

## CHANGE - ANNOUNCEMENT OF APPOINTMENT::APPOINTMENT OF CHIEF EXECUTIVE OFFICER

### Issuer & 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

31-Jan-2022 12:57:05

#### Status

New

#### Announcement Sub Title

Appointment of Chief Executive Officer

#### Announcement Reference

SG220131OTHR0M0I

#### Submitted By (Co./ Ind. Name)

Hui Choon Kit

#### Designation

Company Secretary

#### Description (Please provide a detailed description of the event in the box below)

Mr Hui Choon Kit will be appointed as the Chief Executive Officer, Fraser and Neave, Limited ("F&N").

### Additional Details

#### Date Of Appointment

01/02/2022

#### Name Of Person

Hui Choon Kit

#### Age

57

Country Of Principal Residence

Singapore

The Board's comments on this appointment (including rationale, selection criteria, and the search and nomination process)

The Board, having deliberated on the Nominating Committee's recommendation and considered the expertise and experience of Mr Hui Choon Kit, approved the appointment of Mr Hui as the Chief Executive Officer, F&N. Please refer to the attached press release for more information.

Whether appointment is executive, and if so, the area of responsibility

The appointment is Executive. Mr Hui will focus on accelerating the execution of F&N's growth strategy and driving the growth of the Group's businesses.

Job Title (e.g. Lead ID, AC Chairman, AC Member etc.)

Chief Executive Officer, F&N

Professional qualifications

Master of Business Administration, Nanyang Technological University, Singapore  
Bachelor of Business, Curtin University of Technology, Australia  
Chartered Accountant of Singapore, Institute of Singapore Chartered Accountants, Singapore

Any relationship (including immediate family relationships) with any existing director, existing executive officer, the issuer and/or substantial shareholder of the listed issuer or any of its principal subsidiaries

No

Conflict of interests (including any competing business)

No

Working experience and occupation(s) during the past 10 years

Chief Financial Officer and Company Secretary, Fraser and Neave, Limited (2017 to present)  
Chief Financial Officer, Fraser and Neave, Limited (2012 to 2017)  
Group Financial Controller, Fraser and Neave, Limited (2009 to 2012)  
Deputy Group Financial Controller/General Manager, Corporate Communications, Fraser and Neave, Limited (2008 to 2009)

Undertaking submitted to the listed issuer in the form of Appendix 7.7 (Listing Rule 704(7)) Or Appendix 7H (Catalist Rule 704(6))

Yes

Shareholding interest in the listed issuer and its subsidiaries?

Yes

Shareholding Details

Mr Hui holds  
- 707,299 ordinary shares in the Company (of which 626,607 shares are held via a nominee bank account)  
and  
- 83,033 unvested awards under F&N's employee share plan

# 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 Attachment A.

---

Present

Please see Attachment B, which includes Other Principal Commitments.

---

(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 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?

No

---

(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 an issuer listed on the Exchange?

No

---

If no, please state if the director has attended or will be attending training on the roles and responsibilities of a director of a listed issuer as prescribed by the Exchange

Mr Hui's appointment is Chief Executive Officer, F&N.

---

#### Attachments

---

[Att A - HCK past directorships.pdf](#)

---

[Att B - HCK directorships.pdf](#)

---

[Press Release - FN Announces Planned Leadership Changes.pdf](#)

---

Total size =366K MB

---



438 Alexandra Road  
#20-00 Alexandra Point  
Singapore 119958

Tel : (65) 6318 9393  
Fax : (65) 6271 0811  
Website: [www.fraserandneave.com](http://www.fraserandneave.com)

## FRASER AND NEAVE, LIMITED

Company Registration No. 189800001R  
Incorporated in Singapore

### **F&N Announces Planned Leadership Changes to Accelerate Execution of Strategy**

- Hui Choon Kit to be appointed Chief Executive Officer, F&N
- Lee Meng Tat to retire as Chief Executive Officer, Non-Alcoholic Beverages
- Edmond Neo to relinquish role as Chief Executive Officer, Beer, will assume position in Thai Beverage Group

31 January 2022, Singapore – Fraser and Neave, Limited (“**F&N**” or the “**Group**”), a leading Asia Pacific consumer group, today announced the appointment of Mr Hui Choon Kit, 57, as the Chief Executive Officer (“**CEO**”), F&N, with effect from 1 February 2022. Reporting to the Board Executive Committee, Mr Hui will focus on accelerating the execution of the growth strategy of the Group’s businesses and investments.

Mr Hui is currently the Chief Financial Officer and Company Secretary of the F&N Group. He joined the Group in 2000 and has held several senior leadership positions in Corporate Planning & Business Development, Corporate Communications & Special Projects, Group Finance, and the Corporate Secretariat departments. As a member of F&N’s senior leadership team for over two decades, he has played an integral role in the development and growth of the Group and, in particular, implementation of investment strategy. Mr Hui holds a Bachelor of Business from Curtin University of Technology in Australia, as well as a Master of Business Administration from Nanyang Technological University, Singapore.

