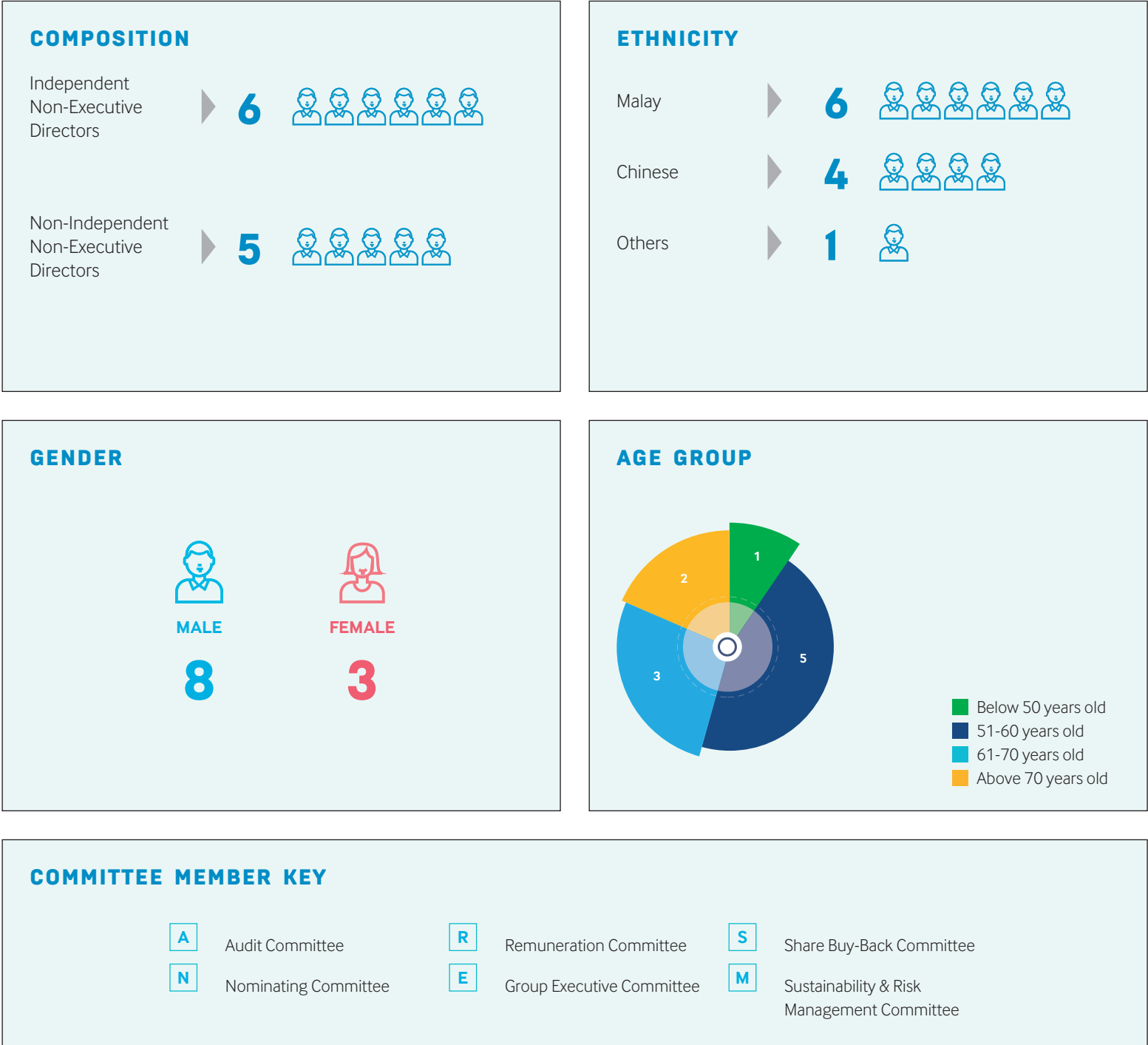
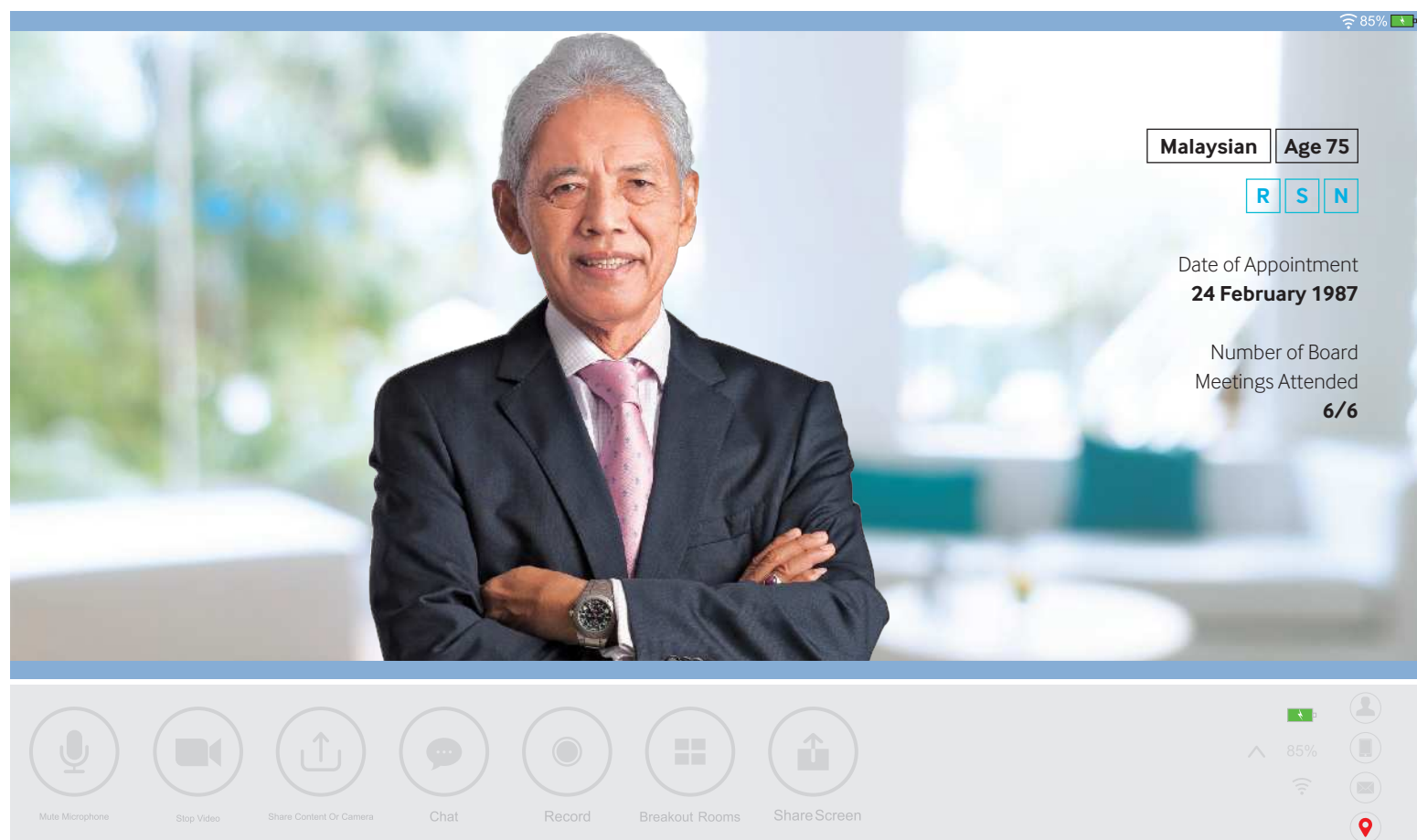


Board

Composition



Profile of *Board of Directors*



Y.A.M. Tengku Syarif Bendahara Perlis Syed Badarudin Jamalullail Ibni

Almarhum Tuanku Syed Putra Jamalullail

Chairman of Board, Non-Independent Non-Executive Director

QUALIFICATION(S)

- Master of Arts degree in Law & History, Cambridge University, United Kingdom

MEMBERSHIP(S) OF BOARD COMMITTEES

- Remuneration Committee (Chairman)
- Share Buy-Back Committee (Chairman)
- Nominating Committee

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR LISTED ISSUER(S)

- Director of Fraser and Neave, Limited, Singapore

PRESENT APPOINTMENT(S)


- Board member of Yayasan Tuanku Syed Putra, a charitable foundation
- President of Tuanku Syed Putra Dialysis Centre, Perlis

PAST DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR PAST APPOINTMENT(S)

- Director of Hwang Capital (Malaysia) Berhad
- Director of Hwang-DBS Investment Bank Berhad
- Director of Hwang Investment Management Berhad

Y.A.M. Tengku Syed Badarudin Jamalullail does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company save and except that he is an Independent Non-Executive Director of Fraser and Neave, Limited, a major shareholder of the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

Profile of *Board of Directors* (Cont'd.)



