

# MANAGEMENT TEAM



From left to right:

**MR. CARLVIN CHIA**

Co-Head of Asset Management

**MS. LOY YORK YING**

Head of Compliance and Risk Management

**MR. LEONG SAI KEONG**

Co-Head of Asset Management

**MS. NANCY TAN**

Head of Investment

**MS. CHARLENE-JAYNE CHANG**

Head of Capital Markets and Investor Relations

**MR. DON KOK**

Chief Financial Officer

**MR. ADRIAN CHUI**

Chief Executive Officer and Executive Director

**MS. KAREN LEE**

Deputy Chief Executive Officer

**MS. IRENE PHUA**

Head of Human Resources and Corporate Services

**MR. CHAN WEI CHIE**

General Manager and Head of Property Management

## Mr. Adrian Chui

Chief Executive Officer (“CEO”) and Executive Director

Mr. Chui joined the Manager in March 2017 as CEO and Executive Director. He reports to the Board and is responsible for fulfilling ESR-LOGOS REIT’s fiduciary duties to Unitholders as well as managing major stakeholder relationships. His key responsibilities include setting the strategic objectives for ESR-LOGOS REIT alongside the Board as well as driving the overall business plan execution with the support of the management team.

Mr. Chui has more than 20 years of extensive real estate experience, across property investments and divestments, funds management and structuring, capital markets, acquisition financing, mergers and acquisitions, fund raising (across debt, equity-linked and equity) and property research in Singapore, Australia and Japan. He was the pioneer in leading and structuring of Singapore’s first-ever REIT merger in 2018.

Prior to joining the Manager, Mr. Chui was responsible for the Southeast Asia real estate business at Standard Chartered Bank. His deal experience across private funds, REITs and Business Trusts market includes structuring cross border property investments, fund raising and sell-side property research in industrial, logistics, hospitality, office, retail and healthcare. He was formerly with Morgan Stanley Asia (Singapore) Securities Pte Ltd, where he was the lead property research analyst responsible for Singapore listed REITs and property companies. He has also held management roles with CapitaCommercial Trust Management Limited and was part of the pioneer management team at Ascendas Funds Management (S) Limited. He is also an EXCO member of REITAS.

Mr. Chui holds a Bachelor of Business from Nanyang Technological University, Singapore.

## Ms. Karen Lee

Deputy Chief Executive Officer

Ms. Lee joined the Manager in May 2022 as Deputy CEO, following the completion of the merger between ESR-REIT and ARA LOGOS Logistics Trust. She is responsible for executing ESR-LOGOS REIT’s growth strategy.

Prior to joining the Manager, Ms. Lee was CEO of the manager of ARA LOGOS Logistics Trust since August 2020. Before her CEO appointment, she was the Head of Asset and Investment Management for LOGOS SE Asia Pte Ltd where she was instrumental in the investment and asset management strategic planning for LOGOS’ Southeast Asia business and growing the Singapore portfolio.

Ms. Lee has more than 20 years of experience in the real estate industry covering industrial real estate development, asset and investment management, business development, leasing, marketing and property management. Prior to joining LOGOS, Ms. Lee was Head of Singapore Portfolio and Asset Management of Ascendas Funds Management (S) Limited, the manager of Ascendas REIT (“A-REIT”). During her stint with Ascendas Funds Management (S) Limited, Ms. Lee was responsible for formulating and executing strategic asset management strategies as well as overseeing the performance of A-REIT’s S\$9 billion AUM Singapore portfolio.

Ms. Lee holds a Bachelor of Science (Economics) (Hons) degree and a Master of Science (Real Estate) from the National University of Singapore.

## MANAGEMENT TEAM

### Mr. Don Kok

Chief Financial Officer (“CFO”)

Mr. Kok was appointed CFO on 15 August 2022. Reporting to the CEO, he oversees all finance and tax-related functions, including the implementation of capital management strategies. He has close to 20 years of experience in accounting and finance, of which more than 12 years were with listed entities in the real estate and fund management industries. Mr. Kok joined the Manager as Financial Controller in August 2019.

Prior to joining the Manager, Mr. Kok was Vice President of Finance at Ascendas Funds Management (S) Limited (the manager of Ascendas REIT) from 2015 to 2019, where he was responsible for the financial reporting and tax matters of the group. Prior to this, Mr. Kok served as Finance Manager at ARA Asset Management Limited for almost 6 years. He started his finance career at PSA Corporation Limited.

Mr. Kok holds a Bachelor of Accountancy (Second Class Honours) from the Nanyang Technological University, Singapore.

### Ms. Charlene-Jayne Chang

Head of Capital Markets and Investor Relations

Ms. Chang joined the Manager in April 2017 as Head of Capital Markets and Investor Relations. She reports to the CEO and manages the capital markets/fundraising, treasury and investor relations/corporate communications functions of the Manager, including the provision of insights on originating and executing strategic initiatives, mergers and acquisitions and capital markets/fundraising and treasury strategies.

Prior to joining the Manager, Ms. Chang was a Director of the Commercial Real Estate division at Standard Chartered Bank and has originated and executed major capital markets, loan and treasury transactions across Singapore and Southeast Asia for real estate companies, REITs and Business Trusts. In her role, she was responsible for the structuring, valuation, fundamental analysis, financing and execution advice for mergers and acquisitions, initial public offerings, and follow-on offerings of equity, equity-linked and debt securities.

Before joining Standard Chartered Bank, Ms. Chang was based in the Hong Kong and Singapore Corporate Finance offices of the Royal Bank of Scotland, providing corporate finance advisory and executing cross-border transactions across Hong Kong, China and Southeast Asia.

Ms. Chang holds a Bachelor of Business Administration with double majors in Finance and Management from the National University of Singapore.

