

MANAGEMENT COMMITTEE

Albert Lim – Chief Executive Officer

Albert is a Singaporean with over 30 years of General Management, Sales and Marketing, Business Development and Operations experience across the IT, Pharmaceutical and Medical Devices industries. He joins Menarini with a wealth of experience in driving growth in emerging markets and especially the Greater China markets.

Albert's last appointment was as Senior Vice-President Asia-Pacific for Sonova Holdings, a Swiss based leading provider of innovative hearing care solutions, where he has been since 2013. He established the regional organization from scratch and steered the business from a transactional business model into a demand driven business model. He also set up a Technology Innovation Centre in Shanghai and Audiology Training Centre in Suzhou, China. Asia-Pacific was the fastest growing region for Sonova in the financial year 2015/2016.

Prior to Sonova, Albert has worked outside Singapore for 20 years with a broad based pharmaceuticals and medical devices career spanning 18 years in Hong Kong, Taiwan and China; honing his skills in General Management, Business Development, Sales and Marketing within Abbott, MSD, Novartis and Medtronic. At Medtronic, he was Managing Director Taiwan and Vice-President of Business Operations for Greater China based in Shanghai, responsible for 6 different business and operational functions. He was President Director of Novartis Indonesia for 2 years from 2006 to 2008 where he led the pharmaceutical arm and had corporate oversight responsibility for Sandoz Indonesia and Cibavision Indonesia comprising more than 1000 employees, 3 manufacturing plants and 3 local sales operations. Albert spent the first 10 years of his career in Information Technology.

Albert graduated from the National University of Singapore with a Bachelor of Engineering (Chemical Engineering). He is also an alumnus of the Harvard Business School Executive Programs.

Anne Bell - Chief Financial Officer

As Chief Financial Officer, Anne directs the finance operations at the group level as well as managing the tax, treasury, supply chain, procurement and risk aspects of the business. She is also significantly involved in licensing and M&A projects.

Anne was most recently with AstraZeneca in roles which included Regional Finance Director for Asia Pacific based in Singapore and Programme Director, Finance based in London with the responsibility for a global forecasting and budget project for over 50 markets. Previous to AstraZeneca, Anne occupied various corporate positions of increasing seniority where her scope of responsibilities covered finance, risk management, strategic delivery and business development at Cendant and Colonial Ltd (a financial services company). Before moving to industry, Anne was with Arthur Andersen as a partner in the Business Consulting practice.

Anne is a Chartered Accountant and holds a Bachelor of Economics from University of Sydney.

Christopher Tay - Chief Administrative Officer

As Chief Administrative Officer, Chris oversees the Human Resources, Legal and Intellectual Property, Corporate Branding and Communications, Information Technology and Facilities Management functions. He is also the group Company Secretary.

Chris had over 30 years of professional and management experience in multiple industries before joining the Company in 2009. He started his career in private legal practice, then joined Singapore Airlines and Hewlett Packard Asia-Pacific where he attained a diversified management career background that transcended Legal, Contract Negotiations, Marketing, Talent Acquisition, Talent Management, as well as Organizational Effectiveness, Learning and Development.

Chris graduated with a Bachelor of Law (Hons) from the National University of Singapore and was first admitted as an Advocate & Solicitor at the Singapore Courts in 1987.

Mark Brown - Vice President, Philippines, Indonesia, Malaysia, India, Australia and New Zealand

Now in his 25th year in the pharmaceutical industry Mark has developed extensive experience and knowledge of the Asia-Pacific markets that make him ideally suited to the role of Vice President Southern APAC Region at A. Menarini. Prior to moving to Singapore as the VP, he was the General Manager of A. Menarini Korea and Managing Director of A. Menarini Thailand/Vietnam.

Mark's previous experience includes heading the consulting practice of IMS Health Korea, establishing a consulting firm in Sydney that worked with pharmaceutical clients worldwide and as the Head of Sales for Novartis Asia Pacific based in Singapore. He was also General Manager of Innovex Australia/New Zealand and started his career in sales and marketing with Astrazeneca. With over 13 years of his career spent working in Asia, he is well placed to successfully lead the countries in the region.

Mark holds a Master of Management from Macquarie Graduate School of Management, Sydney (Australia).

Brett Hayes – Vice President: China, Hong Kong, Thailand and Vietnam, Medical and Regulatory

As the Regional Vice President, Brett is responsible for Menarini's pharma business in China, Hong Kong, Taiwan, South Korea, Thailand and Vietnam.

Brett joined Menarini Asia-Pacific (formally Invida) via Pharmalink in Thailand in 2007, after a successful 13 year career at Astra-Zeneca in both Thailand and South Africa. Brett has worked in management positions across sales, clinical research, marketing and senior commercialisation. Prior to moving to Singapore, Brett was the Managing Director of Menarini China, where he and the team set up A. Menarini (China) Holding Co., Ltd and built a strong growing business and a great team with a high focus on enabling operational excellence. This has set a strong foundation for Menarini's future growth in China.

Brett holds a post-graduate Honors Degree in Biochemistry from the University of the Witwatersrand, South Africa and a graduate degree in Business Management from UNISA Business School, South Africa.

