

Board of 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: **24 April 2019**

- 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 expanding into Indonesia as well as building an additional refinery, specialty fats facilities, and dairy factory in Malaysia. She has been the leading force to get the Group listed on Singapore Exchange and expand the Group's presence geographically into Indonesia, 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 currently serves on the 60th council of the Singapore Chinese Chamber of Commerce & Industries (SCCCI). In addition, she is a board member and chairs the audit committee of the Singapore Chinese Orchestra. She was also the 2019 Her Times Women Empowerment Award Winner for Entrepreneurship. She was also previously a Committee member of the Future Corporate Capabilities and Innovation Sub-Committee under the Committee on the Future Economy.

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 BIANCA CHEO HUI HSIN

Executive Director

Date of first appointment as Director: **29 October 2010**

Date of last re-election: **19 June 2020**

- 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 and sales and development of premium customised oils and fat 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. In addition, she has also spearheaded the setting up of the Group's cashew division.

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.



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 of 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 Officer 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 Chief Executive Officer and Executive Director of Bangkok Bank Berhad, Malaysia and Director for Bangkok Bank Nominees, Malaysia from 2007 to 2015. He was also a 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 a Post Graduate Diploma in Management from McGill University in 1979. He also obtained an MBA and Bachelor of Engineering (Electrical) 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:
19 June 2020

- 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 Master 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:

24 April 2019 (Not seeking re-election)

- 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 palm oil industry group. He was a director of the Malaysian Palm Oil Promotion Council from 1990 to 1996 and 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 the 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 an Emeritus Professor of the University of Science Malaysia (USM). As former Chairman of Programme Advisory Committee Panel on Food, Nutrition and Quality, former Chairman of MPOB Nutrition Projects Committee, and former Chairman of the 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 with First Class Honours and obtained a Master of Science from the University of Malaya. He also obtained a Doctorate 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 a Fulbright-Hays Fellow at the Massachusetts Institute of Technology. He was a 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 the University of Nottingham.

DATUK DR FAWZIA BINTI ABDULLAH

Independent Director

Date of first appointment as Director: **8 August 2017**

Date of last re-election:

19 June 2020

- 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.

In 2010, Datuk Dr Fawzia was appointed as Foundation Dean of the Faculty of Dentistry, SEGI University in Malaysia and was the Professor and Head of the Dental Faculty until 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 service to Malaysia, Datuk Dr Fawzia was conferred the honourable title – Panglima Jasa Negara by DYMM Yang Di Pertuan Agong of Malaysia. She 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.



TAN SRI DATO' A GHANI BIN OTHMAN

Independent Director

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

Datuk Dr Fawzia was with the Ministry of Health Malaysia for 32 years and was also the first female Director of Oral Health.

Date of first appointment as Director: **24 February 2021**

Date of last re-election: **Nil**

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

Tan Sri Dato' A Ghani Bin Othman ("Tan Sri Dato' Ghani") currently sits on the board of Trustees of Malaysian Institute of Economic Research (MIER). Tan Sri Dato' Ghani was former Chairman of Sime Darby Plantation Bhd, Sime Darby Bhd, Sime Darby Property Bhd, member of the Board of Trustees of World Islamic Economic Forum (WIEF) between 2013 to 2020.

Tan Sri Dato' Ghani has served 18 years as Chief Minister of Johor, Chairman of Johor Corporation and Co-Chairman of Iskandar Regional Development Authority from 1995 to 2013.

In recognition of his services to the state and country, he was conferred the Honorable award Darjah Kerabat Johor 1, DK1 by DYMM Sultan Iskandar of Johor in 2006 and Panglima Setia Mahkota, PSM by DYMM Yang di-Pertuan Agong of Malaysia in 2014.

He was appointed as Deputy Minister of Energy, Telecommunications and Post and thereafter became Deputy Minister of Finance in 1990. In 1993, he was appointed as Minister of Youth and Sports and has served in that capacity until 1995.

In 1984, he was appointed as a Member of the Senate and subsequently elected as a Member of Parliament of Ledang in 1986.

Tan Sri Dato' Ghani began his career in 1974 as a lecturer at the Faculty of Economics and Administration, University of Malaya and later served as the Dean of the Faculty from 1980 to 1984.

Tan Sri Dato' Ghani is a Colombo Plan Scholar, graduated with a Bachelor of Economics (Hons) degree from La Trobe University, Australia in 1970 and he also holds a Master in Political Economy from Queensland University, Australia in 1974.

