



**ORLANDO FERNANDEZ**

*Managing Director, AP*

## CAREER PATH

### 2001 - Present

- 2020.8      • Cobb  
*Managing Director*
- 2020.1      • Cobb  
*Poultry management consultant*
- 2011.5      • Cobb  
*Technical Service and Quality assurance Director*
- 2001.5      • Cobb  
*Asia Technical Services manager*

### 1994 - 2001

- 1997.1      • Vitarich Corporation  
*VP Poultry Operations*
- 1994.2      • Vitarich Corporation  
*Area manager*

### 1988 - 1994

- 1988.1      • Phil-American Poultry Breeders Inc  
*General manager*

### 1982 - 1988

- 1983.12      • Vitarich Corporation  
*GP/PS farm manager*
- 1982.12      • Vitarich Corporation  
*Farm Veterinarian*

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## ABOUT ME and MY FAMILY

I am Orly Fernandez, Doc Orly to some and Papa to my 3 children.

I and my wife have 3 children who are already professionals and are all trying their best to excel in their chosen field. A highlight was my eldest son getting married last December. Attached photo is our recent trip to the beach as a growing family.

The recent pandemic made us locked down at home, so I had to adopt and make the most out of it. I unwind by watching some TV series with my wife and I also try my best to stay fit by working out in a stationary bike. Hopefully when the pandemic eases, I will also have the chance to visit the shooting range and perhaps play golf more often.

I'm residing in Manila, Philippines, it is best to reach me at [Orlando.Fernandez@cobbvantress.com](mailto:Orlando.Fernandez@cobbvantress.com).



**ORLANDO FERNANDEZ**  
*Managing Director, AP*



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## ME and COBB



**ORLANDO FERNANDEZ**  
*Managing Director, AP*

I started traveling to **China** in 2008 to do tech service for CP group, BPBC and Tyson farms. As some of you may probably know, poultry farms in China are concentrated in the Shandong and Heilongjiang province, so I had the chance to experience the coldest weather in Harbin, Heilongjiang during winter and have eaten at the best mushroom and all-meat restaurant to keep me warm. A good thing about my job as a tech service is that after a day's work — visiting farms early morning and spending the whole day in the chicken house working with colleagues and farmers — you get the chance to spend dinner with customers eating some of the exotic food in China (silkworms, stinky tofu, duck tongue, fish lips etc...) and of course taking a sip of the famous Baijiu with company bosses doing a ceremonial toss before dinner. China is huge market for Cobb products and **Cobb China** is in position to capture that opportunity given that we have the strongest team now more than ever and the state-of-the-art facilities we have in place.

I have been to **NZ** once sometime in mid-2016 visiting Bromley park operations. I find New Zealand very beautiful especially how rich their flora and fauna is. I have learned that NZ is rich in animal production that they have more sheep and cattle combined than people that is why they are self sufficient in terms of food – meat and milk. One of the best memories I have was having the opportunity to stay at one of the best hotels in Tuakau, a century year old house converted to a hotel. As for the locals, I can say that the ones working in the farm are hardworking and are multitaskers. New Zealand is one of the countries that I look forward to visiting again one day basically to visit **CVNZ operations** to meet our team members there once traveling is allowed.

As for my home country, the **Philippines**, we take pride in saying that most, if not all, Filipinos are hospitable and resilient people. I think this is the main reason why we excel in the hospitality and tourism industry and the nurses that are working worldwide are a multitude. Someone even said that if you remove the nurses in the UK, the hospitals will not be operational. As for Cobb's presence, I am proud to share that among the Asian countries, Cobb products have 55% of the market share in the poultry industry and I can attribute that to the hardworking and committed team members of **CVPI**.

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## Look to the FY20

**FY20 is definitely the most challenging year for all of us.** Everyone, in one way or another, has experienced the fear and anxiety of what the COVID-19 virus can do to us and our families. Maybe some have already experienced a loss of a family member or friends or even of jobs and businesses. The start of the pandemic actually happened during the first few months of my retirement. I and my wife were supposed to travel after, however, the worldwide lockdown stopped it from happening. But God for sure had better plans for me when Cobb called me to work back again as the MD for AP. It took me some time to decide whether I will accept the offer, but I wanted to be true to my words to Pelayo. I told him that if he needs my help, he can always call me. And that is what brought me to where I am at present, back in service to Cobb.

## Looking Ahead into the Future

**My expectations for FY21-22 onwards are brighter. FY23 I believe will be a recovery year for Cobb** — slowly but steadily, we will recover some of the markets we've lost due to improved product performance. And as we continue to see genetic progress on egg production and broiler performance coming quickly into place, we expect recovery to be faster in FY24-FY25. This can only happen because people are extremely motivated and committed to their jobs. Having said this, one of the goals is to continue developing people's skills and talents to cope up with the ever changing environment, encourage promoting people from within the organization and hiring the right people for the future. I believe that if you have the right people and product, profitability will automatically come later as a result.

