

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board consists of eight Directors, comprising two executive Directors, three non-executive Directors (one of whom is our Chairman) and three independent non-executive Directors. Members of our Board are experienced individuals in their respective specialized areas.

The following table sets forth certain information in respect of our Directors:

Name	Age	Position(s) in our Company	Date of joining our Group/ appointment	Date of joining Jacobson Pharma Group	Roles and responsibilities in our Group	Relationship with other Directors and/or senior management
Wong Yat Wai, Patrick (黃一偉)	57	Executive Director and chief executive officer	January 7, 2020	October 9, 2017	– Responsible for commercial operations and business and strategic development of branded healthcare products	None
Dr. Chu Ka Wing (朱家榮)	47	Executive Director and president of the proprietary Chinese medicine business	January 7, 2020	May 24, 2010	– Responsible for operations and business development of proprietary Chinese medicine business	None
Sum Kwong Yip, Derek (岑廣業)	58	Non-executive Director and Chairman	September 22, 2020	September 1, 1998	– Responsible for leading the activities and decisions of the Nomination Committee, advising on business plans and strategies and facilitating high-level monitoring and supervising of our Group – Chairman of the Nomination Committee	None
Yim Chun Leung (嚴振亮)	59	Non-executive Director	September 22, 2020	September 1, 2008	– Responsible for advising on corporate strategies, business plans and governance development – Member of the Remuneration Committee	None
Yeung Kwok Chun, Harry (楊國晉)	61	Non-executive Director	September 22, 2020	N/A	– Responsible for advising on corporate strategies and business plans in relation to our Group's business in China	None
Chan Kam Chiu, Simon (陳錦釗)	72	Independent non-executive Director	January 18, 2021	N/A	– Responsible for leading the activities and decisions of the Audit Committee and making recommendations on the operations and management of our Group – Chairman of the Audit Committee and member of the Remuneration Committee and Nomination Committee	None

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Name	Age	Position(s) in our Company	Date of joining our Group/ appointment	Date of joining Jacobson Pharma Group	Roles and responsibilities in our Group	Relationship with other Directors and/or senior management
Luk Ting Lung, Alan (陸庭龍)	59	Independent non-executive Director	January 18, 2021	N/A	<ul style="list-style-type: none"> – Responsible for leading the activities and decisions of the Remuneration Committee and making recommendations on the operations and management of our Group – Chairman of the Remuneration Committee and member of the Audit Committee and Nomination Committee 	None
Lau Shut Lee, Tony (劉述理)	52	Independent non-executive Director	January 18, 2021	N/A	<ul style="list-style-type: none"> – Responsible for making recommendations on the operations and management of our Group – Member of the Audit Committee, the Remuneration Committee and the Nomination Committee 	None

Executive Directors

Wong Yat Wai, Patrick (黃一偉), aged 57, is an executive Director and the chief executive officer of our Company. He is responsible for the commercial operations of our Group and for overseeing our local and overseas business and the strategic development of our consumer healthcare products. Mr. Wong joined Jacobson Pharma Group in October 2017. He has over 32 years of experience in the healthcare business sector, with 18 years in the pharmaceutical industry and another 14 years in the medical devices sector.

Prior to joining us, Mr. Wong served as a senior business consultant and was later promoted to the executive director heading up the global medical devices business for Daewoong Pharmaceuticals Co., Ltd., a South Korean company, from September 2014 to July 2017, where he was based in Hong Kong and was responsible for business development covering markets in Asia, the Middle East and South America. From March 2014 to August 2014, he worked at KCI Hong Kong Holding Limited as vice president of medical and science affairs — Asia PAC. From October 2003 to September 2013, he held various roles at Coloplast (Hong Kong) Limited, including acting as the Asia export manager, the market director since April 2004, the general manager for Asian emerging markets since October 2008 until he took on the role as regional marketing director for China and Japan in 2009. Between July 1996 and September 2003, he worked at Ferring Pharmaceuticals Limited as marketing manager – Hong Kong. From March 1993 to April 1995, he was the OTC generic department marketing manager at Mekim Limited. Mr. Wong worked at Fandasy Co., Ltd., where the last position he held was sales manager, from August 1987 to February 1993.

Mr. Wong graduated from the Hong Kong Polytechnic University in November 1987, where he received his professional diploma in Occupational Therapy. He subsequently obtained a master's degree in Medical Sciences from the University of Hong Kong in November 2000.

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Dr. Chu Ka Wing (朱家榮), aged 47, is an executive Director and president of the proprietary Chinese medicine business of our Group. He is responsible for the operations and business development of our proprietary Chinese medicine business. Dr. Chu has over 18 years of experience in the pharmaceutical industry, and he is also an inventor of patents on the preparation and standardization of immunomodulatory peptide-linked glucans from the medicinal mushroom *Coriolus versicolor* (U.S. Patent No. 7048932 B2 and China Patent No. ZL03141007.3).

