BOARD OF DIRECTORS

Our Board comprises 7 Directors, including 4 executive Directors and 3 independent non-executive Directors. The following sets forth certain information regarding our Directors:

Name	Age	Position	Date of joining our Group	Date of appointment as Director	Roles and responsibilities
Mr. Lim Chongyoon (林鍾潤)	53	Chairman and Executive Director	July 2009	July 2009	Overseeing overall operations, management, strategic planning, budgeting and business development of our Group
Mr. Han Sung Jun (韓星俊)	57	Executive Director and Chief Executive Officer	June 2024	December 2025	Overseeing daily operations, management, and business development of our Group
Mr. An Chiwoo (安致禹)	52	Executive Director and Chief Financial Officer	June 2008	December 2025	Overseeing overall operations, financial management, corporate governance and compliance of our Group
Ms. Hao Xin (郝欣)	45	Executive Director and Chief Human Resource Officer	July 2025	December 2025	Overseeing overall operations and talent management of our Group
Mr. Lee Kang Duk (李康德)	63	Independent Non-executive Director	**[REDACTED]**	December 17, 2025, conditional and effective upon **[REDACTED]**	Supervising and providing independent judgement to our Board
Mr. Cho Yul Rae (趙律來)	68	Independent Non-executive Director	**[REDACTED]**	December 17, 2025, conditional and effective upon **[REDACTED]**	Supervising and providing independent judgement to our Board
Mr. Henry Chi-Fung Ho (何志鋒)	54	Independent Non-executive Director	**[REDACTED]**	December 17, 2025, conditional and effective upon **[REDACTED]**	Supervising and providing independent judgement to our Board

DIRECTORS

Executive Directors

Mr. Lim Chongyoon (林鍾潤), aged 53, is our founder, our Chairman and executive Director since July 23, 2009.

Mr. Lim has over 20 years of experience in the pharmaceutical and healthcare industry. He worked as a executive director of Beijing Hanmi Pharmaceutical Co., Ltd ("**Beijing Hanmi**") from February 2006 to February 2009 and a chairman of board of Beijing Hanmi from February 2009 to September 2014. He is currently the director and the chairman of the board of Beijing Hanmi since February 2025, providing overall strategic planning advice. Mr. Lim served as the executive director of Dx&Vx Co., Ltd (KOSDAQ: 180400) from December 2021 to March 2024 and is now the non-executive director of Dx&Vx Co., Ltd since March 2024. From April 2004 to February 2025, he served as the senior management of Hanmi Pharmaceutical Co., Ltd. (KOSPI: 128940). Mr. Lim served as the executive director and chief executive officer of Hanmi Science Co., Ltd. (KOSPI: 008930) ("**Hanmi Science**") from July 2010 to March 2022 and served as a executive director of Hanmi Science from March 2024 to February 2025, respectively.

From January 2019 to January 2023, Mr. Lim was the chairman of Korea Biotechnology Industry Organization, a leading organization in biotechnology industry in Korea.

Mr. Lim received his bachelor's degree in science from Boston College in Massachusetts, the United States in May 1995.

Mr. Han Sung Jun (韓星俊), aged 57, is our executive Director and Chief Executive Officer. Mr. Han joined our Group on June 18, 2024 and has served as our Chief Executive Officer since then.

Prior to joining our Group, Mr. Han served as the chief technology officer of Dx&Vx Co., Ltd. (KOSDAQ: 180400) from March 2023 to March 2025, the chief executive officer of Better Human Life BIO Co., Ltd from November 2021 to March 2023, and the chief executive officer of Optipharm Co., Ltd (KOSDAQ: 153710) from April 2019 to November 2021. He has also accumulated significant research experiences in the pharmaceutical and healthcare sector. Mr. Han was the head of the research and development center at Insol Co., Ltd., from December 2016 to March 2019, the country general manager of Molecular Devices Korea from May 2014 to November 2016, a lecturer and an adjunct professor at Konkuk University from March 2011 to December 2013 and held various positions at the Institute Pasteur Korea from February 2005 to April 2014.