## COBB VALUE

I have always believed that our values at Cobb — **Family, Integrity, Innovation and Being The Best** — are the four pillars that drive team members to work towards achieving the vision and mission of Cobb as a company. Cobb's core values is what highly differentiates us from our competition so this something that we have to be proud of.

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## MOHAMMAD ISMAIL

*Senior Director of Sales  
& Technical Service, AP*

## CAREER PATH

### 1993 - Present

2017	●	<b>Cobb</b> <i>Senior Sales and Technical Director Asia.</i>
2011	●	<i>Sales Director Asia</i>
2006	●	<i>Regional Technical Manager Asia</i>
1996	●	<i>Complex Manager</i>
1993	●	<i>Feed Conversion Manager</i>

## ME and COBB

1993 Joined Cobb as feed conversion manager in R&D after finishing Masters degree from University of Arkansas in Poultry Physiology.  
1996-2006 – Complex Manager for Bear Hollow Pedigree Complex.  
2006 -2011 Regional Technical Manager Asia (Pakistan, Bangladesh, Nepal, Sri Lanka, Philippines)  
2011-2016 Sales Director Asia  
2017- to date Senior Sales and technical director Asia.

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**HONG YOUNGHO**

*Director of Technical Service, AP*

## CAREER PATH

I started my career in Poultry at a feed additive company. After one year at feed additive company, I moved to GP farms and worked there for 13 years before I moved to the other poultry genetic company as a technical service veterinarian. After 6 years, I joined Cobb at Oct 2019.

When I jumped into chicken industry, I thought that poultry veterinarian must understand chickens' life. So, I accepted a role in GP breeding company without hesitation as the company provided farm training before played a veterinarian role. When I handled birds daily, I tried to understand birds in all possible aspect such as birds management, biosecurity, health, incubation, nutrition, ventilation, etc. The farm experience with chick placement, birds handling, collecting hatching eggs, etc. with this approach are foundation of my career in Cobb.

## Key responsibility of My Team

Being the customers performance best. To make it happen, we are connected with customers frequently and providing management update, troubleshooting flocks issues, and being profitable both Cobb and customers in the long run.

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## Look to the FY20

It was a sort of strange year due to COVID. It didn't allow me to visit internal operations in Asia Pacific as well as CVI head office. Even though it gave huge challenge for technical team members by working from home instead of visit customers in person at field, we have developed the other useful approaches for customer services such as webinar, zoom meetings, more mobile communication, etc. Through this rapid adapting on new environment, we can still provide best technical service under current travel restriction.



**HONG YOUNGHO**  
*Director of Technical  
Service, AP*

## Looking Ahead into the Future

Just want to say one thing. There will be a light at the end of tunnel finally!

## COBB VALUE

Family is the first one I prefer to mention as it is including family of each Team members as well as Cobb team members as a family in company in addition to customers as a family in this industry. This is most important for sustainability of our business. To make the 'Families' sustained, we will need to strive for Integrity, Being the Best and Innovation.

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## ABOUT ME and MY FAMILY

I am a farther of two teen-ager sons with a lovely wife. I used to travel more than 150days per year, so missed many family events such as birthday, wedding anniversaries, graduate ceremony, etc. Latest global issue changes everything and allows my family to spend time together most of times. The pandemic has given a lot of challenge and pains to everybody, but I will never forget this precious time with my two teen ager sons when they need to get family care and advice for their puberty period.

There are several stuffs that I am not good at in my life. Sports is one of it. I liked to watch sports rather than play. Even though I am not good at sports, I have played golf for more than 10 years but my score is still bad. I am an expert to send the golf ball to far right or far left rather than to the middle of fairways like good players. Even if my golf is not improving for many years, I am still practicing from time to time and wish I can send the golf balls straight to the mid of fairway and green!

I am living in Seoul and you can contact me [Youngho.hong@cobbvantress.com](mailto:Youngho.hong@cobbvantress.com)



**HONG YOUNGHO**

*Director of Technical  
Service, AP*

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## SANDY IRAWAN

*Associate Director of Key Accounts, AP*

### CAREER PATH

- *Associate Director of Key Accounts, ASIA*
- *Based in Jakarta, Indonesia*
- *Markets:*
  - *Indonesia, Philippines, Malaysia, South Korea and Brunei*
- *With support of 4 diverse great Technical Managers*
- *Joined Cobb since 2013*

### ME and COBB

- **Cobb Philippines**
  - Warm welcoming team (office and farm)
  - Love food they serve for lunch  
Crispy Pata, Chicken Adobo, Pork Sisig, Starbucks !!
- **Cobb China (Shanghai Office)**
  - Warm welcoming team
  - Bright and ‘futuristic looking’ office building
  - Wide selection of good food/restaurants around
- **Other Cobb Facilities**
  - Look forward to opportunity of visiting:  
Cobb China Hubei Office and Farms & Cobb New Zealand

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## ABOUT ME and MY FAMILY

- Happily married with 3 great children, and 2 puppies
- Hobbies:
  - Cycling
  - Golf
  - Traveling



