

Ms Leong Choi Foong

Ms Leong Choi Foong is an Executive Director and our Group Treasurer. Ms Leong joined the Group in 1990 as the Finance Manager of our subsidiary, Ngo Chew Hong Oils & Fats (M) Sdn Bhd, and subsequently as the Group Financial Controller of our subsidiary, Mewah-Oils Sdn Bhd, until her most recent appointment with our Company. Prior to joining our Group, Ms Leong 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, where she was in charge of the Group's financial and management reporting.

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.

Ms Wong Lai Wan

Ms Wong Lai Wan is an Executive Director and Head of Risk Management. Ms Wong joined our Group in 1987 as a chemist. During her 24 years with our Group, she has held various portfolios in quality control, production, operations, logistics, marketing, trading and business development. In 2005, she became our Executive Vice President and Head of Risk Management. She is currently responsible for the overall business operations and risk management of our Group. Ms Wong started her career with Pan Century Edible Oils Sdn Bhd as a chemist from 1985 to 1987.

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

Mr Giam Chin Toon

Mr Giam Chin Toon is our Lead Independent Director. He was appointed to our Board of Directors on October 29, 2010 and is the Chairman of the Nomination Committee and Remuneration Committee. He is also a member of the Audit Committee.

Mr Giam is a senior partner of the law firm of Wee Swee Teow & Co. Mr Giam was appointed Senior Counsel in 1997. 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. Mr Giam 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 holding directorships and appointments in private and public listed companies as well as institutions. These include the boards of Ascott Residence Trust Management Limited, Guthrie GTS Limited, NED Advisory Services Pte Ltd, Singapore Mediation Centre and the Inland Revenue Authority of Singapore. 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 is Singapore's Ambassador (Non-Resident) to Peru and High Commissioner (Non-Resident) to Ghana.

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

Board of Directors (continued)

Tan Sri Dato' Ir Muhammad Radzi Bin Haji Mansor

Tan Sri Dato' Ir Muhammad Radzi Bin Haji Mansor is an Independent Director. He was appointed to our Board of Directors on October 29, 2010 and is a member of our Nomination Committee, Audit Committee and Remuneration Committee. Tan Sri Dato' Ir Muhammad Radzi served the Government of Malaysia in various engineering and management roles between 1965 and 1986 at Jabatan Telekom Malaysia, including a three year secondment as a technical advisor to the Ministry of Energy, Telecommunications & Post in Malaysia between 1976 and 1979. He was appointed as Director General in 1985 and retired in 1987 with the corporatisation of Jabatan Telekom Malaysia. He opted into the successor company, Telekom Malaysia Berhad, as Director of Operations, Director of Marketing and Customer Service and Director of Regulatory Management and External Affairs between 1987 and 1996. From 1997 to 1999, Tan Sri Dato' Ir Muhammad Radzi was retained as a Consultant/Advisor to the Multimedia Development Corporation Sdn Bhd and was a member of its board of directors from May 2005 to May 2011. Tan Sri Dato' Ir Muhammad Radzi was Chairman of Telekom Malaysia Berhad and its group of companies from July 1999 to July 2009.

Tan Sri Dato' Ir Muhammad Radzi is currently Chairman of Kumpulan Fima Berhad (Malaysia), Chairman of International Food Corporation Limited (Papua New Guinea), Chairman of Menara Kuala Lumpur Sdn Bhd, President-Commissioner of PT XL Axiata Tbk (Indonesia) and a member of the APEC Business Advisory Council (ABAC Malaysia).

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. A registered engineer with the board of Engineers Malaysia and Engineering Council, United Kingdom, he is 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. Tan Sri Dato' Ir Muhammad Radzi was appointed as the Pro-Chancellor of Multimedia University in 2008.

Mr Lim How Teck

Mr Lim How Teck is an Independent Director. He was appointed to our Board of Directors on October 29, 2010 and is the Chairman of the Audit Committee. He is also a member of our Remuneration Committee and Nomination Committee.

Mr Lim is currently Chairman of Redwood International Pte. Ltd. (an investment & consultancy company). Mr Lim has an in-depth knowledge of the shipping industry and the Neptune Orient Lines Limited ("NOL") group of companies (the "NOL Group"), having been with the NOL Group from 1979 to 2005. He held directorships in various subsidiaries, associated companies and investment interests of the 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.

Mr Lim has extensive international qualifications and experience in business finance and accounting. Prior to joining NOL, he worked in Coopers & Lybrand (an international accounting firm) and Plessey Singapore (a multinational trading and manufacturing company).

Mr Lim 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 a graduate of the Harvard Graduate School of Business Corporate Financial Management Course and Advanced Management Program in 1983 and 1989 respectively.

Mr Lim's other appointments include being Chairman of Certis CISCO Security Pte. Ltd., Heliconia Capital Management Pte Ltd. and ARA-CWT Trust Management (Cache) Limited and is also Deputy Chairman of Tuas Power Ltd. He is also a director of PNG Sustainable Development Program Limited, Jurong Port Pte Ltd, Rickmers Trust Management Pte. Ltd., ARA Asset Management Ltd, The Foundation for Development Cooperation, The Foundation for Development Cooperation Limited (Singapore) Ltd, The Foundation for Development Cooperation Limited (Pacific) Ltd, Accuron Technologies Limited, Swissco Holdings Limited. He was awarded The Public Service Medal (Pingat Bakti Masyarakat) National Day Award in 1999, The Service to Education Medal (Singapore Ministry of Education) in 2000 and 2002, and The Gold Service Medal (Singapore Civil Defence Force) in 1996.

Tan Sri Datuk Dr Ong Soon Hock

Tan Sri Datuk Dr Ong Soon Hock is an Independent Director. He was appointed to our Board of Directors on October 29, 2010. He is also a member of our Nominating Committee.

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. Prior to joining the University of Malaya in 2007, Tan Sri Datuk Dr Ong was the Chief Operating Officer of Country Heights Education Sdn Bhd from 1996 to 1998.

Tan Sri Datuk Dr Ong has an in-depth knowledge of the chemistry and technology associated with the palm oil industry, having actively contributed to palm oil related research and the palm oil industry for more than 36 years.

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. Prior to joining the Palm Oil Research Institute of Malaysia, Tan Sri Datuk Dr Ong was a professor at the University of Science Malaysia from 1970 to 1981, and a lecturer at the University of Malaya from 1959 to 1970.

Tan Sri Datuk Dr Ong's 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. Tan Sri Datuk Dr Ong 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.

Tan Sri Datuk Dr Ong 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. Tan Sri Datuk Dr Ong obtained a Doctor of Philosophy (PhD) in organic chemistry from King's College University of London in 1963.

Tan Sri Datuk Dr Ong 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 has been the President of the Malaysian Oil Scientists and Technologists Association since 1987, the President of the Malaysian Invention and Design Society since 1986 and the President of the Malaysian Federation of La Sallian Associations since 2008. He was conferred Fellowship of King's College, London and the Palm Oil Industry Leadership Award (PILA) in 2011.