

BOARD OF DIRECTORS

EXECUTIVE DIRECTORS

DR CHEO TONG CHOON @ LEE TONG CHOON

Chairman of Board of Directors

Appointed as Director on 29 October 2010

Last re-elected on 24 April 2012

- Member of Board of Directors
- Member of Nominating Committee

As the Chairman of the Board, Dr Cheo Tong Choon @ Lee Tong Choon is responsible for leading the Board, facilitating effective contribution from non-executive directors, effective communication with shareholders and promoting high standards of corporate governance. He is responsible for setting the strategic direction of our Group. Dr Cheo has been leading the Group for the past three decades. Under his direction, our Group has expanded into refining, manufacturing and trading of palm oil and related products. He works closely with the CEO and the management to ensure smooth transition of leadership for the future.

Dr Cheo obtained a Doctor of Medicine (MD) degree from the University of Saskatchewan, Canada and is a member of the Royal Colleges of Physicians of the United Kingdom in internal medicine. He practised as a registered medical practitioner from 1975 to 1986 with a group of medical specialists, Drs Bain & Partners in Singapore, before he took over the leadership role in our Group.

MS MICHELLE CHEO HUI NING

Chief Executive Officer

Appointed as Director on 29 October 2010

- Member of Board of Directors

Ms Michelle Cheo Hui Ning is responsible for the formulation and execution of overall strategy of the Group and day-to-day operations. Together with the Executive Chairman, she ensures a smooth transition of leadership is achieved, to successfully manage the overall strategic direction of the Group. Prior to joining our Group in 2003, she worked with Exxon Mobil from 1997 to 2003.

Ms Cheo graduated in 1997 and holds a Chemical Engineering degree from Imperial College, University of London. She also obtained a Master of Business Administration degree from INSEAD in 2004.

MS BIANCA CHEO HUI HSIN

Chief Operating Officer

Appointed as Director on 29 October 2010

- Member of Board of Directors

Ms Bianca Cheo Hui Hsin joined our Group in 2004 and heads the Consumer Pack segment. She has overall responsibility for our human resource, financial management, marketing, organisational development and IT systems. Prior to joining our Group, she practised law in Singapore with Allen & Gledhill LLP from 2000 to 2003 and with Norton Rose LLP from 2003 to 2004.

Ms Cheo graduated from the King's College University of London, with a Bachelor of Laws in 1998 and was admitted as an advocate and solicitor of the Supreme Court of Singapore in 2000.

MS WONG LAI WAN

Head of Risk Management

Appointed as Director on 29 October 2010

- Member of Board of Directors

Ms Wong Lai Wan joined our Group in 1987 as a chemist. She has held various portfolios in quality control, production, operations, logistics, marketing, trading, business development and risk management. She is currently responsible for the business development, operational controls and risk management of our Group. She started her career with Pan Century Edible Oils Sdn Bhd as a chemist from 1985 to 1987 before joining the Group.

Ms Wong graduated with a Bachelor of Science degree in Chemistry with First Class Honours from Universiti Kebangsaan, Malaysia in 1985.

MS LEONG CHOI FOONG

Group Treasurer

Appointed as Director on 29 October 2010

- Member of Board of Directors

Ms Leong Choi Foong joined the Group in 1990 as the Finance Manager of our subsidiary, Ngo Chew Hong Oils & Fats (M) Sdn Bhd, and subsequently became the Group Financial Controller of our subsidiary, Mewah-Oils Sdn Bhd, until her appointment as Group

Treasurer in 2010. Prior to joining our Group, she worked as a tax and audit assistant with Othman Hew & Co. between 1980 and 1983 and as a financial and management accountant at Southern Bank Berhad, which is now part of CIMB Bank Berhad, between 1984 and 1990.

Ms Leong obtained a Bachelor of Accounting degree from the University of Malaya in 1980. She is a member of the Malaysian Association of Certified Public Accountants and a chartered accountant certified by the Malaysian Institute of Accountants.

INDEPENDENT DIRECTORS

MR GIAM CHIN TOON

Independent Director

Appointed as Director on 29 October 2010

- Member of Board of Directors
- Lead Independent Director
- Chairman of Nomination Committee, Remuneration Committee
- Member of Audit Committee

Mr Giam Chin Toon is a senior partner of the law firm, Wee Swee Teow & Co. He was President of the Law Society of Singapore between 1987 and 1989, and remains actively involved in the activities of the Law Society of Singapore and the Singapore Academy of Law. He joined the Singapore legal service in 1967 and was a magistrate when he left the legal service in 1970. He has served as arbitrator and counsel in many arbitral and court proceedings.

Mr Giam is active in the commercial field and holds directorships in Ascott Residence Trust Management Limited, NED Advisory Services Pte Ltd, Singapore Mediation Centre and the Inland Revenue Authority of Singapore. He is also Singapore's Ambassador (Non-Resident) to Peru and High Commissioner (Non-Resident) to Ghana. He has previously served on the boards of Oversea-Chinese Banking Corporation Limited, SembCorp Marine Limited, the Singapore Institute of Directors, Health Sciences Authority, Energy Market Authority, and Raffles Holdings Limited.

Mr Giam graduated from the University of Singapore in 1967 with a Bachelor of Laws (Honours) and a Masters of Law degree in 1969.

