

“ *Our Pulse* ”

Our people are the pulse of our business. Our customer focus, commitment, integrity and teamwork are the engine that powers our growth.



## Board of Directors



• Tan Sri Saw Huat Lye

### **TAN SRI SAW HUAT LYE**

BACHELOR OF ARTS (HONS) ECONOMICS (UNIVERSITI MALAYA), AMP (HARVARD)

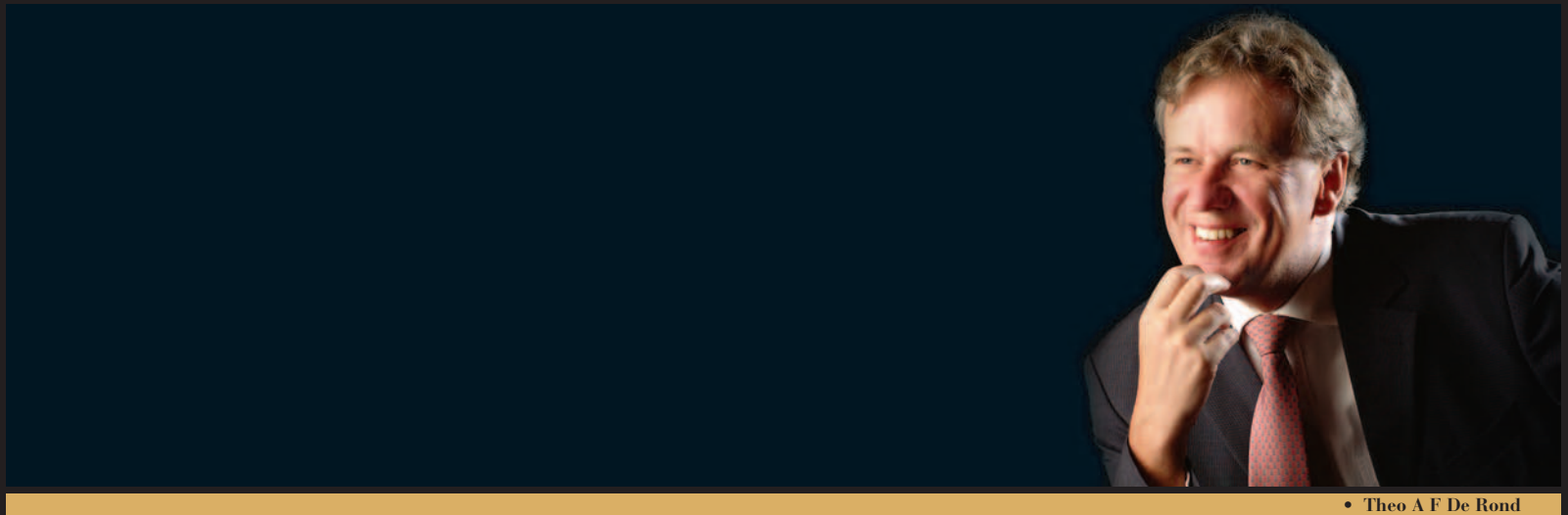
#### **Independent Non-Executive Director and Chairman of Audit, Remuneration and Nomination Committees**

Tan Sri Saw Huat Lye, Malaysian, aged 69, was appointed to the Board on 24 February 1987 and was elected Chairman on 8 September 1997.

He began his career with the Malayan Home & Foreign Service in 1958. He was appointed by the Government to set up Malaysian Airline System in 1971 and was made its first General Manager and Chief Executive until his retirement in 1982.

Tan Sri Saw is currently Executive Director of Naluri Berhad and is also on the Board of Shell Refining Company (FOM) Berhad and Edaran Otomobil Nasional Berhad.

## Board of Directors



• Theo A F De Rond

### **THEO A F DE ROND**

COLLEGE OF RETAIL MANAGEMENT

INTERNATIONAL MARKETING AND RETAIL PROGRAMME (INSEAD UNIVERSITY, FRANCE)

INTERNATIONAL FINANCE PROGRAMME (INSEAD UNIVERSITY, FRANCE)

GENERAL MANAGEMENT PROGRAMME (INSEAD UNIVERSITY, FRANCE)

#### **Executive Director and Member of the Remuneration Committee**

Theo A F de Rond, Dutch, aged 50, was appointed to the Board on 1 June 2003.

