

## Change - Announcement of Appointment::Appointment of Chief Executive Officer, Food

## Issuer &amp; Securities

Issuer/ Manager	FRASER AND NEAVE LIMITED.
Securities	FRASER AND NEAVE, LIMITED - SG1T58930911 - F99
Stapled Security	No

## Announcement Details

Announcement Title	Change - Announcement of Appointment
Date & Time of Broadcast	21-Sep-2016 19:14:42
Status	New
Announcement Sub Title	Appointment of Chief Executive Officer, Food
Announcement Reference	SG160921OTHR8T9S
Submitted By (Co./ Ind. Name)	Anthony Cheong Fook Seng
Designation	Company Secretary
Description (Please provide a detailed description of the event in the box below)	Appointment of Chief Executive Officer, Food

## Additional Details

Date Of Appointment	01/10/2016
Name Of Person	Neo Gim Siong Bennett
Age	47
Country Of Principal Residence	Singapore
The Board's comments on this appointment (including rationale, selection criteria, and the search and nomination process)	The Board is pleased to appoint Mr Bennett Neo as Chief Executive Officer, Food, with effect from 1 October 2016. Please refer to the Company's Press Release as attached.  Mr Neo has provided an undertaking (in the form set out in Appendix 7.7) to the Company as required under Rule 720(1) of the SGX Listing Manual.
Whether appointment is executive, and if so, the area of responsibility	Yes. Mr Neo will be responsible for building and implementing the strategies of the Company's food business.
Job Title (e.g. Lead ID, AC Chairman, AC Member etc.)	Chief Executive Officer, Food
Familial relationship with any director and/ or substantial shareholder of the listed issuer or of any of its principal subsidiaries	No
Conflict of interests (including any competing business)	No
Working experience and occupation(s) during the past 10 years	Please see attached.
Shareholding interest in the listed issuer and its subsidiaries?	No
# These fields are not applicable for announcements of appointments pursuant to Listing Rule 704 (9) or Catalist Rule 704 (8).	
Past (for the last 5 years)	Please see attached.
Present	Please see attached.
(a) Whether at any time during the last 10 years, an application or a petition under any bankruptcy law of any jurisdiction was filed against him or against a partnership of	No

which he was a partner at the time when he was a partner or at any time within 2 years from the date he ceased to be a partner?	
(b) Whether at any time during the last 10 years, an application or a petition under any law of any jurisdiction was filed against an entity (not being a partnership) of which he was a director or an equivalent person or a key executive, at the time when he was a director or an equivalent person or a key executive of that entity or at any time within 2 years from the date he ceased to be a director or an equivalent person or a key executive of that entity, for the winding up or dissolution of that entity or, where that entity is the trustee of a business trust, that business trust, on the ground of insolvency?	No
(c) Whether there is any unsatisfied judgment against him?	No
(d) Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving fraud or dishonesty which is punishable with imprisonment, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such purpose?	No
(e) Whether he has ever been convicted of any offence, in Singapore or elsewhere, involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or has been the subject of any criminal proceedings (including any pending criminal proceedings of which he is aware) for such breach?	No
(f) Whether at any time during the last 10 years, judgment has been entered against him in any civil proceedings in Singapore or elsewhere involving a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, or a finding of fraud, misrepresentation or dishonesty on his part, or he has been the subject of any civil proceedings (including any pending civil proceedings of which he is aware) involving an allegation of fraud, misrepresentation or dishonesty on his part?	No
(g) Whether he has ever been convicted in Singapore or elsewhere of any offence in connection with the formation or management of any entity or business trust?	No
(h) Whether he has ever been disqualified from acting as a director or an equivalent person of any entity (including the trustee of a business trust), or from taking part directly or indirectly in the management of any entity or business trust?	No
(i) Whether he has ever been the subject of any order, judgment or ruling of any court, tribunal or governmental body, permanently or temporarily enjoining him from engaging in any type of business practice or activity?	No
(j) Whether he has ever, to his knowledge, been concerned with the management or conduct, in Singapore or elsewhere, of the affairs of :-	

