Pharmaron Beijing Co., Ltd.

康龍化成(北京)新藥技術股份有限公司

(a joint stock company incorporated in the People's Republic of China with limited liability)

(Stock Code: 3759)

ELECTION OF EMPLOYEE REPRESENTATIVE DIRECTOR

Reference is made to the announcement of Pharmaron Beijing Co., Ltd. (康龍化成(北京)新藥技術股份有限公司) (the "**Company**") dated October 28, 2025 and the circular of the Company dated November 27, 2025, in relation to, among others, the amendments to the articles of association of the Company (the "**Articles of Association**").

The board (the "**Board**") of directors (the "**Directors**") of the Company hereby announces that, in accordance with the Company Law of the People's Republic of China (the "**Company Law**"), the Guidelines on the Articles of Association of Listed Companies (2025 Revision) (《上市公司章程指引(2025 年修訂)》), the Articles of Association and other relevant provisions, the Company convened an employee representative's meeting on December 18, 2025 (the "**Meeting**"), at which Mr. Li Shing Chung Gilbert ("**Mr. Li**") was elected as the employee representative Director of the third session of the Board.

Pursuant to the Articles of Association, the election of Mr. Li as the employee representative Director is not subject to approval by the shareholders of the Company. His term of office shall commence on the date of the Meeting (i.e., December 18, 2025) and shall end on the expiry of the term of the third session of the Board.

The biographical details of Mr. Li are set out in the Company's annual report dated April 29, 2025 and set out as follows:

Mr. LI Shing Chung Gilbert (李承宗), aged 47, is the chief financial officer and secretary of the Board. He joined the Company in January 2008 as the financial controller and was appointed as the chief financial officer in January 2015. He was appointed as secretary of the Board in October 2016 and is primarily responsible for the overall financial function of the Company. In particular, he is responsible for the financing and M&A activities of our Group. Mr. Li also serves as a supervisor or director at several subsidiaries of our Group.

Prior to joining the Group, Mr. Li had served at various roles in accounting and financial areas. From 2000 to 2003, he severed as assistant manager of KPMG, a multinational financial audit, tax and advisory firm. Mr. Li obtained his bachelor's degree in business administration from the Hong Kong University of Science and Technology in November 2000. Mr. Li obtained his master's degree in business administration from the China Europe International Business School (中歐國際工商學院) in July 2012. Mr. Li is a member of the Hong Kong Institute of Certified Public Accountants and the American Institute of Certified Public Accountants and a Chartered Financial Analyst.

Mr. Li is qualified to serve as the employee representative Director pursuant to the relevant provisions of the Company Law and the Articles of Association. Mr. Li will not receive separate remuneration for his role as the employee representative Director. The amount of his remuneration and the basis for calculating it are determined according to the relevant remuneration policies of the Company. The Company will disclose his specific remuneration in the annual report in accordance with applicable requirements.

Mr. Li has served as a director of Pharmaron Holdings Limited during the past five years. As at the date of this announcement, Mr. Li does not directly hold any interest in the shares of the Company but indirectly holds approximately 8,293,190 A shares of the Company through his minority interest in Pharmaron Holdings Limited. For the avoidance of doubt, Mr. Li does not control Pharmaron Holdings Limited.

Save as disclosed above, Mr. Li has no relationship with any Directors, senior management or substantial shareholders of the Company. Mr. Li has not held any directorship in any other listed companies in the past three years.

Save as disclosed above, as at the date of this announcement, there is no other information relating to the election of Mr. Li that shall be disclosed pursuant to Rule 13.51(2)(h) to (v) of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. The Company is not aware of any other matter which needs to be brought to the attention of the shareholders of the Company.

The Board would like to take this opportunity to extend its welcome to Mr. Li for joining the Board.

By order of the Board
Pharmaron Beijing Co., Ltd.
康龍化成(北京)新藥技術股份有限公司
Dr. Lou Boliang
Chairman

Beijing, the PRC
December 18, 2025

As at the date of this announcement, the Board of Directors comprises Dr. Lou Boliang, Mr. Lou Xiaoqiang and Ms. Zheng Bei as executive Directors; Mr. Li Shing Chung Gilbert as employee representative Director; Mr. Li Jiaqing and Ms. Wan Xuan as non-executive Directors; Ms. Li Lihua, Prof. Tsang King Fung and Mr. Yu Jian as independent non-executive Directors.