TAN SRI DATO' IR MUHAMMAD RADZI

BIN HAJI MANSOR

Independent Director

Appointed as Director on 29 October 2010

Last re-elected on 24 April 2012

- Member of Board of Directors
- Member of Nomination Committee, Audit Committee, Remuneration Committee

Tan Sri Dato' Ir Muhammad Radzi graduated with a Diploma in Electrical Engineering from Faraday House Engineering College,

London in 1962, and a Master of Science degree in Technological Economics from the University of Stirling, Scotland in 1975. He is a registered engineer with the board of Engineers Malaysia and Engineering Council, United Kingdom, and also a corporate member of the Institution of Engineers Malaysia, the Institution of Engineering and Technology, United Kingdom and the Chartered Management Institute, United Kingdom.

Tan Sri Dato' Ir Muhammad Radzi was made an Honorary Fellow by the ASEAN Federation of Engineering Organisation in 2004 and a Fellow of the Institute of Marketing Malaysia and a Fellow of the Institute of Directors, Malaysia in 2007. He was appointed as the Pro-Chancellor of Multimedia University in 2008.

He is currently the Chairman of Kumpulan Fima Berhad (Malaysia), Chairman of International Food Corporation Limited (Papua New Guinea), President-Commissioner of PT XL Axiata Tbk (Indonesia), Chairman of MMSB Consult Sdn Bhd, Chairman of Orenda Quantum Digital Sdn Bhd and a member of the APEC Business Advisory Council (ABAC Malaysia). From May 2005 to May 2011, Tan Sri Dato' Ir Muhammad Radzi was a member of the board of directors of the Multimedia Development Corporation Sdn Bhd. and Chairman of Telekom Malaysia Berhad and its group of companies from July 1999 to July 2009.

MR LIM HOW TECK

Independent Director

Appointed as Director on 29 October 2010

Last re-elected on 24 April 2012

- Member of Board of Directors
- Chairman of Audit Committee
- Member of Remuneration Committee, Nomination Committee

Mr Lim How Teck holds a Bachelor of Accountancy Degree from the University of Singapore. He is a Fellow of the Chartered Institute of Management Accountants of UK (FCMA), a Fellow of the Certified Public Accountants of Australia (FCPA Aust), a Fellow of the Institute of Certified Public Accountants of Singapore (FCPA ICPAS), a Fellow of the Singapore Institute of Directors (SID) and an Associate of the Business Administration of Australia (AIBA). He is also a graduate of the Harvard Graduate School of Business Corporate Financial Management Course and Advanced Management Program in 1983 and 1989 respectively.

Mr Lim is currently the Chairman of Redwood International Pte. Ltd., an investment & consultancy company. His other appointments include Chairman of Certis CISCO Security Pte. Ltd., Heliconia Capital Management Pte Ltd. and ARA-CWT Trust Management (Cache) Limited and Deputy Chairman of Tuas Power Ltd. He is also a director of PNG Sustainable Development Program Limited, Rickmers Trust Management Pte. Ltd., ARA Asset Management Ltd, The Foundation for Development Cooperation, Accuron Technologies Limited, Swissco Holdings Limited, CISCO Recall Total Information Management Pte Ltd, Tuas Power Generation Pte Ltd, Public Utilities Board, and Mizuho Securities (Singapore) Pte Ltd.

During his tenure with Neptune Orient Lines Limited (“NOL”) from 1979 to 2005, he held directorships in various group companies of NOL Group. In NOL, he held various positions from Executive Director, Group Chief Financial Officer, Group Chief Operating Officer and Group Deputy Chief Executive Officer.

TAN SRI DATUK DR ONG SOON HOCK**Independent Director**

Appointed as Director on 29 October 2010

Last re-elected on 24 April 2012

- Member of Board of Directors
- Member of Nominating Committee, Audit Committee

Tan Sri Datuk Dr Ong Soon Hock graduated with a Bachelor of Science degree with First Class Honours from the University of Malaya in 1958, and obtained a Master of Science from the University of Malaya in 1959. He obtained a Doctor of Philosophy (PhD) in organic chemistry from King’s College University of London in 1963. He is a Senior Fellow of the Academy of Sciences Malaysia with the title “Academician”, and was appointed as an Emeritus Professor of the University of Science, Malaysia in 2007. He was

conferred Fellowship of King’s College, London and the Palm Oil Industry Leadership Award (PILA) in 2011.

Tan Sri Datuk Dr Ong is currently an adjunct professor at the University of Malaya, where he is attached to the Department of Chemistry and the Faculty of Economic and Administration. He is also a member of the board of directors of Country Heights Holdings Berhad and Edge Education Foundation.

Tan Sri Datuk Dr Ong was a director of the Malaysian Palm Oil Promotion Council from 1990 to 1996, and was Director General of the Palm Oil Research Institute of Malaysia from 1987 to 1989, where he remained as an advisor until 1990. His contributions to the palm oil industry have led to his receiving several awards, including the Distinguished Science Alumni Award from the National University of Singapore in 2006, the Malaysian Scientific Association Golden Jubilee Award in Oil Palm Research in 2005, the First Asian Achievement Award for Research and Development by the Asean Institute in 1992 and the First Award for Distinguished Contribution to Economic Advance with respect to Palm Oil for 1990/1991 by the Federation of Asian Chemical Societies in 1991. He has over 36 years of research and development experience in lipid chemistry, and is the registered holder of 16 patents in the field of palm oil related technology.