Dr. Chu joined Jacobson Pharma Group in May 2010 as a general manager of operation and quality management at LCST (Holdings) and was subsequently transferred to act as general manager of traditional Chinese medicine at Jacobson Group Management Limited in July 2014 before his promotion as vice president of traditional Chinese medicine in January 2015. Dr. Chu was further appointed as senior vice president of Chinese medicine in October 2016, where he was responsible for overseeing the operations of Chinese medicine business.

Prior to joining Jacobson Pharma Group, Dr. Chu served as a business development manager at the Hong Kong Jockey Club Institute of Chinese Medicine Limited from March 2009 to May 2010. From April 2002 to July 2008, he worked as a research and development manager, regulatory affairs manager, production manager and was later promoted to a technical director and direct sales director at PuraPharm International (H.K.) Limited, a company whose shares are listed on the Hong Kong Stock Exchange (stock code: 1498).

Dr. Chu obtained his bachelor's degree in Pharmacy and his Ph.D. degree from the Chinese University of Hong Kong, in December 1995 and November 2001, respectively. He has also been an honorary adjunct assistant professor of the School of Pharmacy of the Chinese University of Hong Kong since September 2005. He has been a registered pharmacist under the Pharmacy and Poisons Board of Hong Kong since July 1996. Dr. Chu also concurrently serves as a member of the Committee on Research and Development of Chinese Medicines since January 2020, as well as an assessment panel member of the Enterprise Support Scheme under the Innovation and Technology Fund of the Hong Kong Government since July 2017. In addition, Dr. Chu was appointed as a director of the Hong Kong Chinese Patent Medicine Manufacturers' Association Limited in March 2019.

Non-executive Directors

Sum Kwong Yip, Derek (岑廣業), aged 58, is the Chairman of the Board and a non-executive Director, as well as the founder of Jacobson Pharma Group. With extensive experience in the pharmaceutical industry, Mr. Sum is responsible for advising on business plans and strategies and facilitating high-level monitoring and supervising of our Group. He has over 32 years of sales and corporate management experience in the pharmaceutical industry.

Mr. Sum is the chairman of the board of directors, the chief executive officer and an executive director of Jacobson Pharma (stock code: 2633), where he is responsible for overall strategic planning and operation management of Jacobson Pharma Group. He also spearheads the planning of product development and technological research functions.

Mr. Sum founded Jacobson Pharma Group in September 1998 and as a managing director, he was mainly responsible for business management and strategic development. Prior to founding Jacobson Pharma Group, Mr. Sum held various management positions with several multi-national corporations. He started his career in the pharmaceutical industry with Sandoz Division of Edward Keller Limited in April 1988 and moved on to take up a management position with Watsons Pharmaceutical Limited under Hutchison Whampoa Limited in December 1988. In 1990, Watsons Pharmaceutical Limited was renamed as JDH Pharmaceutical Limited. Since then, Mr. Sum had worked in the Inchcape Group and he was the chief executive of the pharmaceutical division under Inchcape JDH Limited in 1996 before he embarked upon his entrepreneurial pursuit with Jacobson Pharma Group. Since June 2007, Mr. Sum has also been a member of the advisory board at the School of Pharmacy of the Chinese University of Hong Kong.

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Mr. Sum graduated from Cardiff University (formerly known as the University of Wales) in the United Kingdom with an honorary bachelor's degree in Pharmacy in July 1986 and was registered as a pharmaceutical chemist and accredited as a member of The Royal Pharmaceutical Society of Great Britain (formerly known as the Pharmaceutical Society of Great Britain) in August 1987. He was admitted into the registrar as a registered pharmacist under the Pharmacy and Poisons Board of Hong Kong in August 1987.

Yim Chun Leung (嚴振亮), aged 59, is a non-executive Director who has over 36 years of experience in the auditing, accounting and corporate finance fields. He is responsible for advising on corporate strategies, business plans and governance development of our Group as a member of the Board.

Mr. Yim first joined Jacobson Pharma Group in September 2008 and is currently an executive director and the company secretary of Jacobson Pharma, where he is mainly responsible for the corporate management, strategic development and investor relationship functions of Jacobson Pharma Group. He has served and been serving in numerous companies listed on the main board of the Hong Kong Stock Exchange. Mr. Yim has been serving as an independent non-executive director of China New City Commercial Development Limited (stock code: 1321) since May 2014 and served as an executive director of LVGEM (China) Real Estate Investment Company Limited (stock code: 95) from December 2004 and its chief executive officer from July 2014, respectively until he resigned in March 2016. From May 2002 to June 2004, Mr. Yim served as the financial controller of Soundwill Holdings Limited (stock code: 878). From December 2000 to February 2002, Mr. Yim served as the chief financial officer of Sinolink Worldwide Holdings Limited (stock code: 1168). From January 1998 to April 1999, Mr. Yim served as an executive director of NPH International Holdings Limited (currently known as Concord New Energy Group Limited, stock code: 182). From January 1994 to January 1998, Mr. Yim served as the finance director of Tysan Holdings Limited (stock code: 687). From June 1987 to December 1993, Mr. Yim worked at GPI International Limited (a subsidiary of Gold Peak Industries (Holdings) Limited, stock code: 40) and his last position was assistant financial controller.

