

Operations Council Biographies

January 2024

SGS

The Operations Council



FRANKIE NG
CEO

REGIONS



TEYMUR ABASOV
Eastern Europe & Middle East



STEVEN DU
North East Asia



FABRICE EGLOFF
Africa & Western Europe



LUIS FELIPE ELIAS
Latin America



STEPHEN NOLAN
North America



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South East Asia Pacific



WIM VAN LOON
North & Central Europe

DIVISIONS



OLIVIER COPPEY
Health & Nutrition



DERICK GOVENDER
Natural Resources



CHARLES LY WA HOI
Connectivity & Products



JEFFREY MCDONALD
Business Assurance



ALIM SAIDOV
Industries & Environment

FUNCTIONS



GÉRALDINE PICAUD
Group Finance, Corporate Sustainability,
Investor Relations, Corporate Communications,
Procurement, Corporate Development, IT, Digital
and Strategic Transformation



JESSICA SUN
Human Resources



OLIVIER MERKT
Legal & Compliance



FRANKIE NG

CHIEF EXECUTIVE OFFICER

Frankie Ng was appointed Chief Executive Officer of SGS in March 2015.

Prior to his appointment as CEO, Frankie held many senior roles within the company, including Executive Vice President of Industrial Services and Executive Vice President of Consumer Testing Services.

Frankie joined SGS in 1994 as a management trainee before undertaking a wide range of roles, including CTS Operations Manager in China and Division Manager for SGS-CSTC Standards Technical Services. In 2000, he was appointed Managing Director of SGS US Consumer Testing Services.

Before joining the company he worked with Sodeco S.A. as a Quality Assurance Engineer. Frankie holds a diploma in Engineering from the Engineering School of Geneva and graduated with a degree in Economics & Econometrics from the University of Essex, England.

Nationality: Swiss and Chinese

Born: 1966

Other activities and functions

Frankie is a member of the Board of Logitech International S.A.* (CH).

* Listed company



TEYMUR ABASOV

CHIEF OPERATING OFFICER EASTERN EUROPE AND MIDDLE EAST

REGIONS

Teymur has held the position of Chief Operating Officer, Eastern Europe and Middle East since 2007. After graduating with a degree in Electrical Engineering in 1994 he joined SGS as a senior inspector in our Azerbaijan office.

Between 1994 and 2004 Teymur held several key roles for SGS in the region. Following promotion he became OGC Division Manager for SGS Azeri before moving on in 2002 to the role of Operations Manager SGS Azeri. In 2003 he was appointed Managing Director of SGS Georgia before his appointment to the role of Managing Director SGS Azeri and Georgia in 2004 and latterly Managing Director SGS Kazakhstan and Caspian Region in 2006.

Nationality: Azerbaijani

Born: 1972



STEVEN DU

CHIEF OPERATING OFFICER NORTH EAST ASIA

REGIONS

Steven Du was appointed Chief Operating Officer of SGS North East Asia Region in August 2021.

Steven joined SGS in 1999 and has progressed through several positions. He worked for SGS Singapore and Philippines in food testing, certification and training.

In 2002, he managed the establishment of China's first commercial food testing laboratory. Steven has held many senior positions, including General Manager of Consumer & Retail Services in SGS Mainland China and Hong Kong SAR, and Vice President of SGS China. He became Managing Director of SGS Vietnam in 2014 and Managing Director of China in 2016.

Steven holds a Management Diploma from Shenzhen University and Master's Degree in Logistics and Supply Chain Management from the Chinese University of Hong Kong.

Nationality: China

Born: 1972



FABRICE EGLOFF

CHIEF OPERATING OFFICER AFRICA AND WESTERN EUROPE

REGIONS

Fabrice has been Chief Operating Officer since March 2017. He was responsible for the Africa region until March 2019, when this expanded to become Africa and Western Europe.

