



PROFILE OF BOARD OF DIRECTORS & SECRETARY

TAN SRI DATO' WONG SEE WAH

DSNS, PSM

Certificate in Teaching

Independent Non-Executive Chairman

AGE/GENDER	NATIONALITY
72/Male	Malaysian

ACADEMIC/PROFESSIONAL QUALIFICATION

- Certificate in Teaching, Malayan Teachers College, Pulau Pinang

DATE APPOINTED/WORKING EXPERIENCE

Tan Sri Wong was appointed as an Independent Non-Executive Director of IJM Plantations Berhad on 16 August 2006, and Independent Non-Executive Chairman on 28 May 2007.

He started his career in the education arena before devoting to politics in 1982. He was the State Assemblyman for Kuala Klawang Constituency (1982-1986) and Peradong Constituency (1986-1990), Member of Parliament for Rasah Constituency (1990-1999), Deputy Minister in the Prime Minister's Department (1990-1995) and Deputy Minister of the Finance Ministry (1995-1999). He was also the Negeri Sembilan State Government Executive Councillor responsible for the Water and Electricity Supply Portfolios (1982-1990), the Chief Administrative Director for MCA Headquarters (2001-2005).

DIRECTORSHIP

Listed Companies	Other Public Companies
• Nil	• Nil



Orchid collection in "Hundred-Acre Wood" in the Sugut region

JOSEPH TEK CHOON YEE

B. Sc. (Hons), MPhil. (Cantab)

**Chief Executive Officer & Managing Director
Securities & Options Committee (Member)**

AGE/GENDER	NATIONALITY
52/Male	Malaysian

ACADEMIC/PROFESSIONAL QUALIFICATION

- Bachelor of Science (First Class Honours), Universiti Kebangsaan Malaysia
- Master of Philosophy (Plant Breeding), Cambridge University, England
- ASEAN Senior Management Development Programme, Harvard Business School

DATE APPOINTED/WORKING EXPERIENCE

Mr. Joseph Tek was appointed the Chief Executive Officer & Managing Director ("CEO&MD") of IJM Plantations Berhad ("IJMP") on 23 May 2010.

He joined IJMP in September 2004 to head the research, training and development activities of the Group, and was appointed an Alternate Director on 22 May 2008 and Executive Director on 19 October 2008 besides being the General Manager – Plantations (Sabah). He was then redesignated to the position of Chief Operating Officer & Executive Director on 18 May 2009, prior to his appointment as CEO&MD of IJMP.

Prior to joining IJMP, he was with Sime Darby Plantations Sdn Bhd as Plant Breeder in Ebor Research (1991-1997), R&D Manager (1997-2000) and later Manager-Agritech Business (2000-2001) with Sime Aerogreen Sdn Bhd and Sime Gardentech Sdn Bhd. His last position was Head of R&D with Malaysian Palm Oil Association ("MPOA") (2001-2004).

DIRECTORSHIP

Listed Companies	Other Public Companies
• Nil	• Nil

OTHER INFORMATION

Mr. Joseph Tek is a Council member of the Malaysian Estate Owners' Association ("MEOA"). He was the President of the MEOA (2015-2018). He is with the Board of Governors for Montfort Youth Training Centre (MYTC) in Sabah since 2016. He was a board member of the Malaysian Palm Oil Board ("MPOB") (2016-2018), a member of the Programme Advisory Committee ("PAC") of the MPOB (2011-2013), a Council Member of the Malaysian Oil Scientists' and Technologists' Association ("MOSTA") (2006-2007), a member of the Criteria Working Group for the Roundtable on Sustainable Palm Oil ("RSPO") (2005-2006) and Vice-Chairman of the MPOA Environment Working Committee (2004-2005).

