



TAN SRI DATO' MUSA HITAM CHAIRMAN
Age 69. Malaysian. Non-Independent Non-Executive Director and Chairman since 12 August 2002. Chairman, Executive Committee. Attended all the three (3) Board Meetings held in the financial year since his appointment.

Chairman of Lion Land Berhad.

Tan Sri Dato' Musa received his Bachelor of Arts from the University of Malaya, Singapore, Masters Degree from the University of Sussex, United Kingdom and is a Fellow at the Centre for International Affairs, Harvard University, USA. He has also been awarded with various honours, including Honorary Doctorates from the University of Sussex, United Kingdom and University Sabah, Malaysia. Tan Sri Musa is also currently a Fellow of the Malaysian Institute of Management.

Tan Sri Musa was a senior lecturer at the University of Malaya and has held a number of key senior government positions, including as Chairman of Federal Land Development Authority, Deputy Minister of Trade and Industry, Minister of Primary Industries from 1974 to 1978 and Minister of Education from 1978 to 1981. Tan Sri Musa was Malaysia's fifth Deputy Prime Minister and Minister of Home Affairs, between 1981 to 1986, respectively. A member of the United Malays National Organisation (UMNO) and has held various positions in UMNO including the post of Deputy President of UMNO.

During his illustrious career, Tan Sri Musa held various posts and served with distinction at the international level. Tan Sri Musa was Malaysia's Special Envoy to the United Nations from 1990 to 1991 and the Prime Minister's Special Envoy to the Commonwealth Ministerial Action Group from 1995 to 2002. Tan Sri Musa also led the Malaysian delegation to the United Nation's Commission on Human Rights from 1993 to 1998, and was elected Chairman of the 52nd Session of the Commission in 1995. Tan Sri Musa also headed the Commonwealth Observer Group to the Pakistan General Elections that was held from September to October 2002. He had also served as the Chairman of the Malaysian National Commission on Human Rights from 2000 to 2002.

Tan Sri Musa has no family relationship with and is not related to any director and/or major shareholder of Kumpulan Guthrie Berhad, except by virtue of being a nominee Director of Permodalan Nasional Berhad, and does not have any conflict of interest with Kumpulan Guthrie Berhad.



TAN SRI DATO' ABDUL KHALID IBRAHIM
Age 56. Malaysian. Non-Independent Executive Director since 24 August 1988. Group Chief Executive Officer of Kumpulan Guthrie Berhad since 1 July 1994. Member, Executive Committee and Finance & Tender Committee. Attended all the eight (8) Board Meetings held in the financial year.

Chairman of Highlands & Lowlands Berhad, Guthrie Ropel Berhad, Amanah Capital Malaysia Berhad and Amanah Smallcap Fund Berhad. Also Director of Amanah General Insurance Berhad, Malaysia Discount Berhad, SIRIM Berhad and Titan Petrochemicals & Polymers Berhad. Also on the Board of Directors of Institute of Strategic and International Studies, Malaysia (ISIS) and National Productivity

Centre. Member of Executive Committee of Unit Investment Fund, Islamic Development Bank, Jeddah (IDB) and also Member of Financial Engineering Advisory Forum, IDB. Also member of the APEC Business Advisory Council (ABAC) and Alternate Chairman of the Malaysian delegation to ABAC. Recently he was appointed as Chairman of the Malaysian Palm Oil Association and Chairman of Universiti Utara Malaysia Senate. Tan Sri Dato' Abdul Khalid holds a Bachelor of Arts (Hons) Economics from the University of Malaya and Masters in Business Administration from the University of Queensland, Australia. Had served as a teacher, lecturer, credit officer, corporate finance officer and held various managerial positions in Permodalan Nasional Berhad including that of Group Chief Executive. Attended the USA International Program in 1983, and the Eisenhower Exchange Fellowship Program in 1989. Tan Sri Khalid was awarded Malaysia's CEO of the Year 1997, jointly organised by Business Times (Malaysia) Sdn. Berhad and the American Expressway Corporate Services. Tan Sri Khalid was honoured with the inaugural International Alumnus of the Year Award 2001 by the University of Queensland, Australia.

Tan Sri Khalid has no family relationship and is not related to any director and/or major shareholder of Kumpulan Guthrie Berhad and does not have any conflict of interest with Kumpulan Guthrie Berhad. Tan Sri Khalid is a shareholder holding 3.84% of the ordinary shares of Kumpulan Guthrie Berhad as at 21 April 2003.





RAJA TAN SRI MUHAMMAD ALIAS RAJA MUHAMMAD ALI

Age 70. Malaysian. Non-Independent Non-Executive Director since 20 May 2002. Chairman, Remuneration Committee and member, Executive Committee. Attended all the six (6) Board Meetings held in the financial year since his appointment.

Chairman of Felda-Johore Bulkers Sdn. Berhad as well as Director, Malayan Banking Berhad, Kuala Lumpur Kepong Berhad, Batu Kawan Berhad, Sime Darby Berhad, Mayban Fortis Holdings Berhad and Cerebos Pacific Limited (Singapore). Raja Tan Sri Muhammad Alias

holds a Bachelor of Arts (Honours) in Geography from the University of Malaya, Singapore, a Certificate of Public Administration from the Royal Institute of Public Administration, London and has attended the Advanced Management Program at Harvard Business School, Boston, USA. Held various posts while in the Malaysian Government Service, among which, were as District Officer, Principal Assistant Secretary with the Ministry of Defence, State Development Officer, Pahang with the Ministry of National & Rural Development and Director General of the Federal Land Development Authority (Felda). His last post prior to retirement in June 2001 was as Group Chairman of Felda. He was previously Chairman of Boustead Holdings Berhad, Malaysia International Shipping Corporation Berhad and Malaysia Mining Corporation Berhad.