He began his career with Vrumona BV, a Member of the Heineken Group of Companies, in 1978 and has worked for the Heineken Group since then, holding senior positions in marketing and sales. He was the Commercial Director of Heineken Nederland and subsequently Corporate Marketing Director of Heineken NV prior to his current appointment.

## Board of Directors



### **TAN SRI DATO' ALWI JANTAN**

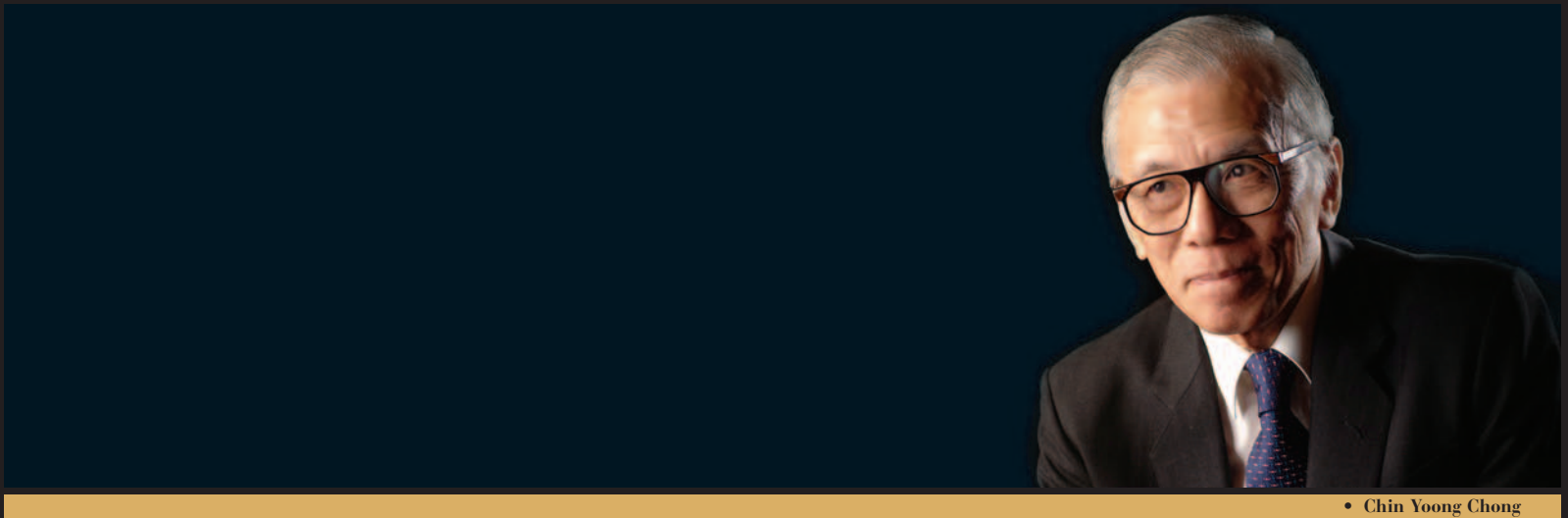
BACHELOR OF ARTS (HONS) (UNIVERSITI MALAYA), AMP (HARVARD)

#### **Senior Independent Non-Executive Director and Member of the Audit and Nomination Committees**

Tan Sri Dato' Alwi Jantan, Malaysian, aged 69, was appointed to the Board on 24 November 1994.

Tan Sri Dato' Alwi commenced employment as a Malayan Civil Service Officer attached to the Federal Establishment Office in 1958. In a career spanning thirty-two years, he held several senior positions including Director of National Archives, Malaysia (1966–1971) and Director General of National Archives and Library (1971–1972) which he helped establish; Selangor State Secretary (1972-1976); Secretary General, Ministry of Local Government and Federal Territory (1976); Secretary General, Ministry of Health (1977-1981); Deputy Secretary General, Prime Minister's Department (1981-1984); Secretary General, Ministry of Agriculture (1984-1987); and Director General of Public Service, Malaysia from 1987 until his retirement in 1990. Tan Sri Dato' Alwi is currently Executive Vice-President of Resorts World Berhad. He is also on the Board of United Overseas Australia Ltd (Western Australia) and Hiap Teck Venture Bhd.