PURUSHOTHAMAN A/L KUMARAN

B. Acc. (Hons), CA, MBA

**Chief Financial Officer & Executive Director
Chief Executive Officer (Indonesia)**

AGE/GENDER	NATIONALITY
56/Male	Malaysian

ACADEMIC/PROFESSIONAL QUALIFICATION

- Bachelor of Accounting (Honours), University of Malaya
- Master of Business Administration, Anglia Polytechnic University, Cambridge, England
- Member of the Malaysian Institute of Accountants

DATE APPOINTED/WORKING EXPERIENCE

Mr. Puru Kumaran was appointed the Chief Financial Officer & Executive Director (“CFO&ED”) of IJM Plantations Berhad (“IJMP”) on 23 May 2010.

He joined IJMP as Financial Controller on 1 January 2004. He was redesignated to General Manager - Corporate Affairs & Finance on 1 January 2007, prior to his appointment as the CFO&ED. He was also appointed the Chief Executive Officer for the Group’s Indonesian operations on 1 January 2016.

Prior to joining IJMP, he was with Unilever Group for over 14 years, serving various finance and commercial positions in Malaysia, England and Indonesia. His last post was as Commercial Director of its plantation operations in Malaysia.

DIRECTORSHIP

Listed Companies	Other Public Companies
• Nil	• Nil



Beneficial plant *Turnera subulata*

M. RAMACHANDRAN A/L V. D. NAIR

KMN

B. Agri Sc (Econs), FMIM, FMOSTA, FISP, FBIM

Senior Independent Non-Executive Director
Audit Committee (Member), Nomination & Remuneration Committee (Chairman), Securities & Options Committee (Chairman)

AGE/GENDER	NATIONALITY
79/Male	Singaporean/Permanent Resident of Malaysia

ACADEMIC/PROFESSIONAL QUALIFICATION

- Bachelor of Agricultural Economics and Technology, University of Adelaide, Australia

DATE APPOINTED/WORKING EXPERIENCE

Mr. Ramachandran was appointed an Independent Non-Executive Director of IJM Plantations Berhad on 28 May 2007.

He joined Socfin Group in 1962 after a short stint with Harrisons & Crossfield. He retired in 1996 as Director and Head of Plantations of Socfin Company Berhad. He worked for Tanjong PLC as a Managing Consultant from 1997 to 1998. In 1999, he was the Project Manager appointed by plantation companies to spearhead the formation of the Malaysian Palm Oil Association and served as its Chief Executive from January 2000 till April 2005. He continues to serve various bodies linked to plantation agriculture, which are essential to the overall well being of the agro-commodity based industry in Malaysia.

DIRECTORSHIP

Listed Companies	Other Public Companies
• Nil	• Nil

OTHER INFORMATION

Mr. Ramachandran played a key role in the formation of the global multi-stakeholder platform, Roundtable on Sustainable Palm Oil (“RSPO”) in 2004. He held the position of Vice Chairman and is currently an Honorary Member and Advisor to RSPO’s Board of Governors. He is also a Director of the Incorporated Society of Planters, ISP Management Sdn Bhd, Saraya Hygiene Malaysia Sdn Bhd and a member of the Board of Commissioners of PT Agro Indomas, Indonesia (a Carson Cumberbatch Company). He serves on the Board of Governors of the International School of Penang (Uplands) and as a Trustee of the Malaysian Estate Staff Provident Fund and The Planters’ Benevolent Trust of Malaysia.



PROFILE OF BOARD OF DIRECTORS & SECRETARY

PUSHPANATHAN A/L S. A. KANAGARAYAR

CA(Scotland), CPA(M), CA(M)

Independent Non-Executive Director

Audit Committee (Chairman),

Nomination & Remuneration Committee (Member)

AGE/GENDER

66/Male

NATIONALITY

Malaysian

ACADEMIC/PROFESSIONAL QUALIFICATION

- Member of the Institute of Chartered Accountants of Scotland
- Member of the Malaysian Institute of Certified Public Accountants ("MICPA")
- Member of the Malaysian Institute of Accountants ("MIA")

DATE APPOINTED/WORKING EXPERIENCE

Mr. Pushpanathan was appointed as an Independent Non-Executive Director of IJM Plantations Berhad on 12 November 2012.

