

BOARD OF DIRECTORS

EXECUTIVE DIRECTORS

DR CHEO TONG CHOON @ LEE TONG CHOON

Executive Director

Date of first appointment as Director: 29 October 2010
Date of last re-election: 26 April 2018

- Chairman of the Board of Directors
- Member of Nominating Committee

As the Chairman of the Board, Dr Cheo Tong Choon @ Lee Tong Choon is responsible for leading the Board, facilitating effective contribution from non-executive directors, effective communication with shareholders and promoting high standards of corporate governance. He is responsible for setting the strategic direction of the Group. Dr Cheo has been leading the Group for the past three decades. Under his direction, the Group has expanded into refining, manufacturing and trading of palm oil and related products. Dr Cheo also oversaw the expansion of the Group into new businesses including biodiesel, rice, dairy and soap.

Dr Cheo obtained a Doctor of Medicine (MD) degree from the University of Saskatchewan, Canada and is a member of the Royal Colleges of Physicians of the United Kingdom in internal medicine. He practiced as a registered medical practitioner from 1975 to 1986 with a group of medical specialists, Drs Bain & Partners in Singapore, before he took over the leadership role in our Group.

MS MICHELLE CHEO HUI NING

Executive Director

Date of first appointment as Director: 29 October 2010
Date of last re-election: 27 April 2016

- Chief Executive Officer
- Member of Board of Directors

Ms Michelle Cheo Hui Ning joined the Group in 2003 and is responsible for the formulation and execution of overall strategy of the Group, new business development, project execution, corporate risk and factory operations. Since joining the Group, Ms Cheo has been instrumental in expanding the supply chain

of the Group. This has included building an additional refinery, specialty fats facilities, and dairy factory. She has been the leading force to get the Group listed on Singapore Exchange and expand the Group's presence geographically into Indonesia and China as well as new business divisions of specialty fats, shipping and biodiesel. Prior to joining the Group, she worked with Exxon Mobil from 1997 to 2003 in USA and Singapore.

Ms Cheo graduated in 1997 and holds a Chemical Engineering degree from Imperial College, University of London. She obtained a Master of Business Administration degree from INSEAD in 2004. Ms Cheo currently serves on the 60th council of the Singapore Chinese Chamber of Commerce & Industries and a board member of the Singapore Chinese Orchestra.

MS BIANCA CHEO HUI HSIN

Executive Director

Date of first appointment as Director: 29 October 2010
Date of last re-election: 27 April 2017

- Chief Operating Officer
- Member of Board of Directors

Ms Bianca Cheo Hui Hsin joined the Group in 2004 and heads the Consumer Pack segment of which she has overall responsibility. Since taking over the division, she has been focusing on enhancing brand building & sales and development of premium customised oils and fats products. In addition, Ms Cheo has been instrumental in introducing new products to the consumer pack division, leading the Group's foray into rice, soap and dairy products. She has also expanded the Group's distribution strength, developing the Group's presence in West Africa, Europe and South America. Ms Cheo was responsible for executing the Group's listing on the Singapore Stock Exchange.

Prior to joining the Group, she practiced law in Singapore with Allen & Gledhill LLP from 2000 to 2003 and with Norton Rose LLP from 2003 to 2004. Ms Cheo graduated from the King's College University of London, with a Bachelor of Laws in 1998 and was admitted as an advocate and solicitor of the Supreme Court of Singapore in 2000.

MS WONG LAI WAN*Executive Director*

Date of first appointment as Director: 29 October 2010

Date of last re-election: 27 April 2016

- Head, Risk Management
- Member of Board of Directors

Ms Wong Lai Wan joined the Group in 1987 as a chemist. She has held various portfolios in quality control, production, operations, logistics, marketing, trading, business development and risk management. She is currently responsible for the business development, operational controls and risk management of the Group. Ms Wong started her career with Pan Century Edible Oils Sdn Bhd as a chemist from 1985 to 1987 before joining us.

Ms Wong graduated with a Bachelor of Science degree in Chemistry with First Class Honours from Universiti Kebangsaan Malaysia in 1985.

INDEPENDENT DIRECTORS**MR ROBERT LOKE TAN CHENG***Independent Director*

Date of first appointment as Director: 28 April 2015

Date of last re-election: 26 April 2018

- Member of Board of Directors
- Chairman of Audit Committee
- Member of Remuneration Committee
- Member of Nominating Committee

Mr Robert Loke Tan Cheng has over 30 years' banking experience with major global, regional corporate lending, risk management and investment banks in Asia. Mr Loke led Bangkok Bank Berhad, Malaysia for 9 years before retiring as Chief Executive and Executive Director in 2015. In the past, Mr Loke held various positions in risk management and operational banking with Nomura Singapore Limited, Keppel Tatlee Bank, OCBC Group, Allied Irish Bank and Chase Manhattan Bank.

Mr Loke was Executive Director of Bangkok Bank Berhad, Malaysia and Director for Bangkok Bank Nominees, Malaysia from 2007 to 2015. He was also member of the Association of Banks in Singapore's (ABS) Standing Committee for Risk Management and the Vice-Chairman of the ABS's Credit Risk task force from 2005 to 2006.