Mr. Yim obtained a master of Business Administration degree from the University of Manchester, United Kingdom in June 2008. He has been a member of the Hong Kong Institute of Certified Public Accountants since January 1991, a fellow of the Chartered Association of Certified Accountants since October 1995, and a fellow of the Institute of Chartered Accountants in England and Wales since April 2015.

Yeung Kwok Chun, Harry (楊國晉), aged 61, is a non-executive Director of our Company who has over 40 years of experience in the pharmaceutical and Chinese medicinal herbal industry. Mr. Yeung is responsible for advising on corporate strategies and business plans in relation to our Group's business in China.

Prior to joining us, Mr. Yeung held various managerial positions in both local and international pharmaceutical companies, covering areas such as strategic planning, research and development, marketing and corporate affairs. He had worked at LKK Health Products Group for over 24 years, where he held various positions such as senior vice president from March 2007 to December 2018, and his last held position was senior advisor to the chairman of LKK Health Products Group Limited from January 2018 to December 2018. Mr. Yeung's roles in LKK Health Products Group also included serving as senior vice president of Infinitus (China) Limited, where he led his team in successfully applying for the direct selling license for such company, implementing brand internationalization strategy, brand equity management, strengthening the company's research and development excellence, scientific collaborations and product development, and implementation of corporate social responsibility strategies. He was appointed as the director of corporate development of LKK Health Products Group Limited in April 2001. He was also a general manager of Caring International Group Limited from October 1995 to March 2001, during which he was responsible for the management of its direct selling business whilst concurrently acting as the managing director of the Hong Kong Traditional Chinese Medicine Research Centre, a collaborative research venture and research facility established jointly by LKK Group Limited and The Hong Kong University of Science & Technology, where his term of office commenced in July 1996. He joined Lee Kum Kee Pharmaceutical Company Limited as a general

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manager in December 1994, where he was responsible for developing and executing business plans. From July 1990 to October 1994, Mr. Yeung was general manager of the Glaxo Laboratories Division of Glaxo Hong Kong Limited, where he was responsible for the overall management, including sales and marketing, training and strategic planning. In July 1978, he started his career in the pharmaceutical industry as a medical representative at Glaxo Hong Kong Limited.

Mr. Yeung received a diploma in Management Studies and a master's degree in Business Administration from Hong Kong Polytechnic University in November 1986 and November 1993, respectively. He also obtained a diploma in Marketing from The Institute of Marketing, United Kingdom in November 1985. Mr. Yeung also held various public roles in government and Chinese medicine professional associations in China and Hong Kong. In China, he was a member of the twelfth Jilin Provincial Committee of the Chinese People's Political Consultative Conference (中國人民政治協商會議吉林省第十二屆委員會) since January 2018. In Hong Kong, Mr. Yeung has been a founding member of Modernized Chinese Medicine International Association Limited since 2000, a chairman of MCMIA Foundation Limited since June 2014, a member of the Regulatory Committee of Chinese Medicines Traders at the CMCHK since July 2015 and a member of the Chinese Medicines Industry Subcommittee under the Chinese Medicine Development Committee at the Food and Health Bureau of the Hong Kong Government since February 2019.

Mr. Yeung is a founding member of Hong Kong Asthma Society, which is a non-profit charitable organization established in 1989 to provide information and services about asthma.

Independent non-executive Directors

Chan Kam Chiu, Simon (陳錦釗), aged 72, is an independent non-executive Director who has over 35 years of experience in financial management and integrated supply chain management in the consumer healthcare industry. He is responsible for providing independent advice and judgment to our Board.

Prior to joining our Group, Mr. Chan held various positions at Fung Group (formerly known as Li & Fung Group) for over 16 years between January 2000 to June 2016. From January 2011 to June 2016, he served as the chief operating officer of LF Asia (a wholly-owned subsidiary of Li & Fung Limited, the shares of which were listed on the Stock Exchange (stock code: 494) until its privatization in May 2020). LF Asia, primarily engaging in providing supply chain services to multinational brands of consumer healthcare products, was acquired by Dah Chong Hong Holdings Limited in 2016. He facilitated the business transfer and continued his role until January 2018.

From July 1989 to December 1999, Mr. Chan held various roles at Inchcape Pacific Limited, including acting as its regional finance director for its consumer and healthcare business in North Asia prior to Li & Fung Group's acquisition of the business in 1999. Prior to joining Inchcape Pacific Limited, Mr. Chan served as a senior manager of Touché Ross & Co. CPA. from January 1981 to June 1984, and worked at Johnson & Johnson (HK) Limited from July 1984 to July 1989 where his last position was financial director.

