦大學) in July 2002.

Mr. ZHU Lingbo (朱凌波), aged 37, is our senior vice president, board secretary and a joint company secretary, and is primarily responsible for financing, investment, investor relations, capital market activities and corporate governance related matters of our Group. Mr. Zhu joined our Group in October 2020, and has been our senior vice president and board secretary since then. Mr. Zhu has also served as senior vice president and board secretary of Wuxi EA Medical Instruments Technologies Limited (無錫時代天使醫療器械科技有限公司) since October 2020.

Mr. Zhu has more than 11 years of experience in corporate finance and capital market practices. Prior to joining our Group, Mr. Zhu worked as an investment banker, serving as a vice president or executive director at J.P. Morgan Securities (China) in Shanghai from July 2019 to October 2020 and at Goldman Sachs Gao Hua Securities in Beijing from July 2013 to July 2019. Prior to that, he worked as an investment analyst in Corporate Planning & Strategic Investment department at Sun Hung Kai Properties (Shanghai) in Shanghai from June 2009 to June 2011. Mr. Zhu also worked at KPMG Huazhen (Special General Partnership) in Shanghai from August 2006 to April 2008.

Mr. Zhu graduated from Fudan University (復旦大學) with a bachelor’s degree in management in July 2006, and obtained an MBA degree from Kellogg School of Management at Northwestern University in June 2013. He was recognized as a Chartered Financial Analyst by CFA Institute in September 2010 and was also accredited as a non-practicing certified public accountant by the Chinese Institute of Certified Public Accountants in December 2010.

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JOINT COMPANY SECRETARIES

Mr. ZHU Lingbo (朱凌波), is our senior vice president, board secretary and a joint company secretary. See “— Senior Management” for his biographical details.

Ms. CHU Cheuk Ting (朱卓婷), was appointed as a joint company secretary of our Company in [●]. Ms. Chu is a manager of Corporate Services of Tricor Services Limited. She has over 10 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. Chu is an associate of both The Hong Kong Institute of Chartered Secretaries and The Chartered Governance Institute (formerly known as The Institute of Chartered Secretaries and Administrators). Ms. Chu holds a bachelor of arts degree from The Hong Kong Polytechnic University and a master of science in professional accounting and corporate governance from the City University of Hong Kong.

BOARD COMMITTEES

Audit Committee

Our Company has established an Audit Committee on [●], with effect from the [REDACTED], with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code as set out in Appendix 14 to the Listing Rules. The Audit Committee consists of three members, namely Ms. DONG Li, Mr. HAN Xiaojing and Mr. SHI Zi. Ms. DONG Li is the chairwoman of the Audit Committee. The primary duties of the Audit Committee are to review and supervise the financial reporting process and internal control system of our Group, oversee the audit process, review and oversee the existing and potential risks of our Group and perform other duties and responsibilities as assigned by our Board.

Remuneration Committee

Our Company has established a Remuneration Committee on [●], with effect from the [REDACTED], with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code as set out in Appendix 14 to the Listing Rules. The Remuneration Committee has five members, namely Mr. HAN Xiaojing, Ms. LI Huamin, Mr. HUANG Kun, Ms. DONG Li and Mr. SHI Zi. Mr. HAN Xiaojing is the chairman of the Remuneration Committee. The primary duties of the Remuneration Committee are to establish and review the policy and structure of the remuneration for our Directors and senior management and make recommendations on employee benefit arrangement.

Nomination Committee

Our Company has established a Nomination Committee on [●], with effect from the [REDACTED], with written terms of reference in compliance with the Corporate Governance Code as set out in Appendix 14 to the Listing Rules. The Nomination Committee consists of five members, namely Mr. FENG Dai, Mr. CHEN Kai, Mr. HAN Xiaojing, Ms. DONG Li and Mr. SHI Zi. Mr. FENG Dai is the chairman of the Nomination Committee. The primary duties of the Nomination Committee are to make recommendations to our Board on the appointment of Directors of our Company.

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BOARD DIVERSITY

We have adopted our board diversity policy in [●], which sets out the objective and approach to achieve and maintain diversity on our Board in order to enhance the effectiveness of our Board. Our board diversity policy provides that our Company should endeavor to ensure that our Board members have the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy, and when nominate and appoint a Director, with the assistance of the nomination committee, the Board will consider a number of factors to diversify our board composition, including but not limited to professional experience, skills, knowledge, gender, age, cultural and educational background, ethnicity, length of service and the potential contributions that the candidate is expected to bring to our Board, in order to better serve the needs and development of our Company. All Board appointments will be based on merits and candidates will be considered against objective criteria, having due regard to the benefits of diversity to our Board. After the [REDACTED], our nomination committee will review our board diversity policy and evaluate the implementation of 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 our board diversity policy on an annual basis.

CORPORATE GOVERNANCE

We aim to achieve high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. In order to accomplish this, we expect to comply with all the code provisions of the Corporate Governance Code as set out in Appendix 14 to the Listing Rules.

DIRECTORS' REMUNERATION

Our Directors and members of our senior management receive remuneration from our Company in the form of fees, salaries, contributions to pension schemes, discretionary bonuses, allowances and other benefits in kind.

The aggregate amount of remuneration our Directors have received (including fees, salaries, contributions to pension schemes, discretionary bonuses, allowances, share-based compensation and other benefits in kind) for the two years ended December 31, 2019 and the nine months ended September 30, 2020 was approximately RMB15.1 million, RMB37.5 million and RMB30.7 million, respectively. It is estimated that remuneration and benefits in kind equivalent to approximately RMB39.5 million in aggregate will be paid and granted to our Directors by us in respect of the financial year ending December 31, 2021 under arrangements in force as at the date of this document.

The aggregate amount of emolument paid to the five highest paid individuals of our Group (including fees, salaries, contributions to pension schemes, discretionary bonuses, allowances, share-based compensation and other benefits in kind), excluding Directors, for the two years ended December 31, 2019 and the nine months ended September 30, 2020 was approximately RMB9.1 million, RMB7.6 million and RMB7.1 million, respectively. During the Track Record Period, no remuneration was paid by us to our Directors or the five highest paid individuals as an inducement to join or upon joining us or as a compensation for loss of office. Further, none of our Directors had waived any remuneration during the same period.

Save as disclosed above, no other payments have been paid, or are payable, by our Group to our Directors or the five highest paid individuals of our Company during the Track Record Period.

Our Board will review and determine the remuneration and compensation packages of our Directors and senior management on which, following the [REDACTED], advice will be received from the remuneration committee taking into account salaries paid by comparable companies, time commitment and responsibilities of the Directors and performance of our Group.

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SHARE AWARD SCHEMES

See “Our History and Corporate Development — Share Award Schemes” and “Appendix IV — Statutory and General Information — D. Share Award Schemes” for more information.

COMPLIANCE ADVISOR

We have appointed Somerley Capital Limited as our compliance advisor pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, the compliance advisor will advise us in the following circumstances:

- (1) before publication of any regulatory announcement, circular or financial report;
- (2) where a transaction, which might constitute a notifiable or connected transaction under the Listing Rules, is contemplated, including share issues and share repurchases;
- (3) where we propose to use the [REDACTED] of the [REDACTED] in a manner different from that detailed in this document or where our business activities, developments or results of operation deviate from any forecast, estimate or other information in this document; and
- (4) where the Stock Exchange makes an inquiry of our Company regarding [REDACTED] in the [REDACTED] or any other matters under Rule 13.10 of the Listing Rules.

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