

BOARD OF DIRECTORS

EXECUTIVE DIRECTORS

DR CHEO TONG CHOON @ LEE TONG CHOON

Chairman of Board of Directors

Appointed as Director on 29 October 2010

Last re-elected on 28 April 2015

- Member of 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 our Group. Dr Cheo has been leading the Group for the past three decades. Under his direction, our 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

Chief Executive Officer

Appointed as Director on 29 October 2010

Last Re-elected on 25 April 2013

- Member of Board of Directors

Ms Michelle Cheo Hui Ning is responsible for the formulation and execution of overall strategy of the Group, project execution and day-to-day operations. Ms Cheo joined the Group in 2003 and has been the leading force to get the Group listed on Singapore Exchange and expand the Group into specialty fats, dairy and biodiesel business. Prior to joining the Group, she worked with Exxon Mobil from 1997 to 2003 in Louisiana, USA and Singapore. Ms Cheo graduated in 1997 and holds a Chemical Engineering degree from Imperial College, University of London. She also obtained a Master of

Business Administration degree from INSEAD in 2004. She is on the committee of Career Women's Group of the Singapore Chinese Chamber of Commerce and the Committee on Future Economy Sub-Committee on Future Corporate Capabilities and Innovation (MNCs/LLEs).

MS BIANCA CHEO HUI HSIN

Chief Operating Officer

Appointed as Director on 29 October 2010

Last Re-elected on 28 April 2014

- Member of Board of Directors

Ms Bianca Cheo Hui Hsin joined our Group in 2004 and heads the Consumer Pack segment of which she has overall responsibility. 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 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 our 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

Head, Risk Management

Appointed as Director on 29 October 2010

Last Re-elected on 25 April 2013

- Member of Board of Directors

Ms Wong Lai Wan joined our 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 our Group. She started her career with Pan Century Edible Oils Sdn Bhd as a chemist from 1985 to 1987 before joining the Group. Ms Wong graduated with a Bachelor of Science degree in Chemistry with First Class Honours from Universiti Kebangsaan Malaysia in 1985.

MS LEONG CHOI FOONG*Head, Finance and Accounts, (Malaysia)*

Appointed as Director on 29 October 2010

Last Re-elected on 28 April 2014

- Member of Board of Directors

Ms Leong Choi Foong joined the Group in 1990 as the Finance Manager. She held various positions before her appointment as Group Treasurer in 2010. Currently as Finance and Accounts Head for Malaysia, she is responsible for finance, accounts and taxation functions for our Malaysia business. Prior to joining our Group, she worked as a tax and audit assistant with Othman Hew & Co. between 1980 and 1983 and as a financial and management accountant at Southern Bank Berhad, which is now part of CIMB Bank Berhad, between 1984 and 1990. Ms Leong obtained a Bachelor of Accounting degree from the University of Malaya in 1980. She is a member of the Malaysian Association of Certified Public Accountants and a chartered accountant certified by the Malaysian Institute of Accountants.

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

Appointed as Director on 28 April 2015

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

Mr Robert Loke Tan Cheng has over 30 years banking experience with major global, regional 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*

Appointed as Director on 28 April 2015

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

Dr Foo Say Mui (Bill) has over 30 years' experience in financial services including holding senior positions in banks including ANZ and Schroders. During his tenure at ANZ from 1999 to 2015, his positions included Singapore CEO and Vice Chairman of South and South East Asia. Working with Schroders from 1993 to 1999, Dr Foo held various positions including as President Director Indonesia and Regional Head of Investment Banking.

Dr Foo has served as an Independent Director and Chair of various Audit Committees on boards including International Enterprise Singapore, Temasek Life Sciences Ventures Pte Ltd and Yellow Pages Ltd. He is currently serving on the boards of several organisations including Unigestion Asia Pte Ltd, Salvation Army Advisory Board, Heartware Network, National University of Singapore President's Advancement Advisory Council and International Institute for Strategies Studies (Asia) Ltd.

Dr Foo holds a B. Admin from Concordia University, MBA from McGill University and an Honorary Doctor of Commerce from James Cook University.

BOARD OF DIRECTORS

TAN SRI DATO' IR MUHAMMAD RADZI BIN HAJI MANSOR

Independent Director

Appointed as Director on 29 October 2010
Last Re-elected on 28 April 2015

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

Tan Sri Dato' Ir Muhammad Radzi has extensive and varied corporate experience in various organisations in Malaysia. He was Chairman of Telekom Malaysia Berhad and its group of companies from 1999 to 2009. He was also a member of the board of directors of Multimedia Development Corporation Sdn Bhd from May 2005 to May 2011.

Tan Sri Dato' Ir Muhammad Radzi is currently Chairman of Kumpulan Fima Berhad (Malaysia), Chairman of International Food Corporation Limited (Papua New Guinea), President Commissioner of PT XL Axiata Tbk (Indonesia), Chairman of MMSB Consult Sdn Bhd, Chairman of Orenda Kuantum Digital Sdn Bhd and APEC Business Advisory Council (ABAC Malaysia) member.

Tan Sri Dato' Ir Muhammad Radzi graduated with a Diploma in Electrical Engineering from Faraday House Engineering College, London in 1962, and a Master of Science degree in Technological Economics from the University of Stirling, Scotland in 1975. He is also

- Chartered Engineer with Institution of Engineering and Technology (MIET), UK
- Registered Professional Engineer with Institution of Engineers Malaysia (MIEM)
- Fellow of Asean Academy of Engineering and Technology (AAET)
- Fellow of Institute of Marketing Malaysia
- Fellow of Institute of Directors Malaysia
- Honorary Fellow of ASEAN Federation of Engineering Organisation
- Pro-Chancellor of Multimedia University, Cyberjaya

TAN SRI DATUK DR ONG SOON HOCK

Independent Director

Appointed as Director on 29 October 2010
Last Re-elected on 28 April 2015

- Member of Board of Directors
- 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 16 patents in the field of palm oil related technology.

Tan Sri Datuk Dr Ong is Emeritus Professor of University Science Malaysia (USM). As Chairman of Programme Advisory Committee Panel on Food, Nutrition and Quality, Chairman of MPOB Nutrition Projects Committee and as Chairman of International Advisory Panel on Nutrition, Dr Ong is actively involved in various research projects of Malaysian Palm Oil Board. He is also member of the Boards of Directors of Country Heights Holdings Berhad and Chairman of the Committee on College of Higher Education for the proposed Stella Maris College.

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. 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 Science Malaysia with the title "Academician", Fellow of King's College, London and Fellow of TWAS Academy of Sciences. In February 2016, he was awarded Hon D.Sc by University of Nottingham.