**SANDY IRAWAN**

*Associate Director of Key  
Accounts, AP*



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**SANDY IRAWAN**

*Associate Director of Key  
Accounts, AP*

## Look to the FY20

- Challenging year - Covid, market, businesses
  - Change in working habits, customer touch
  - More frequent communication/work closer with Asia team
  - Closer to family

## Looking Ahead into the Future

- Optimism and stay focused – customer focused
  - Look forward to:  
new exciting products / Sales rebound

## COBB VALUE

- Very sensible values
- Also, key guidance of our everyday lives (even outside work)
- One of our strengths / reason we are respected by customers

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**Varatthapol Sangthong**

*Associate Director of Sales/Key  
Accounts, AP*

## ME and COBB

My name is Mr. Varatthapol Sangthong, nick name is Champ from Bangkok, Thailand. I have always enjoy working with Cobb, Cobb has given a lot to me and my family. Thank you very much.

I Joined Cobb in December 2005, as Asia Sales representative, responsible for Thailand, Nepal, Bangladesh, Sri Lanka, Myanmar, Nepal. This is the best company in the world.

I Enjoying working with Cobb China, Philippines and New Zealand team, I believe we have a great team and will grow business in Asia together. We have the best team!

## Key responsibility of My Team

My key responsibility is to get perfect order, meet customers' satisfaction and expectation.

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## ABOUT ME and MY FAMILY

The most important thing is family, we work and earn mainly for the one you know. Family gives me power and when my energy is low.

I do enjoy golfing, badminton and recently started to collect plants and grow some vegetables.

I reside in Bangkok, Thailand . You can reach me at mobile:+66-81-555-1299



**Varatthapol Sangthong**  
*Associate Director of  
Sales/Key Accounts, AP*



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## Look to the FY20

We all know that Covid-19 taken many thing away from us, we do more care of each other and we meet each other more than normal situation. We have new normal, meet and see each other, more meetings, more planning, free to work any part of the world.

## Looking Ahead into the Future

Even it is the difficult time due to Covid-19, we all worked hard through may strategies, plans and may achieve our goals.

## COBB VALUE

Working for Cobb and being with Cobb for nearly 16 years, make me feel that Cobb is like a family and second home. Enjoy Working at Cobb.



**Varatthapol Sangthong**  
*Associate Director of  
Sales/Key Accounts, AP*



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**STEVEN XU**

*General Manager, CVC*

## CAREER PATH

**2021.3 - Present** ● **Cobb**

*General Manger, CVC*

**1988 - 2021** ● **CP**

*President of poultry technical*

*General manager of PS company*

*Planning manager*

*GP farm manager*

*Geneticist*

## ME and COBB

I am Steven Xu, joined Cobb China on March 1,2021. I am working with Cobb China for 6 months as GM. Cobb is my second job, my first job is working with CP for 33 years as geneticist, GP farm manager, planning manager, general manager of PS company and president of poultry technical.

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## ABOUT ME and MY FAMILY

I am married, my wife is a high school teacher, we have a daughter and two lovely dogs. Currently we live in Miyun, Beijing.  
I like running, weekly average run about 35 km.



**STEVEN XU**  
*General Manager, CVC*



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## Looking Ahead into the Future

As the GM of Cobb China, my first priority is to achieve the budget OI through team work, accountability and fine management. I wish Cobb is the first choice of the industry and Cobb China is a respected company.



**STEVEN XU**  
*General Manager, CVC*

## COBB VALUE

I would say something about “family”. Cobb is a big family, as a family member, we should work hard to contribute to the family and benefit to the shareholder, company as family parent should take care of every staff(family member).

## Key responsibility of My Team

My key responsibility is working close with the team to achieve good performance and good profit and give back to the shareholder and family members in a save way.

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**JIMMY CHAND**

*General Manager, CVNZ*

## SELF-INTRODUCTION

I have actively worked in the Poultry Industry for over 19 years with 13 and half years with Bromley Park New Zealand and the last 5 and half years with Cobb.

I started as a part time egg room worker at Bromley Park while I was completing high school. I continued working part time until I graduated from university. I have a Business Degree majoring in Marketing & International Business attained from Auckland University of Technology. I attended this university as I was awarded a scholarship at the end of my high school to cover the cost of my degree. So all school holidays and most weekend I worked, throughout the years I worked in most parts of the production department from egg collection, to washing down production units to helping in the quarantine facility where Cobb GGP's were being imported. I then grew all knowledge of the hatchery and worked across every task except sexing DOC.

In 2010 I joined the Bromley Park head office and by the end of 2012 I was the Operations Manager for the whole company. In 2015 I was offered the opportunity of working for Cobb as the GM of Cobb Japan a new JV. In 2018 I relocated back to NZ and started as the Business Support Manager for CVNZ, by October 2018 I was appointed as GM for CVNZ and have been in this role since.