Singaporean

Age 57

E N R

Date of Appointment
1 October 2015

Number of Board Meetings Attended
6/6

Mute Microphone

Stop Video

Share Content Or Camera

Chat

Record

Breakout Rooms

Share Screen

Mr. Lee Meng Tat

Non-Independent Non-Executive Director

QUALIFICATION(S)

- Master of Business Administration, Imperial College, London
- Bachelor of Engineering (Mechanical), National University of Singapore
- Advanced Management Programme, Harvard Business School
- Certificate in Corporate Governance, International Directors Programme (IDP-C), INSEAD

MEMBERSHIP(S) OF BOARD COMMITTEES

- Group Executive Committee (Chairman)
- Nominating Committee
- Remuneration Committee

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR LISTED ISSUER(S)

- Director of Vietnam Dairy Products Joint Stock Company, a company listed on the Ho Chi Minh Stock Exchange

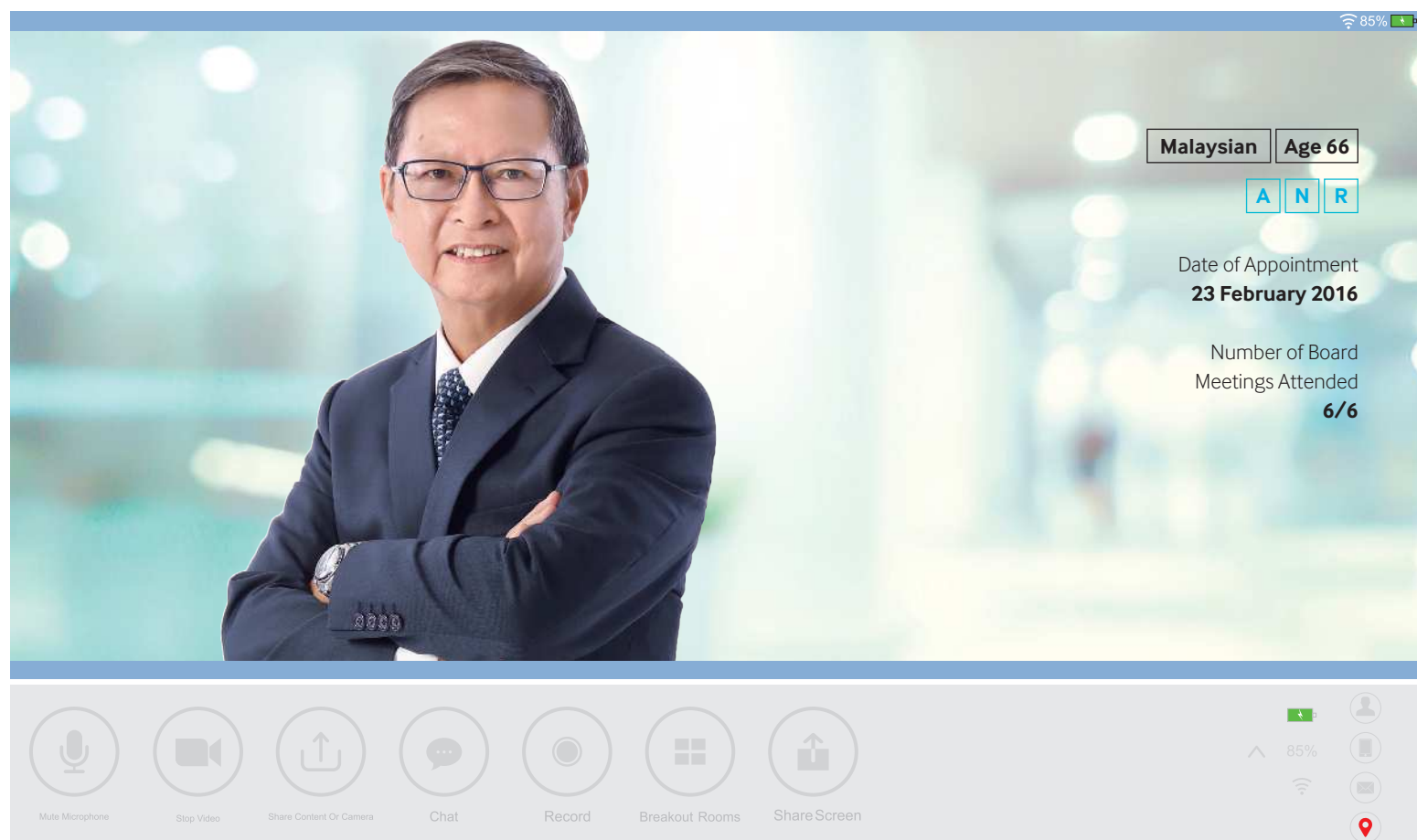
PRESENT APPOINTMENT(S)

- Chief Executive Officer, Non-Alcoholic Beverages of the Fraser and Neave, Limited Group

PAST DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR PAST APPOINTMENT(S)

- Chief Executive Officer of Wildlife Reserves Singapore
- Chief Corporate Development Officer for Foods and Beverages division of the Fraser and Neave, Limited Group
- Regional Director of China in Asia Pacific Breweries Limited
- Chief Executive Officer of Heineken-APB (China) Management Services Co. Ltd.

Mr. Lee Meng Tat does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company save and except that he is a nominee director of Fraser and Neave, Limited, a major shareholder of the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



Mr. David Siew Kah Toong

Independent Non-Executive Director

QUALIFICATION(S)

- Member of Malaysian Institute of Accountants ("MIA")
- Member of Malaysian Institute of Certified Public Accountants ("MICPA")
- Member of CPA Australia

MEMBERSHIP(S) OF BOARD COMMITTEES

- Audit Committee (Chairman)
- Nominating Committee
- Remuneration Committee

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR LISTED ISSUER(S)

- Director of Great Eastern Life Assurance (Malaysia) Berhad

PRESENT APPOINTMENT(S)


- Managing Partner of Sekhar & Tan, Chartered Accountants
- Member of the Public Practice of MICPA
- Member of Audit Committee of Great Eastern Life Assurance (Malaysia) Berhad

PAST DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR PAST APPOINTMENT(S)

- Director, Chairman of Audit Committee and member of Remuneration Committee of Wing Tai Malaysia Berhad (now known as Wing Tai Malaysia Sdn Bhd)
- Finance Director of Malaysian Mosaics Berhad
- Managing Partner of BDO
- Board member of the Financial Reporting Foundation
- Member of the Developing Nations Committee of the International Federation of Accountants
- Special Administrator for several public listed companies pursuant to the Pengurusan Danaharta Nasional Berhad Act 1998
- Member of the Practice Review Committee of the MIA
- Member of the Auditing and Accounting Technical and Financial Statement Review Committees of MICPA
- Director, Chairman of Audit Committee, member of the Risk Management and Sustainability Committee and Nominating and Remuneration Committee of Tan Chong Motor Holdings Berhad

Mr. David Siew Kah Toong does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

Profile of *Board of Directors* (Cont'd.)



Malaysian

Age 48

N A R

Date of Appointment
23 January 2013

Number of Board
 Meetings Attended
6/6

Mute Microphone

Stop Video

Share Content Or Camera

Chat

Record

Breakout Rooms

Share Screen

85%

Dato' Sri Johan Tazrin Bin Hamid Ngo

Independent Non-Executive Director

QUALIFICATION(S)

- Bachelor of Arts (Honours) degree in Business Economics, Reading University, United Kingdom
- Associate Member of the Society of Investment Professionals, United Kingdom (CFA Institute) and European Associate of Financial Analysts

MEMBERSHIP(S) OF BOARD COMMITTEES

- Nominating Committee (Chairman)
- Audit Committee
- Remuneration Committee

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR LISTED ISSUER(S)