He retired as a partner of Ernst & Young on 31 December 2009. He has more than 39 years of experience in providing advisory, accounting and audit services in the role of a partner-adviser for a large number of clients based in Malaysia and internationally (both private and public corporations) in a variety of industries. He was also involved in share valuations of corporations, mergers and acquisitions, restructurings, takeovers, flotations, investigations and tax planning.

DIRECTORSHIP

Listed Companies

- Bursa Malaysia Berhad
- IJM Corporation Berhad

Other Public Companies

- Asian Institute of Finance Berhad
- Sun Life Malaysia Assurance Berhad
- Sun Life Malaysia Takaful Berhad
- MICPA
- Malaysian Community & Education Foundation

OTHER INFORMATION

Mr. Pushpanathan is currently a Council Member and EXCO Member of MICPA. He also serves as the Chairman of the Listing Committee of Bursa Malaysia and a Trustee of WWF-Malaysia.

He was a Board Member of the Malaysian Accounting Standards Board ("MASB") (2009-2015), Honorary Secretary of the Financial Reporting Foundation (2010-2015), President of MICPA (2012-2014), a Council Member of MIA (2012-2014), Chairman of MICPA's Financial Statements Review Committee and is currently the Project Chairman of the Insurance Standards Working Group of MASB on IFRS 17. He also headed the MICPA Working Group, which undertook a revision of the specimen financial statements of Model Insurance Berhad. He has served as an inaugural member of the International Federation of Accountants ("IFAC's") Developing Nations Permanent Taskforce for 2004/2005. He has been actively involved in the National Annual Corporate Report Awards ("NACRA"), which is jointly organised by MICPA, MIA and Bursa Malaysia, as Chairman of the Adjudication and/or Organising Committees from 2003 to 2009.



Orchid collection in "Hundred-Acre Wood" in the Indonesian operations

DATUK DR. CHOO YUEN MAY

PJN, DSPN, KMN

B.Sc., M.Sc., Ph.D., EMBA, DSc(Hon), FASc, FMOSTA, FMIC, FMSA, FAAET, FISP

Independent Non-Executive Director

Audit Committee (Member)

AGE/GENDER

62/Female

NATIONALITY

Malaysian

ACADEMIC/PROFESSIONAL QUALIFICATION

- Bachelor of Science, University of Waikato, New Zealand
- Master of Science, University of Waikato, New Zealand
- Doctor of Philosophy in Chemistry, University of Malaya
- Executive Master of Business Administration, Asian Institute of Management, Philippines
- Honorary Doctorate of Science, University of South Wales, United Kingdom

DATE APPOINTED/WORKING EXPERIENCE

Datuk Dr. Choo was appointed as an Independent Non-Executive Director of IJM Plantations Berhad (“IJMP”) on 1 November 2016.

She was the Director-General of Malaysian Palm Oil Board (“MPOB”) prior to her appointment as Director of IJMP. She had also served in various positions in the research and development units or divisions of MPOB as the Head of Unit of Milling & Processing (2000-2004), the Director of the Engineering and Processing Research Division (2004-2006) and the Deputy Director-General (Research & Development) (2006-2010). She started her career as a lecturer at University Sains Malaysia for 2.5 years before joining the Palm Oil Research Institute of Malaysia (“PORIM”) as a Research Officer in 1982 and the Leader for Processing Research Group of PORIM from 1993 to 2000.

Her vision and passion for science is reflected by the fact that she is an inventor of 71 patents and has authored and co-authored more than 950 scholarly articles. Several of the patents have been successfully commercialised, the most significant being the carotene-riched red palm oil, tocotrienol and carotene concentrates, and biodiesel technologies.

DIRECTORSHIP

Listed Companies

- Nil

Other Public Companies

- Nil

OTHER INFORMATION

Datuk Dr. Choo is currently an Honorary Distinguished Researcher appointed by the Chinese Academy of Tropical Agricultural Sciences, People’s Republic of China. She is also the Vice President of the Malaysian Invention & Design Society (“MINDS”), a Board member of International Society of Biocatalysis and Agricultural Biotechnology (“ISBAB”), a Council member of Malaysian Oil Scientists’ and Technologists’ Association (“MOSTA”), a member of the Nutrition Society of Malaysia, Malaysian Women’s Institute of Management and American Oil Chemists’ Society.