Mr. Chan graduated from the University of San Francisco, California, U.S., with a bachelor's degree in Science in the college of Business Administration in December 1972, and subsequently received his master of Business Administration degree in Accounting from Golden Gate University, California, U.S. in June 1976. He also obtained a master's degree in Buddhist Studies from the University of Hong Kong in November 2015. Mr. Chan obtained his qualification as a member of the Institute of Chartered Accountants of Ontario, Canada in September 1980, and has been a member of the Hong Kong Institute of Certified Public Accountants since October 1981.

Mr. Chan is the co-founder and director of Lang Qing Charity Limited, which is a non-profit organization established to facilitate and enhance the education on environmental protection and sustainable development in Hong Kong and mainland China.

Luk Ting Lung, Alan (陸庭龍), aged 59, is an independent non-executive Director who has over 35 years of experience in the financial services industry. He is responsible for providing independent advice and judgment to our Board.

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Since November 2010, Mr. Luk has been the head of private banking and trust services at Hang Seng Bank Ltd., a company whose shares are listed on the Stock Exchange (stock code: 0011), where he is primarily responsible for the overall management of the private banking and trust services. He also previously served as the head of investment advisory at Hang Seng Bank Ltd. from November 2008 to October 2010.

From November 1999 to October 2008, Mr. Luk had held various roles at American Express Bank Ltd., Hong Kong, including serving as its alternate chief executive. His responsibilities included balance sheet management, investment product sales and development, the establishment of risk management systems and internal controls over the bank's activities and operations. Before that, Mr. Luk had worked at Schroders Asia Ltd., Hong Kong from June 1990 to November 1999, with his last held position there as assistant director, during which he was involved in managing its dealing and trading activities. Previously, Mr. Luk had worked at HSBC Investment Bank Asia Limited (formerly known as Wardley Limited) from March 1984 to June 1990, with his last held position there as a bond trader.

Mr. Luk received his master's degree in Business Administration from Murdoch University, Perth, Australia in July 1999 through distance learning. He then obtained his master of science degree in Global Finance jointly conferred by the Hong Kong University of Science and Technology and the New York University Leonard N. Stern School of Business, U.S. in May 2009.

Lau Shut Lee, Tony (劉述理), aged 52, is an independent non-executive Director who has over 14 years of experience in the e-commerce and technology industries. He is responsible for providing independent advice and judgment to our Board.

Since March 2015, Mr. Lau has served as the managing director of Fung Omni Services (HK) Limited, a member of Fung Group, through Fung Group's acquisition of the e-commerce business of Fireswirl Technologies Inc., a Canadian public company (stock code: TSX-V:FSW) in the same year, where the principal business of Fung Omni Services (HK) Limited is to provide e-commerce and omni-channel commerce services. For this role, Mr. Lau has been primarily responsible for the overall management of the e-commerce marketing services and technology innovation. Before joining Fung Omni Services (HK) Limited, Mr. Lau also held multiple positions at Fireswirl Technologies Inc., previously known as Redstone Capital Corp., including acting as chief executive officer from December 2008 to September 2015, chairman of the board of directors from October 2007 to March 2015 and chief technology officer from August 2006 to September 2015. Mr. Lau's responsibilities at Fireswirl Technologies Inc. included technology development, product strategy, and business development.

Mr. Lau was a director of Conia Development Limited, a Hong Kong- incorporated company, when it was dissolved on January 21, 2003. As confirmed by Mr. Lau, Conia Development Limited was inactive and solvent at the time when it was dissolved and there was no wrongful act on his part leading to the dissolution. He is also not aware of any actual or potential claim that has been or will be made against him as a result of such dissolution.

Mr. Lau obtained his bachelor's degree in Electronics Systems and Microcomputer Engineering from the University of Glasgow, United Kingdom, in July 1990.

Save as disclosed above, none of our Directors holds or has held any other directorships in any other company whose shares are listed in Hong Kong or overseas during the three years immediately preceding the date of this prospectus. For further information on our Directors, including particulars of their service contracts and remuneration, and details of the interests of our Directors in the Shares (within the meaning of Part XV of the SFO), see "Statutory and General Information" in Appendix IV to this prospectus. Save as disclosed herein, there are no other matters in respect of each of our Directors that is required to be disclosed pursuant to Rule 13.51(2)(a) to (v) of the Listing Rules and there are no other material matters relating to our Directors that needs to be brought to the attention of our Shareholders.

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SENIOR MANAGEMENT

Our senior management team comprises six members who are responsible for the day-to-day management and operation of our business in support of our executive Directors.