- Nil

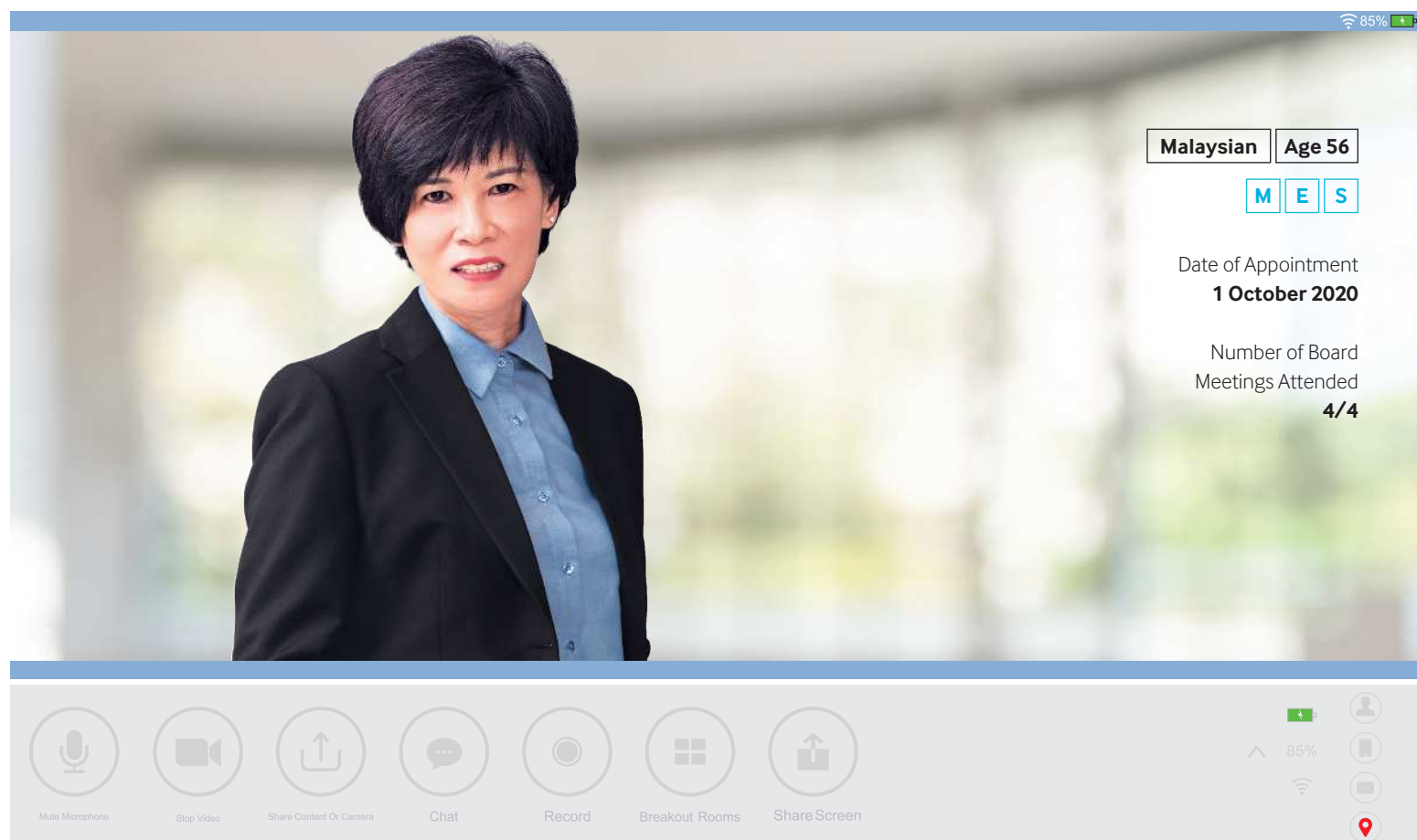
PRESENT APPOINTMENT(S)

- Managing Director and Chief Investment Officer of Amara Investment Management Sdn Bhd, a fund management company licensed by the Securities Commission

PAST DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR PAST APPOINTMENT(S)

- Portfolio Manager of Coutts & Co. (London) Ltd
- Director, Kenanga Asset Management Sdn Bhd
- Director, Kenanga Unit Trust Berhad

Dato' Sri Johan Tazrin bin Hamid Ngo does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



Mdm. Tan Fong Sang

Non-Independent Non-Executive Director

QUALIFICATION(S)

- Member of Malaysian Institute of Accounts
- Bachelor degree in Accounting, National University of Malaysia

MEMBERSHIP(S) OF BOARD COMMITTEES

- Sustainability & Risk Management Committee (Chairman)
- Group Executive Committee
- Share Buy-Back Committee

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR LISTED ISSUER(S)

- Director of Great Eastern General Insurance (Malaysia) Berhad

PRESENT APPOINTMENT(S)

- Director of Crystal Coastal Sdn Bhd


PAST DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR PAST APPOINTMENT(S)

- Director of Great Eastern Life Assurance (M) Berhad
- Director of e2 Power Sdn Bhd, OCBC Credit Berhad, OCBC Capital Sdn Bhd and OCBC Advisers (M) Sdn Bhd, subsidiaries of Oversea-Chinese Banking Corporation Limited ("OCBC")
- Executive positions in OCBC Bank (Malaysia) Berhad including position of the Chief Financial Officer

Mdm. Tan Fong Sang was appointed as Alternate Director to Mr. Lee Kong Yip on 17 February 2020 and ceased as his alternate following his retirement as a Non-Independent Non-Executive Director of the Company on 30 September 2020. She was then appointed as a Non-Independent Non-Executive Director on 1 October 2020.

Mdm. Tan Fong Sang does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company except she is a nominee director of Fraser and Neave, Limited, a major shareholder of the Company. She has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

Profile of *Board of Directors* (Cont'd.)



Danish

Age 78

E M

Date of Appointment
7 May 2013

Number of Board
 Meetings Attended
6/6

Mute Microphone

Stop Video

Share Content Or Camera

Chat

Record

Breakout Rooms

Share Screen

Dato' Jorgen Bornhoft

Non-Independent Non-Executive Director

QUALIFICATION(S)

- Degree in Accountancy and Finance (Bachelor of Commerce), Copenhagen Business School.

MEMBERSHIP(S) OF BOARD COMMITTEES

- Group Executive Committee
- Sustainability & Risk Management Committee

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR LISTED ISSUER(S)

- Nil

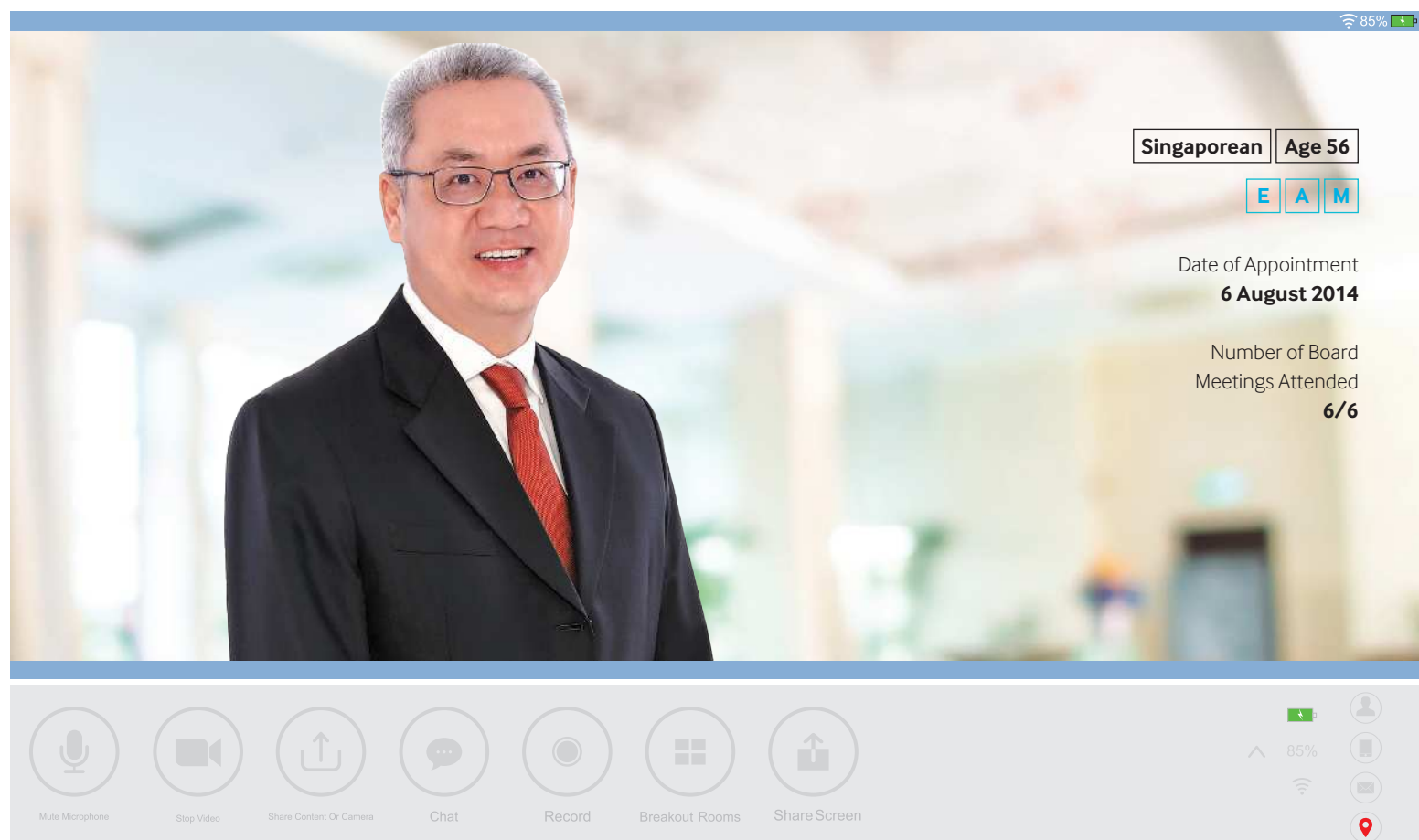
PRESENT APPOINTMENT(S)

- Vice-Chairman of International Beverage Holdings Limited

PAST DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR PAST APPOINTMENT(S)

- Chairman, Managing Director, Director and Chief Executive Officer of Carlsberg Brewery Malaysia Berhad
- Chief Executive Officer of Carlsberg Asia Pte Ltd, Singapore
- Vice-President of Carlsberg International A/S, Denmark
- President of the Malaysian International Chamber of Commerce and Industry
- Director of Hap Seng Plantations Holdings Berhad
- Chairman of Hap Seng Consolidated Berhad
- Director of Mega First Corporation Berhad

Dato' Jorgen Bornhoft does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company save and except that he is a nominee director of Fraser and Neave, Limited, a major shareholder of the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



Mr. Hui Choon Kit

Non-Independent Non-Executive Director

QUALIFICATION(S)

- Master of Business Administration, Nanyang Technological University
- Bachelor of Business, Curtin University, Australia
- Member of the Institute of Singapore Chartered Accountants

MEMBERSHIP(S) OF BOARD COMMITTEES

- Group Executive Committee
- Audit Committee
- Sustainability & Risk Management Committee

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR LISTED ISSUER(S)

- Nil

PRESENT APPOINTMENT(S)


- Chief Financial Officer and Company Secretary of the Fraser and Neave, Limited Group

PAST DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR PAST APPOINTMENT(S)

- Senior Manager, Business Development of the Fraser and Neave, Limited Group
- Corporate Finance Banker in Singapore and Thailand
- Accountant and Financial Consultant in Ernst & Young

Mr. Hui Choon Kit does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company save and except that he is a nominee director of Fraser & Neave, Limited, a major shareholder of the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

Profile of *Board of Directors* (Cont'd.)



