

BOARD OF DIRECTORS

Our Board of Directors includes respected lawyers, bankers, accountants, investors and experts in mergers & acquisitions, sustainability, agriculture, human resources, chemicals and logistics – all of the components needed to ensure that a global company in the rubber industry is well-run and prepared for the future.



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Alan Nisbet
Lead Independent Director

02

Randolph Khoo
Independent Director

03

Liew Choon Wei
Independent Director

04

Raymond Ferguson
Independent Director

05

Jeremy Goon
Independent Director

06

Liu Hongsheng
Non-Executive Chairman

07

Robert Meyer
Executive Director and
Chief Executive Officer

08

Pascal Demierre
Executive Director

09

Qin Jinke
Non-Executive Director

10

Wang Wei
Non-Executive Director

01 Alan Nisbet Lead Independent Director

Mr Alan Nisbet is a highly experienced accountant and serves as Lead Independent Director and Chairman of the Audit Committee. He joined the Board in 2013 and is also in the Remuneration, Nominating, and Strategy & Investment Committees. His other current roles include:

- *Principal at Kanni Advisory, a consultancy firm*
- *Independent Director and Chairman of the Audit Committee of Ascendas Property Trustee Pte Ltd (the Trustee-Manager of Ascendas India Trust)*
- *Independent Director and a member of the Audit Committee and Remuneration Committee at KrisEnergy Limited*
- *Independent Director of Keppel REIT Management Limited (the Manager of Keppel REIT)*
- *Independent Director and Chairman of the Audit Committee at Standard Chartered Bank (Singapore) Limited*

Mr Nisbet was a member of the Institute of Singapore Chartered Accountants until his retirement. He graduated with a Diploma of Business Studies (Accounting) from the Caulfield Institute of Technology, Melbourne, Australia.

02 Randolph Khoo Independent Director

One of Singapore's foremost lawyers, Mr Randolph Khoo is Independent Director and Chairman of the Nominating Committee. He joined the Board in 2013 and is also part of the Audit and Remuneration Committees.

He is currently the Deputy Managing Director for Dispute Resolution at Drew & Napier LLC and also heads the disputes practices of its China, India and International Trade Desks and Private Client Services Group. His other current roles include:

- *Advocate and Solicitor of the Supreme Court Singapore, a Notary Public and a Commissioner for Oaths*
- *Panel Arbitrator, Singapore Institute of Arbitrators and Law Society of Singapore Arbitration Scheme*
- *Panel Arbitrator, Shanghai Arbitration Commission, Shanghai International Economic and Trade Arbitration Commission and Shenzhen Court of International Arbitration*
- *Panel Arbitrator, Kuala Lumpur Regional Centre for Arbitration and the Malaysian Institute of Arbitrators*
- *Panel Arbitrator, Chinese Arbitration Association, Taipei*
- *Panel Arbitrator, Institute of Modern Arbitration of the Russian Federation*
- *Panel Arbitrator (Foreign National), Indian Council of Arbitration*
- *Fellow of arbitral institutes of Singapore, Malaysia, Hong Kong, the UK, India and New Zealand*
- *Member of the International Bar Association, Society of International Law (Singapore), Law Society of Singapore and the Singapore Academy of Law*

Mr Khoo graduated with a Bachelor of Law from the National University of Singapore with various academic prizes.

03 Liew Choon Wei Independent Director

Mr Liew Choon Wei is Independent Director and Chairman of the Remuneration Committee. He was appointed to the Board in 2014 and also sits on the Audit and Nominating Committees. He joined Ernst & Young LLP in Singapore in 1979 and was Audit Partner for its largest real estate, commodities, banking, media, hospitality and retail clients before retiring in 2013. His current roles include:

- *Independent Director at Frasers Hospitality Asset Management Pte Ltd (manager of Frasers Hospitality Real Estate Investment Trust) and Frasers Hospitality Trust Management Pte Ltd (trustee-manager of Frasers Hospitality Business Trust)*
- *Independent Director, Chairman of the Audit Committee and Nominating Committee and member of the Remuneration Committee of F J Benjamin Holdings Ltd*
- *Independent Director at The Hour Glass Limited, Chairman of its Audit Committee and member of the Nominating and Remuneration Committees*
- *Fellow Chartered Accountant of the Institute of Singapore Chartered Accountants*

04 Raymond Ferguson Independent Director

An international banker with more than 20 years of senior management experience, Mr Raymond Ferguson is Independent Director and Co-Chairman of the Strategy and Investment Committee. He joined the Board in 2016. He is also Founder and Chief Executive at Caber Partners Pte Ltd, a Singapore licensed fund manager, Chairman of Singapore Life Pte Ltd, a Singapore life insurance company, Chairman of Youtap Ltd, a global mobile payments firm, and a Non-Executive Director of LenndoEFL, an alternative data credit scoring, identity verification and insights company. He is also Chairman of HeveaConnect Pte. Ltd., a digital marketplace for sustainable natural rubber.