The following table sets forth certain information in respect of our senior management team:

Name	Age	Position(s) in our Company	Date of joining our Group/ appointment	Date of joining Jacobson Pharma Group	Principal responsibilities in our Group	Relationship with other Directors and/or senior management
Au Man Yee, Teresa (歐敏兒)	48	Chief Operations Officer and Company Secretary	September 22, 2020	April 2, 2020	Overseeing the corporate affairs, project management, information technology, human resources, company secretarial, legal and administrative functions of our Group	None
Wong Ka Kin, Andy (黃家健)	47	Vice President, Greater China sales and e-commerce	September 22, 2020	March 1, 2019	Strategic planning, business development and establishment of trade distribution channels for our branded healthcare products	None
Lam Kau Lap (林教立)	34	Group Financial Controller	July 1, 2020	January 2, 2015	Management of the finance and accounting functions	None
Wang Lin (汪禎)	55	Deputy General Manager, proprietary Chinese medicine business	September 22, 2020	March 3, 2008	Operations of proprietary Chinese medicine business	None
Lo Chui Yee (羅翠儀)	53	Senior Marketing Manager	November 4, 2013	November 4, 2013	Brand building and marketing for our proprietary Chinese medicine products	None
Leung Hoi Ki (梁凱棋)	38	Operation Manager, proprietary Chinese Medicine	December 15, 2014	December 15, 2014	Production and operation, new product development and proprietary Chinese medicine quality assurance	None

Au Man Yee, Teresa (歐敏兒), aged 48, is the Chief Operations Officer and the Company Secretary of our Company. She has over 23 years of experience in auditing, financial management, operational management and risk management in multinational companies. Ms. Au re-joined Jacobson Pharma Group in April 2020. She is responsible for overseeing the corporate affairs, project management, information technology, human resources, company secretarial, legal and administrative functions of our Group.

Prior to re-joining Jacobson Pharma Group, Ms. Au served as the regional chief financial and administrative officer at Euler Hermes Asia Pacific, a subsidiary group of Allianz, from March 2013 to August 2018, where she was responsible for the management of finance, legal and compliance, and operations for the Asia Pacific region. Ms. Au worked at Jardine Lloyd Thompson Limited from September 2010 to February 2013, and her last position was the finance director. From January 2009 to August 2010, Ms. Au served as the group financial controller of Jacobson Pharma Group, where she was responsible for its financial, corporate strategic and operational matters. From September 1996 to

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February 2008, Ms. Au worked at PricewaterhouseCoopers, where her last held position was senior manager. Ms. Au also served different roles in the Financial Reporting Council from September 2018 to March 2020.

Ms. Au obtained her bachelor of commerce degree majoring in Accounting (with honors) from the University of British Columbia, Canada in May 1995. She subsequently received a master of Business Administration degree from the Hong Kong University of Science and Technology in November 2002. She has been a member of the American Institute of Certified Public Accountants in the United States since May 1996 and a fellow member of the Hong Kong Institute of Certified Public Accountants since July 2011. Ms. Au has been active in public service and she concurrently serves on various panels and committees of different public bodies in Hong Kong.

Wong Ka Kin, Andy (黃家健), aged 47, is the Vice President, Greater China sales and e-commerce of our Company. He joined Jacobson Pharma Group in March 2019 and is responsible for the strategic planning, business development and establishment of trade distribution channels for its branded healthcare products. He has over 20 years of experience in the pharmaceutical and healthcare industries.

Prior to his engagement with Jacobson Pharma Group, Mr. Wong held various key positions with well-known multi-national companies. He was the Head of Health at Watsons Hong Kong of A.S. Watson Group from January 2018 to August 2018, where he was responsible for the trading and brand development of health category products. Prior to that, Mr. Wong worked at The Dairy Farm Company Limited since August 2003. His last held position there was as senior manager, health & category development at The Dairy Farm Company Limited — GNC from February 2017 to January 2018. Previously, Mr. Wong also worked as a pharmacist, senior pharmacist, category manager and was later promoted to senior manager, health development at The Dairy Farm Company Limited — Mannings Hong Kong & Macau. Before joining The Dairy Farm Company Limited, Mr. Wong worked at Yan Chai Hospital from January 1998 to June 1999, where his last held position was dispenser. From July 1996 to September 1997, Mr. Wong worked at Lloyds Retail Chemist Limited in the United Kingdom, where the last position held by him was pharmacist manager.

Mr. Wong obtained his bachelor's degree in Pharmacy from the School of Pharmacy, University of London, United Kingdom in August 1996. He has been accredited as a registered pharmaceutical chemist with the Royal Pharmaceutical Society of Great Britain since July 1997 and was subsequently admitted into the registrar as a registered pharmacist with the Pharmacy and Poisons Board of Hong Kong since October 1998. He has been a member of the General Pharmaceutical Council in the United Kingdom since August 1997. He also holds various advisory roles in government, academic institutions and professional associations. He has been a member of the Pharmacy Internship Training Committee of the Pharmacy and Poisons Board of Hong Kong since January 2016 to December 2017 and an assessment panel member of the Social Workers Registration Board from January 2014 to December 2019. He was a member of the Pharmacy and Poisons Board of Hong Kong from August 2013 to August 2017, and has served as a member of the Advisory Board of the Bachelor of Pharmacy Programme under the Department of Pharmacology and Pharmacy at the University of Hong Kong from July 2010 to June 2019. From December 2012 to December 2017, Mr. Wong was a member of the General Council of the Pharmaceutical Society of Hong Kong Limited. Currently, he serves as a College Council Member of the College of Pharmacy Practice of Hong Kong since June 2014.

