

Graduated Engineering Trainees Program 2021.

About Olam Vietnam:

Olam Vietnam commenced operations in Vietnam in 1999, setting up our first coffee factory in the Daknong Province. Since then, we have established an extensive presence across different parts of Vietnam, including our head office in Ho Chi Minh City and regional offices in the Long An, Dong Nai, Dak Lak, Lam Dong, Gia Lai, Phu Yen and Binh Dinh Provinces, and expanded our operations in other South East Asia countries. Today, Olam is the largest exporter of cashews, pepper and instant coffee in Vietnam, investing US\$150 million in a state-of-the-art instant coffee facility and running seven large factories with 5,000 employees across Central and South Vietnam. We are also the third largest exporter of green coffee and a large buyer of Vietnamese rice. Olam currently supplies cotton, wood products, dairy products and wheat into Vietnam.

Olam is committed to responsible growth. We ensure profitable growth is achieved in an ethical, socially responsible and environmentally sustainable manner. Only by ensuring this is an integral part of our business model can we deliver long-term value for all stakeholders. Olam is revolutionizing seed to shelf supply chains through the Olam Sustainability Standard. Each step of Olam's value chain is being examined to identify and implement measures to sustainably deliver products across all of its geographies by 2020.

Human Capital: Core of our Business

We aim to create an inspired organization, capable of delivering our ambitious plans, where each one of us treats the company as if it were our own. We design work for each of our employees to contribute meaningfully and empower individuals with the freedom and autonomy. Our integrated talent management approach strengthens the learning opportunities and work environment to grow beyond boundaries and deliver to potential.

The sharp focus on developing talent and building an inspired organization along with evolved people processes has been reflected in the multiple employer awards we have won over the years. In 2020, Olam has been recognized as Best Employers for the APAC region by Kincentric.

In 2020 & 2019, Olam Vietnam has been recognised as AON Kincentric Best Employer for Vietnam. The Kincentric platform is considered as a gold standard amongst the global employer awards platforms.

For three consecutive years 2020, 2019 & 2018, Olam Vietnam has been recognized for its strong workplace culture and employee engagement and being named as among Vietnam's Best Companies to Work for in Asia by the HR Asia Magazine. In addition, in 2017, Olam Vietnam was awarded as the Industry Pioneer in the Vietnam HR Awards 2017.

Olam Vietnam is also an ACCA Approved Employer 2020.

POSITION SUMMARY: GRADUATED ENGINEERING TRAINEE PROGRAM 2021.

With the ongoing expansion in business, we are continuously strengthening our talent pipeline, towards our endeavor to equip the businesses with top tier talent, Olam Vietnam is now seeking outstanding engineers to join the Graduated Engineering Trainee Program 2021.

The program is designed for Engineering graduates who are keen to develop their careers in Production (Process and Project Engineering), Supply Chain, Food Quality Control, Automation/Electrical and Mechanical Engineering, Information Technology (IT)/IT Business Analyst at a fast-paced, dynamic and global working environment. Through Graduate Engineering Trainee Program 2021, it provides a holistic foundation for your functional, professional and managerial skills and business acumen.

The selected candidates will undergo intense training to learn about all the functions in manufacturing, especially our production process. The candidate will get oriented on Olam's products and be assigned to appropriate real projects including Coffee, Spices, Edible Nuts business.

EDUCATION REQUIREMENT:

- BA in Engineering majors: Mechanical Engineering, Electrical Engineering, Industrial Management, Food/ Chemistry/ Microbiology Technology, Industrial System Engineering, Supply Chain, Information Technology.
- Proficient in English (both written & spoken).
- Honest, dedicated, hard-working, can-do attitude.
- Drive for results and demonstrated ability to move projects forward with a cross functional team.
- Willing to be based in any of the operating locations of Olam Vietnam: Dong Nai, Long An, Phu Yen, Quy Nhon, Gia Lai...