## Board of Directors



• Chin Yoong Chong

### **CHIN YOONG CHONG**

BARRISTER-AT-LAW (MIDDLE TEMPLE)

**Independent Non-Executive Director and Member of the Audit Committee**

Chin Yoong Chong, Malaysian, aged 71, was appointed to the Board on 20 February 1995. He has been practising as an Advocate and Solicitor from June 1959 and is currently a Senior Partner in Skrine. He currently serves on the Board of Rating Agency Malaysia Berhad and Malaysia Land Development Company Berhad.

## Board of Directors



• Dato' Jaffar Bin Ahmad Indot

### **DATO' JAFFAR BIN AHMAD INDOT**

INTERNATIONAL SENIOR MANAGERS' PROGRAMME (HARVARD)

#### **Independent Non-Executive Director and Member of the Audit, Nomination and Remuneration Committees**

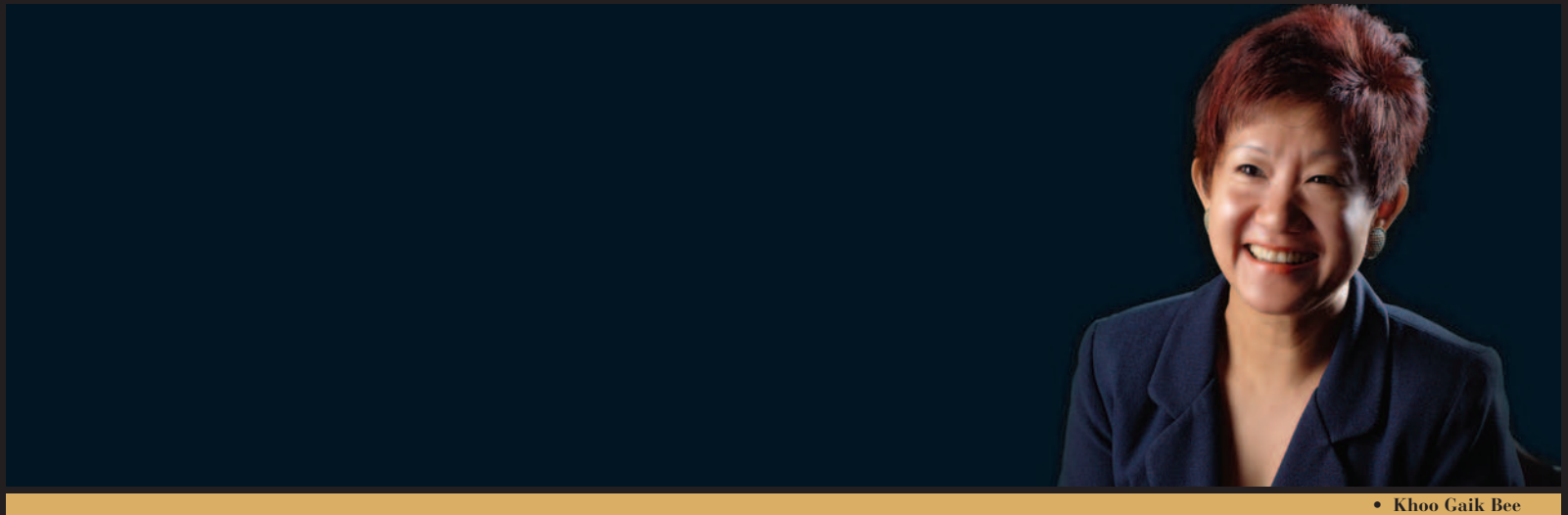
Dato' Jaffar Bin Ahmad Indot, Malaysian, aged 70, has been a Director of your Company since 2 January 1999.

He attended the Harvard Business School International Senior Managers Programme, Vevey, Switzerland in 1983.