Malaysian

Age 60

M

S

Date of Appointment as
Non-Independent
Non-Executive Director
24 January 2018

Date of Re-designated as Independent
Non-Executive Director
10 December 2018

Number of Board
Meetings Attended
6/6

85%

Puan Aida Binti Md Daud

Independent Non-Executive Director

QUALIFICATION(S)

- Master in Business Administration, Strathclyde University, Scotland
- Bachelor of Science in Business Administration (Finance and Law), Portland State University, The United States of America
- Senior Associate Member of the Financial Securities Institute of Australia
- Certified Member of Financial Planning Association of Malaysia
- Diploma in Public Administration, Institute Teknologi MARA

MEMBERSHIP(S) OF BOARD COMMITTEES

- Sustainability & Risk Management Committee
- Share Buy-Back Committee

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR LISTED ISSUER(S)

- Director of Amway (Malaysia) Holdings Berhad

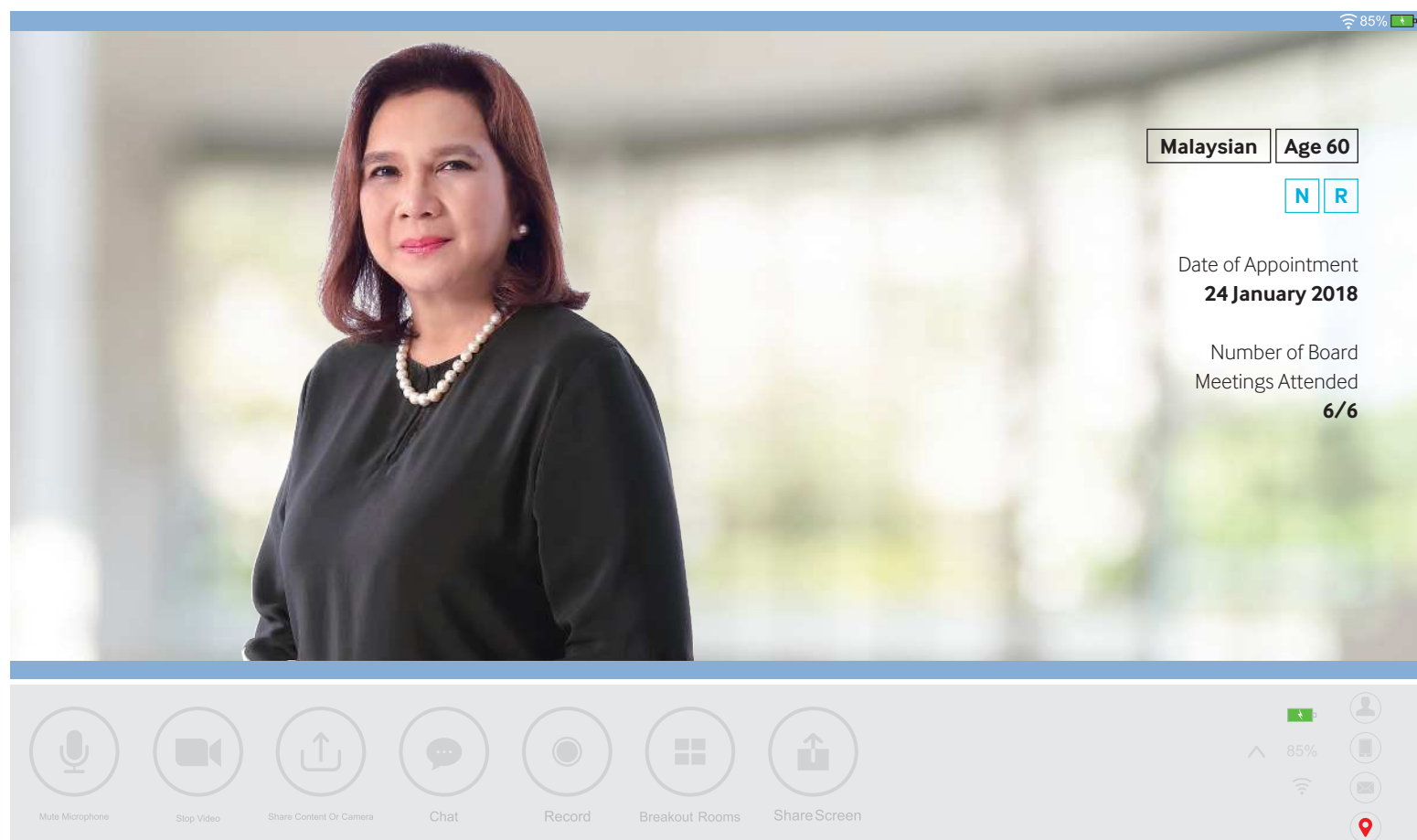
PRESENT APPOINTMENT(S)

- Senior Vice President of Human Capital Division of Permodalan Nasional Berhad ("PNB")
- Director of PNB Investment Institute Sdn Berhad

PAST DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR PAST APPOINTMENT(S)

- Head of Human Resource Operations & Administration Department, PNB
- Head of Human Capital Planning & Development Department, PNB
- Chief Executive Officer, PNB Investment Institute Sdn Berhad
- Head of Corporate Services Department, PNB
- Research and Corporate Services Analyst, PNB
- Represented PNB on the board of Cerebos Malaysia Sdn Bhd, Kim Fashion Knitwear (Malaysia) Sdn Berhad, Malaysian Nasional Reinsurance Berhad, Amalgamated Industries Steel Berhad and Lion Corporation Berhad
- Member of the Board of Governors of Financial Planning Association of Malaysia

Puan Aida binti Md Daud does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. She has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



Puan Faridah Binti Abdul Kadir

Independent Non-Executive Director

QUALIFICATION(S)

- Master of Business Administration, Cranfield School Management, United Kingdom
- Economics (Accounting & Finance) degree, London School of Economics, United Kingdom

MEMBERSHIP(S) OF BOARD COMMITTEES

- Nominating Committee
- Remuneration Committee

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR LISTED ISSUER(S)

- Nil

PRESENT APPOINTMENT(S)


- Board member of Trustees of Yayasan Kadir & Fatimah
- Council member of the Society for the Severely Mentally Handicapped Selangor
- Director of Fibertex Personal Care Sdn Bhd, Kay & Ef Sdn Bhd, Kay and Ef Trading Sdn Bhd and Fatimah Hashim Holdings Sdn Bhd

PAST DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR PAST APPOINTMENT(S)

- Board member of the Malaysian Danish Business Council, ISS Facility Services Sdn Bhd and Danfoss Industries Sdn Bhd
- Regional Representative of The Industrialization Fund for Developing Countries, Denmark ("IFU")
- Advisor of IFU (Malaysian projects)
- Executive of Permata Chartered Merchant Bank

Puan Faridah binti Abdul Kadir does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. She has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

Profile of *Board of Directors* (Cont'd.)



