

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT

### 9.1 PROMOTERS AND SUBSTANTIAL SHAREHOLDERS

#### 9.1.1 Profiles of our Promoters and substantial shareholders

(i) **Haziq Bin Zairel Oh**

Haziq Bin Zairel Oh is our Promoter, substantial shareholder, Non-Independent Executive Managing Director and Chief Executive Officer. For details of his profile, see Section 9.2.1 of this Prospectus.

(ii) **Moh Ung Nang**

Moh Ung Nang is our Promoter, substantial shareholder and Non-Independent Executive Director. For details of his profile, see Section 9.2.1 of this Prospectus.

(iii) **Chen Ghee Wen**

Chen Ghee Wen is our Promoter, Non-Independent Executive Director and Chief Operating Officer. For details of his profile, see Section 9.2.1 of this Prospectus.

(iv) **OTS Global**

OTS Global is our substantial shareholder.

OTS Global was incorporated in Malaysia under the Companies Act, 1965 on 22 January 2015 and is deemed registered under the Act as a private limited company under its present name. OTS Global is principally engaged in investments in glove manufacturing, research and development and marketing businesses.

As at the LPD, the issued share capital of OTS Global is RM12,000 comprising 12,000 ordinary shares.

The table below sets out the shareholders of OTS Global and their respective shareholdings in OTS Global as at the LPD:

Shareholders	Nationality	Direct		Indirect	
		No. of OTS Global Shares	%	No. of OTS Global Shares	%
Haziq Bin Zairel Oh	Malaysian	3,000	25.00	-	-
Hairie Bin Zairel Oh	Malaysian	1,800	15.00	-	-
Harith Bin Zairel Oh	Malaysian	1,800	15.00	-	-
Oh Wei Wah	Malaysian	1,800	15.00	-	-
Oh King Kuan	Malaysian	1,800	15.00	-	-
Tee Yak Haw	Malaysian	1,800	15.00	-	-

(v) **Lim Loi Heng**

Lim Loi Heng is our substantial shareholder and Non-Independent Non-Executive Director. For details of his profile, see Section 9.2.1 of this Prospectus.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

### 9.1.2 Shareholding of our Promoters and substantial shareholders

The following table sets out the direct and indirect shareholdings of our Promoters and substantial shareholders before and after our IPO:

Name	Before our IPO <sup>(1)</sup>				After our IPO							
	Direct		Indirect		Assuming the Over-allotment Option is not exercised				Assuming the Over-allotment Option is fully exercised <sup>(2)</sup>			
	No. of Shares	%	No. of Shares	%	Direct		Indirect		Direct		Indirect	
	( <sup>'000</sup> )		( <sup>'000</sup> )		No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
<b>Promoters and substantial shareholders</b>												
Haziq Bin Zairel Oh	920,000	9.20	4,512,500	<sup>(3)</sup> 45.13	680,800	6.81	3,339,250	<sup>(3)</sup> 33.39	653,300	6.53	3,339,250	<sup>(3)</sup> 33.39
Moh Ung Nang	1,710,000	17.10	-	-	1,265,400	12.65	-	-	1,213,400	12.13	-	-
<b>Promoter</b>												
Chen Ghee Wen	332,500	3.33	50,000	<sup>(4)</sup> 0.50	246,050	2.46	37,000	<sup>(4)</sup> 0.37	142,050	1.42	35,500	<sup>(4)</sup> 0.36
<b>Substantial shareholders</b>												
OTS Global	4,512,500	45.13	-	-	3,339,250	33.39	-	-	3,339,250	33.39	-	-
Lim Loi Heng	2,090,000	20.90	-	-	1,546,600	15.47	-	-	1,482,600	14.83	-	-

**Notes:**

- (1) Based on our issued 10,000,000,000 Shares after the Share Split.
- (2) Assuming an Over-allotment Option of up to an aggregate of 260,000,000 Shares, representing up to 10.00% of the total number of IPO Shares offered.
- (3) Deemed interested by virtue of his shareholding in OTS Global pursuant to Section 8(4) of the Act.
- (4) Deemed interested by virtue of his spouse's, Lee Pei Pei, direct interest in our Company pursuant to Section 59(11)(c) of the Act.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