SELECTION PROCESS:

- Round 1: Application
- Round 2: HR department
- Round 3: Aptitude test
- Round 4: Panel interview

HOW TO APPLY:

Interested persons should submit your application via link:

<https://www.surveymonkey.com/r/olamvietnamGET2021>

Joining our team to pursue the ambitious corporate Purpose to Re-imagine Global Agriculture and Food Systems within our ethos of Growing Responsibly!!! Learn more about new opportunities, life at Olam and our journey #reimagine, #sustainablefood, from <https://www.olamgroup.com>.

Or LinkedIn: <https://www.linkedin.com/company/olam-vietnam/>

Check out more details about the program via: <https://bitly.com.vn/H7eEe>

For more information, please contact us at:

- Email: cam.nguyen@olamnet.com (Ms. Thủy Cẩm – HR Team).
- Hotline: 0981542431 - 02835210740 (Ext: 189).

Company Details

Olam International Olam International is a leading global integrated supply chain manager and processor of agricultural products and food ingredients, sourcing 20 products with a direct presence in 70 countries and supplying them to over 16,300 customers. Headquartered in Singapore and listed on the SGX-ST on February 11, 2005, Olam currently ranks among the top 40 largest listed companies in Singapore in terms of market capitalization and is a component stock in the Straits Times Index (STI), MSCI Singapore Free, S&P Agribusiness Index and the DAX global Agribusiness Index. More formation on Olam can be found at www.olamgroup.com

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Introduction to Olam

Offering tomorrow's products and services

July 2019



Company overview

We are a leading food and agri-business, sourcing raw materials and transforming them to deliver food, feed and fibre to 19,800 customers worldwide.

We are Farmers

Field and farming experts growing **16 different crops** in **13 countries**

Scale gives us global market insight, shared learnings and efficiencies

We are Suppliers

Connecting customers to the source via our network of **4.8M farmers**

On the ground, all year executing procurement, traceability, warehousing, logistics, paperless trading

We are Processors

Transforming raw materials into bespoke ingredients across our **170 facilities**

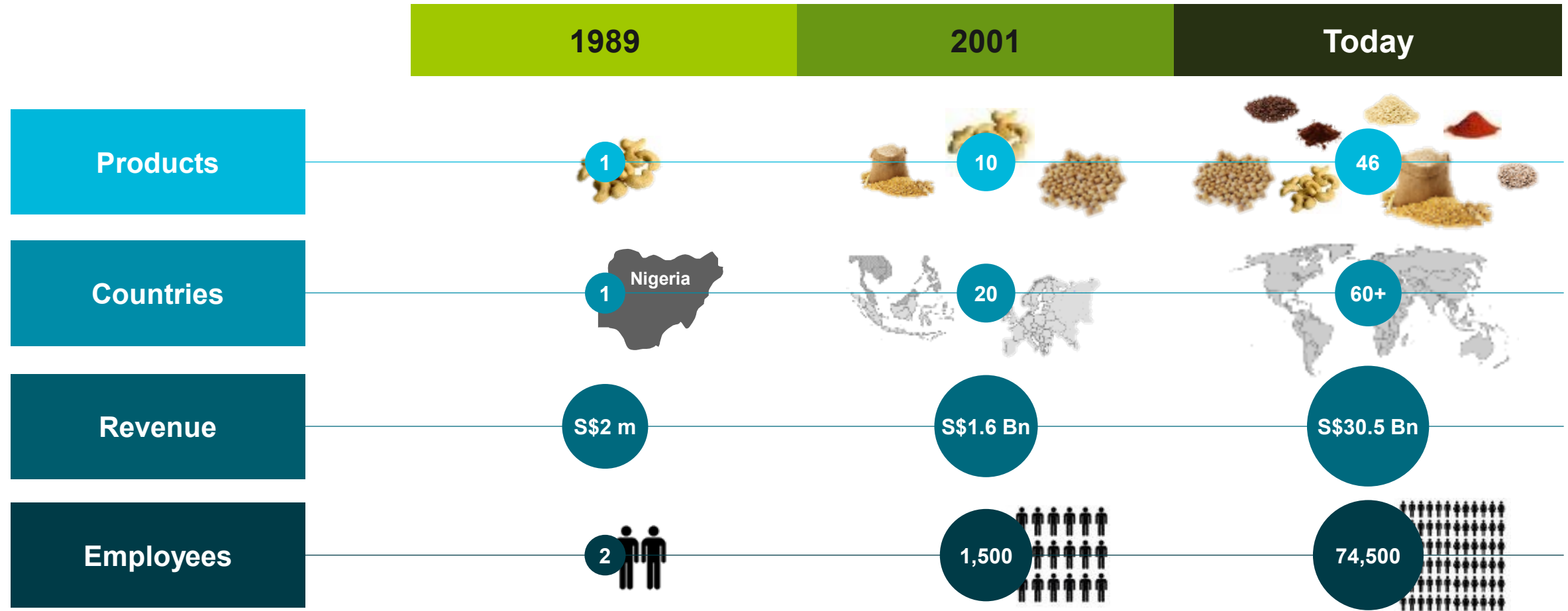
Focus on safety, fairness, quality, efficiency and the environment