He joined SGS in 1995, working in a range of managerial positions for the Consumer Testing Services division in France before becoming Vice President of Global Hardlines in 2004. In 2004, Fabrice also assumed the position of Managing Director for SGS Hong Kong Limited. Thanks to his excellent knowledge of the Asian market, Fabrice played a key role in driving exceptional growth and synchronizing activities between Hong Kong and China. In 2009, Fabrice became the Managing Director for SGS France.

Fabrice holds a MBA in International Business Affairs from the CESCO Business School.

Nationality: French

Born: 1969



LUIS FELIPE ELIAS

CHIEF OPERATING OFFICER LATIN AMERICA

REGIONS

Luis Felipe Elias was appointed Chief Operating Officer for Latin America in May 2018.

He joined SGS in 2004 as Deputy Managing Director for SGS Peru, where he managed the Agriculture, Food and Life business. He also helped grow the Oil, Gas and Chemicals, Certification and Business Enhancement, and Consumer and Retail businesses, creating a more balanced portfolio in Peru.

In 2012, Felipe was promoted to the role of Managing Director of Peru and Ecuador, where he delivered growth consistently for Agriculture, Food and Life, Minerals, Industrial, and Training.

Prior to his career with SGS, Felipe worked in the customs brokerage and port services sector.

He achieved his degree in Industrial Engineering in 1982 and an MBA in 2010.

Nationality: Peruvian

Born: 1959



STEPHEN NOLAN

CHIEF OPERATING OFFICER NORTH AMERICA

REGIONS

Stephen Nolan is Chief Operating officer (COO) for North America (NAM), a role he was appointed to in February 2021.

Stephen joined SGS in 2019 as Managing Director for NAM. Prior to SGS, Stephen worked in a number of senior operational and financial roles in the business services sector, based in the New York metropolitan area. His experience includes five years at human capital company, Hudson Global, eight years at Adecco North America, and three years at DHL Danzas. Earlier in his career, Stephen spent 15 years with Reckitt Benckiser in London and the US after four years with PWC in Dublin.

Stephen earned his BCom degree at University College Dublin and is a Chartered Accountant (FCA).

Nationality: US/Ireland

Born: 1960



MALCOLM REID

CHIEF OPERATING OFFICER SOUTH EAST ASIA PACIFIC

REGIONS

Malcolm Reid is Chief Operating Officer, South East Asia Pacific, a role he was appointed to in September 2015. Prior to this, he held the position of Executive Vice President for Consumer Testing Services (2012-2015) and Executive Vice President of Systems and Services Certification (2007-2011).

After joining the company in 1987, Malcolm worked in the Middle East, Switzerland and Japan before his appointment as General Manager, Vietnam in 1992. Malcolm was appointed Operations Director in Hong Kong in 1994, then Regional Manager for Eastern China based in Shanghai. This was followed by three years as Managing Director for the Philippines and Guam from 1997 and his appointment in 2000 as Managing Director for Thailand. From 2005 to 2007 he was Managing Director of SGS Australia Pty Ltd.

Malcolm graduated with a BSc Chemistry (Hons) from the University of Glasgow in 1985.

Nationality: British

Born: 1963



WIM VAN LOON

CHIEF OPERATING OFFICER NORTH AND CENTRAL EUROPE

REGIONS

Wim van Loon is Chief Operating Officer (COO) for North and Central Europe (NCE), a role he was appointed to in October 2020.

Wim joined SGS in 1989, beginning his career in the Non-Destructive Testing division of SGS Belgium. He went on to hold the position of Business Manager for Industrial, Minerals, and Consumer and Retail for SGS Benelux from 2003 to 2011. He was promoted to Executive Director of SGS Benelux in 2011, became Managing Director of SGS Benelux in 2015 and Executive Vice President for Industrial in 2018.

Wim earned his first degree in Industrial Engineering Electro Mechanics from the University of Leuven and is certified as a European Welding Engineer by the Belgian Institute of Welding Engineering. He also holds a Master's degree in Business Management from the Vlerick Business School.