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## ABOUT ME and MY FAMILY

I am based in the New Zealand Operation for Cobb as the NZ General Manager. I reside in Auckland New Zealand about 65km from the CVNZ operation and commute to site daily. I live in a farm, we have about 9 acres of land and we farm cows, sheep and have 2 dogs and 1 cat. We also have an orchard which gives us different fruits and nuts throughout the year, and we also plant our own vegetables. We like to live with less waste so work on producing our own compost for the gardens and green waste majority is fed to the animals. We want our children to respect simple life and grow around animals to build a knowledge of where food come from. I grew up in a farm and work in livestock and classify myself as a farmer by profession and personally.

As a family we really like to be involved with nature and respecting what we have in NZ. We enjoy travelling within NZ to see what the country has to offer. We also camp and hike around NZ and preffer this way of travelling for our children to see NZ.



**JIMMY CHAND**  
*General Manager, CVNZ*



My hobbies include hunting, I like to hunt for rabbit and possums at our farm, using a gun. I do not hunt outside our farm and do not hunt big game like deer or wild boars. Wild rabbits and possums are classified as pest in NZ so we do not eat these. I am currently teaching my elder daughter how to use a bow and arrow with the ambition to extend this to hunting with a bow and arrow. In 2021 I was the head coach and manager of the local Netball Club where my daughter played. I also enjoy fishing and teaching my daughters how to fish and this includes shrimping.

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## Look to the FY20

Covid has really made us realize how not to take things for granted and how to enjoy life for the simple things that can be. This is why in 2020 we moved from suburb Auckland to rural Auckland to enjoy the simple things in life.



**JIMMY CHAND**

*General Manager, CVNZ*

## Looking Ahead into the Future

CVNZ continues to work on ensuring that 100% of orders given to CVNZ can be delivered as the borders remain shut in NZ to the world but CVNZ works on getting products out.

## COBB VALUE

Cobb values are more than just words on the wall, Cobb values are not unique they are basically what all human beings should possess as personal values. We all live for our families and treat our families well and want the best for them, this is what Cobb wants. We all should live with integrity and should do the right thing in life again this is what Cobb wants. We all want to be the best and be innovative so that we can achieve more in life or do things more efficiently, again for me this is what Cobb wants. So basically the Cobb values reflect for us to be good people.

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## ME and COBB



I have been to the CVC farm and hatchery during their construction period in early 2016, since then I have not visited CVC. I have been to Manila many times but have never visited the CVPI operation. I have been involved in the CVNZ operation from the first house construction began, I was not involved prior to construction commencing as I was still in Japan. However the knowledge of being around from first house building to now a fully operational site is really handy running the operation.

## Key responsibility of My Team

CVNZ is the supplier of most Asian GP orders for Cobb, we also supply PS into the Pacific and NZ. CVNZ needs to ensure that all orders are delivered in full as ordered. CVNZ works closely with the APAC sales and planning team to ensure GP and PS sales are fulfilled.

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**Esmeraldo Barrera San Pedro**

*General Manager, CVPI*

## CAREER PATH

<b>2018 - Present</b>	<b>Cobb</b> <i>General Manager, CVPI</i>
<b>2009 - 2017</b>	<b>Aviagen, Indian River brand</b> <i>Vice President for Sales</i> <i>Technical Service Manager</i>
<b>2004 - 2008</b>	<b>Sierad Produce Indonesia</b> <i>General Manager</i>
<b>1993 - 2004</b>	<b>San Miguel Foods, Inc.</b>
<b>1992 - 1993</b>	<b>RFM Corporation</b> <i>Poultry Farm Veterinarian</i>
<b>1990 - 1992</b>	<b>Philippine Animal Health Center</b> <i>Research Veterinarian</i>
<b>1988 - 1990</b>	<b>Calauit Wildlife Sanctuary</b> <i>Resident Veterinarian</i>
<b>1987 - 1988</b>	<b>Federal Agricultural Corporation</b>

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## ABOUT ME and MY FAMILY

I have 3 kids (1 daughter and 2 sons) and a lovely wife. We're a close-knit family and we like to bond together during weekends.

During weekends I love to play tennis. I play with friends in my neighborhood and sometimes take part in small tournaments. As a family, we also do some biking or jogging together with the kids. We like to travel together and go on short vacations to relax or explore new places.

I'm based in Quezon City, Philippines and my mobile number is +63 9992277894.



**Esmervaldo San Pedro**  
*General Manager, CVPI*



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## SELF-INTRODUCTION

I am currently the General Manager of Cobb Philippines operations. I've worked in the poultry industry for around 30 years and am passionate in being a chicken farmer.

My career path led me to many routes that enriched my experience and expertise over the years.