Mr Loke obtained Post Graduate Diploma in Management from McGill University in 1979. He also obtained MBA and Electrical Engineering with cum Laude (Distinction) from Concordia University in 1980 and 1978 respectively.

DR FOO SAY MUI (BILL)*Independent Director*

Date of first appointment as Director: 28 April 2015

Date of last re-election: 26 April 2018

- Member of Board of Directors
- Lead Independent Director
- Chairman of Nominating Committee
- Chairman of Remuneration Committee

Dr Foo Say Mui (Bill) has more than 30 years' experience in financial services industry. Dr Foo has served as CEO/General Manager of Australia & New Zealand Banking Group Ltd (ANZ) in Singapore for 12 years from 1999 to 2011. Prior to his retirement from ANZ in 2015, Dr Foo was appointed as Vice Chairman, South and South East Asia from 2011 to 2015. Dr Foo also held various positions including as President Director in Indonesia and Regional Head of Investment Banking.

Dr Foo is currently a director and adviser to several listed and private companies including Tung Lok Restaurants (2000) Ltd and Director of Tower Capital Asia Pte. Ltd, Kenon Holdings Ltd, Business Circle Singapore Pte Ltd, M&C REIT Management Ltd and M&C Business Trust Management Ltd.

Dr Foo graduated from Concordia University with a Bachelor of Business Administration. He also holds a Masters of Business Administration from McGill University and an honorary Doctorate of Commerce from James Cook University, Australia.

BOARD OF DIRECTORS

TAN SRI DATUK DR ONG SOON HOCK Independent Director

Date of first appointment as Director: 29 October 2010
Date of last re-election: 28 April 2015

- Member of Board of Directors
- Member of Audit Committee
- Member of Remuneration Committee
- Member of Nominating Committee

Tan Sri Datuk Dr Ong Soon Hock has been a pioneer in contributing to the group of palm oil industry. He was a director of the Malaysian Palm Oil Promotion Council from 1990 to 1996 and was Director General of the Palm Oil Research Institute of Malaysia from 1987 to 1989 where he remained as an advisor until 1990. His contributions to the palm oil industry have led to his receiving several prestigious awards including Merdeka Award, Palm Oil Industry Leadership (PILA) Award and Pioneer in Tocotrienol Research from the Oxygen Club of California. He has 40 years of research and development experience in lipid chemistry and is the registered holder of 20 patents in the field of palm oil related technology.

Tan Sri Datuk Dr Ong is Emeritus Professor of University Science Malaysia (USM). As former Chairman of Programme Advisory Committee Panel on Food, Nutrition and Quality, former Chairman of MPOB Nutrition Projects Committee and as former Chairman of International Advisory Panel on Nutrition, Dr Ong has been actively involved in various research projects of Malaysian Palm Oil Board.

Tan Sri Datuk Dr Ong graduated with a Bachelor of Science degree with First Class Honours and obtained a Master of Science from the University of Malaya. He also obtained a Doctor of Philosophy (PhD) in organic chemistry from King's College University of London and the Distinguished Sc. Alumni Award from National University of Singapore. He was Fulbright-Hays Fellow at MIT. He was Visiting Professor at Dyson Perrins Laboratory, University of Oxford. He is a Senior Fellow of the Academy of Sciences Malaysia with the title "Academician", Fellow of King's College, London and Fellow of TWAS Academy of Sciences. On 21 September 2015, he received the Anugerah Tokoh Akademik Negara Award. In February 2016, he was awarded Hon D.Sc by University of Nottingham.

DATUK DR FAWZIA BINTI ABDULLAH Independent Director

Date of first appointment as Director: 8 August 2017
Date of last re-election: 26 April 2018

- Member of Board of Directors
- Member of Audit Committee
- Member of Nominating Committee

Datuk Dr Fawzia Binti Dato Abdullah currently sits on the board of Econ Health Care and Nursing Home Sdn. Bhd. in Malaysia and is an advisor to BookDoc.com .

In 2010, Datuk Dr Fawzia was appointed as Foundation Dean of SEGI University in Malaysia and was Professor and Head of the Dental Faculty till her retirement in 2016.

In 1999, Datuk Dr Fawzia was appointed as Public Services Commissioner by DYMM the Yang Di Pertuan Agong of Malaysia for a term of 5 years.

In recognition of her services to the country, she was conferred the honourable title – Panglima Jasa Negara by DYMM Yang Di Pertuan Agong of Malaysia. Datuk Dr Fawzia was also awarded Pingat Ibrahim Sultan in 1976 and Setia Mahkota Johor in 1978 by DYMM Sultan Ismail Johor.

Datuk Dr Fawzia was the first woman to be conferred as Honorary Member of the Malaysian Dental Association (MDA) and was the Vice President of the MDA from 1981 to 1991. Datuk Dr Fawzia was inducted as Fellow of Federation Dentaire International which was founded in Paris in 1986.

Datuk Dr Fawzia graduated from the University of Singapore with a Bachelor of Dental Surgery in 1968 and she did her post graduate in Public Health Dentistry at London University in 1976.

She was with the Ministry of Health Malaysia for 32 years and was the first female Director of Oral Health.