Raja Tan Sri Muhammad Alias has no family relationship with and is not related to any director and/or major shareholder of Kumpulan Guthrie Berhad, except by virtue of being a nominee Director of Permodalan Nasional Berhad, and does not have any conflict of interest with Kumpulan Guthrie Berhad.



TAN SRI DATO' DR. WAN MOHD. ZAHID MOHD. NOORDIN

Age 63. Malaysian. Non-Independent Non-Executive Director since 20 May 2002. Chairman, Nomination Committee and member, Executive Committee, Remuneration Committee and Strategic Planning Task Force. Attended five (5) of the six (6) Board Meetings held in the financial year since his appointment.

Chairman of Yayasan Guru Malaysia Berhad, Warisan Pinang Sdn. Berhad, Federal Power Sdn. Berhad, Furukawa Sdn. Berhad and Kolej Universiti Teknologi dan Pengurusan Malaysia. Also Director of Permodalan Nasional Berhad, Yayasan Felcra Berhad, Perbadanan Usahawan Nasional Berhad and Universiti Tun Abdul Razak. Tan Sri Dato' Dr. Wan Mohd. Zahid holds a Bachelor of Arts (Honours) in Sociology and Anthropology from University of Malaya, a Masters in Development Education from Stanford University, California, USA and a Doctorate (Ph.D) in Sociology of Education from University of California, Berkeley, California, USA. Attended the Advanced Management Program at Harvard Business School, Boston, USA. Had served as a teacher, School Principal and held various positions with the Ministry of Education, including as Planning Officer and Deputy Director, Educational Planning & Research Division, Chief Inspectorate of Schools, Director of Curriculum and Deputy Director-General. Had also served as Director of Education of Negeri Sembilan and Kelantan. His last post prior to retirement in December 1997 was as Director - General of Education of Malaysia.

Tan Sri Dato' Dr. Wan Mohd. Zahid has no family relationship with and is not related to any director and/or major shareholder of Kumpulan Guthrie Berhad, except by virtue of being a nominee Director of Permodalan Nasional Berhad, and does not have any conflict of interest with Kumpulan Guthrie Berhad.





**DATUK NIK MOHAMED AFFANDI
NIK YUSOFF**

Age 59. Malaysian. Non-Independent Non-Executive Director since 20 May 2002. Chairman, Employees' Share Option Scheme ("ESOS") Committee and member, Finance & Tender Committee. Attended all the six (6) Board Meetings held in the financial year since his appointment.

Director of Malaysian Industrial Development Finance Berhad. Datuk Nik Mohamed Affandi holds a Bachelor of Arts (Honours) in History (International Relation) from University of Malaya, a Diploma in Public Administration from University of Malaya and a Masters in Public Policy and Administration from University of Wisconsin, USA. Has held various posts while in the Malaysian Government Service, among which, were as Director of State Economic Planning Unit, Pahang State Government, Deputy Director of Supply and Contracts Division, Ministry of Finance, Secretary, Foreign Investment Committee in the Prime Minister's Department, Secretary, Capital Issues Committee and Director, Government Sector Companies Monitoring Division in the Ministry of Finance. He was also Deputy Managing Director of Khazanah Nasional Berhad and his last post prior to retirement in February 1999 was as Director-General of Majlis Amanah Rakyat (MARA).

Datuk Nik Mohamed Affandi has no family relationship with and is not related to any director and/or major shareholder of Kumpulan Guthrie Berhad, except by virtue of being a nominee Director of Permodalan Nasional Berhad, and does not have any conflict of interest with Kumpulan Guthrie Berhad.



DATUK MOHAMED ADNAN ALI

Age 60. Malaysian. Non-Independent Non-Executive Director since 31 May 2002. Chairman, Finance & Tender Committee, and Strategic Planning Task Force, and member, Executive Committee and Audit Committee. Attended four (4) of the five (5) Board Meetings held in the financial year since his appointment.

Chairman, Bank Pembangunan & Infrastruktur Malaysia Berhad and Bintulu Port Holdings Berhad. Director of Phileo Allied Berhad, Malaysia Airport Holdings Berhad, Ladang Tabung Haji Sdn. Berhad, Amanah Raya Asset Management Sdn. Berhad, Timah Langkat Holdings Sdn. Berhad, MI Pipes Holdings Sdn. Berhad and Kuala Lumpur Stock Exchange. Datuk Mohamed Adnan is a Fellow, Chartered Institute of Management Accountants, U.K. Formerly Accountant-General, Malaysia. Had served as Accountant with Telecoms Department Malaysia and as Senior Accountant with Ministry of Trade and Industry, Ministry of Energy and Public Works, and Economic Planning Unit, Prime Minister's Department. He was a Senior Manager, Investment with Employees Provident Fund, Malaysia and Treasurer, Universiti Islam Antarabangsa Malaysia and Bursar, Universiti Teknologi Malaysia. Had also served as Deputy Manager, Financial Management Unit, Treasury in the Ministry of Finance, and Corporate Director and Deputy Accountant General in the Accountant General's Office.

Datuk Mohamed Adnan has no family relationship with and is not related to any director and/or major shareholder of Kumpulan Guthrie Berhad, except by virtue of being a nominee Director of Permodalan Nasional Berhad, and does not have any conflict of interest with Kumpulan Guthrie Berhad.