She is the Immediate Past President of the International Society for Fats Research (“ISF”) (2015-2016), Board member of Malaysian Palm Oil Council (“MPOC”) (2010-2016) and a Trustee of Malaysian Palm Oil Certification Council (“MPOCC”) (2015-2016).

She has been honoured with more than 100 international and national scientific and invention awards. Among them are the prestigious The Knight of the International Order of Merit of Inventors awarded by the International Federation of Inventors Association (“IFIA”) in 2009, the Most Outstanding Malaysian Women Award in conjunction with the International Women’s Day Celebration 2011, the WIPO (World Intellectual Property Organization) Gold Medal for the Best Women Inventor in 1994 and 2003, and the Merdeka Award in 2014.

She was also a member of the Board of Directors of some private companies, including Felda Global Ventures Plantations Sdn Bhd from 2012 to 2013.



Pitcher plants found in conservation areas of the Group



PROFILE OF BOARD OF DIRECTORS & SECRETARY

FATIMAH BINTI MERICAN

Higher National Diploma in Computer Studies

Independent Non-Executive Director

AGE/GENDER

64/Female

NATIONALITY

Malaysian

ACADEMIC/PROFESSIONAL QUALIFICATION

- Higher National Diploma in Computer Studies, University of Westminster (formerly known as Polytechnic of Central London)

DATE APPOINTED/WORKING EXPERIENCE

Puan Fatimah Binti Merican was appointed as an Independent Non-Executive Director of IJM Plantations Berhad on 1 November 2017.

She started her career as an analyst in Esso Malaysia Berhad (“Esso”) (a company formerly listed on the Bursa Malaysia Securities Berhad) since 1977, and thereafter worked for ExxonMobil group of companies (“ExxonMobil Group”) (after the merger between Exxon and Mobil) in managing global teams to support all of ExxonMobil’s downstream and chemical IT applications. From 2008 to 2014, she was responsible for finance related activities of ExxonMobil’s subsidiaries in Malaysia. She has vast experience in management and information technology, having worked locally, regionally and globally.

During her working career with ExxonMobil Group, Puan Fatimah was the Vice President and Director of ExxonMobil Exploration and Production Malaysia Inc. (December 2008 - March 2014) and Executive Director of Esso (December 2008 - March 2012).

DIRECTORSHIP

Listed Companies

- Paramount Corporation Berhad

Other Public Companies

- United Overseas Bank (Malaysia) Berhad

OTHER INFORMATION

Puan Fatimah is a Certified NLP Coach from The American Board of Neuro-Linguistic Programming, a mentor of the Women in Leadership Malaysia program which is run jointly with TalentCorp Malaysia and the Institute of Chartered Accountants, England and Wales (“ICAEW”), and the Group Coach of the Women in Leadership Malaysia.

She was also a member of Merdeka Award Education and Community Category Nomination Committee (2014 - 2017) and Panel of Women Entrepreneurs, SME Corp (2014 - 2015). She chaired the Human Capital Council, Malaysian International Chamber of Commerce and Industry from 2012 to 2014.

TAN SRI DATO’ TAN BOON SENG @ KRISHNAN

PSM, DSPN, SMS

B. Econs (Hons), CPA(M), MBA

Non-Executive Director

AGE/GENDER

65/Male

NATIONALITY

Malaysian

ACADEMIC/PROFESSIONAL QUALIFICATION

- Bachelor of Economics (Honours), University of Malaya
- Master of Business Administration, Golden Gate University, San Francisco, USA
- Member of the Malaysian Institute of Certified Public Accountants

DATE APPOINTED/WORKING EXPERIENCE

Tan Sri Krishnan was appointed a Non-Executive Director of IJM Plantations Berhad on 7 December 1993.