Malaysian

Age 66

A S

Date of Appointment
24 January 2018

Number of Board
 Meetings Attended
6/6

Mute Microphone

Stop Video

Share Content Or Camera

Chat

Record

Breakout Rooms

Share Screen

Datuk Mohd Anwar Bin Yahya

Independent Non-Executive Director

QUALIFICATION(S)

- Bachelor of Science (Honours) degree in Economics and Accountancy, University of Hull, United Kingdom
- Chartered Accountant, Fellow of Institute of Chartered Accountant England & Wales
- Member of the Malaysian Institute of Accountants and the Malaysian Institute of Certified Public Accountants

MEMBERSHIP(S) OF BOARD COMMITTEES

- Audit Committee
- Share Buy-Back Committee

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR LISTED ISSUER(S)

- Director of Maybank Islamic Berhad
- Director of FGV Holdings Berhad
- Director of Pelaburan Hartanah Nasional Bhd
- Director of Amanah Saham Nasional Berhad


PRESENT APPOINTMENT(S)

- Partner of Sage 3 Sdn Bhd
- Director of Technology Park Corporation Malaysia Sdn Bhd

PAST DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR PAST APPOINTMENT(S)

- Partner of PricewaterhouseCoopers
- Partner of Maybridge Consulting PLT
- Chief Executive Officer of Permodalan Kelantan Berhad
- Finance Manager of Lembaga Kemajuan Kelantan Selatan
- Director of Usains Holdings Sdn Bhd

Datuk Mohd Anwar bin Yahya does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



Malaysian Age 63

E

Date of Appointment
8 November 2018

Number of Board
Meetings Attended
6/6

Mute Microphone

Stop Video

Share Content Or Camera

Chat

Record

Breakout Rooms

Share Screen

Datuk Kamaruddin Bin Taib
Independent Non-Executive Director

QUALIFICATION(S)

- Bachelor of Science in Mathematics, University of Salford, United Kingdom

MEMBERSHIP(S) OF BOARD COMMITTEES

- Group Executive Committee

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR LISTED ISSUER(S)

- Chairman of GHL Systems Berhad
- Chairman of HSBC Amanah Malaysia Berhad
- Director of Great Eastern General Insurance (Malaysia) Berhad
- Director of Malaysia Smelting Corporation Berhad
- Director of RAM Holdings Berhad

PRESENT APPOINTMENT(S)

- Director of DNV GL Malaysia Sdn Bhd
- Director of FIDE FORUM (Financial Institutions Directors Education FORUM)
- Member of the Human Resource Sub-Committee of The Royal Selangor Golf Club

PAST DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND/OR PAST APPOINTMENT(S)

- Executive Chairman of DNV GL Malaysia Sdn Bhd
- Director of BFC Exchange Sdn Bhd
- Trustee of the Malaysian Oil & Gas Services Council
- Chairman of Great Eastern Takaful Berhad
- Director of I Great Capital Holdings Sdn Bhd
- Director and member of the Independent Review Panel for Great Eastern Life Assurance (Malaysia) Berhad
- Member of the Internal Audit Sub-committee of The Royal Selangor Golf Club

Datuk Kamaruddin bin Taib does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

Management Team

1

Lim Yew Hoe
Chief Executive Officer

2

Lai Kah Shen
Director, Finance/
Chief Financial Officer

3

Bart Lim Siang Chin
Managing Director,
Domestic Commercial
Operations
(Peninsular Malaysia)

4

**David Hoong
Cheong Wai**
Senior Director,
Human Capital

5

Soh Swee Hock
Managing Director,
International Markets
Development

6

Suchit Riewcharoon
Managing Director, F&N
Dairies (Thailand) Limited

7

Dr. Yap Peng Kang
Senior Director,
Manufacturing and Group
Research & Development

8

Bryan Lee Chee Kong
Director, Domestic
Commercial Operations
(East Malaysia & Brunei)

9

Graham Lim
Director, Marketing

10

Jasmine Teo
Director, Digital Solutions
& Technology

11

Karen Tan Chui Chui
Director, Communications,
Corporate Affairs &
Sustainability

12

Lau Cheng Yew
Director, Property
& Integrated
Projects

13

**Dato' Raffiq bin
Md Ariff**
Director, Government
and Industry Engagement
& Halal Affairs

14

Timothy Ooi Aik Tuan
Director, Group Legal
Counsel & Company
Secretary

15

Albert Loh Wee Han
Head, Internal Audit

16

**Kelleigh Foo
Chooi Kian**
Senior Manager,
CEO Office & Risk
Management

17

Lee Lay Yean
Senior Manager, Business
Capability & Strategy

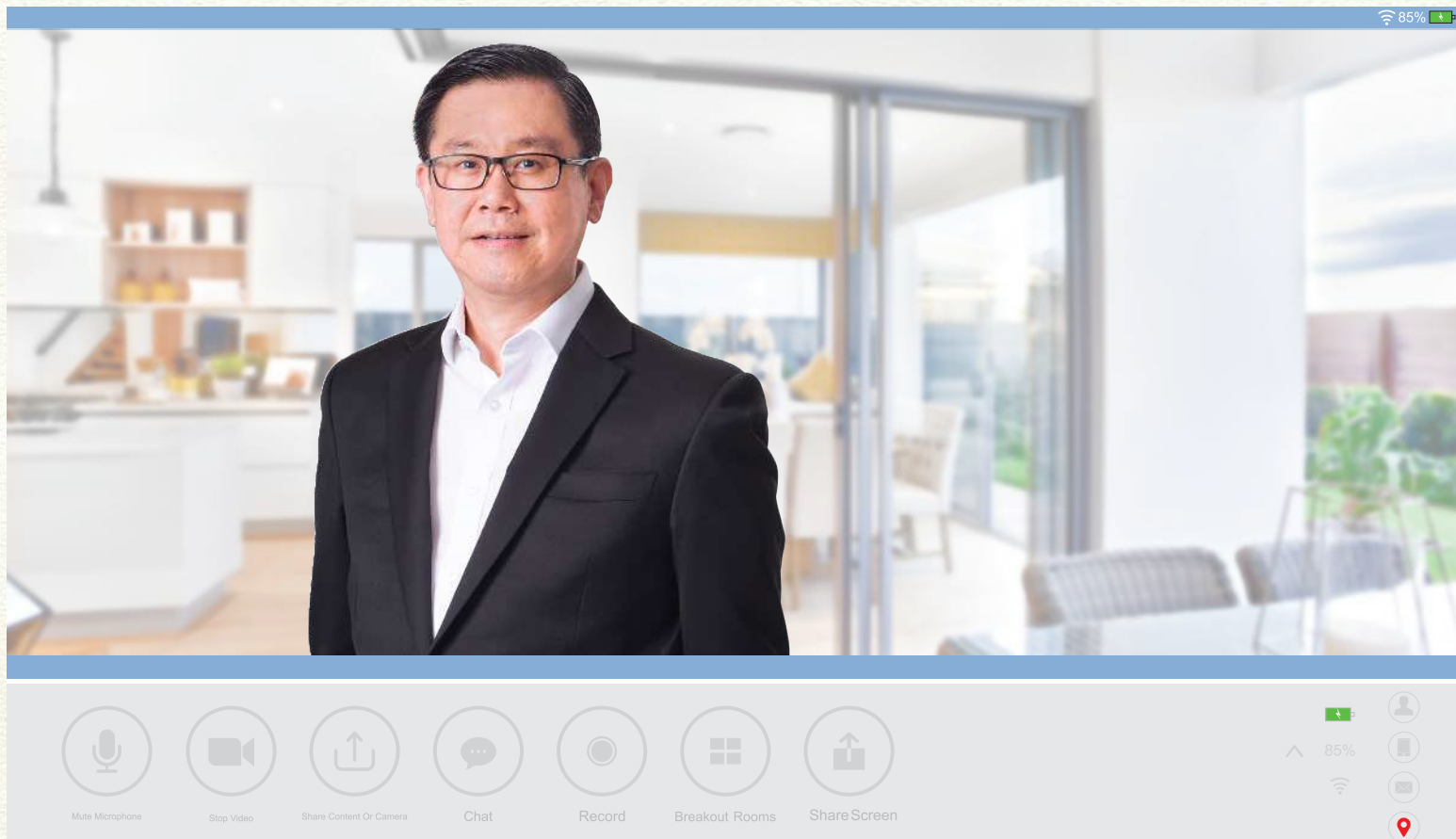
18

Zainal Abidin Musa
Senior Manager,
Business Development
(Foods) & Innovation





Profile of *Chief Executive Officer*



Lim Yew Hoe

Chief Executive Officer

Singaporean

Age 54

Date of Appointment **1 December 2014**

ACADEMIC/PROFESSIONAL QUALIFICATION(S)

- Bachelor of Science (Estate Management) degree, National University of Singapore
- Master of Business Administration majoring in Banking and Finance, Nanyang Technological University of Singapore

WORKING EXPERIENCE

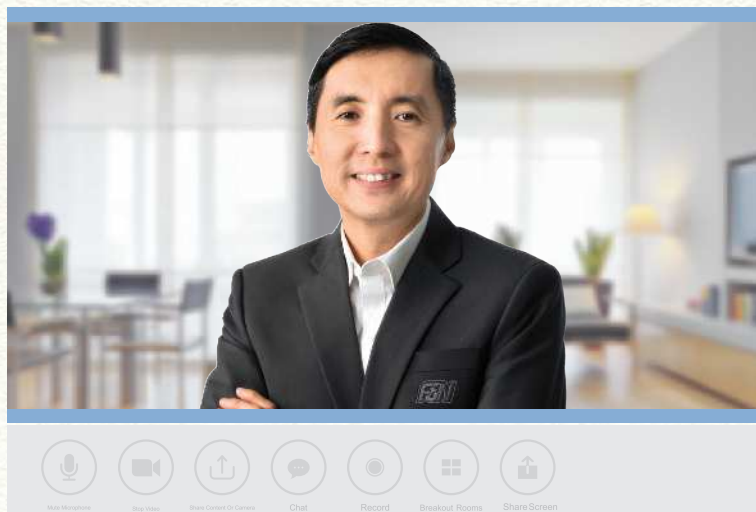
- Joined Asia Pacific Breweries Limited (now known as Heineken Asia MTN Pte Ltd) in 1997 and has held various positions in Asia Pacific Breweries Limited Group, the last being Managing Director of Asia Pacific Brewery (Hanoi) Limited in 2014.