### 9.1.3 Changes in our Promoters' and substantial shareholders' shareholdings in our Company for the past three years

Save as disclosed below, there has been no change in our substantial shareholders' shareholdings in our Company for the past three years preceding the LPD:

Name	As at 31 December 2018				As at 31 December 2019			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	%	No. of Shares	%	No. of Shares	%	No. Shares	%
Haziq Bin Zairel Oh	8,500,000	8.50	-	-	8,500,000	8.50	-	-
Moh Ung Nang	20,500,000	20.50	-	-	20,500,000	20.50	-	-
Chen Ghee Wen	6,000,000	6.00	-	-	6,000,000	6.00	-	-
OTS Global	47,500,000	47.50	-	-	47,500,000	47.50	-	-
Lim Loi Heng	17,500,000	17.50	-	-	17,500,000	17.50	-	-
Name	As at 31 December 2020				As at the LPD			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	%	No. of Shares	%	No. of Shares	%	No. Shares	%
Haziq Bin Zairel Oh	9,200,000	9.20	45,125,000	<sup>(1)</sup> 45.13	9,200,000	9.20	45,125,000	<sup>(1)</sup> 45.13
Moh Ung Nang	17,100,000	17.10	-	-	17,100,000	17.10	-	-
Chen Ghee Wen	3,325,000	3.33	500,000	<sup>(2)</sup> 0.50	3,325,000	3.33	500,000	<sup>(2)</sup> 0.50
OTS Global	45,125,000	45.13	-	-	45,125,000	45.13	-	-
Lim Loi Heng	20,900,000	20.90	-	-	20,900,000	20.90	-	-

#### Notes:

- (1) Deemed interested by virtue of his shareholding in OTS Global pursuant to Section 8(4) of the Act.  
(2) Deemed interested by virtue of his spouse's, Lee Pei Pei, direct interest in our Company pursuant to Section 59(11)(c) of the Act.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT *(Cont'd)*

### 9.2 BOARD OF DIRECTORS

Our Board acknowledges and takes cognisance of the MCCG which contains recommendations to improve upon or to enhance corporate governance as an integral part of the business activities and culture of such companies. The MCCG is specifically targeted for large companies i.e. companies on the FTSE Bursa Securities Top 100 Index or companies with market capitalisation of RM2.0 billion and above, at the start of the companies' financial year ("**Large Companies**"). Once a company is under the category of Large Companies, it will remain as one for the entire financial year regardless of the change in its status during the financial year.

With that, our Board believes that our current Board composition provides the appropriate balance in terms of skills, knowledge and experience to promote the interests of all shareholders and to govern our Group effectively. Our Board is also committed to achieving and sustaining high standards of corporate governance.

Within the limits set by our Constitution, our Board is responsible for the governance and management of our Company. To ensure the effective discharge of its functions, our Board have set out the following key responsibilities in our board charter:

- (i) set the corporate values and promote a good corporate governance culture within our Group, which reinforces ethical, prudent and professional behaviour and ensure that its obligations to shareholders and other stakeholders are met;
- (ii) review, challenge and decide on proposals put forward by the management for our Company, and monitor its implementation by management;
- (iii) supervise and assess management performance to determine whether the business is being properly managed;
- (iv) identifying principal risks and ensuring the implementation of appropriate systems to manage these risks;
- (v) ensuring that senior management has the necessary skills and experience, and there are measures in place to provide for the orderly succession of our Board and senior management;
- (vi) ensuring that our Company has in place procedures to enable effective communication with stakeholders;
- (vii) ensuring that there is a sound framework for internal controls and risk management;
- (viii) ensure that the strategic plan of our Company supports long-term value creation and includes strategies on economic, environmental and social considerations underpinning sustainability;
- (ix) monitoring and reviewing management processes aimed at ensuring the integrity of financial and non-financial reporting;
- (x) ensuring that our Company's financial statements are true and fair and conform with the accounting standards;
- (xi) monitoring and reviewing policies and procedures relating to occupational health and safety and compliance with relevant laws and regulations; and

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(xii) ensuring that our Company adheres to high standards of ethics and corporate behaviour.

