

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

24-Sep-2025 23:42:20

Status

New

Announcement Sub Title

Appointment of Chief Executive Officer

Announcement Reference

SG250924OTHR9LHK

Submitted By (Co./ Ind. Name)

Jennifer Yu

Designation

Company Secretary

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

Mr Rahul John Colaco will be appointed as the Chief Executive Officer, Fraser and Neave, Limited ("F&N").

Additional Details

Date Of Appointment

01/10/2025

Name Of Person

Rahul John Colaco

Age

51

Country Of Principal Residence

Singapore

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

The Board, having deliberated on the Nominating Committee's recommendation and considered the expertise and experience of Mr Colaco, approved the appointment of Mr Colaco 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 Colaco will work with the Board to implement F&N's strategy and drive 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

- MBA from IMD Business School, Lausanne, Switzerland with Distinction in Leadership
 - Chartered Accountant from ICAI India, All India Rank 29
 - Bachelor of Commerce from University of Mumbai, India
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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

Please see attached.

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?

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 Attachment A.

Present

Please see Attachment A.

(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

N.A.

Attachments

[Press Release.pdf](#)

[Attachment A RC Profile.pdf](#)

Total size =400K MB



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FRASER AND NEAVE, LIMITED

Company Registration No. 189800001R
Incorporated in Singapore

For Immediate Release

F&N Appoints Mr Rahul Colaco as Chief Executive Officer

Singapore, 24 September 2025 – Fraser and Neave, Limited (“**F&N**” or the “**Group**”) today announced the appointment of Mr Rahul Colaco as Chief Executive Officer (“**CEO**”) with effect from 1 October 2025. He succeeds Mr Hui Choon Kit, who will be retiring and stepping down as CEO on 30 September 2025. Mr Hui will remain with the Group until 31 January 2026 to ensure a smooth transition.

Mr Colaco brings more than 28 years of extensive experience, primarily in the consumer goods sector. Most recently, he has served as Chief of Spirits, International at Thai Beverage Public Company Limited (“**ThaiBev**”) since 2024 and as CEO of Grand Royal Group in Myanmar from 2020 to 2024. Prior to joining ThaiBev, he held various senior leadership roles with Friesland Campina in China, Nigeria and Malaysia, and spent over a decade with Unilever in the Netherlands, Italy and India. Throughout his career, he has established a strong record in driving growth and leading diverse teams across developed and emerging markets.

Welcoming his appointment, **Mr Koh Poh Tiong**, Chairman of F&N said, “Rahul is a seasoned leader with a strong track record in building brands, driving growth, and delivering results across diverse markets. The Board is confident that he will lead F&N into its next phase of growth, building on our strong foundations and seizing opportunities in a dynamic operating environment.”



Mr Koh added, “On behalf of the Board, I would like to extend our thanks and deep appreciation to Choon Kit for his contributions and leadership. Over the past 25 years, he has served F&N with full dedication and successfully steered the Group through a dynamic business environment.”

Reflecting on his new role, **Mr Colaco** said, “It is an honour to be entrusted with the leadership of F&N, a company with such a rich heritage and strong portfolio of brands. I look forward to working closely with the Board, leadership team, and colleagues across the Group to build on our achievements and drive further growth and innovation.”

On his retirement, **Mr Hui** shared, “It has been a privilege to lead F&N and to work alongside such a talented and dedicated team. Together, we have navigated challenges and seized opportunities to strengthen the Group. I am proud of what we have accomplished, and I am confident that under Rahul’s leadership, the Group will continue to achieve even greater success.”

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For clarification and further enquiries, please contact:


Jennifer YU

Company Secretary

DID: 6318 9231

Email: jenniferyu@fngroup.com.sg

Profile of Mr Rahul John Colaco

Name	Mr. Rahul John Colaco	
Nationality	Indian	
Age	51 years	
Academic & Professional Qualifications	<ul style="list-style-type: none">– 2003 MBA from IMD Business School, Lausanne, Switzerland with Distinction in Leadership– 1996 Chartered Accountant from ICAI India, All India Rank 29– 1995 Bachelor of Commerce from University of Mumbai, India	

Director in other listed companies – N.A.

Director in unlisted companies – With effective date

1	Asiaeuro International Beverage (Hong Kong) Limited	25/2/2025
2	Asiaeuro International Beverage (Guangdong) Co., Ltd.	25/2/2025
3	Cardrona Distillery Holdings Limited	13/8/2025
4	Cardrona Distillery Limited	13/8/2025
5	Cardrona Distillery Property Limited	13/8/2025
6	Grand Royal Group International Co., Ltd. (Formerly known as, Myanmar Distillery Co., Ltd.)	1/10/2024
7	International Beverage Holdings (UK) Limited	26/2/2025
8	International Beverages Trading Co., Ltd.	1/10/2024
9	Inver House Distillers Limited	30/6/2025
10	Myanmar Supply Chain and Marketing Services Company Limited	1/10/2024

Work Experience within the 10 preceding years

Period	Position	Company
October 2024 – Present ¹	Chief Spirits - International	Thai Beverage Public Company Limited
September 2020 – September 2024	Chief Executive Officer	Grand Royal Group, Myanmar
January 2017 – December 2019	President	Friesland Campina China
January 2015 – December 2016	Managing Director	Friesland Campina Wamco Nigeria
April 2012 – December 2014	Managing Director	Dutch Lady Milk Industries Bhd, Malaysia
July 2017 – Present	Member	YPO

Notes:

1. To cease on 30 September 2025
2. Appointed as Chief, Brand and Commercial of Thai Beverage Public Company Limited with effect from 1 October 2025