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND LISTED ISSUER(S)

Cocoaland Holdings Bhd

He does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

Profile of *Key Senior Management*



Lai Kah Shen

Director, Finance/Chief Financial Officer

Singaporean

Age 47

Date of Appointment 4 February 2019

ACADEMIC/PROFESSIONAL QUALIFICATION(S)

- Bachelor of Accountancy, Nanyang Technological University of Singapore
- Chartered Financial Analyst, Association for Investment Management & Research
- Bachelor of Law, University of London

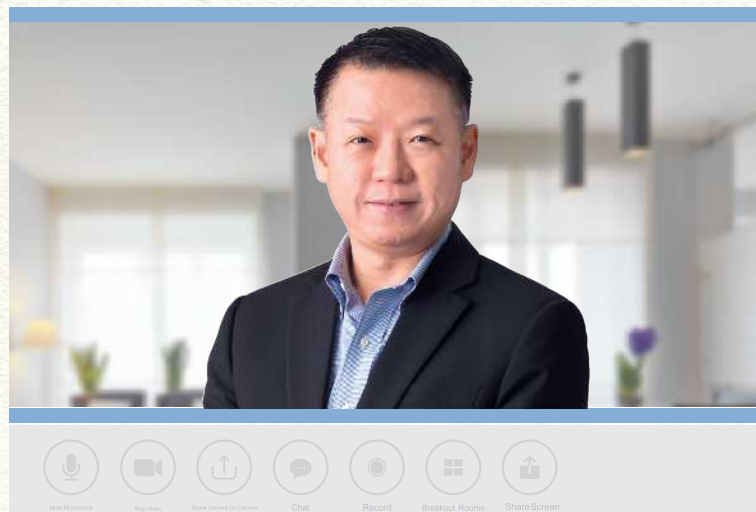
WORKING EXPERIENCE

- Positions held in Fraser and Neave, Limited ("FNL") Group since May 2003:
 - Financial Controller, Food & Beverage including heading FNL Group's ice cream division and concentrate plant operation
 - Group Finance Manager
- July 1997 to April 2003 – Auditor in PricewaterhouseCoopers before moving on to public-listed companies in banking and commercial sectors

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND LISTED ISSUER(S)

Nil

He does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



Bart Lim Siang Chin

Managing Director, Domestic Commercial Operations (Peninsular Malaysia)

Singaporean

Age 50

Date of Appointment 1 October 2018

ACADEMIC/PROFESSIONAL QUALIFICATION(S)

- Bachelor of Business Studies, Nanyang Technological University of Singapore

WORKING EXPERIENCE

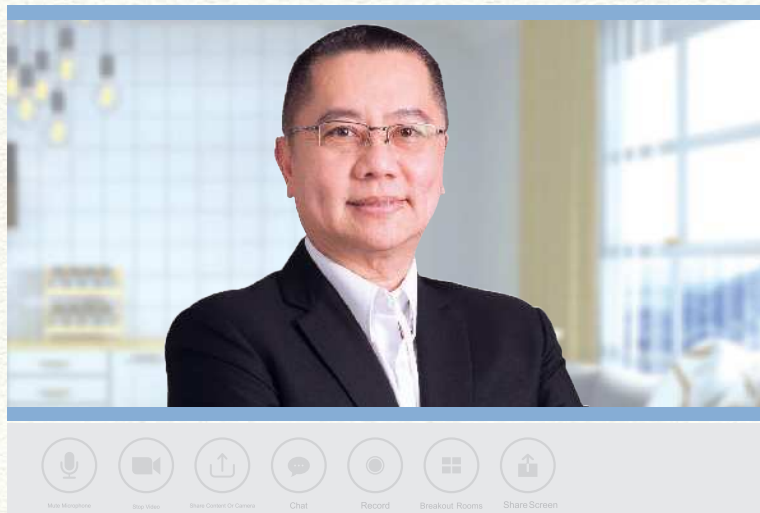
- Over 24 years of experience in customer development, marketing and operation controls, and has held various operational and leadership roles, among which were the positions of Regional Director for Johnson & Johnson Consumer (Asia Pacific), General Manager for Carlsberg Singapore Pte Ltd and Chief Operating Officer for St. Joseph's Home
- Positions held in Fraser and Neave, Limited Group:
 - January 2018 to present – General Manager, Emerging and New Markets prior to assuming the current role
 - April 2014 to September 2015 – General Manager, Non-Alcoholic Beverages CEO's Office

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND LISTED ISSUER(S)

Nil

He does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

Profile of *Key Senior Management* (Cont'd.)



David Hoong Cheong Wai

Senior Director, Human Capital

Malaysian

Age 60

Date of Appointment 5 August 2013

ACADEMIC/PROFESSIONAL QUALIFICATION(S)

- Bachelor degree of Arts majoring in business administration and industry psychology, Wilfrid Laurier University, Waterloo Ontario, Canada

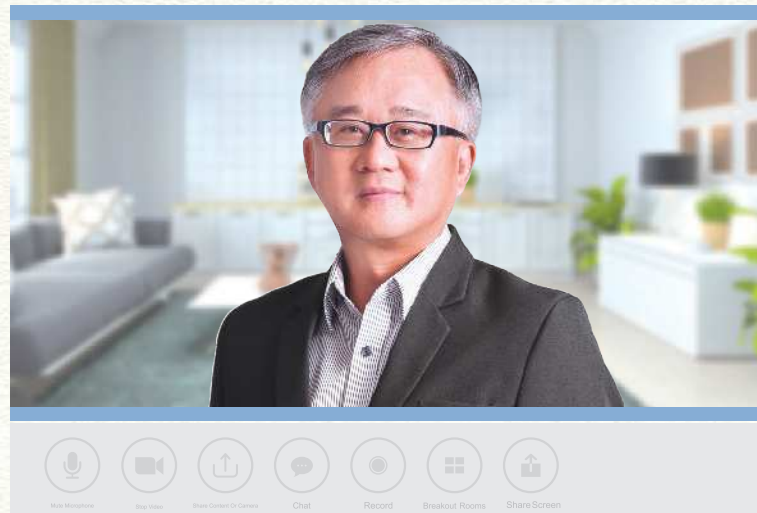
WORKING EXPERIENCE

- Over 35 years of human resource management experience in the manufacturing environment for large organisations of various industries
- June 2006 to July 2013 – Vice President, Human Resource of Unisem (M) Berhad

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND LISTED ISSUER(S)

Nil

He does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



Soh Swee Hock

Managing Director, International Markets Development

Malaysian

Age 58

Date of Appointment 1 October 2015

ACADEMIC/PROFESSIONAL QUALIFICATION(S)

- Master in Business Administration majoring in corporate finance, State University of New York, Buffalo, United States of America

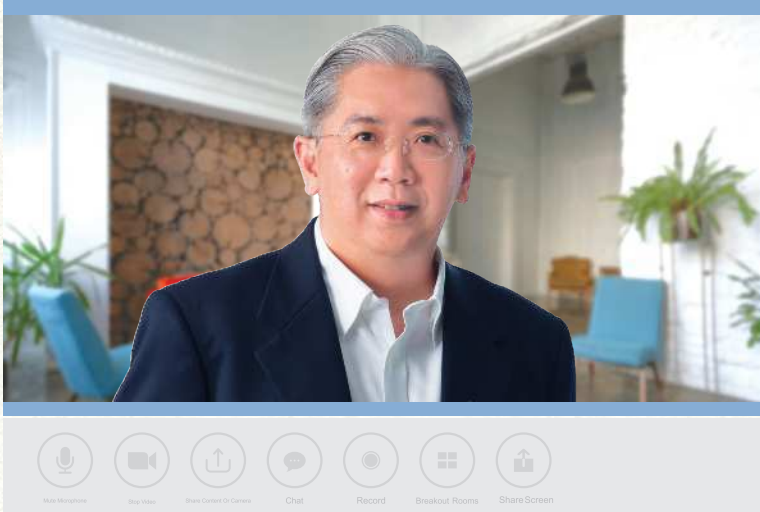
WORKING EXPERIENCE

- January 2010 – Senior Manager, Projects of Fraser & Neave Holdings Bhd Group
- Positions held in Asia Pacific Breweries Limited:
 - June 2009 – General Manager (Business Development, China)
 - July 2004 – Assistant General Manager (Projects)
- 1992 to June 2004 – held various positions in Lion Group of Malaysia, the last being General Manager, China Investment Division
- 1988 to 1992 – held various positions in IBM Malaysia, the last being Planning Analyst

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND LISTED ISSUER(S)

Cocoaland Holdings Bhd

He does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



Suchit Riewcharoon
Managing Director, F&N Dairies (Thailand) Limited

Thai **Age 56** Date of Appointment **1 April 2019**

ACADEMIC/PROFESSIONAL QUALIFICATION(S)

- Master in Marketing, Thammasart University, Thailand
- Bachelor of Business Administration majoring in Marketing of Assumption University, Thailand