Mr. Han received his bachelor's degree in genetic engineering from Kyung Hee University* (慶熙大學) in Seoul, Korea in February 1994, his master's degree in genetic engineering from Korea University* (高麗大學) in Seoul, Korea in August 1996, and his Ph.D. degree in biochemistry and molecular biology from Paris VI University in Paris, France in March 2002.

Mr. An Chiwoo (安致禹), aged 52, is our executive Director and Chief Financial Officer. Mr. An joined our Group in June 2008 and has served as our Chief Financial Officer since then.

Mr. An has over two decades of extensive experience in accounting, finance and corporate governance. Prior to joining our Group, he has worked at various companies namely, Metalabs Co., Ltd from April 2007 to June 2008, Pixelplus Co., Ltd (KOSDAQ: 087600) from October 2005 to April 2007, SamHwa Accounting Firm from November 2003 to October 2005, and Markany Co., Ltd from July 2001 to October 2002. Mr. An is a member of the Korean Institute of Certified Public Accountants since September 2005 and a member of the Chinese Institute Certified Public Accountants since January 2018.

Mr. An received his bachelor's degree in business administration from Kyung Hee University* (慶熙大學) in Seoul, Korea in February 2000.

Ms. Hao Xin (郝欣), aged 45, is our executive Director and Chief Human Resource Officer.

Ms. Hao joined our Group and served as our Chief Human Resource Officer since July 2025. She is the general manager of Leye (China) HR Consulting Ltd., since October 2010. Prior to that, she served as the head of human resource of Beijing Hanmi Pharmaceutical Co., Ltd from December 2003 to October 2009.

Ms. Hao is a member of the healthcare chapter under Human Resource Association for Chinese & Foreign Enterprises from August 2020 to July 2022. She was also an advisor in the Elite Talent Program, China Council of the G20 Young Entrepreneurs' Alliance in September 2020 and received the "Excellence in Organization" Award awarded from the National School of Development at Peking University in Beijing, China in October 2019.

Ms. Hao obtained her bachelor's degree in international trade from Beijing Xicheng Economic Science University* (北京市西城經濟科學大學) in Beijing, China in January 2003 and her master's degree of business administration in executive management from Royal Roads University in Canada in June 2007.

Independent non-executive Directors

Mr. Lee Kang Duk (李康德), aged 63, is our independent non-executive Director.

Mr. Lee has served as our independent non-executive Director since **[REDACTED]**. He has over 30 years of experience in the public broadcasting industry in Korea. He first joined Korean Broadcasting System ("**KBS**") in Korea in January 1990 and held various positions within KBS until December 2022, with his last position as the executive director of audience services center of KBS. Since January 2024, he has served as the president and chief executive officer of KBS N, a subsidiary of KBS which provides public broadcasting and television contents services. Mr. Lee was the president of KwanHoon Club from January 2016 to January 2017 and is now the legal representative of Hanmi Club.

Mr. Lee received his bachelor's degree in political science from Seoul National University* (首爾大學) in Seoul, Korea in February 1988.

Mr. Cho Yul Rae (趙律來), aged 68, is our independent non-executive Director.

Mr. Cho has served as an independent non-executive director since **[REDACTED]**. He has extensive experiences in the science industry. He joined the Government of South Korea in March 1985 and has worked in various ministries, with his last position as the vice minister at the Ministry of Education, Science & Technology in Korea from June 2012 to March 2013. He served as an executive chairperson of the Korea Scientists and Engineers Mutual-aid Association from August 2015 to November 2018. He also served as an independent director of Samsung Science & Technology Foundation from August 2019 to August 2025. From January 2021 to November 2024, he was the president and executive chairperson of the Korea Foundation for Science and Creativity. Additionally, he has been a director of the Foundation for Industrial Strategy Research since November 2018.

Mr. Cho was awarded the Order of Science and Technology Merit (Innovation Medal, 2nd Class) by the Government of South Korea in April 2019 and received the Korea Leadership Award from the Korean Association for Public Administration in August 2023.

Mr. Cho received his bachelor's degree in laws from Sungkyunkwan University* (成均館大學) in Seoul, Korea in February 1985 and his master's degree in arts from Rutgers, the State University of New Jersey in New Brunswick, United States of America in October 1993.

Mr. Henry Chi-Fung Ho (何志鋒) , aged 54, is our independent non-executive Director.