(i) any corporation which has been investigated for a breach of any law or regulatory requirement governing corporations in Singapore or elsewhere; or	No
(ii) any entity (not being a corporation) which has been investigated for a breach of any law or regulatory requirement governing such entities in Singapore or elsewhere; or	No
(iii) any business trust which has been investigated for a breach of any law or regulatory requirement governing business trusts in Singapore or elsewhere; or	No
(iv) any entity or business trust which has been investigated for a breach of any law or regulatory requirement that relates to the securities or futures industry in Singapore or elsewhere, in connection with any matter occurring or arising during that period when he was so concerned with the entity or business trust?	No
(k) Whether he has been the subject of any current or past investigation or disciplinary proceedings, or has been reprimanded or issued any warning, by the Monetary Authority of Singapore or any other regulatory authority, exchange, professional body or government agency, whether in Singapore or elsewhere?	No
Any prior experience as a director of a listed company?	No
If No, Please provide details of any training undertaken in the roles and responsibilities of a director of a listed company	Not applicable.
<b>Attachments</b>	<p><a href="#">@Attachment to Appointment of CEO-Food.pdf</a></p> <p><a href="#">@Press Release FN Announces the Appointments of CEO Beer and CEO Food.pdf</a></p> <p>Total size =443K</p>

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Name : Mr Neo Gim Siong, Bennett (梁锦祥)  
Age : 47  
Nationality : Singaporean  
Education : Bachelor of Engineering (Mechanical), Nanyang Technological University

**Work Experience**

Jan 2015 – 30 Sep 2016	YCH Group CEO ( <i>based in Singapore</i> )
Jan 2014 – Nov 2014	EMAS Offshore Services Pte Ltd CEO – Marine ( <i>based in Singapore</i> )
Nov 2009 – Dec 2013	Asia Pacific Breweries Ltd Regional Director ( <i>based in Singapore</i> )
Jul 2007 – Oct 2009	Asia Pacific Breweries (S) Pte Ltd General Manager ( <i>based in Singapore</i> )
May 2005 – Jun 2007	Tiger Beer UK Ltd Managing Director ( <i>based in Surrey, UK</i> )
Mar 2005 – May 2005	Asia Pacific Breweries Ltd Assistant General Manager - Special Projects, CEO Office
Jan 2003 – Mar 2005	ExxonMobil Unique (Vietnam) Co Ltd Country Manager / General Manager / Board of Director ( <i>based in Ho Chi Minh City, Vietnam</i> )
Feb 2002 – Dec 2002	ExxonMobil Asia Pacific Pte Ltd Logistics Manager ( <i>based in Singapore</i> )
Oct 2001 – Jan 2002	ExxonMobil Asia Pacific Pte Ltd Team Lead, Japan Lubricants Study Team ( <i>based in Tokyo, Japan</i> )
Feb 2001 – Sep 2001	ExxonMobil Asia Pacific Pte Ltd Asia Pacific Lubricants Growth Strategy Advisor ( <i>based in Singapore</i> )
Jan 2000 – Jan 2001	ExxonMobil Asia Pacific Pte Ltd Global Marketing Advisor, Passenger Vehicle Lubricants (PVL) ( <i>based in Virginia USA / Singapore</i> )
Sep 1999 – Jan 2000	Esso Lubricants Asia Pacific Asia Pacific Automotive Product Line Advisor ( <i>based in Singapore</i> )
Apr 1999 – Sep 1999	Exxon Company International Business Analyst ( <i>based in New Jersey, USA</i> )
Jan 1999 – Apr 1999	Exxon Company International International Recruiting Officer ( <i>based in New Jersey, USA</i> )
Aug 1997 – Jan 1999	Guangzhou Esso Petroleum Services Company Lubricants Manager – South China ( <i>based in Guangzhou, China</i> )
May 1997 – Aug 1997	Esso Hong Kong Limited

	Manager, Special Projects ( <i>based in Hong Kong</i> )
Mar 1996 – May 1997	Esso Singapore Private Limited Regional Automotive Lubricants Development Co-ordinator ( <i>based in Singapore</i> )
May 1994 – Feb 1996	Esso Singapore Private Limited Sales Engineer – Indonesia ( <i>based in Singapore</i> )