He joined IJM Corporation Berhad (“IJM”) as Financial Controller in 1983. Prior to joining IJM, he was with Kumpulan Perangsang Selangor Berhad for seven (7) years, his last position was Group Financial Controller. He was appointed an Alternate Director of IJM on 12 June 1984, Director on 10 April 1990 and Deputy Group Managing Director on 1 November 1993. He was then appointed Group Managing Director on 1 January 1997 and was redesignated Chief Executive Officer & Managing Director (“CEO&MD”) on 26 February 2004. He stepped down as the CEO&MD of IJM on 31 December 2010 and was appointed Executive Deputy Chairman on 1 January 2011. He was subsequently redesignated as Deputy Non-Executive Chairman on 1 January 2014.

DIRECTORSHIP

Listed Companies

- IJM Corporation Berhad
- Grupo Concesionario del Oeste S.A., Argentina

Other Public Companies

- HSBC Bank Malaysia Berhad (Independent Non-Executive Chairman)
- Malaysia Airlines Berhad
- Malaysia Aviation Group Berhad
- Malaysian Community & Education Foundation

OTHER INFORMATION

Tan Sri Krishnan is actively involved in the promotion of Malaysia India business ties and is the Founder President of the Malaysia-India Business Council (“MIBC”) and the Co-Chairman of the Malaysia India CEO Forum. He was the President of MIBC from 2008 to 2015.

He also serves as a management committee member of the Olympic Council Trust and President of the Klang High School Old Boys Association.

DATO' SOAM HENG CHOON

DIMP, DPNS

B.Sc.(Civil Eng.)(Hons), P.Eng., MIEM

Non-Executive Director

*Nomination & Remuneration Committee (Member),
Securities & Options Committee (Member)*

AGE/GENDER NATIONALITY

58/Male Malaysian

ACADEMIC/PROFESSIONAL QUALIFICATION

- Bachelor of Science (First Class Honours) in Civil Engineering, University of Strathclyde, United Kingdom
- Professional Engineer (P. Eng.) and member of the Institute of Engineers, Malaysia

DATE APPOINTED/WORKING EXPERIENCE

Dato' Soam was appointed a Non-Executive Director of IJM Plantations Berhad on 6 April 2015.

He was with the Ministry of Works for 10 years prior to joining Road Builder (M) Holdings Bhd Group ("RBH Group") in 1989. On 25 May 2004, he was appointed Executive Director of RB Land Holdings Berhad (now known as IJM Land Berhad ("IJML")) and Managing Director on 2 October 2006. Subsequent to the acquisition of RBH Group by IJM Corporation Berhad in 2007, he was redesignated Chief Executive Officer & Managing Director ("CEO&MD") of IJML on 1 February 2010. He stepped down as the CEO&MD of IJML on 5 April 2015 prior to his appointment as CEO&MD of IJM Corporation Berhad on 6 April 2015. He has extensive experience in construction and property development.

DIRECTORSHIP

Listed Companies

- IJM Corporation Berhad

Other Public Companies

- IJM Land Berhad
- ERMS Berhad
- Road Builder (M) Holdings Bhd
- Malaysian South-South Corporation Berhad
- Perdana Leadership Foundation
- Construction Labour Exchange Centre Berhad

OTHER INFORMATION

Dato' Soam is the President of Real Estate and Housing Developers Association Malaysia ("REHDA"). He is also a member of the Research Advisory Council of the Construction Research Institute of Malaysia (CREAM).

NG YOKE KIAN

ACIS

Company Secretary

AGE/GENDER NATIONALITY

50/Female Malaysian

ACADEMIC/PROFESSIONAL QUALIFICATION

- Associate of Malaysian Institute of Chartered Secretaries & Administrators (MAICSA)

DATE APPOINTED/WORKING EXPERIENCE

Ms. Ng was appointed Company Secretary on 6 April 2012. She is also the Company Secretary of IJM Corporation Berhad ("IJM").

She started her career with a secretarial firm for about 5 years and was an Assistant Manager of the Technical and Research Department of MAICSA prior to joining IJM. She has more than 25 years experience in corporate secretarial work.



Cultural performance by staff in Bulungan region

NOTES:-

1. There are no family relationship between the Directors and/or major shareholders of the Company.
2. None of the Directors have any conflict of interest with the Company.
3. All Directors maintain a clean record with regard to convictions for offences.