Mr. Ho has served as our independent non-executive Director since **[REDACTED]**. Mr. Ho has over 28 years of professional experience in financial and accounting advisory services. He is currently a managing director of Acclime USA, Inc. and a member of Acclime Group's Investment Committee since January 2024 and May 2024, respectively. Prior to joining Acclime USA, Inc., he was a partner at Ernst & Young in Hong Kong from April 2014 to December 2023, providing transaction advisory services to multinationals and private equity firms. He also worked as a consultant of Television Broadcasts Limited, a company listed on the Main Board of the Stock Exchange (stock code: 0511) from January 2014 to March 2014 and held various positions at China Medicine Corporation, a U.S.-listed company (stock code: CHME) that distributes medical products in China, from October 2010 to November 2013 with his last position as a chief financial officer and company secretary. He further accumulated his accounting and finance experience through his positions as a senior manager and a manager at Ernst & Young Hong Kong and Ernst & Young LLP in Chicago, respectively, from May 2002 to September 2010.

Mr. Ho obtained his bachelor's degree in business administration (public accounting and finance) from the Loyola University Chicago in the United States in May 1998 and his master degree in business administration from the Loyola University Chicago in the United States in May 2005. He is a certified public accountant of the Illinois State of the United States since August, 2001.

SENIOR MANAGEMENT

Our senior management team comprises three of our executive Directors, Mr. Han Sung Jun (韓星俊), Mr. An Chiwoo (安致禹) and Ms. Hao Xin (郝欣), biographies of whom are set out in "– Directors – Executive Directors" above, and the following members:

Name	Age	Position	Date of joining our Group	Date of appointment as senior management	Roles and Responsibilities
Mr. Hong Kuntaek (洪建澤)	56	Chief Business Officer	May 2008	July 2025	Overseeing the business growth, marketing, partnerships and e-commerce of our Group
Mr. Park Jooho (朴燽晧)	52	Chief Sales Officer	January 2008	July 2025	Overseeing the sales strategies, sales channels and customer satisfaction of our Group
Mr. Choi Seungkook (崔承國)	51	Chief Creative Officer	March 2012	July 2025	Overseeing the creative and design strategies, product and service innovation of our Group

Mr. Hong Kuntaek (洪建澤), aged 56, is our Chief Business Officer.

Mr. Hong joined our Group in May 2008 and has held various positions within our Group. Mr. Hong is the general manager of Beijing Coree since January 2011.

Prior to joining our Group, he was the director of planning of the IT Department at Beijing Hanmi IT from January 2007 to April 2008. Mr. Hong has also worked in various companies, namely Hanmi Science from June 2003 to April 2005, SK Communications Co., Ltd. from November 2002 to May 2003, Netsgo Co., Ltd. from March 2001 to October 2002, Hancom Inc. from April 2000 to February 2001 and Samsung Life Insurance Co., Ltd. from January 1996 to April 2000.

Mr. Hong received his bachelor's degree in economics from Kyung Hee University* (慶熙大學) in Seoul, Korea in February 1996.

Mr. Park Jooho (朴燸晧), aged 52, is our Chief Sales Officer.

Mr. Park joined our Group in January 2008 and served as the director of Beijing Medi'Care until December 2013. From January 2014 to December 2019, he served as the chief executive officer of Ofmom Korea Co., Limited and becomes the chief executive officer of Beijing Medi'Care since February 2020.

Prior to joining our Group, he worked as a general staff member at Hanmi Science from March 2001 to June 2006 and served as a director of strategic consulting department at Beijing Hanmi IT Co., Ltd. from July 2006 to December 2007.

Mr. Park received his bachelor's degree in Chinese studies and business administration from Hallym University* (韓林大學) in Chuncheon, Korea in February 2001 and his master's degree in marketing from Ajou University* (亞洲大學) in Gyeonggi-do, Korea in February 2020.

Mr. Choi Seungkook (崔承國), aged 51, is our Chief Creative Officer.