He began his career with the Rural Industrial Development Authority (RIDA) in 1953 before joining Shell Malaysia in 1956 and retiring in 1989 after thirty-three years of service. During this period, he worked for Shell in various capacities locally and overseas in Japan and the United Kingdom in marketing, public affairs, international oil trading and business development. On his return to Malaysia in 1980, he was appointed an Executive Director for Public Affairs. In 1983, he assumed the position of Managing Director Shell Downstream Companies in addition to being an Executive Director for Shell Companies in Malaysia, until his retirement in August 1989.

Dato' Jaffar is currently an Independent and Non-Executive Director of Shell Refining Company (FOM) Berhad, FSBM Holdings Berhad, CYGAL Berhad, Pan Pacific Asia Berhad, Melewar Industrial Group Berhad and Trenergy (Malaysia) Berhad. He is the Chairman of the Audit Committee of Shell Refinery and FSBM Holdings Berhad and a member of the Audit, Nomination, Remuneration, Risk Management committees in the other PLCs.

## Board of Directors



• Khoo Gaik Bee

### **KHOO GAIK BEE**

BACHELOR OF ARTS (HONS) PUBLIC ADMINISTRATION (UNIVERSITY OF DE MONFORT)

#### **Executive Director**

Khoo Gaik Bee, Malaysian, aged 47, who has had an illustrious twenty-three years career in Human Resources, was appointed to the Board since 13 August 1998.

She started her career in 1981 by serving the Singapore Housing Development Board for four years before returning to Malaysia. In 1985, she joined Ernst & Young as a Human Resource Consultant specialising in Organisational Development. She subsequently joined the Sungei Way Group as an Assistant Manager in the Group Human Resource Department before moving over to ICI Paints Malaysia as Human Resource Manager in 1989. Prior to her present appointment, she was the Human Resource Director at Digital Equipment Malaysia.

## Board of Directors



• Low Teng Lum

### **LOW TENG LUM**

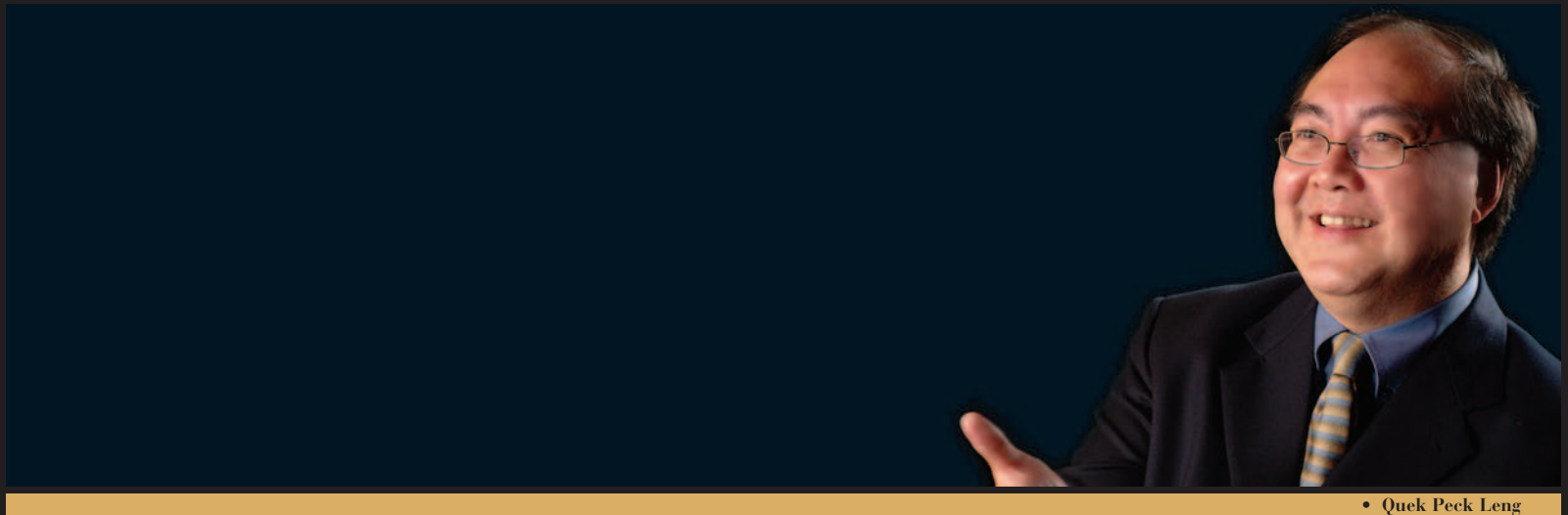
FCCA, ACIS, CA (M), MCT, MASTER OF PUBLIC ADMINISTRATION (HARVARD)

#### **Executive Director and Member of the Audit Committee**

Low Teng Lum, Malaysian, aged 50, was appointed to the Board on 15 August 2001.