- I started my career in the swine industry way back in 1987 – 1988 at Federal Agricultural Corporation in San Miguel, Bulacan.
- Then I ventured into wildlife activity as a Resident Veterinarian at Calauit Wildlife Sanctuary, Busuang Palawan from 1988 – 1990.
- After, I moved back to Luzon and worked at the Philippine Animal Health Center, Bureau of Animal Industry as Research Veterinarian from 1990-1992.
- I joined the corporate world for a short while with RFM Corporation and worked as a Poultry Farm Veterinarian from 1992-1993.
- Then I transferred to San Miguel Foods, Inc. Magnolia Poultry Farms, one of the pioneers in the contract breeding operations, from 1993 -2004.
- I was given the opportunity to work overseas as General Manager of Sierad Produce Indonesia in managing its breeder and hatchery operations from 2004 – 2008.
- I moved back to the Philippines in 2009 when I was hired as Technical Service Manager and later became the Vice President for Sales of the Indian River brand of Aviagen until 2017.
- Since 2018 I've been happily working with Cobb Philippines and am ready to take on more challenges to sustain the leadership of the Cobb business in the market.



**Esmervaldo San Pedro**  
*General Manager, CVPI*

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**Esmervaldo San Pedro**  
*General Manager, CVPI*

## ME and COBB

I've been to the CVC North Star farm during my induction period way back in 2018 and I'm amazed with the capital investment made by Cobb in China. I like Chinese food (but hopefully not so much Sodium Glutamate) and the very friendly team members. Hoping to visit Cobb New Zealand in the future and play rugby with Jimmy and Steve!

## Key responsibility of My Team

Our responsibility is to produce high quality PS that will perform excellently in the customer farms. More than the sales value, we also strive to develop long lasting business relationships that benefit both Cobb and its partners. As we build strong connections and continue to expand our network, we help sustain Cobb's market leadership in the Philippines.



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**Esmervaldo San Pedro**  
*General Manager, CVPI*

## Look to the FY20

**FY20 is one of the most challenging periods both in my professional and personal life.**

We were not able to sell our PS production for 2 months and needed to downgrade our GP eggs into commercial or just shared it to our team members' families as there were no buyers. Having to confine yourself at home with a lot of restrictions was also unthinkable until Covid-19 hit us. On the bright side, we were able to survive and become more resilient. I was able to adjust my lifestyle and balance working efficiently while taking care of my health and family.

## Looking Ahead into the Future

For FY21, I envision that we will have one of the **best year performances** of CVPI since its inception in terms of Operating Income, surpassing our budget by more than 100%. FY22 will be a challenging year as we will have an increase in sales volume given to us but it's great that I'm working with a highly motivated and excellent team that will help propel us to greater heights.

## COBB VALUE

Cobb has taught me to persevere despite challenges; to constantly innovate and adapt in order to be the best. Family and integrity are also important values to me as I apply it to excel in both my corporate profession and personal life. I treat my colleagues and customers with honor and respect and I nurture connections with them in a way that builds a solid foundation of trust in our partnership. In this way, I treat them like a family that I work hard to sustain and uphold.

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## GRAZEIL PIMENTEL

*Finance Director, AP*

### SELF-INTRODUCTION & CAREER PATH

I am a Chinese-Filipino. Grew up in Manila and had the happiest & fondest memories growing up. A lot of people are surprised that I can speak, read and write Mandarin despite growing up in the Philippines. I have to give credit to my Mom, who insisted that I go to a Chinese Catholic school since 5 years old all the way through to high school; and to my Chinese teachers who made sure that I learn (aka memorized) everything about China (language, history, culture, geography etc). After high school, I took up BS (its that other BS! 😊) Accountancy at University of Sto. Tomas. After obtaining my license, started my Finance journey with Ernst & Young/SGV as an external auditor for 4 years. Working for EY was tough and often requires more than 18 hours of work daily, 7 days a week, with minimal pay. My first pay check was PhP3,700, but the feeling of receiving my first pay is like winning the lottery (but not to my mom...who thinks I was overworked and severely underpaid 😊) and gave me a strong sense of fulfillment. After 4 grueling years in EY, I decided to pack my bagsss (I brought with me 2 XXL suitcases) and venture to the land of the unknown (at that time) ...Shanghai, China. Fell in love with Shanghai at first sight and have stayed in Shanghai since. In China, I had worked for an FMCG (Chinese-Filipino Company) company and a Chemicals (Australian) company before joining Cobb.

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## ABOUT ME and MY FAMILY

I have two kids (more like monsters), Jerold (13 yo) and Jared (9 yo). They have very opposite personality and characters. Jerold loves to read and keeps to himself, while Jared is into sports and breathes fire. Just in case you are wondering, I neither love reading nor love sports. And if you are also wondering if I breath fire... that highly depends on who you ask...

Let me preface this by stating that PE and Home Economics are the two subjects that I barely passed while studying. In order not to starve, Jerold is the Master Chef in our home. I workout from time to time, more regularly if I have annual physical check coming up.

I can be reached at the company's email address –

[Grazeil.pimentel@cobbvantress.com](mailto:Grazeil.pimentel@cobbvantress.com). I am a dinosaur (as my kids kindly pointed out to me in numerous occasions), which means I am not active in any social media platform.