We are Innovators

Global innovation centres offering added value solutions through the supply chain

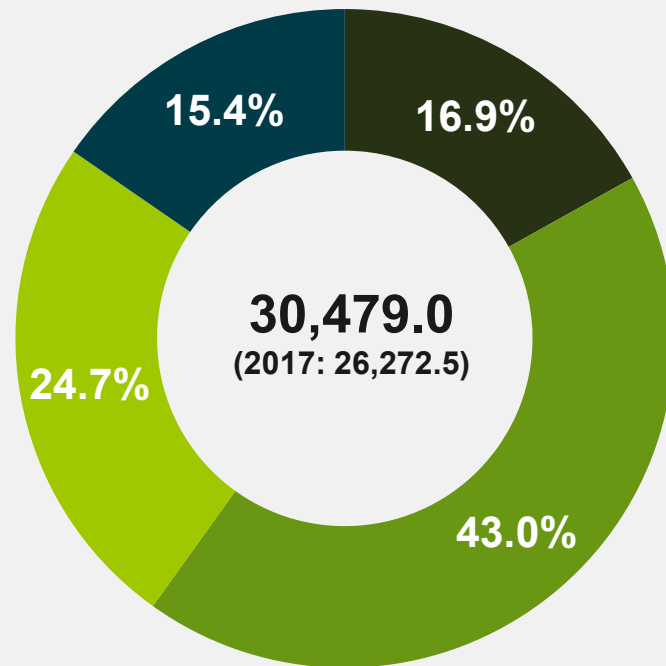
Expertise includes, product innovation and customisation, digital apps and co-manufacturing

30 years of growth



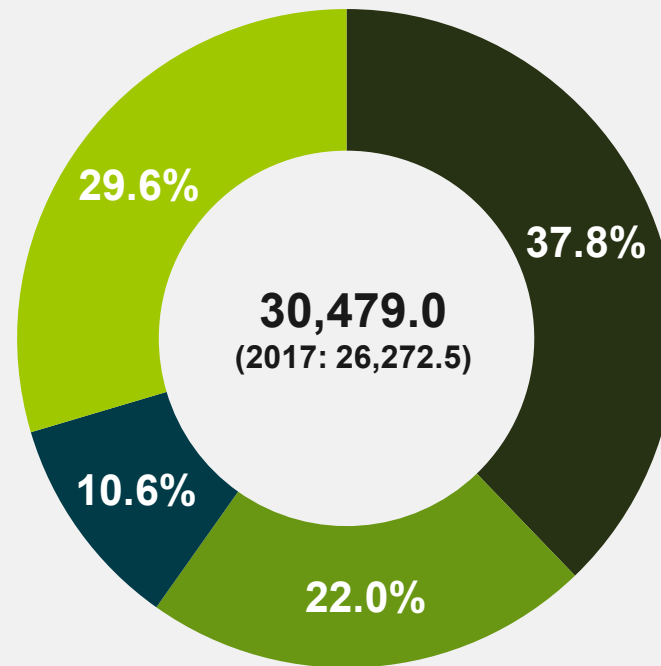
Our Financials – FY2018

Sales Revenue By Region
(S\$ MILLION)