He was an Audit Senior with Arthur Young before he joined Guthrie Malaysia as Internal Audit Manager. He subsequently held the post of Group Internal Auditor in Palmco Holdings Berhad and General Corporation Berhad before his appointment as Finance Manager of Southern Steel Berhad. During his fourteen-year tenure with Southern Steel Berhad, he was successively promoted to General Manager (Commercial), Senior General Manager (Rod Division) and Chief Operating Officer (Steel Business Unit) before taking up his current position in Guinness Anchor Berhad.

## Board of Directors



• Quek Peck Leng

### **QUEK PECK LENG**

BACHELOR OF ARTS (UNIVERSITY OF SINGAPORE)

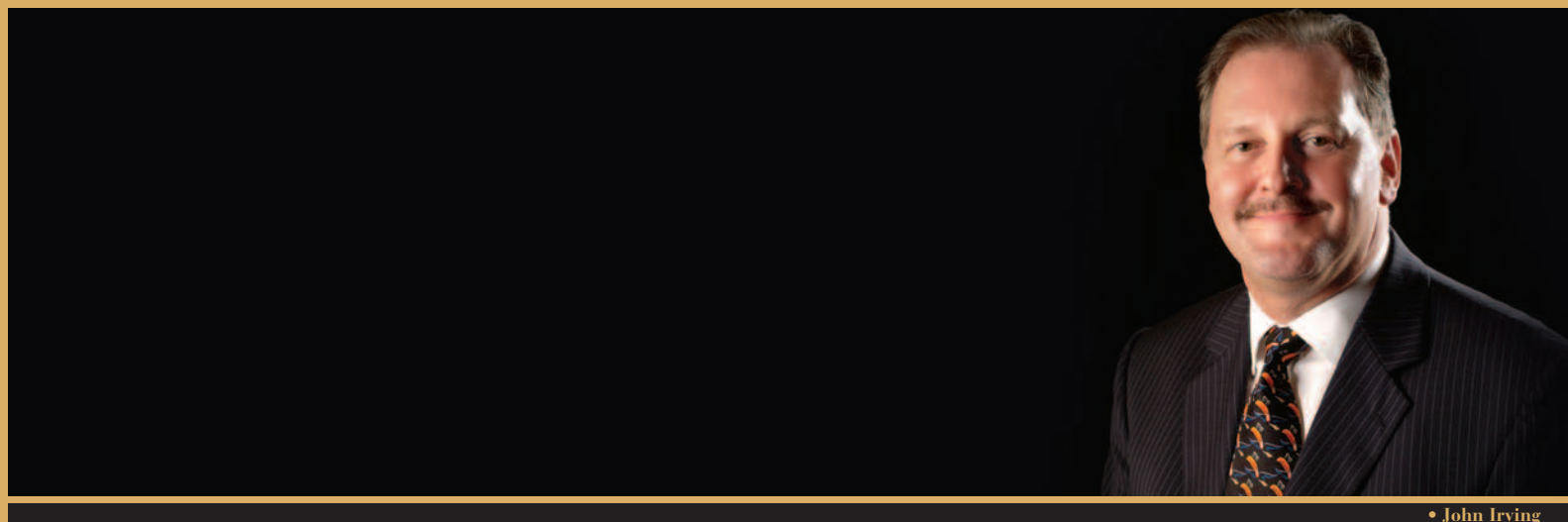
GRADUATE DIPLOMA IN PERSONNEL MANAGEMENT (SINGAPORE INSTITUTE OF MANAGEMENT)

**Non-Independent Non-Executive Director and Member of the Remuneration and Nomination Committees**

Quek Peck Leng, Singaporean, aged 49, was appointed to the Board on 15 November 2002.