Mr. Choi joined our Group in March 2012 and worked as the team leader at Beijing Medi' Care until September 2022. He now serves as the director of design of Beijing Coree since September 2022 and is the general manager of Beijing Centre Ofmom Co., Ltd since April 2025. He was the director of design at Beijing Hanmi IT from April 2007 to February 2009. He also served as the member of IT business department at Hanmi Science from November 2004 to April 2007 and February 2009 to August 2011.

Mr. Choi received his bachelor degree in arts from Korea National Open University* (韓國國立開放大學) in Seoul, Korea in February 2004, and his master's degree of design (film & graphic design) from Dankook University* (檀國大學) in Gyeonggi-do, Korea in August 2006.

COMPANY SECRETARY

Ms. Pau So Yi (鮑素怡), was appointed as the company secretary of our Company on December 17, 2025.

Ms. Pau is a manager of company secretarial services of Tricor Services Limited, a member of Vistra Group. Ms. Pau has over 9 years of experience in the corporate service field. She has been providing professional corporate services to Hong Kong listed companies, private and offshore companies.

Ms. Pau obtained her bachelor's degree in accounting with honor from Hong Kong Shue Yan University in Hong Kong in July 2015. Ms. Pau is a Chartered Secretary, a Chartered Governance Professional, an Associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom, respectively.

MANAGEMENT AND CORPORATE GOVERNANCE

Board Committees

Audit Committee

We have established an audit committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the audit committee are to review and supervise the financial reporting process and internal controls system of our Group, review and approve connected transactions and provide advice and comments to our Board. The audit committee comprises three members, namely Mr. Henry Chi-Fung Ho (何志鋒), Mr. Lee Kang Duk (李康德) and Mr. Cho Yul Rae (趙律來), with Mr. Henry Chi-Fung Ho (何志鋒), (being our independent non-executive Director with the appropriate professional qualifications) as the chairperson of our audit committee.

Remuneration Committee

We have established a remuneration committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the remuneration committee are to review and make recommendations to our Board on the terms of remuneration packages, bonuses and other compensation payable to our Directors and other senior management. The remuneration committee comprises three members, namely Mr. Lim Chongyoon (林鍾潤), Mr. Cho Yul Rae (趙律來) and Mr. Lee Kang Duk (李康德), with Mr. Cho Yul Rae (趙律來) as the chairperson of our remuneration committee.

Nomination Committee

We have established a nomination committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code set out in Appendix C1 to the Listing Rules. The primary duties of the nomination committee are to make recommendations to our Board on the appointment of Directors and management of Board succession. The nomination committee comprises three members, namely Mr. Lee Kang Duk (李康德), Mr. Cho Yul Rae (趙律來) and Ms. Hao Xin (郝欣), with Mr. Lee Kang Duk (李康德) as the chairperson of our nomination committee.

Corporate Governance Code

Our Company expects to comply with the Corporate Governance Code and Corporate Governance Report as set out in Appendix C1 to the Listing Rules. Our Directors will review our corporate governance policies and compliance with the Corporate Governance Code each financial year and comply with the "comply or explain" principle in our corporate governance report which will be included in our annual reports upon the **[REDACTED]**.

Board diversity

Our Company has adopted a board diversity policy which sets out the approach to achieve diversity of our Board. Our Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at our Board level, including gender diversity, as an essential element in maintaining our Company's competitive advantage and enhancing its ability to attract, retain and motivate employees from the widest possible pool of available talent. Pursuant to the board diversity policy, in reviewing and assessing suitable candidates to serve as a director of our Company, the nomination committee will consider a number of factors, including but not limited to gender, age, cultural and educational background, professional qualifications, skills, knowledge, and industry experience. The nomination committee will discuss periodically and when necessary, agree on the measurable objectives for achieving diversity, including gender diversity, on our Board and recommend them to our Board for formal adoption.

Our Directors have a balanced mix of knowledge, skills and experience, including management, strategic, business development, corporate investment and finance and marketing. We have 3 independent non-executive Directors with different industry backgrounds, representing more than one-third of the members of our Board. Our Board has a wide range of age, ranging from 44 years old to 68 years old. Furthermore, our Company recognizes the particular importance of gender diversity. Our Board currently comprises 7 Directors, including 1 female Director. We have taken and will continue to take steps to promote and enhance gender diversity at all levels of our Company, including but without limitation at our Board and senior management levels. Our board diversity policy provides that our Board shall take opportunities when selecting and making recommendations on suitable candidates for Board appointments with the aim to maintain the proportion of female members after **[REDACTED]**. We will also ensure that there is gender diversity when recruiting staff at mid to senior level, as well as engage more resources in training more female staff with the aim of providing a pipeline of female senior management and potential successors to our Board going forward. After due consideration, our Board believes that based on the meritocracy of our Directors, the composition of our Board satisfies our board diversity policy.