He previously served as:

- *Regional Chief Executive Officer, Southeast Asia at Standard Chartered Bank*
- *Chief Executive Officer at Standard Chartered Bank (Singapore) Limited*
- *Chairman and Director of several Standard Chartered Bank's subsidiary boards*
- *Executive Vice President and Group Chief Officer at Arab Banking Corporation, B.S.C.*

Mr Ferguson is also:

- *Associate of the Chartered Institute of Bankers in Scotland*
- *Distinguished Fellow of the Institute of Banking and Finance Singapore*
- *Member of the Singapore Institute of Directors*
- *Advisor, Singapore Institute for International Affairs*

Mr Ferguson holds a master's degree in Business Administration from Henley Management College and Brunel University.

05 **Jeremy Goon** Independent Director

Mr Jeremy Goon contributes his extensive experience in sustainability issues in his role as Independent Director. He was appointed to the Board in 2017. He is Chief Sustainability Officer at Wilmar International Limited and Executive Director of their Plantation Division. He is also Council Member of the Malaysian Palm Oil Association (MPOA) and Board of Trustees of the Malaysian Palm Oil Certification Council (MPOCC) as well as a member of the Steering Committee of the Tropical Forest Alliance 2020. He was also previously:

- *Head of European Operations for Kuok Oils and Grains Pte Ltd in Germany and The Netherlands*
- *Vice President of the Executive Board of the Roundtable for Sustainable Palm Oil (RSPO), where he represented the MPOA*
- *Co-Chair of the RSPO Greenhouse Gas Working Committee*

Mr Goon graduated with a Bachelor of Arts in Law and Management Science from Keele University in the United Kingdom.

06 **Liu Hongsheng** Non-Executive Chairman

Mr Liu Hongsheng brings decades of experience in business and human resources to his roles as Halcyon Agri's Non-Executive Chairman and Co-Chairman of the Strategy and Investment Committee. He joined the Board in 2017. He is currently Director and Chief Executive Officer of Sinochem International Corporation Ltd. His previous posts include:

- *Vice President at Sinochem International Corporation Ltd*
- *Senior Vice President at Sinochem International Corporation Ltd, Chemicals Segment*
- *General Manager at Sinochem International Corporation Ltd, Logistics Business Division*
- *Deputy Head of Human Resources at China's Ministry of Foreign Trade and Economic Cooperation*
- *First Secretary of the Economic and Commercial Counsellor's Office at the Chinese Embassy in Thailand*

Mr Liu holds a bachelor's degree in Philosophy from Peking University and an executive master's degree in Business Administration from Shanghai Maritime University.

07 **Robert Meyer** Executive Director and Chief Executive Officer

Mr Robert Meyer is Halcyon Agri's Chief Executive Officer. He also serves as Executive Director and sits on the Strategy and Investment Committee. He founded Halcyon Management Partners Pte Ltd, the precursor to Halcyon Investment Corporation Pte Ltd, in 2004. In 2010, Mr Meyer co-founded Halcyon Agri. As Chief Executive Officer, Mr Meyer is in charge of formulating and executing the business strategy of the Group, and of overseeing its day-to-day management.

Mr Meyer graduated with a Bachelor of Arts in Business Management from the European Business School, Schloss Reichartshausen. Prior to his business studies, Mr Meyer completed a commercial banking apprenticeship with Dresdner Bank AG in Hamburg, Germany.

08 **Pascal Demierre** Executive Director

Mr Pascal Demierre is Halcyon Agri's Executive Director and a member of the Audit and Remuneration Committees. He co-founded Halcyon Agri and joined the Board in 2010. He is responsible for all corporate matters, including mergers & acquisitions, legal, corporate governance, corporate structuring, information technology, human resources and general administration. He also holds appointments in other organisations, including:

- *Independent Director at The Hour Glass Limited*
- *Council member at Alliance Française, Singapore*

Mr Demierre graduated with a Bachelor of Law (Upper Second) from King's College London, in the United Kingdom. He also obtained a graduate diploma in Law from the National University of Singapore.

09 **Qin Jinke** Non-Executive Director

Mr Qin Jinke joined the Board in 2018 and is a Non-Executive Director. He has been with Sinochem International Corporation for nearly 20 years and is now its Chief Financial Officer. He joined Sinochem in 2001 and has held senior positions in its auditing, finance and accounting departments, including:

- *Deputy Chief Financial Officer at Sinochem International Corporation*
- *General Manager of the Finance Department*
- *Vice General Manager of the Finance Department*
- *General Manager of the Accounting and Tax Office*
- *Chief Financial Officer at Metallurgy and Energy Division*
- *Assistant General Manager of the Auditing Department*

10 **Wang Wei** Non-Executive Director

Mr Wang Wei is a seasoned investor and investment analyst who was appointed to the Board in 2017 as a Non-Executive Director. He serves as Executive Director of the China-Africa Development Fund's (CADFund) Infrastructure and Energy Investment Department. He is presently Director at HNA & CADF Logistics, Nanjing Ocean (CM) Co. Ltd and Ansogli Power (Ghana) Ltd. His previous roles include:

- *Consultant with APCO Worldwide LLC (Beijing)*
- *Consultant with KPMG Huazhen LLP*

Mr Wang holds a master's degree in International Relations, and a Bachelor of Arts in International Economics and Trade, from the China Foreign Affairs University. He is also an alumnus of Johns Hopkins University-Nanjing University, Center for Chinese and American Studies.