

Senior Executives

Wong Kim Yin

Group President & CEO

Mr Wong is Group President & CEO of Sembcorp Industries. He has over 20 years of leadership experience in the energy sector and investment management. As the former group chief executive officer of SP Group, Mr Wong led the transformation of the company towards an increased focus on sustainability and innovation.

Prior to the SP Group, Mr Wong was senior managing director of investments at Temasek International, overseeing investments in the energy, transportation and industrial sectors. He was also with The AES Corporation managing project development and mergers and acquisitions (M&A) across the Asia Pacific.

Mr Wong is the chairman of SkillsFuture Singapore. He is also a director of China Venture Capital Fund Corporation, DSO National Laboratories and the Inland Revenue Authority of Singapore. He previously served as a director of SeaTown Holdings until earlier this year.

Mr Wong holds a Bachelor of Science in Computer Science & Information Systems from the National University of Singapore (NUS) and a Master of Business Administration (MBA) from the University of Chicago Booth School of Business.

Eugene Cheng

Group Chief Financial Officer

Mr Cheng joined Sembcorp in March 2021¹ and oversees the Group's finance, strategy, portfolio, and commercial functions.

He brings with him extensive experience in financial and strategic leadership across the aviation, offshore oil & gas, marine engineering and logistics industries. Prior to joining Sembcorp, Mr Cheng was chief corporate officer of SATS where he oversaw key business functions such as business development, strategic investments and M&A, as well

as corporate strategy. Mr Cheng also served as group chief corporate officer of IMC Industrial Group. He was an investment banker with JP Morgan and Citigroup, specialising in M&A advisory, corporate financing and capital raising.

Mr Cheng holds a Bachelor (First Class Honours) and a Master of Accountancy from the Nanyang Technological University (NTU).

Robert Chong

Chief Corporate & Human Resource Officer

Mr Chong oversees the Group's human resource (HR), strategic communications and sustainability, health, safety, security and environment as well as corporate secretariat departments. He has over 30 years of senior management experience in HR, organisational transformation and various corporate functions supporting business growth, having helmed senior roles at various global companies such as the Shangri-La Group, Keppel Corporation, Temasek International and Shell (Asia Pacific & Middle East).

Certified as a Master Professional by the Institute for Human Resource Professionals, Mr Chong is an active advocator and contributor in developing senior HR leaders.

Mr Chong holds a Bachelor of Arts in Sociology from NUS and an MBA in Accountancy from NTU. He also attended the Advanced Management Program at Harvard Business School, USA, and other senior leadership programmes at INSEAD, France, and IMD, Switzerland.

Koh Chiap Khiong

CEO, Singapore, Southeast Asia & China

Mr Koh is responsible for driving the strategic direction and growth of the Singapore, Southeast Asia and China markets.

He has deep knowledge of the energy and water sectors with extensive

experience in managing infrastructure-related businesses and a strong financial background. He has held various senior appointments in Sembcorp, including group chief financial officer, chief transformation officer, as well as the head of finance and chief risk officer of its utilities business. Mr Koh was previously chief financial officer of Power Seraya.

Mr Koh holds a first class honours degree in Accountancy from NUS and completed the Advanced Management Program at Harvard Business School, USA.

Vipul Tuli

CEO, South Asia

Mr Tuli oversees Sembcorp's investments and key stakeholder relationships in India and Bangladesh. He is also the Managing Director of Sembcorp Energy India, a leading independent power company in India wholly-owned by Sembcorp.

He has 25 years of experience in the energy sector. Prior to Sembcorp, he was a senior partner with McKinsey & Company where he helped to build and lead its Asian energy practice. He has also advised government institutions on issues of energy policy, organisation, industry structure, and regulation.

Mr Tuli holds a bachelor's degree in Technology (Chemical Engineering) from the Indian Institute of Technology in New Delhi, India and received his MBA from the Indian Institute of Management in Calcutta, India.

Andy Koss

CEO, UK & Middle East

Mr Koss oversees Sembcorp's operations comprising large-scale industrial assets on the Wilton International site, a portfolio of flexible gas engines and battery

¹ Graham Cockroft was Group Chief Financial Officer until February 28, 2021

Senior Executives

energy storage systems across the UK, together with the company's business interests in the Middle East.