He began his career with Asia Pacific Breweries (S) Pte Ltd in 1990 as Human Resource Manager and was promoted to Group Human Resource Manager a year later. He was appointed General Manager (Group Human Resource) in 1994 and subsequently, as Director (Group Human Resource) in 1998. He was promoted to his current position as Regional Director/Director (Group Corporate Services) in 2002.

## Board of Directors



• John Irving

### **JOHN IRVING**

DIPLOMA IN MARKETING (OPEN UNIVERSITY)

DIPLOMA IN FINANCE (OPEN UNIVERSITY)

**Non-Independent Non-Executive Director and Member of the Remuneration, Audit and Nomination Committees**

John Irving, British, aged 53, was appointed to the Board on 1 September 2003.

He has broad international perspectives having operated in both developed and developing markets across Western and Asian cultures. He began his career in Guinness Ltd in 1983 as a Field Services Manager – Scotland and Northern England and was promoted in 1987 to Sales Development Manager – International Division. He subsequently served as Head of Sales and Marketing – Indonesia from 1989–1992, Managing Director of Riche Monde China from 1992–1995, Managing Director – Indonesia from 1995–1998 and Project Director – Asia Pacific from 1998–1999. He then served as the President of Desnoes and Geddes/Red Stripe Jamaica in 1999 before assuming his current position as Managing Director, Asia Venture of Diageo in 2003.

## Board of Directors

### **ASA ULRICA SUSANNE FEARN**

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION AND ECONOMICS

MASTER OF SCIENCE IN BUSINESS ADMINISTRATION AND ECONOMICS

#### **Alternate Non-Independent and Non-Executive Director**

Asa Ulrica Susanne Fearn, Swedish, aged 31, was appointed as the alternate Director to John Irving on 1 October 2004. She began her career in Diageo plc in October 1998 as a Treasury Analyst-Group Treasury, United Kingdom and subsequently assumed various senior positions within Group Treasury and Finance in Diageo, United Kingdom. She was appointed to her current position as Finance Director, Asia Venture Hub-Singapore in October 2004.

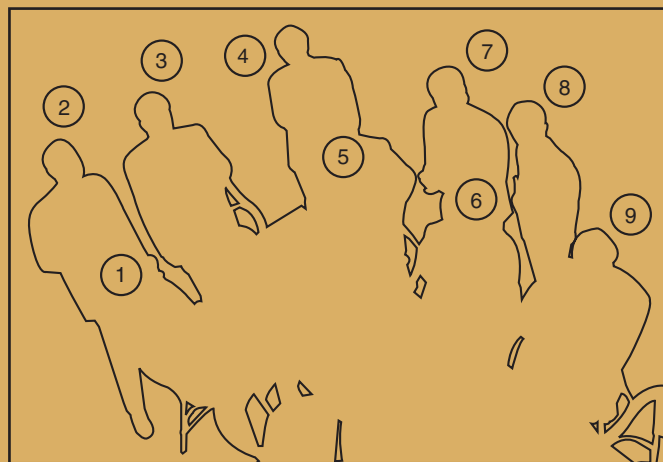
### **TANG SWEE SENG**

BACHELOR OF ACCOUNTANCY (NATIONAL UNIVERSITY OF SINGAPORE)

#### **Alternate Non-Independent and Non-Executive Director**

Tang Swee Seng, Singaporean, aged 44, was appointed as the alternate Director to Quek Peck Leng on 11 May 2004. His career thus far, spanning 20 years, has included stints in corporations such as Author Young & Company (Singapore), Price Waterhouse (Singapore), Booz, Allen & Hamilton (Singapore), Becton Dickinson Asia Pacific (Singapore) and Baxter Healthcare Asia (Singapore). He joined Asia Pacific Breweries Limited in May 2003 as Assistant General Manger (Projects) and was promoted to his current position as Director (Group Finance) in November 2003.