Nationality: Belgian

Born: 1966



OLIVIER COPPEY

EXECUTIVE VICE PRESIDENT HEALTH & NUTRITION

DIVISIONS

Olivier was appointed Executive Vice President for Health & Nutrition in January 2021. Prior to this role, he was Executive Vice President for Agricultural Services, and later Executive Vice President for Agriculture, Food and Life.

Olivier joined SGS in 1994 in Cameroon. Since then, his work has taken him from management roles in India to SGS Headquarters in Geneva, which he joined in 2000 as Business Manager for Guaranteed Business Solutions, Liquids and Customer Service. In October 2006, he accepted the role of Regional Head for Agricultural Services in North America, a position he held until his promotion to lead Global Seed & Crop Services in January 2009 and Executive Vice President in 2013.

Olivier earned a Master in Economics from HEC Lausanne in Switzerland.

Nationality: Swiss

Born: 1972



DERICK GOVENDER

EXECUTIVE VICE PRESIDENT NATURAL RESOURCES

DIVISIONS

Derick was appointed Executive Vice President for Natural Resources in January 2021. Prior to this, he was Executive Vice President for Minerals.

After joining SGS as Chief Chemist in 2002, Derick also held positions as Regional Minerals Business and Operations Manager in South Africa, Minerals Manager for SGS Chile and Vice President for Minerals Services in Africa.

Before joining SGS, Derick worked for Rand Mines (now Randgold) where he started as a bursar student in 1990 and worked at two of their mine laboratories between 1992 and 1995. He spent five years at Mintek as Chief Chemist of their precious metals laboratory before joining SGS in 2002.

Educated in South Africa, Derick has more than 20 years of experience in the minerals industry. He is a trained analytical chemist, receiving his qualification in Analytical Chemistry in 1992. He also holds a qualification in Business Management. During his career, he has worked in many of the countries in Africa and spent 13 months in Chile.

Nationality: South African

Born: 1970

Other activities and functions

Derick is a member of IPMI (International Precious Metal Institute).



CHARLES LY WA HOI

EXECUTIVE VICE PRESIDENT CONNECTIVITY & PRODUCTS

DIVISIONS

Charles was appointed Executive Vice President for Connectivity & Products in January 2021. Prior to this, he was Executive Vice President for Consumer and Retail, and has been a member of the Operations Council since 2018.

Charles joined SGS in 1992, working as Consumer Goods Department Manager until 1999. After director-level roles at E. Leclerc and Bouygues Energy Services, he returned to SGS as Vice President of Global Sustainability Services for the Consumer Testing Services business in 2008.

He moved to Hong Kong in 2009 as Vice President of Strategic Global Accounts for Consumer Testing Services. In 2013, he moved to SGS Industrial Services and held the positions of Global Head of Transportation, Equipment and Machinery and then Global Head of Materials and Manufacturing. In 2016, he became Vice President of Retail Solutions and European Business Development for Consumer and Retail.

Charles holds a degree in Electronics Engineering from ENSEIRB-MATMECA

Nationality: French

Born: 1966



JEFFREY MCDONALD

EXECUTIVE VICE PRESIDENT BUSINESS ASSURANCE

DIVISIONS

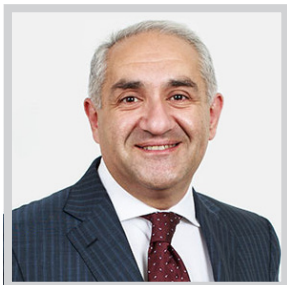
Jeffrey was appointed Executive Vice President for Business Assurance in January 2021. Prior to this role, he was Executive Vice President for Certification and Business Enhancement from 2015. Between 2007 and 2015 he was the Chief Operating Officer for North America.

Jeffrey joined SGS Thailand in 1994 as Training Manager and was appointed Division Manager of Certification Services in 1998. In 2000, he became South East Asian Sub-Regional Manager for Certification Services, as well as Manager for the Consumer Products Division in SGS Thailand. In 2003, he was appointed Global Project Manager for Systems and Services Certification and, in 2004, he was named Executive Vice President for Systems and Services Certification.