In addition, the roles and responsibilities of our Chairman and Chief Executive Officer and Managing Director are clearly segregated to further enhance and preserve a balance of authority and accountability. Our Chairman is primarily responsible for among others, the following:

- (i) providing leadership to our Board and overseeing our Board in the effective discharge of its fiduciary duties;
- (ii) managing the interface between our Board and management;
- (iii) arranging regular evaluation of the performance of our Board, its Committees and individual Directors;
- (iv) facilitating the effective contribution of our non-executive Directors and ensuring constructive relations be maintained between our executive and non-executive Directors;
- (v) leading our Board in establishing and monitoring good corporate governance practices in our Group; and
- (vi) ensuring the integrity of the governance process and issues and other responsibilities assigned by our Board from time to time.

On the other hand, our Chief Executive Officer who is also our Managing Director is primarily responsible for among others, the following:

- (i) executive management of our Group's business covering, inter alia, the development of a strategic plan; an annual operating plan and budget; performance benchmarks to gauge management performance and the analysis of management reports
- (ii) develop long-term strategic and short-term profit plans; and
- (iii) coordinates business plans with the businesses heads, coordinates management issues through our Board, and oversees divisional function groups and cost containment process in consultation with our Chief Financial Officer.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

The details of the members of our Board and the details of the date of expiration of the current term of office for each of our Directors and the period that each of our Directors has served in that office as at the LPD are as follows:

Director	Designation	Age	Nationality	Date of appointment	Date of expiration of the current term of office at AGM	No. of years and months in office
Dr. Tunku Alina Binti Raja Muhd Alias	Independent Non-Executive Chairman	57	Malaysian	1 November 2020	<sup>(1)</sup> Subject to retirement at the AGM in 2021	4 months
Haziq Bin Zairel Oh	Non-Independent Executive Managing Director and Chief Executive Officer	31	Malaysian	27 February 2015	<sup>(2)</sup> Subject to retirement at the AGM in 2021	6 years
Chen Ghee Wen	Non-Independent Executive Director and Chief Operating Officer	48	Malaysian	15 September 2017	<sup>(2)</sup> Subject to retirement at the AGM in 2021	3 years 5 months
Moh Ung Nang	Non-Independent Executive Director	58	Malaysian	15 September 2017	<sup>(2)</sup> Subject to retirement at the AGM in 2021	3 years 5 months
Lim Loi Heng	Non-Independent Non-Executive Director	69	Malaysian	15 August 2019	<sup>(2)</sup> Subject to retirement at the AGM in 2021	1 year 6 months
Anne Rodrigues née Koh Lan Heong	Senior Independent Non-Executive Director	70	Malaysian	1 November 2020	<sup>(1)</sup> Subject to retirement at the AGM in 2021	4 months
Loke Foong Wai	Independent Non-Executive Director	47	Malaysian	1 November 2020	<sup>(1)</sup> Subject to retirement at the AGM in 2021	4 months
Dr. Lim Thian Soo	Independent Non-Executive Director	57	Malaysian	1 November 2020	<sup>(1)</sup> Subject to retirement at the AGM in 2021	4 months
Mohammed Rafidz Bin Ahmed Rasiddi	Independent Non-Executive Director	54	Malaysian	1 November 2020	<sup>(1)</sup> Subject to retirement at the AGM in 2021	4 months

### Notes:

- (1) Retirement pursuant to Clause 23.9 of our Constitution which provides, among others, that any Director appointed by our Board shall hold office only until the next following AGM and shall then be eligible for re-election at that AGM.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

- (2) Retirement pursuant to Clause 23.2 of our Constitution which provides that an election of Directors shall take place each year at the AGM. At our first AGM, all our Directors shall retire from office, and at the AGM in every subsequent year, one-third of our Directors for the time being or, if their number is not 3 or a multiple of 3, then, the number nearest to one-third shall retire from office and be eligible for re-election provided always that all our Directors shall retire from office at least once every 3 years but shall be eligible for re-election. A retiring Director shall retain office until the close of the meeting at which he retires.

None of our other Directors represent any corporate shareholder on our Board except for Haziq Bin Zairel Oh who is OTS Global's representative. Further, there are no family relationships between our Directors.