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## ME and COBB



**GRAZEIL PIMENTEL**  
*Finance Director, AP*

I have been working at Cobb for 4 years (time flies). Working at Cobb is a big challenge for me, as I have never been exposed to the poultry industry, everything is new for me... even the accounting treatment of our business is different (something I definitely did not learn while in University). I am very grateful that I have a knowledgeable Team, who knows the business well, and is very patient in teaching (repeatedly) me the intricacies of poultry finance, and for answering my 1001 questions (even in the middle of the night...). One of the biggest perks in working in Cobb is that we are diverse. Different people, culture, ideology, habits, management style come into play, but everybody is synergized & bonded together to work for a common goal - SUCCESS OF THE BUSINESS AND OF THE TEAM.

## Key responsibility of My Team

Contrary to public perception, Finance is not boring (we perform magic with numbers!), is not heartless (we are just levelheaded and matter of fact), is not Mr. Grinch on your plans/proposals (we provide sense and sensibility). People always think that Finance is the police of everything ready to catch anyone who does wrong, but really we are your guardian angels we guide you through the intricacies of our processes and policies, making sure that we are in the right path (despite going through different curves and loops along the way) to achieve our goal/strategy and of course to ring in the \$\$\$.

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**GRAZEIL PIMENTEL**  
*Finance Director, AP*

## Looking Ahead into the Future

I believe that Finance plays an important and integral part of a business' success. My plan is to have a common/unified ERP system across Asia Pacific which I believe will be beneficial to the Team (not just Finance) as processes will be standardized and data can be reviewed and analyzed faster. Another goal of mine is to let our non-accountants team members learn & understand about the numbers and the story behind it and that for every action there is an impact on our bottom line.

## COBB VALUE

I have had my fair share of working with different companies, but it is only in Cobb that I truly feel that our Management truly cares for our team members and tries to embody the Cobb Values to the best that we can. One Family, Integrity, Being the Best and Innovation, are the four pillars of our Company values and are intertwined with each other, without one success will be impossible. One Family for me is about empathy and having a heart. Someone rightly said, "hearing is through the ears, but listening is through the mind". As a family we listen and we act with heart. Integrity is a value that I feel the deepest, as a Finance person, TRUST is essential in all things that we do, and I believe that most of our Team act honestly and in good faith, so the trust level is high. Being the Best is paramount to me as I expect my team to be highly accurate with numbers so the business can have good and right information ... and while sometimes this means working under pressure it is rewarding to know that we have done a good job. "Curiosity kills the cat" is not correct in our value of being Innovative. Curiosity and inquisitiveness to understand our business helps me and my Team to be a business partner (and not just the numbers person).

**NOT FOR PUBLIC RELEASE**



**MARIA CECILIA D. SANDOVAL**

*HR Director, AP*

## CAREER PATH

**2009 - Present**

2014.2

2012.1

2009.4

**Cobb**

*Director HR Asia Pacific*

*HR Manager Asia*

*HR Manager CVPI*

**2004 - 2008**

2004.11

**Bounty Fresh Food Inc**

*HR Manager*

**2000 - 2004**

2000.1

**Development Academy of the Philippines**

*Associate Project Officer*

**1996 - 1999**

1996.6

**Centennial Plastics Corporation**

*Process Engineer*

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## ABOUT ME and MY FAMILY

I am Cecille and my family calls me Didz, but if my Mom is angry with me, she calls me Maria Cecilia! I am the 6th child, got 4 brothers and 2 sisters. 6 of us are Engineers and one is a Journalist (she hates mathematics).

I got 1 daughter and she is already 23 years old, but she is still my baby. We got 2 dogs – Bella, a 7 year old Siberian Husky and Gordon – a 6 months old German Shepherd. Bella is the Queen of the house and very protective of my daughter, never approach my daughter or else Bella is going after your neck. Gordon is the hoodlum of the house loves to play in the rain, terrorize the stray cats and uproots all the plants in our small garden.



**MARIA CECILIA D.  
SANDOVAL**  
*HR Director, AP*



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## ABOUT ME and MY FAMILY

I love cross stitching and swimming in the ocean/sea. I am not a sporty person but I try to practice yoga and pilates. I was trained in Aikido with my brothers and my Dad taught me the basic of guns.

I am currently residing in Sta Rosa Laguna, 2 hours from Manila. You can always reach me in my email address:  
[Cecille.Sandoval@cobbvantress.com](mailto:Cecille.Sandoval@cobbvantress.com)



MARIA CECILIA D.  
SANDOVAL  
*HR Director, AP*

## Something Fun.....

Started cross stitching this one



Finished this one in SH, now it is framed and hanging in my small dining area



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## ME and COBB

I have lived in Shanghai for 6 years and I love it. Love crayfish in summer time. My first travel to China was in December 2013 to meet with Joan Zheng, Tyson China HR Director. It was an eye opening experience and Joan Zheng is very helpful. In January 2014, I travel to Wuhan and Suizhou to do the on-boarding for Nicole Zhao. My first travel to New Zealand was in 2015 to interview for the HR Manager position. NZ milk is the best.



**MARIA CECILIA D.  
SANDOVAL**  
*HR Director, AP*

## Look to the FY20

With Covid-19 pandemic, it was challenging for me, experience burglary in my SH apartment, cannot travel back to SH and death in my family. But we moved on and learn from this.