WAIVER GRANTED BY THE STOCK EXCHANGE

Management presence

We have applied to the Stock Exchange for[, and the Stock Exchange has granted,] a waiver under and in respect of Rule 8.12 of the Listing Rules in relation to the requirement on sufficient management presence in Hong Kong. See "Waivers from Strict Compliance with the Listing Rules and Exemption from the Companies (Winding up and Miscellaneous Provisions) Ordinance – Waiver in Respect of Management Presence in Hong Kong" for further details.

CONFIRMATION FROM OUR DIRECTORS

Rule 8.10 of the Listing Rules

Each of our Directors (other than our independent non-executive Directors) confirms that as of the Latest Practicable Date, he or she did not have any interest in a business which competes or is likely to compete, either directly or indirectly, with our Company's business which would require disclosure under Rule 8.10 of the Listing Rules.

Rule 3.09D of the Listing Rules

Each of our Directors confirms that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules on December 17, 2025, and (ii) understands his or her obligations as a director of a **[REDACTED]** issuer under the Listing Rules.

Rule 3.13 of the Listing Rules

Each of the independent non-executive Directors has confirmed (i) his/her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) that he/she has no past or present financial or other interest in the business of the Company or its subsidiaries or any connection with any core connected person of the Company under the Listing Rules as of the Latest Practicable Date, and (iii) that there are no other factors that may affect his/her independence at the time of his/her appointments.

COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

Our executive and independent non-executive Directors receive compensation in the form of fees, salaries, bonuses, other allowances and benefits in kind, including our Company's contribution to the pension scheme on their behalf. We determine the salaries of our Directors based on each Director's responsibilities, qualification, position and seniority.

The aggregate amount of remuneration paid to our Directors for the years ended December 31, 2023, 2024 and 2025 were USD621,563, USD615,022 and USD791,862, respectively.

The aggregate amount of remuneration paid to our five highest paid individuals (including our Directors, senior management members and employees) for the years ended December 31, 2023, 2024 and 2025 were USD1.6 million, USD1.5 million and USD1.2 million, respectively.

Save as disclosed above, no other payments have been paid or are payable, in respect of the years ended December 31, 2023, 2024 and 2025 by our Company to our Directors.

No compensation was paid by us to our Directors and our five highest paid individuals as an inducement to join, or upon joining, our Group during the Track Record Period. No compensation was paid to, or receivable by, our Directors, past Directors or the five highest paid individuals for the Track Record Period for the loss of office as director of any member of our Group or of any other office in connection with the management of the affairs of any member of our Group. None of our Directors had waived or agreed to waive any emoluments during the same period.

For additional information on Directors' remuneration during the Track Record Period as well as information on our highest paid individuals, see Notes 8 and 9 of the Accountants' Report set out in Appendix I to this document.

COMPLIANCE ADVISER

We have appointed Maxa Capital Limited as our compliance adviser pursuant to Rule 3A.19 of the Listing Rules. The compliance adviser will provide us with guidance and advice as to compliance with the requirements under the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, the compliance adviser will advise our Company, among others, in the following circumstances:

(a) before the publication of any regulatory announcement, circular, or financial report;

(b) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;

(c) where we propose to use the **[REDACTED]** of the **[REDACTED]** in a manner different from that detailed in this document or where the business activities, development or results of the Group deviate from any forecast, estimate or other information in this document; and

(d) where the Stock Exchange makes an inquiry to the Company regarding unusual movements in the price or trading volume of its listed securities or any other matters in accordance with Rule 13.10 of the Listing Rules.

The term of appointment of the compliance adviser shall commence on the **[REDACTED]** and is expected to end on the date on which we comply with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the **[REDACTED]**.