Strong focus on emerging markets

Sourcing Volume By Region
(‘000 METRIC TONNES)

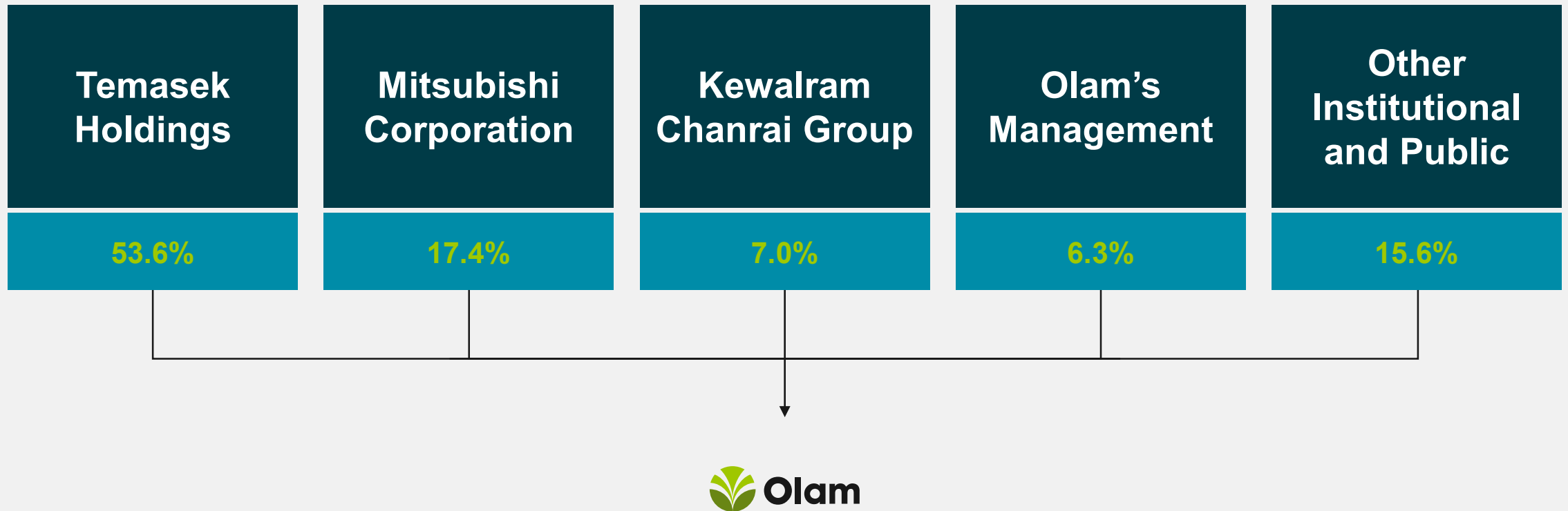


Balanced portfolio across countries and both hemispheres

- Americas
- Asia, Australia, Middle East
- Europe
- Africa

Our Shareholders

Listed on the Singapore Exchange in 2005, we have a diversified supportive shareholder group with long-term investment horizon.



Our business portfolio



Edible Nuts and Spices

Almonds Onion
Cashews Garlic
Hazelnuts Chilli
Peanuts Herbs
Pistachios Pepper
Walnuts Purees
Sesame Tomatoes



Confectionery and Beverage Ingredients

Cocoa
Coffee



Food Staples and Packaged Foods

Dairy
Edible Oils
Grains and Animal Feed
Packaged Foods
Rice



Industrial Raw Materials, Infrastructure and Logistics

Cotton
Rubber
Wood Products
Gabon Special - Economic Zone



Commodity Financial Services

Funds Management
Risk Management - Solutions
Trade and Structured - Finance

Our aspiration

Governing Objective

To maximise long-term intrinsic value for our continuing shareholders



Vision

To be the most differentiated and valuable global food and agri-business (by 2040)



Purpose

To re-imagine global agriculture and food systems



Purpose-driven company

We updated our purpose to ‘Re-imagining global agriculture and food systems’.