Jeffrey has a Bachelor of Arts degree in Economics from Griffith University, a Graduate Diploma in Education from the University of Technology, and an Engineering degree from the Yeronga Technical and Further Education College (TAFE), Australia.

Nationality: Australian

Born: 1964



ALIM SAIDOV

EXECUTIVE VICE PRESIDENT INDUSTRIES & ENVIRONMENT

DIVISIONS

Alim was appointed Executive Vice President for Industries & Environment in January 2021. Prior to this, he was Executive Vice President for Oil, Gas and Chemicals.

He joined SGS in 1993 as Senior Inspector, Redwood, Azerbaijan. In 1999, he moved to Georgia as General Manager of the SGS office, before becoming Managing Director for SGS Kazakhstan and the Caspian region in 2001. In 2004, he held the position of Managing Director for SGS Canada and NAFTA Business Development Manager, and then Chief Operating Officer for SGS North America in the same year. In 2005, Alim was appointed Chief Operating Officer for Eastern Europe and the Middle East.

Alim holds a degree in Engineering Electrophysics and achieved his PhD in Chemistry in 1993.

Nationality: Azerbaijani

Born: 1964



GÉRALDINE PICAUD

**CHIEF EXECUTIVE OFFICER DESIGNATE
GROUP FINANCE, CORPORATE SUSTAINABILITY,
INVESTOR RELATIONS, CORPORATE
COMMUNICATIONS, PROCUREMENT,
CORPORATE DEVELOPMENT, IT, DIGITAL AND
STRATEGIC TRANSFORMATION**

FUNCTIONS

Géraldine Picaud was appointed Chief Financial Officer (CFO) in December 2023 before being named CEO Designate in January 2024. She will succeed Frankie Ng as CEO in March 2024.

Géraldine brings over 25 years of experience to the SGS Group, delivering business results and transformation within complex global business environments. Following 13 years in senior finance and CFO roles at organizations such as Safic Alcan and ED&F Man Group, she served as Group CFO and Executive Committee Member for Essilor between 2011 and 2018. From 2018 to 2023, Géraldine was Group CFO and member of the Executive Committee of Holcim, a global leader in building solutions and a Swiss SMI listed company.

Géraldine Picaud graduated from the École Supérieure de Commerce de Reims and holds an MBA.

Nationality: French

Born: 1970

Other activities and functions

- Non-Executive Director and Chairwoman of the Audit Committee at Danone
- Member of the CFO Coalition for the Sustainable Development Goals (SDGs), United Nations Global Compact
- Member of the Committee Conseillers du Commerce Extérieur de la France (CCEF)



JESSICA SUN

**SENIOR VICE PRESIDENT
HUMAN RESOURCES**

FUNCTIONS

Jessica Sun was appointed Senior Vice President of Human Resources in January 2022.

Prior to joining SGS, Jessica was Chief Human Resources Officer (CHRO) at Smart Home, Haier Group, overseeing HR management, global policy development, practices and operations for this leading appliance company.

An HR professional since 1993, during her career, Jessica has held different positions at Pfizer, Baxter Healthcare, Ingersoll-Rand, and Mallinckrodt Pharmaceutical.

Jessica holds a bachelor's degree in Law from the China University of Politics & Law Science and an EMBA from the Chinese Europe International Business School (CEIBS).

Nationality: American

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OLIVIER MERKT

SENIOR VICE PRESIDENT LEGAL & COMPLIANCE

FUNCTIONS

Olivier is SGS's General Counsel and Chief Compliance Officer, a role he has held since 2008.

In 2001 Olivier joined SGS as In-House Counsel, before his promotion to Vice President, Corporate Development for the group. Prior to joining the company, he worked mainly in private practice, ultimately with Ernst & Young Legal in Geneva.

Olivier holds a Doctorate degree in law from the Université of Neuchâtel, Switzerland and an LLM degree from Cambridge University, England.

Nationality: Swiss

Born: 1962

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