## Looking Ahead into the Future

We will still have challenging years ahead, we have to be more patient and understanding and be kind to all. Development of Team Members are the priority

## COBB VALUE

Our Company Culture is built on these 4 Cobb Values, we as the member of HR Department as well as the Cobb Asia Pacific Leadership team must practice these values at all times. We have to WALK the TALK!

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## CAREER PATH

**ERIC LEOW***Planning Director, AP*

<b>2018 - Present</b>	<b>Cobb</b> <i>Planning Director</i>
<b>2014 - 2018</b>	<b>Pfizer (Shanghai)</b> <i>Supply Chain Director</i>
<b>2009 - 2013</b>	<b>Shalina Healthcare (Beijing)</b> <i>Head of Supply Chain</i>
<b>2008 - 2009</b>	<b>Almarai (Saudi Arabia)</b> <i>Supply Chain Project Manager</i>
<b>2004 - 2008</b>	<b>GlaxoSmithKline (Saudi Arabia)</b> <i>Customer Service &amp; Logistics Manager</i>
<b>1996 - 2004</b>	<b>GlaxoSmithKline (GSK London)</b> <i>Supply Chain Design Manager</i> <i>Demand Planning Manager Africa/Middle East</i>
2001	
1996	

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## ABOUT ME and MY FAMILY

I am Eric Leow, a proud Cobb member, an avid tennis fan and father to 3 girls and our dog Lupe.

My family consists of my wife, our eldest daughter who is a freshman abroad in university and my other two girls who are still in school. Our family is a happy one and our weekends are spent baking in the kitchen, laughing, and spending time together after the long week.

Personally, I love to play tennis in my free time to stay healthy and on top of my game.

I currently reside in Shanghai - you can reach me at [eric.leow@cobbvantress.com](mailto:eric.leow@cobbvantress.com)



**ERIC LEOW**

*Planning Director, AP*



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## ME and COBB

I started working with Cobb in 2018 after working for a pharmaceutical company. I am responsible for the planning coordination of all Asia production centres including the GGP complex in New Zealand and the GP operations in China and the Philippines. I also coordinate the planning efforts related to product coming to Asia from Europe and the US. I am also the main point of contact with the planning teams from other COBB regions. I love the challenge of dealing with live poultry. Before joining this company, people's advice would be "don't count your chickens before they hatch" and look where I am now! Part of my job is to do exactly that.



**ERIC LEOW**  
*Planning Director, AP*

## COBB VALUE

I take pride in Cobb's convictions – family and integrity. Cobb has always been a welcoming, warm environment and its values are what make us thrive as a company. It's also what motivates us to ensure a higher quality of production and service, helping us succeed.

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## Look to the FY20

FY21 has been challenging due to covid. Its uncertainty has had an implication on not only our supply, but also on flight availability. But although this challenge was presented, we rose to it and were still able to fulfil our customers' needs.

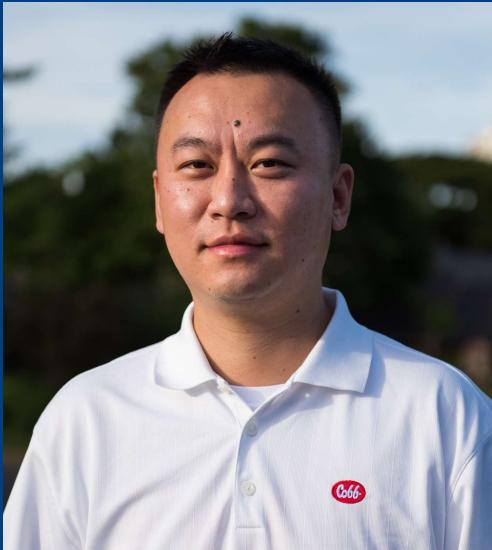


**ERIC LEOW**  
*Planning Director, AP*

## Looking Ahead into the Future

I believe FY22-23 will be a strong one. We will need to focus and strengthen our planning activities, in order to support the expansion plan in China and the greater region. To start supplying a higher volume and cover our demand, I trust that we will all stay motivated and productive.

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**KONGYANG ZHU**

*Senior Manager of QA/Vet, AP*

## ME and COBB

Hello everyone, My name is Kongyang Zhu and I live with my family in Wuhan most of my life. I have been with Cobb for nearly seven years at the end of 2021. Now I am working as senior QA and Vet Services manager for Cobb AP.

Before I joined Cobb, I was working in a human vaccine company under laboratory animal department.

I worked as QA manager for four and half years in Cobb China, and then I spent ten months' time working as assistant farm manager to gain some production experience. Since 2020 Feb, I was promoted to senior QA and Vet Services manager for China and Philippines.

When I first joined Cobb, I spent one month time in CVPI working in the farm with Dr Mindy. This is my first-time seeing Cobb chicken. Then I spent another five months' time in Cobb US and Brazil for QA related job training. When I came back to China, we started farm construction and I grow with China project from scratch.