### 9.2.1 Profiles of our Directors

#### (i) Dr. Tunku Alina Binti Raja Muhd Alias

Dr. Tunku Alina Binti Raja Muhd Alias, a Malaysian aged 57, is our Independent Non-Executive Chairman. She was appointed to our Board on 1 November 2020.

She obtained a Bachelor of Laws degree from Universiti Malaya in 1986, a Master of Laws (Commercial Law and Corporate) from King's College London, University of London in 1990 and a Doctor of Philosophy in Islamic Finance from International Centre for Education in Islamic Finance, Kuala Lumpur in 2011. She was admitted to the High Court of Malaya ("**High Court**") as an advocate and solicitor in 1987.

She began her career in 1987 as a legal associate at Messrs. Skrine & Co until 1991 when she joined Messrs. Hisham & Associates as a partner. She started and co-founded the legal firm, Messrs. Wong Lu Peen & Tunku Alina in 1992 and served as its managing partner until 2011. She has since been and remains a Consultant to the firm.

She is a member on the Board of Trustees of the Raja Alias Foundation and she currently serves as a director in three public companies listed on the Main Market of Bursa Securities as disclosed in Section 9.2.3 of this Prospectus. She has been a member of the Institute of Corporate Directors Malaysia since 2019.

#### (ii) Haziq Bin Zairel Oh

Haziq Bin Zairel Oh, a Malaysian aged 31, is our Non-Independent Executive Managing Director and Chief Executive Officer. He was appointed to our Board on 27 February 2015. He has over 8 years of experience in the glove industry.

He obtained a Bachelor of Business Administration (Hons.) in Entrepreneur Development from the Universiti Tenaga Nasional, Malaysia in 2011.

He began his career in 2011 with CIMB Investment Bank Berhad as an associate under The CIMB Complete Banker (TCB) Programme where he obtained training in the banking industry. He joined YTY Industry Sdn Bhd ("**YTY Industry**") in 2012, a glove manufacturing company as a Sales & Marketing Executive where he was responsible for managing, maintaining, initiating and developing the company's client portfolio, managing the company's sales for the region of U.S., Japan and Europe, monitoring shipment orders and involvement in all marketing related activities for the company until 2015.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

He founded our Company in 2015. He recognised the growth potential of Central Medicare and our Company acquired Central Medicare. Since then, as our Chief Executive Officer, he is responsible for leading and managing our Group with the strategic direction and vision developed by our Board. He has led the expansion of our Group and is responsible for our corporate strategy planning, driving our sales coverage and account management strategies, day to day operation matters, our automation projects and new product development to meet our customers' expectations.

### (iii) **Chen Ghee Wen**

Chen Ghee Wen, a Malaysian aged 48, is our Non-Independent Executive Director and Chief Operating Officer. He was appointed to our Board on 15 September 2017. He has over 23 years of work experience in the rubber manufacturing industry.

He obtained a Bachelor of Science from Campbell University, U.S. and a Diploma in Science from Tunku Abdul Rahman College, both in 1996. He was admitted as a licentiate of the Malaysian Institute of Chemistry in 1999 and was subsequently awarded a Diploma of The Plastics and Rubber Institute Malaysia in 2001.

He began his career at Toeibane (Malaysia) Sdn Bhd, a manufacturer of electronic mechanical parts, as a Quality Control Engineer in 1996. He left the same year to join Lee Rubber Group, a manufacturer of rubber products, as an executive trainee at Lee Rubber Co. Pte Ltd. Between 1996 to 2002, he held various positions within the Lee Rubber Group including assistant manager (technical), assistant factory manager and his last designation as factory manager, responsible for overseeing the entire operations of latex compounding. He joined YTY Industry as a management trainee (chemist) in 2002. He subsequently held various senior positions in YTY Industry including R&D Technical Manager and Group R&D and Technical Director where he helmed YTY Industry's R&D and Technical Departments.

He joined our Group in 2016 as Chief Operating Officer in charge of overseeing the entire operations of our Group.