Albert Kim – Vice President, Korea, Taiwan and Singapore

As the Vice President of Korea, Taiwan and Singapore, Albert oversees the day-to-day management of the operations in Korea, Taiwan and Singapore; and ensures excellent execution of corporate and operational plans.

Albert has over 15 years of experience in pharmaceutical industry. Prior to joining Menarini in 2011, he has held several finance and commercial operations positions in Novartis, including Financial Controller for Novartis International in Switzerland; Country Chief Financial Officer in Novartis Thailand; and most recently the Region International Chief Financial Officer for Novartis Vaccines & Diagnostics.

Albert holds an Honours Degree in Science from McMaster University, Canada; and an MBA from Schulich School of Business, York University, Canada.

Attilio Di Gaudio - Vice President, Medical Marketing

As the VP of Medical Marketing, Attilio oversees and directs the Marketing efforts of the Pharma business across the region, working hand in hand with the Country GMs, Sales and Marketing leaders. Attilio brings to Menarini Asia-Pacific with nearly 20 years of sales and marketing experiences. He has been with Malesci Istituto Farmacobiologico S.p.A, a member of the Menarini Group since 1978.

Attilio began his career as a Medical Representative and after a number of years in Sales, moved into various product marketing roles before being appointed Head of Malesci Marketing in 2010. Through his career at Malesci, he has been responsible for seeing through the successful launches and managing global brands within many therapeutic areas such as cardiology, respiratory and gastroenterology.

Attilio graduated from the University of Messina, Italy with a Degree in Chemical and Pharmaceutical Technology.

Valerie Lau – Vice President, Consumer Health

Valerie brings to Menarini Asia-Pacific more than 20 years of sales and marketing experience across different industries with the last 8 years in general management roles. Valerie has held key leadership roles in multinational companies in consumer goods industry, such as Coca-Cola and Estee Lauder; as well as health care industry, including Novartis eye care division, Sanofi-Aventis.

Prior to joining Menarini, Valerie was the Asia-Pacific regional head of Ascensia Diabetes Care (ex-Bayer).

Valerie joined Menarini Asia-Pacific in 2016. In her current role, Valerie is responsible for the Consumer Health strategy and driving the commercial efforts across 13 countries in the region, working alongside the Country GMs, Sales and Marketing leaders to drive the Consumer Health business. Valerie's deep experience and strong knowledge of the consumer healthcare landscape in Asia-Pacific sets her up well for her role in Menarini.

Ms. Valerie Lau is a Singaporean and graduated from the Nanyang Technological University (Singapore) with a Bachelor's Degree in Business Marketing (Hons).

Navin Swaroop - Vice President, Corporate Development & Alliance Management

Navin brings over 17 years of experience in the pharmaceutical industry. He joined Menarini as Regional Director for New Product Marketing in 2012 and given the synergies, he was promoted to his current role as Vice President for Corporate Development & Alliance Management. With prior progressive global experiences ranging from Marketing Management with BMS as part of their US operations to Strategy Consulting at IMS for the Asia-Pacific Region, Navin is a well-rounded Pharmaceutical Professional with success in developing and implementing growth strategies across numerous therapeutic areas as well as new business development.

Navin holds a Bachelor's Degree in Pharmacy from B.I.T.S. Pilani, India; a Master's Degree in Pharmaceutical Sciences from West Virginia University, U.S.A; and an MBA from the Fuqua School of Business at Duke University, U.S.A.

Germano D'Amore – Vice President SFE & FFOE

Bringing in more than 15 years of experience in the Pharmaceutical industry, Germano heads the Sales Force Effectiveness function in Asia-Pacific. He is responsible for the implementation of the Sales Force and Marketing Effectiveness programs in A. Menarini Asia Pacific to ensure high level of Field Force competencies across all markets in the region exceeding the industry standards.

Germano built his career within The Menarini Group working in over 20 countries among Europe, Africa and Asia. Through his time at Menarini, Germano has held various positions in Sales and Marketing, including National Sales Manager and Sales and Marketing supervisor in A. Menarini UK. Prior to joining Menarini International Division in 2007, Germano was the Medical Representative, Key Account Manager and Regional Business Manager for Lab. Guidotti Pisa - an affiliate of the Menarini Group Italy specialized in Cardio-metabolic diseases area (from 2000 to 2007). This experience bolstered his strong knowledge in the area of Primary and Secondary Care.

Germano graduated from the University of Genova with a BSc in Chemistry and Pharmaceutical Technology. He is also a qualified Pharmacist.

Nader Rostom – Regional Director, Frontier Markets

As the Regional Director of Frontier Markets, Asia-Pacific, Nader leads and forges strategic partner relationships in promising frontier markets, including Pakistan, Bangladesh, Sri Lanka, Myanmar, Laos and Cambodia.

With over 20 years of Pharmaceutical industry experience, Nader's knowledge and wealth of experience in managing distributor markets for the past 15 years in the Middle East, Africa and Asian markets has set him up well in his current role. His vision is to implement customer extension development programs and ensure sustainable business growth in the frontier markets.

Nader started his career at Menarini as a medical representative before moving to Specialist Clinical Monitor role and then eventually to the International Division. Nader graduated from the University of Florence, Italy, with a degree of Pharmacy and is a qualified Pharmacist.