



**Hiap Hoe Limited**  
 (Registration No. : 199400676Z)  
 (Incorporated in Singapore)

**LIST OF PERSONS OCCUPYING MANAGERIAL POSITIONS WHO ARE RELATIVES OF A DIRECTOR OR CHIEF EXECUTIVE OFFICER OR SUBSTANTIAL SHAREHOLDER**

Pursuant to Clause 704(11) of the Listing Manual, we confirm the list of persons occupying managerial positions who are related to the substantial shareholder of the Company.

Name	Age	Family relationship with any director and/or substantial shareholder	Current position and duties, and the year the position was first held	Details of changes in duties and position held, if any, during the year
Teo Ho Beng	54	Son of Teo Guan Seng  Brother of Teo Ho Kang, Roland	<u>Managing Director and Chief Executive Officer</u> Hiap Hoe Limited and Group of subsidiaries (2003)  Hiap Hoe Holdings Pte Ltd and Group of non-listed subsidiaries (1983)  SuperBowl Holdings Limited and Group of subsidiaries (1994),  Formulate corporate strategies and policies for the Group. Ensuring senior management's implementation of policies and strategies at the operating level. Responsible for the day-to-day management of the Group as well as the exercise of control over the quality, quantity and timeliness of information flow between the Board and Management and in developing the business of the Group.	NIL
Teo Poh Sim, Agnes	39	Daughter of Teo Guan Seng  Sister of Teo Ho Beng and Teo Ho Kang, Roland	Administrative Manager of Hiap Hoe Limited (2003)  Formulating human resource policies and administration policies for the group. Responsible for the group payroll, staff welfares and staff development as well as administration.	NIL

Name	Age	Family relationship with any director and/or substantial shareholder	Current position and duties, and the year the position was first held	Details of changes in duties and position held, if any, during the year
Teo Guan Seng	78	Father of Teo Ho Beng, Teo Ho Kang, Roland	<p><u>Non Executive Director</u> Hiap Hoe Limited and Group of subsidiaries (2003)</p> <p>Hiap Hoe Holdings Pte Ltd and Group of non-listed subsidiaries (1983)</p> <p>SuperBowl Holdings Limited and Group of subsidiaries (1994)</p> <p>Chairing the board of directors' meeting and ensuring the implementation of corporate policies and strategies. Scheduling meetings that enable the Board to perform its duties responsibly while not interfering with the flow of the Company's operation. Preparing meeting agenda in consultation with Chief Executive Officer. Exercising control over quality, quantity and timeliness of the flow of information between the Management and the Board. Assisting in ensuring compliance with the Company's guidelines on corporate governance.</p>	NIL
Teo Ho Kang, Roland	46	<p>Son of Teo Guan Seng</p> <p>Brother of Teo Ho Beng</p>	<p><u>Director</u> Hiap Hoe Limited and Group of subsidiaries (2003)</p> <p>Hiap Hoe Holdings Pte Ltd &amp; Group of non-listed subsidiaries (1999)</p> <p>SuperBowl Holdings Limited and Group of subsidiaries (1994)</p> <p>Formulating corporate strategies and policies for the Group. Overseeing the marketing and promotional activities. Responsible for product development, business expansion and staff development.</p>	NIL

On behalf of the Board

Submitted by Teo Ho Beng, Managing Director and Chief Executive Officer on 9 January 2009 to the SGX