

**HIAP HOE LIMITED**  
**(Registration No. : 199400676Z)**

**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 Guan Seng       | 75  | Father of Teo Ho Beng, Teo Ho Kang, Roland and Teo Poh Sim, Agnes                | <p><u>Director</u><br/>           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. Responsible for the financial and operational performance of the Group.</p>             | NIL   |
| Teo Ho Kang, Roland | 43  | <p>Son of Teo Guan Seng</p> <p>Brother of Teo Ho Beng and Teo Poh Sim, Agnes</p> | <p><u>Director</u><br/>           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   |

| 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 Poh Sim, Agnes | 36  | Daughter of Teo Guan Seng<br><br>Sister of Teo Ho Beng and Teo Ho Kang, Roland    | Administrative Manager of Hiap Hoe Limited (2003)<br><br>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   |
| Teo Ho Beng        | 51  | Son of Teo Guan Seng<br><br>Brother of Teo Ho Kang, Roland and Teo Poh Sim, Agnes | <u>Director</u><br>Hiap Hoe Limited and Group of subsidiaries (2003)<br><br>Hiap Hoe Holdings Pte Ltd and Group of non-listed subsidiaries (1983)<br><br>SuperBowl Holdings Limited and Group of subsidiaries (1994),<br><br>Formulate corporate strategies and policies for the Group. Ensuring senior management's implementation of policies and strategies at the operating level. Chairing senior management meetings to monitor the Group's performance. Ensuring prudent financial management of the Company. Responsible for the financial and operational performance of the Group. | Hiap Hoe Limited and Group of subsidiaries<br><br>Assumed the position of Chief Executive Officer on 16 January 2006.<br><br>Overall in charge of developing the business of the Group. |

By Order of the Board

Submitted by Sophia Lim Siew Fay, Company Secretary on 22/02/2006 to the SGX