# Management Executives



1. Renuka Indrarajah
2. Mark E Tettelaar
3. Denis Adrian Brown
4. Low Teng Lum
5. Ong Tee Beow
6. Chow Yi Lin
7. Andrew Cheong
8. Khoo Gaik Bee
9. Theo A F De Rond

# Management Executives



• Theo A F De Rond - Managing Director



• Low Teng Lum - Finance Director



• Khoo Gaik Bee - Human Resource Director

## Management Executives



### Denis Adrian Brown

BACHELOR OF COMMERCE  
(AUSTRALIAN NATIONAL  
UNIVERSITY)  
POST GRADUATE DIPLOMA IN  
MARKETING (UNIVERSITY OF  
TECNOLOGY SYDNEY), AUSTRALIAN  
INSTITUTE OF CHARTERED  
ACCOUNTING

General Manager, Marketing

Denis Brown, Australian, aged 38, joined Guinness Anchor Berhad in October 2003. Denis has twelve years experience in various Diageo-related drinks businesses including working as the Global Smirnoff Vice President, Diageo, based in London and then New York. In his previous role, he was the General Manager of Diageo Czech Republic and Slovakia, Prague from September 2001 before assuming his current position in 2003.



### Andrew Cheong

BACHELOR OF SCIENCE IN  
MARKETING, COMPUTER SCIENCE  
AND FINANCE (UNIVERSITY OF  
OREGON)

General Manager, Sales

Andrew Cheong, Malaysian, aged 41, joined Guinness Anchor Berhad in January 2004.

Andrew has more than fifteen years of work experience in sales, marketing, merchandising and management in multi-disciplinary industries such as telecommunication, information technology, banking and fast-moving consumer industries. He has international work experience, specifically in Malaysia, USA, Singapore, Taiwan, Thailand, Hong Kong, Indonesia and the Philippines. Prior to his current appointment, Andrew was the Managing Director of Allied Domecq for South Asia.



### Chow Yi Lin

BACHELOR OF SCIENCE  
(INFORMATION SYSTEMS)  
(UNIVERSITY OF NEW SOUTH WALES)

Head of Information Services &  
Technology

Chow Yi Lin, Malaysian, aged 42, joined Guinness Anchor Berhad in 1990 from Malayan Banking Berhad.

She served the Company in various capacities in the IS&T Department before taking up her current appointment in 2000. She has also held IT positions with Western Digital Corporation and St George Bank in Sydney, Australia.

## Management Executives



### Renuka Indrarajah

BACHELOR OF LAWS (UNIVERSITY OF QUEENSLAND)/POST GRADUATE DIPLOMA IN LEGAL PRACTICE (QUT)

Manager, Legal Affairs

Renuka Indrarajah, aged 37, joined Guinness Anchor Berhad in February 2002.

Renuka Indrarajah began her career as a solicitor in Queensland, Australia until 1993 when she returned to Malaysia. She continued her career in the Corporate Department of Skrine, a prominent firm of Advocates & Solicitors in Kuala Lumpur.

In December 1998, she joined Sema Group and was responsible for setting-up and managing the Asia Pacific legal department, which entailed having all legal matters pertaining to the Asia-Pacific region, Japan, China, Australia and India under her purview.



### Ong Tee Beow

ACMA

Head of Logistics and Customer Service

Ong Tee Beow, Malaysian, aged 39, is currently the Head of Logistics and Customer Service, a position held since 2002.

He first joined Guinness Anchor Berhad as Head of Internal Audit in 1999. Prior to this, he was attached to the Regional Audit Department of British American Tobacco and Hong Leong Group of Companies.



### Mark E Tettelaar

MASTER OF CHEMICAL ENGINEERING (UNIVERSITY GRONINGEN)

Technical Director

Mark E Tettelaar, Dutch, aged 45, commenced his employment with Heineken Nederlands Beheer BV in 1984 and has served the Heineken Group in various capacities commencing as Technical Management Trainee, Zoeterwoude (1984) to Technologist (1985), Technological Controller in Zambia (1990), Brewer & Departmental Head of Packaging in Costa Rica (1990), Consulting task for Brewery in Chad (1993), Internal Benchmarking project (1994), Brewery Manager in Kinshasa, Africa (1995) and Production Manager, Brewing Department in Heineken Zoeterwoude (1997), before taking up his current appointment in 2000.