It is our ambitious mission to drive transformation in our sector. That we will do so in an ethical, socially responsible and environmentally sustainable manner is a given in the world of Olam. There are 3 outcomes we intend to achieve through our Purpose:

Prosperous Farmers and Food Systems

Re-designing farming and food value chains so that all players profit fairly from their work

Economic Opportunity
Safe and Decent work

Thriving Communities

Re-vitalising rural communities so that the people who produce food, feed and fibre can live well

Education and skills
Health and Nutrition
Diversity and inclusion

Regeneration of the Living World

Regenerating nature, to restore the balance between agriculture and ecosystems in living landscapes

Climate action
Healthy eco-systems, Healthy soils
Water, Reduced Waste

Our strategy 2019 - 2024

Offering tomorrow's products and services

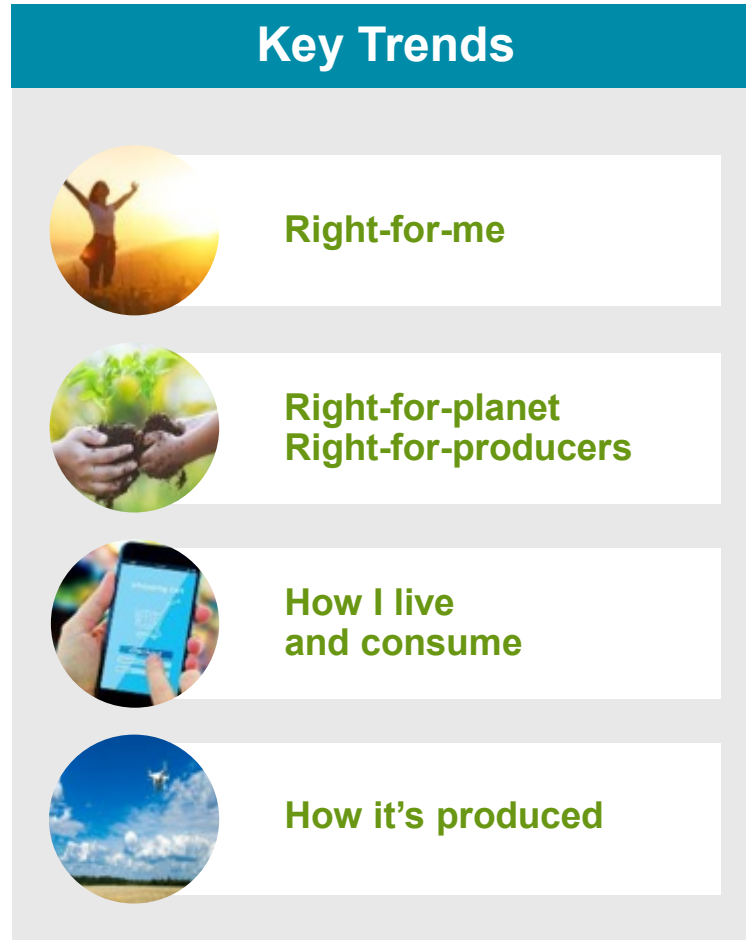
We have refreshed our strategy to meet the **changing consumer landscape** by continuing to:

- a) Invest in our capabilities to enhance our leadership position
- b) Invest and capitalise on the key emerging **trends of health and wellness, traceability and sustainability**

We are focused on furthering our leadership in our chosen businesses and creating greater value for our shareholders, customers, suppliers, employees and partners.