WORKING EXPERIENCE

- February 2007 to March 2019 – Head of Sales for Thailand and Indochina of F&N Dairies (Thailand) Limited
- 1988 to 2007 – held various managerial positions in Nestle (Thai) Limited, the last being Business Excellence and Training Manager

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND LISTED ISSUER(S)

Nil

He does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



Dr. Yap Peng Kang
Senior Director, Manufacturing and Group Research & Development

Singaporean **Age 53** Date of Appointment **1 October 2018**

ACADEMIC/PROFESSIONAL QUALIFICATION(S)

- Doctorate of Philosophy (PhD) in Microbiology
- Bachelor of Science (Hons) in Microbiology, National University of Singapore

WORKING EXPERIENCE

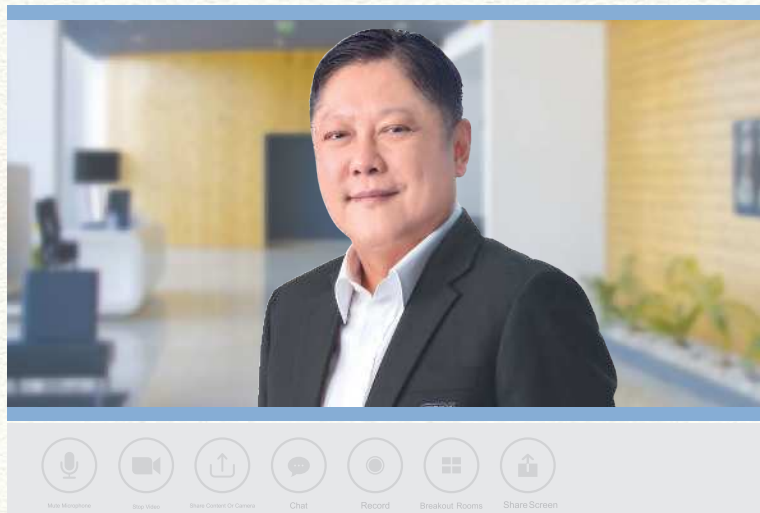
- October 2017 to present - Head, Group Research & Development of Fraser and Neave, Limited prior to assuming the current role
- Over 21 years of experience in the brewery industry and has held various senior positions in the Heineken Group of Companies

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND LISTED ISSUER(S)

Nil

He does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

Profile of *Key Senior Management* (Cont'd.)



Bryan Lee Chee Kong

Director, Domestic Commercial Operations (East Malaysia & Brunei)

Malaysian

Age 57

Date of Appointment **3 December 2018**

ACADEMIC/PROFESSIONAL QUALIFICATION(S)

- Chartered Institute of Marketing, Berkshire, United Kingdom

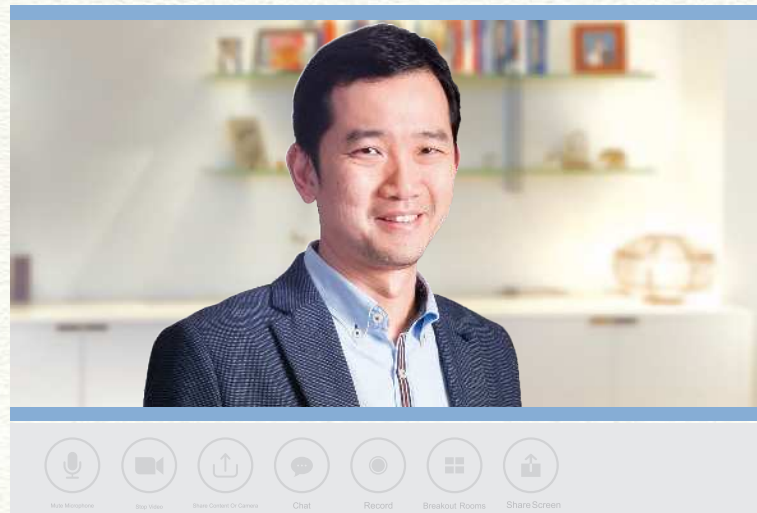
WORKING EXPERIENCE

- 30 years of experience at various multinational companies with solid range of experience not limited to Strategic Developments, Innovations & New Product Development, Brand and Trade Marketing. The last posting was in Myanmar heading the Commercial Division at a leading Beverage Company

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND LISTED ISSUER(S)

Nil

He does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



Graham Lim

Director, Marketing

Singaporean

Age 43

Date of Appointment **1 October 2017**

ACADEMIC/PROFESSIONAL QUALIFICATION(S)

- Bachelor of Business majoring in Marketing & Finance, University of Technology, Sydney

WORKING EXPERIENCE

- Positions held in Fraser and Neave, Limited Group:
 - September 2011 to April 2016 – Country Manager for F&N Foods Myanmar Branch Office
 - February 2008 to August 2011 – Regional Marketing Manager, Sports Beverages

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND LISTED ISSUER(S)

Nil

He does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



Timothy Ooi Aik Tuan
Director, Group Legal Counsel & Company Secretary

Malaysian **Age 58** Date of Appointment **5 December 2018**

ACADEMIC/PROFESSIONAL QUALIFICATION(S)

- LL.B (Hons), University of London
- Barrister-at-Law, Middle Temple
- Licensed Company Secretary

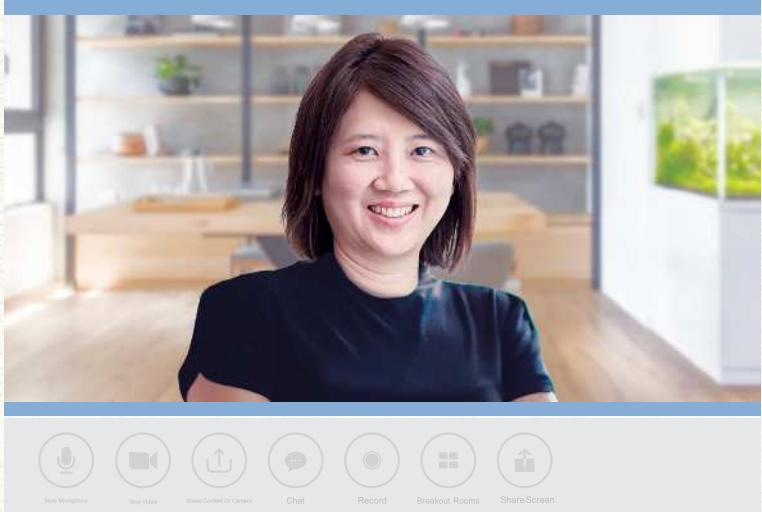
WORKING EXPERIENCE

- Over 30 years’ experience as legal counsel, company secretary and compliance officer in various organisations in Hong Kong and Malaysia
- 2012 – Head, Legal of Fraser & Neave Holdings Bhd Group
- 2018 – In addition to overseeing legal department, he is also responsible for the company secretarial services of Fraser & Neave Holdings Bhd Group

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND LISTED ISSUER(S)

Nil

He does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



Jasmine Teo Geok Lin
Director, Digital Solutions & Technology

Singaporean **Age 55** Date of Appointment **1 January 2020**

ACADEMIC/PROFESSIONAL QUALIFICATION(S)

- Bachelor degree of Science majoring in Mathematics in National University of Singapore

WORKING EXPERIENCE

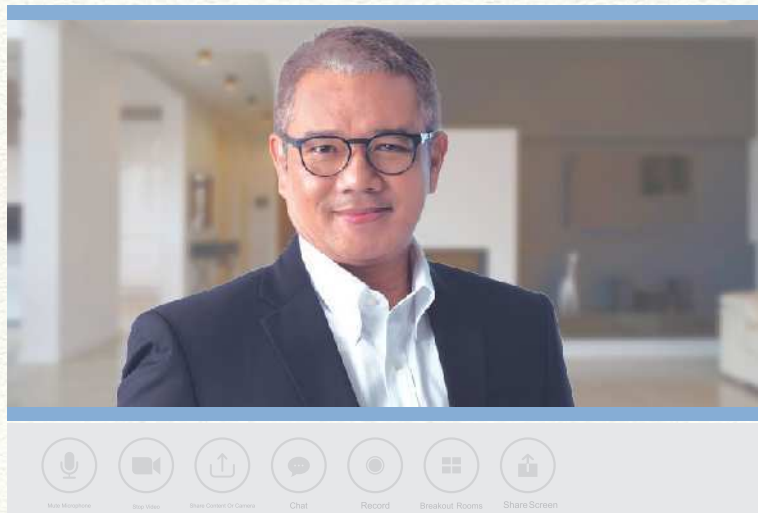
- 32 years of IT experience working in both public and private sectors in Singapore, in the area of applications design and development, SAP system support and maintenance. Last 16 years as senior vice president in Sembcorp Industries, setting up and heading the IT Shared Services function for the whole group

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND LISTED ISSUER(S)

Nil

She does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. She has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

Profile of *Key Senior Management* (Cont'd.)



