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NEWS RELEASE

OLAM NAMED GLOBAL TOP COMPANY FOR LEADERS BY HEWITT ASSOCIATES, THE RBL GROUP AND FORTUNE

- **Olam among 25 Global Top Companies for Leaders and Top 12 in Asia-Pacific**
- **Olam is the first and only Singapore company to be named on both lists**

Singapore, November 20, 2009 – Olam International Limited (“Olam”), a leading global integrated supply chain manager of agricultural products and food ingredients, has been named a Global Top Company for Leaders by Hewitt Associates, The RBL Group and Fortune, becoming the first ever Singapore company to be placed on the list.

Olam was named in the 2009 list of 25 Global Top Companies for Leaders, said to be the most comprehensive study of organisational leadership in the world. Olam is also the first and only Singapore company in the Top 12 companies for Leaders in the Asia Pacific region.

“We are honoured to be placed alongside global giants, such as IBM, P&G, General Mills, McKinsey, GE and Colgate Palmolive, who are admired for their leadership development programmes and for building successful corporate leaders,” said Joydeep Bose, President & Global Head, Human Resources of Olam. “Olam’s leadership culture is one that encourages our managers to develop a sense of ownership, emphasises authenticity, requires of them to shape the future of their respective business units, supports them to make things happen, help them to enhance their capacity to engage and manage their people, focus them on building the next generation of leadership pipeline and encourages them to improve their own self proficiency as leaders.”

“At Olam, we compete on the strength of our intangible assets which include the collective capabilities, skills, inventiveness, commitment and energy of our people. In the ultimate analysis, it is our people, our culture and values that remain our single most important competitive advantage.” said Sunny Verghese, Group Managing Director & CEO of Olam.



“Even during this crisis we have continued to focus on building and growing our pool of high calibre managers and leaders. Today, we have built our Global Assignee Talent Pool to 430 leaders, each of whom carries the Olam DNA, understand our business model, our operating systems, risk systems, control systems, IT systems and more importantly, share and live our values,” he added.

Olam transfers its core competencies into new product markets that it enters by deploying these global assignees to these new opportunities. Its ability to develop leadership capacity by providing its managers experiential leadership learning opportunities has helped the company develop significant people bandwidth, which in turn helps it to develop winning strategies and implement them with intent.

At Olam, the starting point for developing good leaders begins with a rigorous selection process for potential new employees. The company selects both for competency, and more importantly, for ‘fit’. Olam engages its employees by providing them signature experiences that are distinctive and which reflect the company’s aspirations and convey the skill, stamina and commitment that employees will need in order to succeed in Olam. The company creates these unique experiences by institutionalising signature processes and values that reflect the company’s heritage, its strategy and the team’s ethos. Olam also provides its future leaders accelerated and customised development opportunities focused on helping them develop leadership capacity through experiential learning opportunities.

“Hewitt would like to congratulate Olam International on being named as one of the Global Top Companies for Leaders,” said Bob Gandossy, global practice leader of Hewitt’s Leadership Consulting practice. “All global companies today are facing a number of complex business and economic challenges. Through our research, it’s clear that Global Top Companies such as Olam do not abandon key leadership and talent efforts in favour of short-term goals. Leaders at these organisations are passionate and committed. They have an intense focus on talent and their leadership programmes are practical, relevant and aligned with business goals – in good times and in bad. This mindset is not only what sets Global Top Companies apart from the rest, it’s what differentiates successful businesses from unsuccessful ones. Olam impressed the judges by demonstrating passionate executive support for leadership development. In addition, Olam – the first company in Singapore to make both the APAC and Global Top Companies List – also stood out for its focus on experiential learning techniques.”

When comparing the Global Top Companies with 510 other companies around the world, Hewitt identified one distinguishing characteristic that sets them apart from their peers – even during economic downturn, Global Top Companies remained committed to building leadership capability within their organisations.



About the Global Top Companies for Leaders Survey

Conducted biennially by Hewitt, a global leading provider of human resources outsourcing and consultancy services, in partnership with Fortune and The RBL Group, the Global Top Companies for Leaders Study was initiated in 2001 seeking to identify factors that allow successful organisations to consistently produce outstanding leaders. The first results published in 2002 uncovered a link between financial success and effective leadership practices, and identified differentiating elements found only in top companies. Subsequent rankings in 2003 and 2005 further expanded their examination of successful leaders and their impact on organisations, providing the foundation of Hewitt's 2007 study.

The 2009 study involves 537 organisations with an average employee size of 31,443. Hewitt, The RBL Group and Fortune utilised a three-step screening process to identify the finalist companies. This included assessing survey responses, conducting in-depth interviews and analysing financial performance in relation to industry. Hewitt provided this information to a panel of independent judges in each region to select and rank a 2009 Top Companies for Leaders list in Asia Pacific, Europe, Latin America and North America. A separate independent judging panel, comprised of one representative from each regional panel, considered all regional Top Companies to select and rank a Global Top Companies for Leaders list. This expert panel of independent judges selected and ranked winners based on criteria including strength of leadership practices and culture, examples of leader development on a global scale, impact of leadership in communities in which they operate, business performance and company reputation.

The results of the 2009 study are carried in the article by Fortune at the following URL and in the December 7, 2009 edition of the Fortune magazine:

http://money.cnn.com/2009/11/19/news/companies/top_leadership_companies.fortune/index.htm

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About Olam International Limited

Olam is a leading global integrated supply chain manager of agricultural products and food ingredients, sourcing 20 products with a direct presence in 60 countries and supplying them to over 10,600 customers. With direct sourcing and processing in most major producing countries for its various products, Olam has built a global leadership position in many of its businesses, including cocoa, coffee, cashew, sesame, rice, cotton and wood products. Headquartered in Singapore and listed on the SGX-ST on February 11, 2005, Olam currently ranks among the top 40 largest listed companies in Singapore in terms of market capitalisation and is a component stock in the Straits Times Index (STI), MSCI Singapore Free, S&P Agribusiness Index and the DAXglobal Agribusiness Index. Olam is the only Singapore firm to be named in the 2009 Forbes Asia Fabulous 50, an annual list of 50 big-cap and most profitable firms in the region. More information on Olam can be found at www.olamonline.com.

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