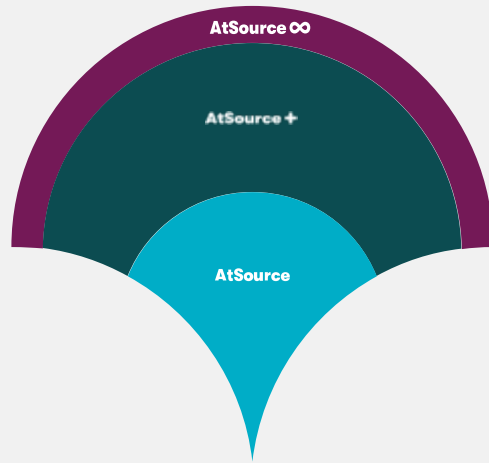
Creating value from tomorrow's consumer landscape



Offering differentiated value-added products and services

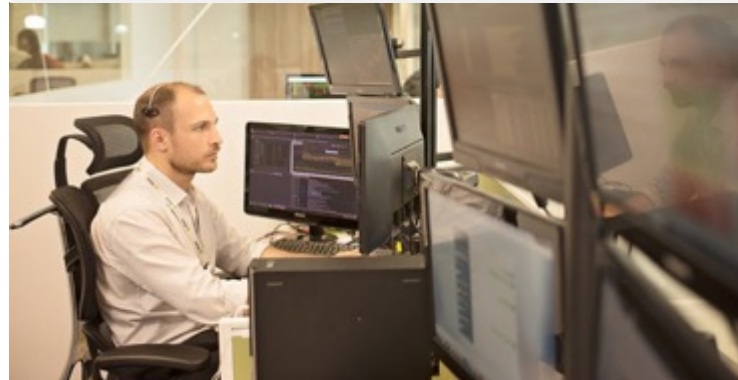
AtSource

First of its kind comprehensive Sustainable Sourcing Solution in agri B2B market-place offering information on multiple sustainability indicators



Risk Management Solutions

Bespoke market-price risk management intelligence, tools and solutions permitting selective participation in risk and/or reward to producers, traders, and consumers



Value-added services

Offering certified/verified raw materials, organic certification, customised grades and quality



Offering differentiated value-added products and services

Ingredients specialists

Capturing higher value by taking our processing capabilities further and transforming products to ingredients



Product innovation

Becoming the innovation partner of choice for our customers by leveraging scale and consumer insights



Offering differentiated value-added products and services

Co-manufacturing

Meeting increasing customer demand for co-manufacturing their brands



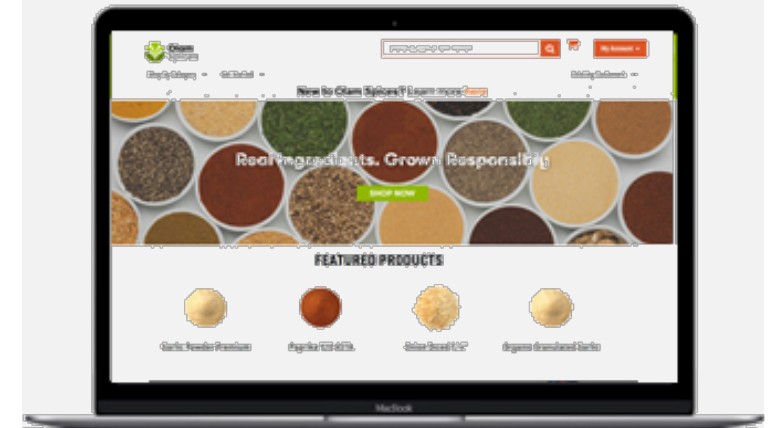
Food service

Meeting increasing consumer demand for out of home consumption, with focus on health and wellness, and sustainable offerings



E-commerce

Offering omni-channel access and reducing cost to serve customers



In summary

Sustainability

At the heart of our business. Leading the industry through AtSource.

Scale and global reliability

Safe pair of hands with listed company backing.
Global reach and expertise.