Lam Kau Lap (林教立), aged 34, is the Group Financial Controller of our Group. He is mainly responsible for the management of the finance and accounting functions of our Group. He has over 10 years of experience in auditing, accounting and finance fields.

He joined Jacobson Pharma Group in January 2015 as the finance manager, and was later promoted to deputy financial controller in May 2019. He was re-designated as the Group Financial Controller to our Group from July 2020, Mr. Lam served as the finance manager of Design Pool Limited from October 2012 to May 2014. Before that, he worked at KPMG from July 2008 to October 2012 where his last held position was an assistant manager.

Mr. Lam obtained a bachelor's degree in Business Administration in Accounting and Finance from the University of Hong Kong in June 2008. He has been a member of the Hong Kong Institute of Certified Public Accountants since September 2011.

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Wang Lin (汪纛), aged 55, is the Deputy General Manager for the proprietary Chinese medicine business segment of our Group. She has over 30 years of experience in traditional Chinese medicines industry, with extensive experiences in GMP quality management and operational practices for different traditional Chinese medicines manufacturing facilities, as well as substantial experience in medical product registration. Ms. Wang joined Jacobson Pharma Group as a traditional Chinese medicines quality assurance manager & operation manager at Europharm Laboratories Co., Ltd. from March 2008 to March 2017, before she was promoted to an assistant general manager of Chinese medicine in April 2017, where she was responsible for the quality management of the manufacturing process, product regulatory affairs and daily operations of traditional Chinese medicines.

Before joining Jacobson Pharma Group, Ms. Wang worked in Shenzhen Huakang Medicine Co, Ltd from August 2003 to February 2008 as the quality assurance manager and assistant general manager, in charge of quality management, GSP implementation and authentication, product registration as well as daily operations. From May 2001 to July 2003, she worked at the Guangning pharmaceutical manufacturing plant of Million King Group. From May 1999 to June 2001, Ms. Wang was employed as a manager of the software department at Anhui Fengyang Keyuan Pharmaceutical Co., Ltd. (安徽鳳陽科苑藥業有限公司). Prior to that, she worked as a pharmaceutical manufacturing engineer at Huainan Shuangyin Pharmaceutical Co., Ltd. (淮南市雙銀藥業有限公司) (formerly known as Huainan First Pharmaceutical Manufacturing Factory (淮南市第一製藥廠)), Anhui province, the PRC, from July 1985 to April 1999, where she was responsible for production engineering, product research & development and product registration.

Ms. Wang obtained a diploma majoring in Chinese Medicine at Anhui University of Traditional Chinese Medicine (安徽中醫藥大學) (formerly known as Anhui College of Traditional Chinese Medicine (安徽中醫學院) in China in July 1991 through distance-learning. She became a licensed pharmacist in China since October 2002. She was awarded with the Anhui Province certificate of scientific and technological research achievement (安徽省科學技術研究成果證書) from the Anhui Province science and technology committee in August 1999.

Lo Chui Yee (羅翠儀), aged 53, is the Senior Marketing Manager of our Group. She is responsible for the brand building and marketing of our proprietary Chinese medicine products. She has over 20 years of industry experience in the sales and marketing of fast-moving consumer goods, health supplements and Chinese medicines in Hong Kong.

Ms. Lo joined our Group in November 2013 as a marketing manager at LCST (Holdings) and was subsequently promoted as its senior marketing manager in February 2019, mainly in charge of brand building and marketing of products.

Prior to joining Jacobson Pharma Group, Ms. Lo was employed as a marketing consultant at KADOSH Health & Beauty Co. Ltd. from October 2012 to February 2013. From October 2010 to October 2012, she worked as a senior product manager at Green Science International Limited. Prior to that, Ms. Lo served various positions at The Kowloon Dairy Ltd and was assistant marketing manager, senior product manager, product manager and marketing assistant between July 1991 and March 2010. Ms. Lo left Kowloon Dairy in August 1998 to pursue a master's degree in Middlesex University. Before Ms. Lo re-joined The Kowloon Dairy Ltd in August 2001, she was employed as a brand manager at Sims Trading Company Limited from March 2000 to August 2001. Ms. Lo began her marketing career as a marketing assistant at Giant Sky Limited (Premier Travel), from November 1990 to March 1991.

Ms. Lo received a diploma in Business Administration from Hong Kong Shue Yan University (formerly known as Hong Kong Shue Yan College) in July 1990. She then obtained a master's degree in Marketing Management from Middlesex University, United Kingdom in February 2000. She has become a member and a chartered marketer of The Chartered Institute of Marketing, United Kingdom since February 2012 and July 2013, respectively.