### **Other Appointments**

2016 – Present :	Strategic Advisor	Go-Ahead Loyang Pte Ltd
2014 :	Council Member	Singapore National Employer's Federation
2014 – Present : (going to resign)	Director	YCH Group Pte Ltd
2014 – Present :	Chairman	Board of Trustees-Migrant Workers' Assistance Fund
2014 – Present :	Co-Chairman	Migrant Workers' Forum
2013 :	Board of Trustee	Asia Pacific Breweries Foundation
2012 - Present :	Board Member	National Kidney Foundation (NKF)
2012 - Present :	Chairman	Donor Relations Committee – NKF
2012 - Present :	Member	National Youth Award Selection Board
2007 – Present :	Council Member	Football Association of Singapore (FAS)
2011 – Present :	Chairman	Business Development Committee – FAS
2007 – 2010 :	Council Member	Singapore Manufacturers' Federation



## FRASER AND NEAVE, LIMITED

Company Registration No. 189800001R  
(Incorporated in the Republic of Singapore)

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### F&N Announces the Appointments of CEO, Beer and CEO, Food

SINGAPORE, 21 September 2016 – Fraser and Neave, Limited (“F&N” or the “Group”) today announced the following appointments, with effect from 1 October 2016:

#### **(A) Mr. Edmond Neo - Chief Executive Officer, Beer**

Mr. Edmond Neo, 51, has been appointed Chief Executive Officer (“CEO”), Beer, to oversee and drive the strategic growth of F&N’s beer business. He will succeed Mr. Prapakon Thongtheppairot who will focus on his new role as Spirit Product Group CEO at Thai Beverage Public Company Limited (“ThaiBev”).

Prior to his appointment, Mr. Neo was previously General Manager, Regional Brand Development at F&N, and played an instrumental role in the success of *CHANG* beer’s rebranding on secondment to ThaiBev.

Mr. Neo has over 25 years of extensive international experience primarily in the areas of general management, commercial operations, global brand management and strategic marketing in the food & beverage industry. This includes more than two decades in Asia Pacific Breweries Limited (“APB Group”) where he held several senior positions, the last being Director, Group Commercial.

#### **(B) Mr. Bennett Neo - Chief Executive Officer, Food**

Mr. Bennett Neo, 47, joins the Group as CEO, Food. In this newly created position, Mr. Neo will be responsible for the building and implementation of the strategies of F&N’s food business.

Mr. Neo has 22 years of extensive experience in the beer, oil and gas, marine and supply chain industries and has held several assignments in Asia, the USA and the UK. He held several senior positions in the APB Group where his last role was Regional Director. Prior to joining F&N, Mr. Neo was the CEO of YCH Group.

Mr. Edmond Neo and Mr. Bennett Neo will report directly to the F&N Board Executive Committee.

“We are pleased to have Edmond and Bennett join F&N’s senior leadership team. Each of them possesses extensive knowledge of the fast-moving consumer goods industry and has operational experience in multiple leadership roles. Given their proven track record in the food and beverage industry, we are confident that Edmond and Bennett will build upon F&N’s strengths to realise the

Group's vision of becoming a stable and sustainable food and beverage leader in ASEAN," said Mr. Koh Poh Tiong, Chairman of the F&N Board Executive Committee.

Extending the Group's appreciation to outgoing CEO, Beer, Mr. Prapakon, Mr. Koh said, "On behalf of the Board and Management, I would like to thank Mr. Prapakon for his sterling contribution as CEO, Beer. He will continue to serve on the F&N Board of Directors and we look forward to his continued contribution to and involvement with the Group."

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For clarification and further enquiries, please contact:

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#### **About Fraser and Neave, Limited**

Established in 1883, Fraser and Neave, Limited ("F&N") is a leading Asia Pacific Consumer Group with expertise and prominent standing in the Food & Beverage and Publishing & Printing industries.

Leveraging its strengths in marketing and distribution; research and development; brands and financial management; as well as years of acquisition experience, F&N provides key resources and sets strategic directions for its subsidiary companies across both industries.

Listed on the Singapore stock exchange, F&N ranks as one of the most established and successful companies in the region with an impressive array of renowned brands that enjoy strong market leadership. F&N is present in 11 countries spanning Asia Pacific, Europe and the USA, and employs over 7,800 people worldwide.

For more information on F&N, please visit [www.fraserandneave.com](http://www.fraserandneave.com).