Seed to shelf

We are farmers, we work with farmers, we process, ship and trade
across more than 60 countries.

Product / ingredient

Range, Innovation, Product Security and Food Integrity.

Customer focus

Partnership and customised service.
Right delivery, reduced transaction time / operational risks.





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Optional Slides



Recognition

Business excellence awards

- Africa CEO Forum Awards 2018 – International Company of the Year
- Association of Ghana Industries (AGI) Industry and Quality Awards – Best Company Employer in Ghana

Corporate governance and sustainability awards

- ASEAN Business Advisory Council (ASEAN-BAC) AGROW Awards – Champion Inclusive Agri-business
- The Asset Triple A Country Awards – ‘Best Loan in Singapore’ for Asia’s first sustainability-linked club loan
- Singapore Sustainability Reporting Awards (SSRA) 2018 organised by Singapore Institute of Directors, SGX and Global Compact – Best Sustainability Report for Established Reporters
- SIAS Singapore Corporate Governance Award – Sustainability winner and runner-up ‘Most Transparent Company

Innovation award

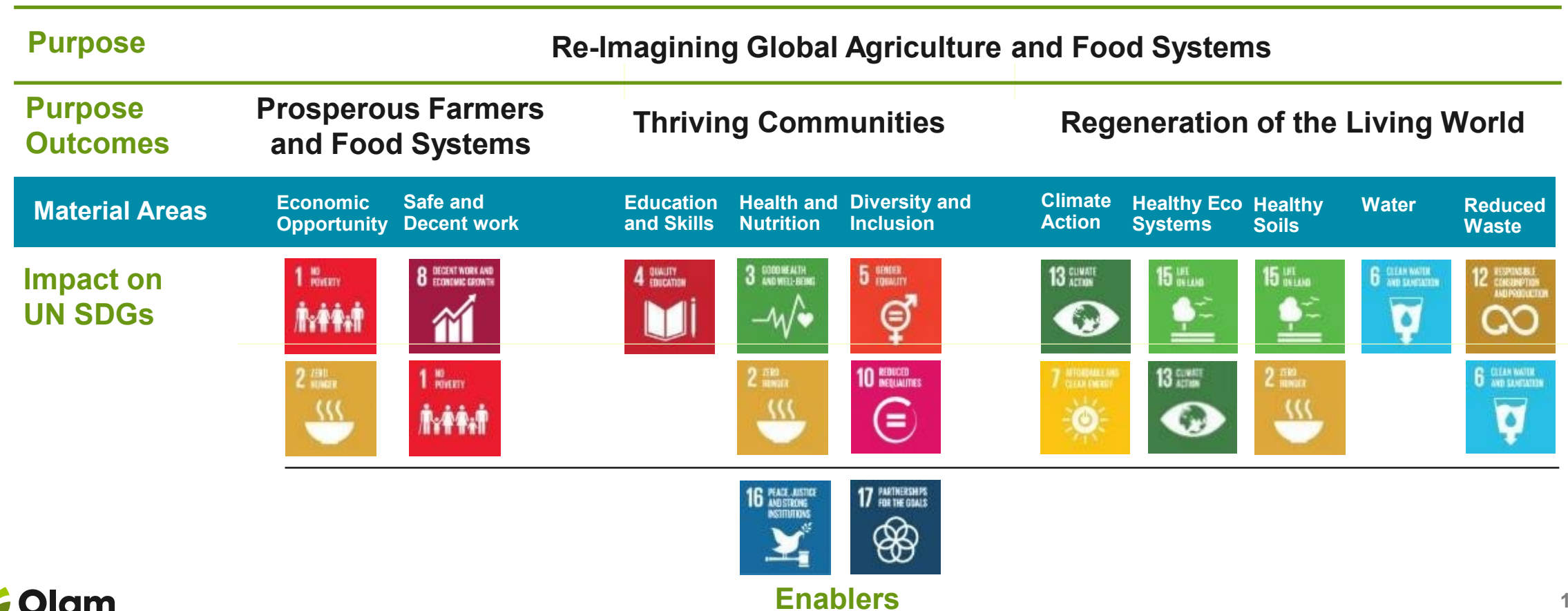
- Business Day Research and Intelligence Unit Most Innovative Company in Agriculture: Value Chain Management Human Resources awards
- HR Asia Magazine Best Companies to Work for in Asia 2018 Indonesia Edition – PT Olam Indonesia
- HR Asia Magazine Best Companies to Work for in Asia 2018 Vietnam Edition – Olam Vietnam Limited
- RH Magazine’s ‘Best HR Manager in Agri-business and Chemical Industry’ – Olam Côte d’Ivoire and Senegal