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Leung Hoi Ki (梁凱棋), aged 38, is the Operation Manager, proprietary Chinese Medicine of our Group. She is responsible for production and operation, new product development and proprietary Chinese medicine quality assurance. She has over 13 years of experience in the Chinese medicine industry in Hong Kong and has worked in a number of pharmaceutical companies in Hong Kong.

Ms. Leung joined our Group in December 2014 as an operation manager at Jetstar, where she is responsible for overseeing the production, operation, product development and quality assurance affairs of our proprietary Chinese medicine products. Prior to this, Ms. Leung was employed as a quality assurance manager at Hong Kong Zihua Pharmaceutical Limited from April 2011 to December 2014, during which she was the quality assurance manager with the responsibility of establishing good manufacturing practice (GMP) for proprietary Chinese medicines. From January 2010 to April 2011, Ms. Leung was a factory manager at Po Wo Tong Medicines (HK) Limited. From June 2006 to January 2010, Ms. Leung was also employed at Wai Yuen Tong Medicine Co. Ltd. as a quality assurance officer.

Ms. Leung graduated from Hong Kong Baptist University in November 2006 with a bachelor of pharmacy degree in Chinese Medicine. She subsequently received her master's degree in Nutrition, Food Science and Technology from The Chinese University of Hong Kong in December 2010.

Save as disclosed in this prospectus, none of our senior management members holds or has held any directorships in any other company listed in Hong Kong or overseas in the last three years prior to the Latest Practicable Date.

COMPANY SECRETARY

Au Man Yee, Teresa (歐敏兒) was appointed as the company secretary of our Company on September 22, 2020. For details of her background, see the section headed “— Senior Management” above.

COMMON DIRECTORSHIP BETWEEN OUR COMPANY AND JACOBSON PHARMA

There is common directorship held by Mr. Sum and Yim Chun Leung in our Company and Jacobson Pharma. Both Mr. Sum and Mr. Yim are non-executive Directors of our Company and executive directors of Jacobson Pharma. There is no common directorship of executive Directors or overlap of senior management between us and Jacobson Pharma. We believe that management independence of our Group will be maintained on the basis set out in the section headed “Relationship with Jacobson Pharma — Independence from the Remaining Parent Group — Management Independence.”

BOARD COMMITTEES

We have established the audit committee, the remuneration committee and the nomination committee and delegated various responsibilities to these committees, which assist our Board in discharging its duties and overseeing particular aspects of our Group's activities.

Audit Committee

We have established an audit committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph C.3 of the Corporate Governance Code as set out in Appendix 14 to the Listing Rules. The audit committee consists of three members, namely Chan Kam Chiu, Simon, Luk Ting Lung, Alan and Lau Shut Lee, Tony. Chan Kam Chiu, Simon, our independent non-executive Director, is the chairman of the audit committee, who possesses the professional qualification and accounting expertise in compliance with the requirements under Rules 3.10(2) and 3.21 of the Listing Rules.

The primary duties of the audit committee are to (i) review and supervise our financial reporting process and internal control system of the Group, risk management and internal audit; (ii) provide advice and comments to our Board; and (iii) perform other duties and responsibilities as may be assigned by the Board.

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Remuneration Committee

We have established a remuneration committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and paragraph B.1 of the Corporate Governance Code as set out in Appendix 14 to the Listing Rules. The remuneration committee consists of four members, namely Luk Ting Lung, Alan, Yim Chun Leung, Chan Kam Chiu, Simon and Lau Shut Lee, Tony. Luk Ting Lung, Alan, our independent non-executive Director, is the chairman of the remuneration committee.

The primary duties of the remuneration committee are to (i) establish, review and provide advice to our Board on our policy and structure concerning remuneration of our Directors and senior management members and on the establishment of a formal and transparent procedure for developing policies concerning such remuneration; (ii) determine the terms of the specific remuneration package of each Director and senior management; and (iii) review and approve performance-based remuneration by reference to corporate goals and objectives resolved by our Directors from time to time.

Nomination Committee

We have established a nomination committee with written terms of reference in compliance with paragraph A.5 of the Corporate Governance Code as set out in Appendix 14 to the Listing Rules. The nomination committee consists of four members, namely Sum Kwong Yip, Derek, Lau Shut Lee, Tony, Chan Kam Chiu, Simon and Luk Ting Lung, Alan. Sum Kwong Yip, Derek, our Chairman and non-executive Director, is the chairman of the nomination committee.

The primary duties of the nomination committee are to (i) review the structure, size and composition of our Board on a regular basis and make recommendations to the Board regarding any proposed changes to the composition of our Board; (ii) make recommendations to our Board on the selection of individuals nominated for directorship; (iii) assess the independence of our independent non-executive Directors; and (iv) make recommendations to our Board on relevant matters relating to the appointment, re-appointment and removal of our Directors and succession planning for our Directors.

CORPORATE GOVERNANCE CODE

We recognize the importance of maintaining a high standard of corporate governance so as to ensure effective accountability and safeguard the interest of our Shareholders. Our corporate governance measures are based on principles and code provisions as set out in the Corporate Governance Code and we are in compliance with all code provisions of the Corporate Governance Code as set out in Appendix 14 to the Listing Rules.

