

**CHANGE - ANNOUNCEMENT OF APPOINTMENT::APPOINTMENT OF CHIEF COMMERCIAL OFFICER****Issuer & Securities****Issuer/ Manager**

HYPHENS PHARMA INTERNATIONAL LIMITED

**Securities**

HYPHENS PHARMA INTL LIMITED - SG1EE4000006 - 1J5

**Stapled Security**

No

**Announcement Details****Announcement Title**

Change - Announcement of Appointment

**Date & Time of Broadcast**

02-Jan-2026 06:57:37

**Status**

New

**Announcement Sub Title**

Appointment of Chief Commercial Officer

**Announcement Reference**

SG2601020THR65UJ

**Submitted By (Co./ Ind. Name)**

Lim See Wah

**Designation**

Executive Chairman and CEO

**Description (Please provide a detailed description of the event in the box below)**

Appointment of Ms Irene Hsu as Chief Commercial Officer.

This announcement has been reviewed by the Company's sponsor, SAC Capital Private Limited (the "Sponsor"). This announcement has not been examined or approved by the Singapore Exchange Securities Trading Limited ("SGX-ST") and the SGX-ST assumes no responsibility for the contents of this announcement, including the correctness of any of the statements or opinions made or reports contained in this announcement.

The contact person for the Sponsor is Ms. Lee Khai Yinn (Telephone: +65 6232 3210) at 1 Robinson Road, #21-01 AIA Tower, Singapore 048542.

## Additional Details

### Date of appointment

02/01/2026

### Name of person

Irene Hsu

### Age

58

### Country of principal residence

Singapore

### The Board's comments on this appointment (including rationale, selection criteria, board diversity considerations, and the search and nomination process)

The Board of the Company, having reviewed and considered the Nominating Committee's assessment of Ms Irene Hsu's qualifications, work experience and contributions so far, is of the view that Ms Irene Hsu should be appointed as an executive officer (as defined under the Catalist Rules) within the Group and accordingly have approved the same.

### Whether appointment is executive, and if so, the area of responsibility

Yes. Lead Hyphens Pharma's commercial strategy across all markets, focusing on driving sustainable growth, strengthening our portfolio, and enhancing customer engagement.

### Job title (e.g. Lead ID, AC Chairman, AC Member etc.)

Chief Commercial Officer

### Professional qualifications

N.A.

### Working experience and occupation(s) during the past 10 years

July 2025 to Present

Chief Commercial Officer, Hyphens Pharma

July 2021 to December 2024

Vice President and General Manager (China), Amgen

September 2017 to June 2021

General Manager (Taiwan), Roche Pharma

April 2002 to September 2017

Various positions (last position being Vice President), Disease Area Stronghold Commercial Leader, Rheumatoid Arthritis and Psoriasis, Janssen Group

### Shareholding interest in the listed issuer and its subsidiaries

No

Any relationship (including immediate family relationships) with any existing director, existing executive officer, the issuer and/or substantial shareholder of the listed issuer or of any of its principal subsidiaries

No

Conflict of interest (including any competing business)

No

Undertaking (in the format set out in Appendix 7.7 or Appendix 7H) under Mainboard Rule 720(1) or Catalist Rule 720(1) has been submitted to the listed issuer

Yes

Other Principal Commitments\* Including Directorships#

\* "Principal Commitments" has the same meaning as defined in the Code of Corporate Governance.

# These fields are not applicable for announcements of appointments pursuant to Mainboard Rule 704(9) or Catalist Rule 704(8).

Past (for the last 5 years)

NIL

Present

NIL

Information Required

Disclose the following matters concerning an appointment of director, chief executive officer, chief financial officer, chief operating officer, general manager or other officer of equivalent rank. If the answer to any question is "yes", full details must be given.

(a) Whether at any time during the last 10 years, an application or a petition under any bankruptcy law of any jurisdiction was filed against him or against a partnership of which he was a partner at the time when he was a partner or at any time within 2 years from the date he ceased to be a partner?

No

(b) Whether at any time during the last 10 years, an application or a petition under any law of any jurisdiction was filed against an entity (not being a partnership) of which he was a director or an equivalent person or a key executive, at the time when he was a director or an equivalent person or a key executive of that entity or at any time within 2 years from the date he ceased to be a director or an equivalent person or a key executive of that entity, for the winding up or dissolution of that entity or, where that entity is the trustee of a business trust, that business trust, on the ground of insolvency?

No

(c) Whether there is any unsatisfied judgment against him?

No

(d) Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving fraud or dishonesty which is punishable with imprisonment, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such purpose?

No

(e) Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such breach?

No

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(f) Whether at any time during the last 10 years, judgment has been entered against him in any civil proceedings in Singapore or elsewhere involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or a finding of fraud, misrepresentation or dishonesty on his part, or he has been the subject of any civil proceedings (including any pending civil proceedings of which he is aware) involving an allegation of fraud, misrepresentation or dishonesty on his part?

No

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(g) Whether he has ever been convicted in Singapore or elsewhere of any offence in connection with the formation or management of any entity or business trust?

No

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(h) Whether he has ever been disqualified from acting as a director or an equivalent person of any entity (including the trustee of a business trust), or from taking part directly or indirectly in the management of any entity or business trust?

No

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(i) Whether he has ever been the subject of any order, judgment or ruling of any court, tribunal or governmental body, permanently or temporarily enjoining him from engaging in any type of business practice or activity?

No

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(j) Whether he has ever, to his knowledge, been concerned with the management or conduct, in Singapore or elsewhere, of the affairs of:-

(i) any corporation which has been investigated for a breach of any law or regulatory requirement governing corporations in Singapore or elsewhere; or

No

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(ii) any entity (not being a corporation) which has been investigated for a breach of any law or regulatory requirement governing such entities in Singapore or elsewhere; or

No

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(iii) any business trust which has been investigated for a breach of any law or regulatory requirement governing business trusts in Singapore or elsewhere; or

No

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(iv) any entity or business trust which has been investigated for a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere,

in connection with any matter occurring or arising during that period when he was so concerned with the entity or business trust?

No

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(k) Whether he has been the subject of any current or past investigation or disciplinary proceedings, or has been reprimanded or issued any warning, by the Monetary Authority of Singapore or any other regulatory authority, exchange, professional body or government agency, whether in Singapore or elsewhere?

No

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Disclosure applicable to the appointment of director only.

Any prior experience as a director of an issuer listed on the Exchange?

No

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If no, please state if the director has attended or will be attending training on the roles and responsibilities of a director of a listed issuer as prescribed by the Exchange.

N.A.

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Please provide details of relevant experience and the nominating committee's reasons for not requiring the director to undergo training as prescribed by the Exchange (if applicable).

N.A.

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