“We are pleased to appoint Choon Kit to the position of CEO during this phase of F&N’s development. His in-depth knowledge of the beverage and printing and publishing industries and broad experience in finance, risk and capital management, as well as extensive and intimate knowledge of the Group’s operations and businesses is a consummate blend of qualities and expertise for his new position, as we continue to position F&N for strategic growth, in line with our aspiration to be a leader in ASEAN and beyond. I look forward to working closely with Choon Kit in his new role,” said Mr Koh Poh Tiong, Chairman of the F&N Board Executive Committee.

“I am excited to take on this new opportunity at F&N. It is a privilege to be leading F&N in the next growth phase of a company with such a strong heritage. I look forward to working closely with the Board and management team to chart our future, creating value for our shareholders and stakeholders,” said Mr Hui.

The Group also announced today the retirement of Mr Lee Meng Tat from the position of Chief Executive Officer, Non-Alcoholic Beverages (“**NAB**”). Mr Lee has served in this leadership position for nearly seven years. Mr Edmond Neo will relinquish his role as Chief Executive Officer, Beer in

F&N, to focus on his leadership role in Brand Investment in Thai Beverage Public Company Limited (“**ThaiBev**”), a shareholder and strategic partner of the F&N, with effect from 1 February 2022.

“On behalf of the Board of Directors, I would like to thank Meng Tat and Edmond for the contributions they have made in their respective positions. Under their leadership, the NAB and Beer businesses have strengthened their fundamentals and expanded their reach in Southeast Asia and consolidated their market positions. I wish Meng Tat all the best in his future endeavors. I look forward to Edmond continuing his work with F&N in his Brand Investment role where he can actively support the execution of F&N growth plans,” said Mr Koh.

- END -

For clarification and further enquiries, please contact:

Ms Jennifer YU  
Director, Investor Relations and Management Services  
DID: 6318 9231  
Email: [jenniferyu@fnngroup.com.sg](mailto:jenniferyu@fnngroup.com.sg)

#### **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 6,700 people worldwide.

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

**MR HUI CHOON KIT – PAST 5 YEARS DIRECTORSHIPS**

1	F&N Services (L) Bhd (liquidated on 23 Feb 2017)
2	Wimanis Sdn Bhd (dissolved on 7 Oct 2019)
3	F&N Creameries (Sarawak) Sdn Bhd (liquidated on 30 Dec 2019)

**MR HUI CHOON KIT**  
**PRESENT DIRECTORSHIPS /**  
**OTHER PRINCIPAL COMMITMENTS**

**SINGAPORE**

<b>S/N</b>	<b>Company Name</b>
1	F&N Creameries (S) Pte. Ltd.
2	F&N Dairy Investments Pte Ltd
3	F&N Foods Pte Ltd
4	F&N Global Marketing Pte. Ltd.
5	F&N Interflavine Pte. Ltd.
6	F&N Investments Pte Ltd
7	F&N Myanmar Investments Pte. Ltd.
8	F&N Treasury Pte. Ltd.
9	F&N Ventures Pte. Ltd.
10	F&NBEV Manufacturing Pte. Ltd.
11	Fraser & Neave (Singapore) Pte. Limited
12	InterF&B Pte. Ltd.
13	Times Publishing Limited
14	Warburg Engineering Pte. Ltd.
15	Warburg Vending Pte Ltd



**MALAYSIA**

<b>S/N</b>	<b>Company Name</b>
1	F&N Beverages Manufacturing Sdn. Bhd.
2	F&N Creameries (M) Sdn. Bhd.
3	F&N Ice Cream Manufacturing (M) Sdn. Bhd.
4	F&N Ice Cream Manufacturing (Sarawak) Sdn. Bhd.
5	F&N Services (F&B) Sdn. Bhd.
6	Fraser & Neave (Malaya) Sdn Bhd
7	Fraser & Neave Holdings Bhd
8	Warburg Vending Malaysia Sdn. Bhd.
9	Yoke Food Industries Sdn. Bhd.
10	Tiger Tavern Sdn. Bhd.
11	Balance Fountain Sdn. Bhd.
12	Ventaserv Sdn. Bhd.

**THAILAND**

<b>S/N</b>	<b>Company Name</b>
1	F&N International Holding Co., Ltd.
2	F&N Retail Connection Co., Ltd.
3	Max Asia Food and Beverage (Thailand) Co., Ltd.
4	Coffee Concepts (Thailand) Co., Ltd.
5	Coffee Concepts Retail Co., Ltd.

**HONG KONG**

<b>S/N</b>	<b>Company Name</b>
1	Fraser & Neave Investments (Hong Kong) Limited

**INDONESIA**

<b>S/N</b>	<b>Company Name</b>
1	PT F&N Indonesia
2	PT Yoke Food Industries Indonesia

**MYANMAR**

<b>S/N</b>	<b>Company Name</b>
1	F&N Myanmar Services Limited
2	Emerald Brewery Myanmar Limited

**VIETNAM**

<b>S/N</b>	<b>Company Name</b>
1	F&N Vietnam Limited Liability Company

**OTHERS****Principal Commitments**

Chairman, Tender Committee  
National Kidney Foundation ("NKF")

Member, Finance Committee  
NKF