Dato' Raffiq bin Md Ariff

Director, Government and Industry Engagement & Halal Affairs

Malaysian

Age 50

Date of Appointment **1 November 2019**

ACADEMIC/PROFESSIONAL QUALIFICATION(S)

- Bachelor of Accountancy, University Technology MARA, Malaysia
- ACCA (Partial), Emile Woolf College of Accountancy, United Kingdom

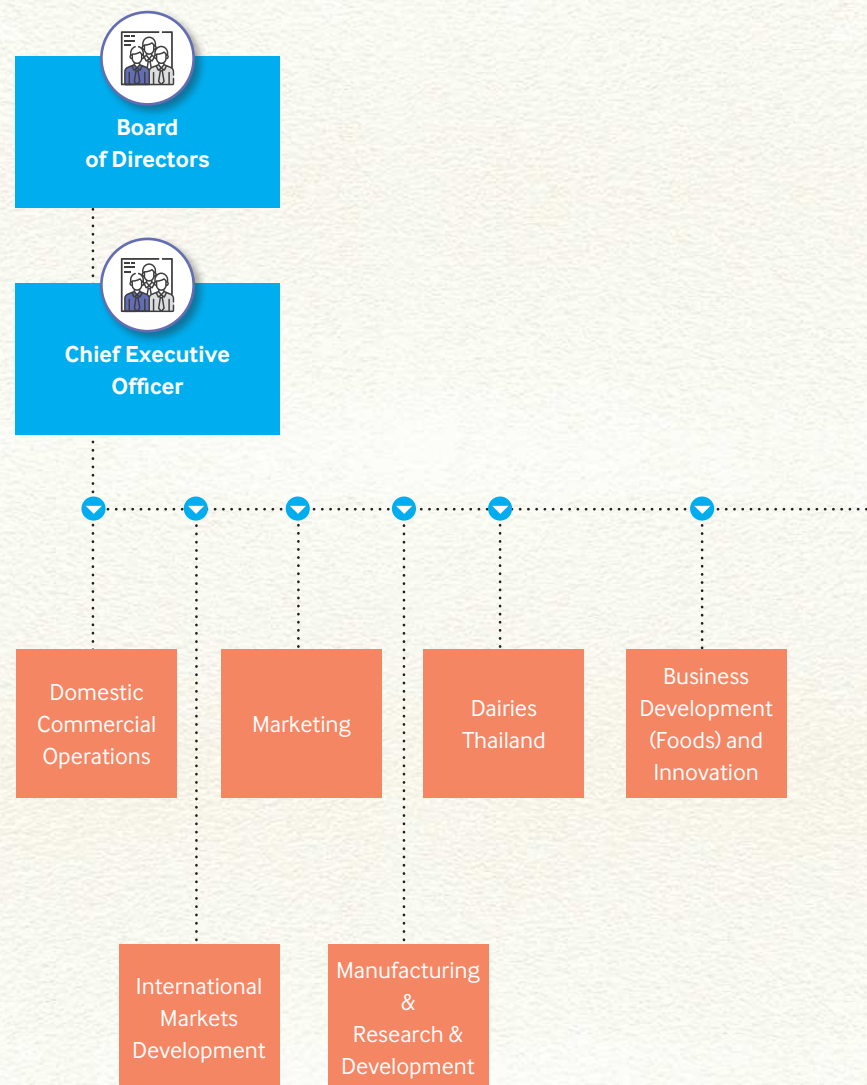
WORKING EXPERIENCE

- January 2017 – Senior Manager, International Markets Development of Fraser & Neave Holdings Bhd Group prior to assuming the current role
- Began his career at the public accounting firm before assuming managerial positions in several multinational companies such as InterBev Malaysia Sdn Bhd, Samsung Malaysia and Carlsberg Brewery

PRESENT DIRECTORSHIP(S) IN PUBLIC COMPANY(IES) AND LISTED ISSUER(S)

Nil

He does not have any family relationship with any director and/or major shareholder of the Company, nor any personal interest in any business arrangement involving the Company. He has had no conviction for offences within the past five years and has had no public sanction or penalty imposed by the relevant regulatory bodies during the financial year, which require disclosure pursuant to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



WORKFORCE

NUMBER OF EMPLOYEES

2,616

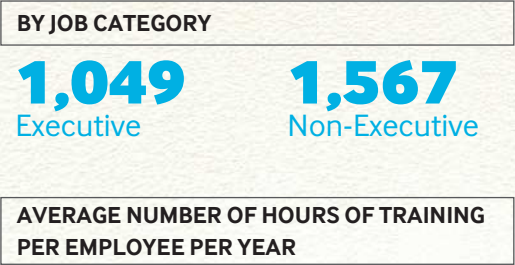
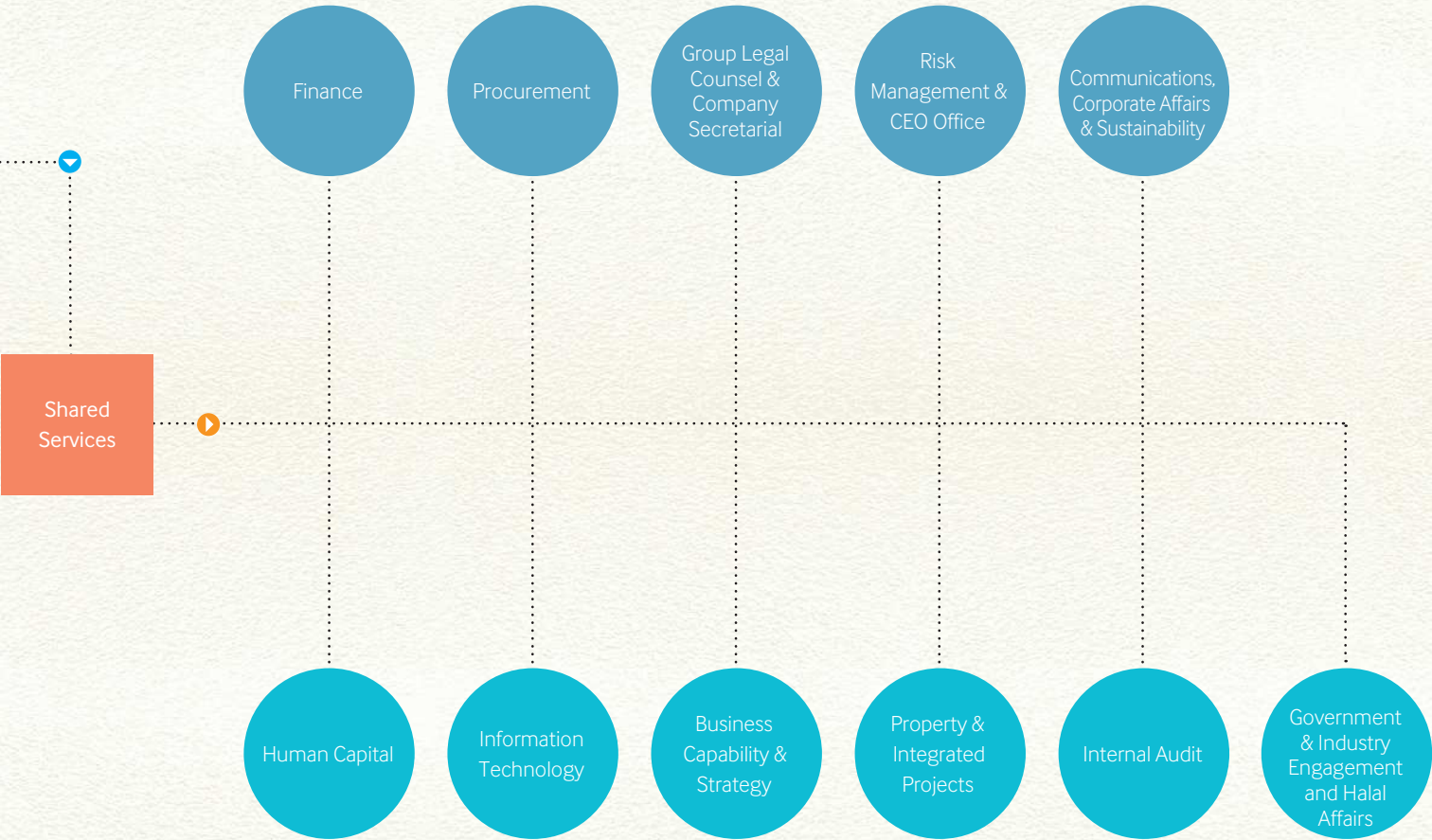
BY EMPLOYMENT STATUS

2,573
Permanent
Contract

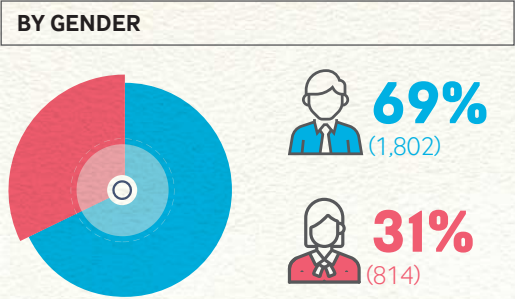
43
Temporary
Contract

Organisation

Structure



19







Consumers

For many generations, our products have been a part of almost every celebration and occasion, creating enjoyable and treasured moments for all. The celebrations may be simpler this year, but the memories created together will last a lifetime.

Bringing
Smiles
😊