Mr Koss has nearly 30 years of experience in the financial and energy sectors. Prior to joining Sembcorp, he spent 15 years at Drax Group where he rose to chief executive officer of generation and oversaw the group's UK power generation sites and key functions. He was deputy group treasurer of Provident Financial, and has held various accounting and investment banking roles at companies including Coopers & Lybrand, UBS and Dresdner Kleinwort Benson.

Mr Koss is a qualified chartered accountant and treasurer. He holds a first class honours degree in Mathematics, Operational Research, Statistics and Economics from the University of Warwick in the UK.

Kelvin Teo

CEO, Urban

Mr Teo is CEO of Sembcorp Development, the Urban business which comprises industrial properties, business hubs, commercial and residential projects in Vietnam, China and Indonesia. He oversees business performance, joint venture relations and the integration of urban solutions for the development of sustainable developments.

He was previously the Urban business' president and chief operating officer, as well as chief financial officer. He is a council member of the Singapore-Jiangsu Cooperation Council, Singapore-Sichuan Trade and Investment Committee, and the Vietnam-Singapore Business Council. Mr Teo is a recipient of the Vietnam Government's Friendship Medal for his long-standing contribution to the country's socio-economic development and enhancement of Vietnam-Singapore relations.

An accountant by training, Mr Teo is an affiliate of the Association of

Chartered Certified Accountants in the UK and holds a Diploma (with Merit) in Business Studies from Ngee Ann Polytechnic, Singapore. He completed the Senior Executive Programme jointly conducted by Harvard Business School, USA and Tsinghua University's School of Economics and Management, China, as well as the Advanced Management Programme at INSEAD, France.

Tan Cheng Guan

**Executive Vice President,
Office of the Group President & CEO and
Head, Group Centre of Excellence**

As Head of Group Centre of Excellence, Mr Tan leads the development of advanced engineering and technological capabilities through targeted research and innovation across Sembcorp's thermal, renewables, water and waste-to-resource businesses.

He is also the chairman of Sembcorp's Climate Change Working Committee, driving the company's performance towards climate-related metrics and targets, overseeing key initiatives such as risk mitigation, opportunities, and greenhouse gas (GHG) mitigation.

Mr Tan pioneered the early development of Sembcorp's utilities business on Jurong Island in Singapore. He was previously Head of Renewables & Environment and led the Group's entry into the renewables business. He also led the company's business expansion in China, India, the UK, the Middle East, Myanmar and Bangladesh.

Possessing broad experience in engineering, strategy, business and project development for the utilities and energy industry, Mr Tan has worked in Shanghai, London, Kuala Lumpur and Sarawak.

Mr Tan holds a Bachelor of Civil Engineering (Honours) degree from the University of Liverpool, the UK and completed the Advanced Management Program at Harvard Business School, USA.

Looi Lee Hwa

General Counsel

Ms Looi oversees legal, ethics and compliance matters within the Group.

She brings to Sembcorp rich experience in her field, having worked in legal and compliance positions in a number of industries, including shipping, manufacturing as well as oil and gas. Prior to joining Sembcorp, Ms Looi was group general counsel and company secretary at Neptune Orient Lines Group and at Chartered Semiconductor Manufacturing.

Ms Looi holds a Bachelor of Laws (Honours) degree from NUS and was admitted to the bar as an advocate and solicitor of the Supreme Court of Singapore.

Kenneth Lui

Chief Risk Officer

Mr Lui is responsible for developing and overseeing the Group's risk management framework, recommending its risk appetite and ensuring the risks faced by the business are measured, reviewed and monitored in order to support its sustainable growth.

He has over 20 years of experience in risk management, having worked in the banking, finance and real estate sectors amongst others. Before joining Sembcorp, he served as senior vice president and head of enterprise risk management at Ascendas Singbridge where he oversaw the group's global risk management framework. He also worked in Bank of America Merrill Lynch Singapore, Deutsche Bank Singapore and Sydney, and other global banks holding leadership roles in risk.

Mr Lui holds a bachelor's degree in Commerce from the University of Western Australia and a Master of Applied Finance from Macquarie University, Australia. He is also a chartered accountant of the Institute of Chartered Accountants, Australia and a member of the Global Association of Risk Professionals.