



Ms. Pauline Sim Seo Lian

BBM, PBM, GDPM, MSc (HRM)

Board Observer

Appointed on 1 April 2026

Current Occupation:

Group CHRO (Advisory)
CATHODIC PROTECTION
TECHNOLOGY PTE LTD

Ms Paulin Sim is a highly experienced Human Resources executive with over 30 years of experience, including 25 years in senior HR management positions across diverse industries such as Hospitality & Services, Civil Engineering & Building Construction, Marine Oil & Gas, and Technology sectors. Expertise in managing the full spectrum of HR functions across Southeast Asia and West Africa, with a strong track record in performance management, training and development, compensation and benefits, and corporate governance. Committed to continued community service with a passion for making a positive impact.

EXPERTISE & CORE COMPETENCIES

Human Resources Leadership: Extensive experience in senior HR management roles within both private and public listed companies. Global HR Management: Proficient in handling HR operations across Southeast Asia and West Africa. Performance Management: Skilled in implementing in-house performance appraisal systems, rewards programs, and competency frameworks. Training & Development: Experience in designing and managing training and development programs tailored to organizational needs. Compensation & Benefits: Strong background in developing and administering comprehensive compensation and benefits programs. Corporate Governance: Experience in corporate secretary roles for SMEs, ensuring compliance with regulatory requirements.