Brand awards

- BrandPower Golden Icon Award 2018 for Best Market Penetration in Biscuits Category – Pure Bliss

Sustainability at the heart of our business

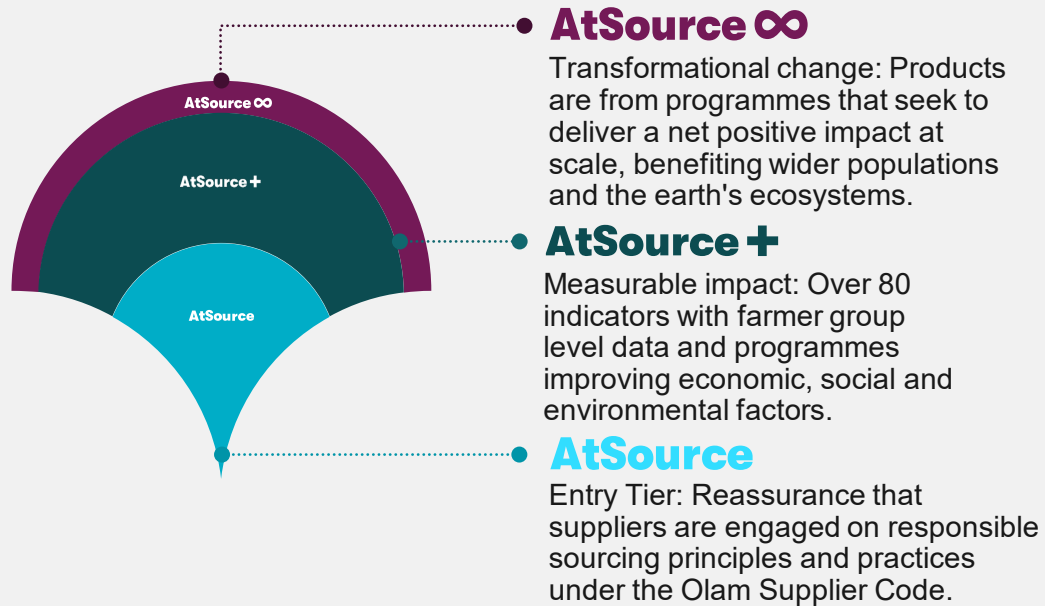
Our expertise and global presence mean we are strongly positioned to re-imagine global agriculture and food systems in order to address major environmental and social challenges.



AtSource

The most comprehensive sustainable sourcing solution in the agri B2B marketplace.

AtSource products are available in 3 tiers, supporting unique customer sustainability journeys.



A user-friendly digital platform provides rich, easy-to-access customer sustainability reporting.



The platform delivers product journey maps, environmental footprints and key socio-economic metrics from Olam's supply chains.



Customers can view tailored sustainability narratives and farmer stories specific to the impact in their product's supply chains.

Digitalising Olam

The digital transformation of the company continues at an accelerated pace across 3 areas – Olam Direct, Olam Inside and Olam Forward.

Olam Direct

- Digital Origination
- OFIS
- Olam Traceability
- Digital Warehouse
- Digital Procurement



Olam Inside

- AtSource
- E-Commerce



Olam Forward

- Smart Factories
- Smart Farms
- E-Trade Finance