BOARD DIVERSITY

Board diversity policy

We recognize the benefit of having a diverse Board and are committed to promote diversity in our Group for sustainable and balanced development. To increase diversity at Board level and enhance our ability to attract and retain suitable talents, we have adopted a board diversity policy which sets out the objective and approach to achieve and maintain diversity of our Board.

Based on our board diversity policy, we seek to achieve board diversity when considering Board composition and succession planning by taking into consideration a range of factors, including but not limited to professional experience, skills, knowledge, gender, age, cultural and education background, ethnicity, length of service and other factors which the Board may consider relevant from time to time.

Selection of candidates for the Board will be based on the nomination procedures of our Company, taking into account our board diversity policy. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board, having due regard to the benefits of diversity on the Board.

Our Directors have a balanced mix of knowledge, expertise and skills in the areas including, pharmacy, consumer healthcare, Chinese medicines, marketing and e-commerce, accounting and finance, corporate management and financial services.

DIRECTORS AND SENIOR MANAGEMENT

Gender diversity

Our Company values gender diversity and the benefits it may bring to the Board. Though we are yet to have gender diversity on our Board, over half of our senior management team is female, whose perspectives facilitate our Directors in discharging its duties. Our policy is to achieve gender diversity on our Board by increasing the proportion of female members on our Board over time.

Our nomination committee will take opportunities to increase female representation on our Board when selecting and making recommendation on suitable candidates for Board appointments. It will aim to identify and recommend at least one suitable female candidate for the Board's consideration within one year of Listing.

In addition to the Board level, we are also committed in promoting gender diversity at the senior management and all other levels of our Group by providing career development opportunities for female staff, making available to them knowledge and skills training in support of succession planning and ensuring future gender diversity can be achieved on the Board.

Our nomination committee has been delegated with the overall responsibility for implementation, monitoring and review of our board diversity policy. It will review our board diversity policy and our diversity profile (including gender balance) from time to time to ensure its effectiveness. We will also disclose information on the implementation of our board diversity policy in our corporate governance report on an annual basis.

COMPLIANCE ADVISOR

We have appointed TUS Corporate Finance Limited as our compliance advisor (the “**Compliance Advisor**”) pursuant to Rule 3A.19 of the Listing Rules subject to Listing. Pursuant to Rule 3A.23 of the Listing Rules, the Compliance Advisor will advise us in the following circumstances:

- before the publication of any regulatory announcement, circular or financial report;
- where a transaction, which might be a notifiable or connected transaction, is contemplated including share issues and share repurchases;
- where we propose to use the proceeds of the Public Offer in a manner different from that detailed in this prospectus or where our business activities, developments or results deviate from any forecast, estimate, or other information in this prospectus; and
- where the Stock Exchange makes an inquiry of our Company regarding unusual movements in the price or trading volume of the Shares of our Company.

The term of the appointment shall commence on the Listing Date and end on the date on which we distribute our annual report in respect of our financial results for the first full financial year commencing after the Listing Date.

COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

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

The aggregate remuneration (including fees, salaries, contributions to pension schemes, discretionary bonuses, allowances and other benefits in kind) incurred for our Directors in connection with their services rendered to our Group for the years ended March 31, 2018, 2019 and 2020 and for the four months ended July 31, 2020 was HK\$1.1 million, HK\$1.5 million, HK\$5.4 million and HK\$1.4 million, respectively.

DIRECTORS AND SENIOR MANAGEMENT

For the years ended March 31, 2018 and 2019, one out of the five highest paid individuals of our Company was our Director. For the year ended March 31, 2020 and for the four months ended July 31, 2020, two out of the five highest paid individuals of our Company were our Directors. The aggregate amount of fees, salaries, contributions to pension schemes, discretionary bonuses, allowances and other benefits in kind paid to the other individuals who were among the five highest paid individuals of our Company for the years ended March 31, 2018, 2019 and 2020 and for the four months ended July 31, 2020 was HK\$4.1 million, HK\$4.0 million, HK\$3.9 million and HK\$1.4 million, respectively.

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 for the years ended March 31, 2018, 2019 and 2020 and for the four months ended July 31, 2020. Further, none of our Directors had waived any remuneration during the same period.

Save as disclosed above, no other payments have been made or are payable in respect of each of the years ended March 31, 2018, 2019 and 2020 and for the four months ended July 31, 2020 by our Group to our Directors respectively.

Under the arrangements currently in force, the aggregate amount of remuneration, excluding discretionary bonuses, payable to our Directors for the year ending March 31, 2021 is estimated to be approximately HK\$4.2 million.

Our Board will review and determine the remuneration and compensation packages of our Directors and senior management which, following the Listing, will receive recommendations from the remuneration committee which will take into account salaries paid by comparable companies, time commitment and responsibilities of our Directors and senior management, and performance of our Group.