Even though I share part responsibility for CVPI, but due to COVID, I am not able to visit there again. I am looking forward to work with CVPI team in Tanay again.

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## ABOUT ME and MY FAMILY

I met my better half when I was in my first job, she is working in the front line of providing COVID vaccine worldwide. Now we have a five-year-old son living with us.

I always like to tell people that I wouldn't join Cobb if I didn't get married back in 2014. My Best man shared with me that Cobb is looking for a QA manager the night before my wedding. I wasn't thinking for another job but would like to give a try and here I am.

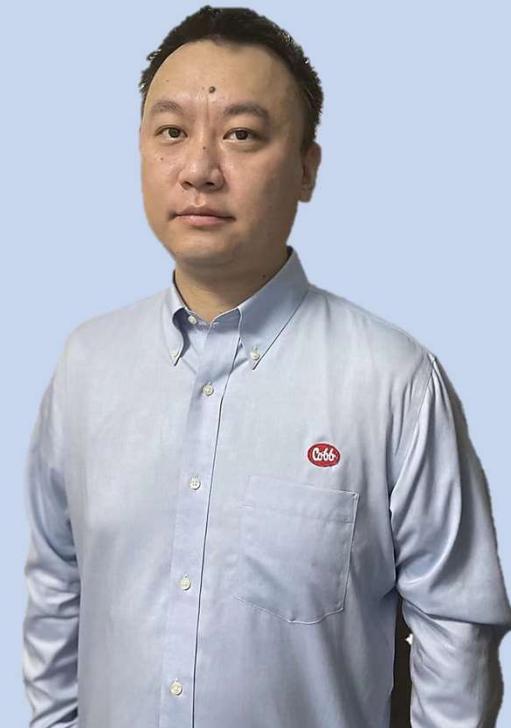
In my spare time, I like exploring Wuhan city with family and friends for good food and restaurant.

## Key responsibility of My Team

We have eight people work under QA and Vet Services team in Asia. Our key responsibility is supporting operation for consistency of best farm practice, biosecurity program and animal health and welfare to ensure the highest quality chicks produced in our complex.

We are doing routine farm biosecurity and animal welfare audit and flock health check, so we spend a lot of time in the farm to identify potential risks to the farm.

We also work closely with Tech and Sales team to handle customer complaint investigation and provide training to our customers.



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## Look to the FY20

FY20 is not just one year in the history, COVID changed the world and still changing our daily life, and work. I was in the center of the "COVID storm" as Wuhan was the first outbreak place, I stuck at home for four months.

We have been through a very challenging time by then, hard to get supplies, cancelling orders from customers. But I also cherish the time that I spent with family as I couldn't be home every day if everything is normal.

## Looking Ahead into the Future

Asia is a growing market in terms of poultry business, we have spent a lot of time for strategic planning and now we have a lot of exciting projects going on.

Disease challenge is still our priorities in China, and we will do our best to keep our birds biosecure.

## COBB VALUE

Family culture is really made Cobb unique workplace, and people treat you like a family since day one. I still remember the day that I step into Jerry Moye's office, I was still a bit anxious about my job at that time as I have very limited poultry experience. He talked to me like an old friend and shared with me his working experience at my age and told me no need to worry and do my best. And everyone I met is acting the same as Jerry, sharing with me all the things they know.

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**GARRISON QI**

*Marketing Manager, AP*

## CAREER PATH

**2014 - Present**

**Cobb**

*Marketing Manager*

**2006 - 2014**

**Tyson Foods**

## ME and COBB

I worked in Suizhou for one year when I started with Cobb. Suizhou is a city that is quite relaxed with lots of hills around. I enjoyed exploring the countryside with my family.

The role of marketing consists of many different things. We assist sales team to drive sales and support technical team to disseminate technical information. We also keep an eye on the market and where it is going. It is quite dynamic and fast-paced work, and its fun!

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## ABOUT ME and MY FAMILY

My name is Garrison Qi and I have been with Cobb for 6 years. I worked for Tyson Foods for 8 years before joining Cobb in 2014.

I am married with one son. My wife's name is **Ruby** and My son is **Eddie**.

My latest hobby is to play tennis with my wife. I am based in Shanghai, China. You can reach me at [garrison.qi@cobbvantress.com](mailto:garrison.qi@cobbvantress.com) .



**GARRISON QI**

*Marketing Manager, AP*



# NOT FOR PUBLIC RELEASE



## GARRISON QI

*Marketing Manager, AP*

### Look to the FY20

2020 has been an interesting year, to say the least. We were grounded from traveling, which means we spend a lot of time in the city we live in. My family and I explored Shanghai's suburbs on weekends. In general, Shanghai is quite flat. But it offers many different things to do, if you like outdoors.

### Looking Ahead into the Future

I hope Covid will be over soon so I can meet my extended family members in 2021.

### COBB VALUE

I believe in trusting the people around you. All of us strive for the same goal at Cobb, which is to best serve our customers and distributors. We argue at many venues, but I think all of us have the same vision in mind.

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