## Mr. Carlvin Chia

### Co-Head of Asset Management

Mr. Chia joined the Manager in May 2022. Together with Mr. Leong, Mr. Chia is responsible for developing and executing asset management strategies to drive income performance and returns of ESR-LOGOS REIT's portfolio. Reporting to the Deputy CEO, he has over 20 years of experience in the real estate industry, including portfolio and asset management, development, marketing, leasing, and property management.

Prior to joining the Manager, Mr. Chia was Head of Asset Management for ALOG since May 2021. Before joining ALOG, Mr. Chia was the Vice President, Portfolio Management at Ascendas Funds Management (S) Limited, the manager of Ascendas REIT ("A-REIT") where he was responsible for driving portfolio strategies and performance of A-REIT's Business & Science Park portfolio of 27 business park assets in Singapore. Prior to this, he was Co-Head of A-REIT's Logistics portfolio in Singapore, overseeing the performance of 21 logistics assets. He also held asset management, development, marketing and leasing roles at Mapletree and JTC Corporation.

Mr. Chia graduated on the Dean's Merit List with a Bachelor of Business (Property) degree from the University of South Australia.

## Mr. Leong Sai Keong

### Co-Head of Asset Management

Mr. Leong is the Co-Head of Asset Management with the Manager and reports to the Deputy CEO. Mr. Leong, together with Mr. Chia, is responsible for developing and executing asset management strategies to drive income performance and returns of ESR-LOGOS REIT's portfolio. He has over 30 years of experience in the real estate industry, including portfolio and asset management, development, marketing, leasing, and property management.

Prior to joining the Manager, Mr. Leong was previously with Ascendas Funds Management (S) Limited, the manager of Ascendas REIT for over ten years where he was responsible for the asset management, leasing and tenancy management and project management as the Head of Light and High-Specs Properties Portfolio as well as the Deputy Head for Singapore Revenue Management. Prior to this, Mr. Leong was also with NTUC Healthcare Co-Operative Ltd, Wearnes Development Pte Ltd and Jones Lang Wootton Property Consultants Pte Ltd (currently known as Jones Lang LaSelle Property Consultants Pte Ltd) in the areas of marketing, development and asset management of residential, commercial and industrial facilities in Singapore.

Mr. Leong holds a Bachelor of Science (Economics) in Management Studies from the University of London.

## MANAGEMENT TEAM

### Ms. Nancy Tan

Head of Investment

Ms. Tan joined the Manager in February 2009 as Asset Manager and was appointed as the Head of Real Estate in February 2011 and is currently Head of Investment. She jointly reports to the CEO and Deputy CEO and is responsible for developing and executing ESR-LOGOS REIT's investment strategy in Singapore and overseas as well as the sourcing and execution of new investment opportunities with a view to enhancing ESR-LOGOS REIT's portfolio returns. She has over 23 years of experience in the real estate and asset management industry in Singapore.

Prior to joining the Manager, Ms. Tan was the Fund Manager of MacarthurCook Industrial REIT. She also held management positions in a number of established real estate firms, including Far East Organisation and City Developments Limited.

Ms. Tan holds a Bachelor of Science (Estate Management) from the National University of Singapore and a Graduate Diploma in Marketing from the Marketing Institute of Singapore.

### Ms. Loy York Ying

Head of Compliance and Risk Management

Ms. Loy joined the Manager in June 2014 as Head of Compliance. She reports to the CEO and is responsible for all internal and external compliance requirements for the Trust, the Manager and all other related companies of the Manager. She has over 18 years of experience in regulatory and compliance requirements in the financial services industry.

Prior to joining the Manager, Ms. Loy was the Head of Regulatory Advisory and Policy, Compliance at Maybank Singapore and was responsible for the oversight and management of all compliance-related requirements of Singapore branch. Prior to that, she also managed portfolio and provided financial advisory services to high net-worth individuals with DBS Bank Ltd and UOB Ltd.

Ms. Loy holds a Bachelor of Business (Banking) from Nanyang Technological University. She also holds the Institute of Banking and Finance Advanced, Compliance (Banking) Certification.

## Ms. Irene Phua

### Head of Human Resources and Corporate Services

Ms. Phua joined the Manager in July 2017 as Head of Human Resources and Corporate Services. She reports to the CEO and oversees the human resources and office administration functions of the Trust and the Manager.

Ms. Phua has more than 21 years of experience providing human capital insight to management, developing talent to enhance skills and productivity as well as cultivating leaders for business continuity. Prior to joining the Manager, Ms. Phua was the Associate Director of a real estate consultancy firm and was responsible for formulating human resource strategies for the company.

Ms. Phua graduated from University of Bradford with a Bachelor of Science (Honours) in Business and Management Studies.

## Mr. Chan Wei Chie

### General Manager and Head of Property Management

Mr. Chan joined the Property Manager in May 2022 as General Manager following the completion of the merger between ESR-REIT and ALOG. He reports to the Deputy CEO and oversees the lease and property management functions where he is responsible for optimising the performance of the ESR-LOGOS REIT's properties under his charge. Mr. Chan has more than 20 years of experience in delivering property management services to various diverse institutional, commercial, healthcare, and industrial buildings.

Prior to joining the Property Manager, Mr. Chan was the Head of Property Management with ARA LOGOS Property Management Pte. Ltd., the property manager of ALOG and was responsible for procurement, property and project management functions relating to ALOG's property portfolio. Prior to that, he was the Head (Cluster) with Ascendas Services Pte. Ltd., the property manager of A-REIT and was also previously Deputy General Manager with CPG FM Pte. Ltd.

Mr. Chan holds a Bachelor of Applied Science (Construction Management) (Hons) degree from RMIT University and a Master of Science (Real Estate) from the National University of Singapore.