### (iv) **Moh Ung Nang**

Moh Ung Nang, a Malaysian aged 58, is our Non-Independent Executive Director. He was appointed to our Board on 15 September 2017. He has over 25 years of experience in the glove industry, primarily in various senior management and operational roles.

He graduated with a Bachelor of Science from Campbell University, U.S. in 1987.

He started working in 1988 as an import executive at KTS Trading Sdn Bhd, an exporter of logs and lumber products and distributor of light machinery. He left KTS Trading Sdn Bhd to join YTY Industry as Production and Quality Control Manager also in 1988 where he oversaw the production and quality aspects of YTY Industry's products. He served in various senior positions at YTY Industry which include Production Director and Chief Operating Officer where he was responsible for overseeing the entire glove production process including, among others, R&D, evaluation of process equipment and compliance with quality assurance policies. He went on a sabbatical after leaving YTY Industry in 2014. In 2017, he joined our Group as an executive director of Central Medicare and provides guidance to and mentors our Key Senior Management.



## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

### (v) Lim Loi Heng

Lim Loi Heng, a Malaysian aged 69, is our Non-Independent Non-Executive Director. He was appointed to our Board on 15 August 2019.

He completed his secondary school education at St Michael's Institution, Ipoh in 1971. He then commenced his career in 1972 as an articled clerk at Geo McKenzie & Co in London, United Kingdom, during which he was admitted as an Associate and Fellow of the Institute of Chartered Accountants in England & Wales respectively in 1976 and 1982. He subsequently returned to Malaysia in 1976 and joined Kassim Chan & Co (now known as Deloitte Malaysia) as an audit senior.

In 1977, he joined Peat Marwick, Mitchell & Co (now known as KPMG International Ltd), Kuala Lumpur, also as an audit senior until 1979 when he left to join Kuala Lumpur Kepong Bhd group of companies ("KLK") as a financial accountant. He held various senior positions whilst at KLK, including chief accountant and corporate planner. He resigned in 1991 to move to Melbourne, Australia where he joined AJF & Associates Pty Ltd, an information technology consulting firm as their finance manager. He re-joined KLK in 1993 as a corporate planner and was subsequently promoted to Group General Manager of KLK's manufacturing division in 1996 until his resignation in 1997. Between 1998 and 1999, he was engaged by KLK as a consultant in KLK's edible oil refinery business in China for a year.

Between 1999 and 2009, he was director of various companies in a variety of industries. He was appointed a director of a glove manufacturing company, YTY Industry in 2000 but resigned in 2005 to become its consultant for four years from 2005 to 2009. Between 2009 and 2012, he was reappointed as a director of YTY Industry and was also director of the YTY group of companies namely Green Prospect Sdn Bhd and YTY Industry (Manjung) Sdn Bhd. Within that period, he was director of YTY Industry Holdings Sdn Bhd between 2010 and 2012 and director of YTY Holdings Sdn Bhd from 2009 until its liquidation in 2011. He has been a private investor in several business ventures and has sat on the board of several private companies since 2012.

### (vi) Anne Rodrigues née Koh Lan Heong

Anne Rodrigues née Koh Lan Heong, a Malaysian aged 70, is our Senior Independent Non-Executive Director. She was appointed to our Board on 1 November 2020.

She obtained a Bachelor of Economics (Class 1 Honours) from the University of Malaya in 1972 and Master of Business Administration (Distinction) from the University of Bath in association with the Malaysian Institute of Management in 1993. She was a Fellow of the Association of Chartered Certified Accountants in 2006 and she has been a member of the Malaysian Institute of Accountants ("MIA") since 2001.

She began her career in 1973 with the Federal Land Development Authority ("FELDA") as a procurement and contracts executive. Over the following 11 years she served as FELDA's senior administrative officer and subsequently as corporate treasurer. She was then seconded by FELDA to various companies including the Boustead group (from 1984 to 1987) and Malaysia International Shipping Corporation Berhad (from 1987 to 1997) where she gained diverse financial experience. She returned to serve Felda Holdings Berhad as its Group Finance Director from 1998 to 2006 and Senior Executive Director (Finance) from 2006 to 2009.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

Thereafter, she was appointed as Group Chief Financial Officer in 2010 and subsequently as Financial Advisor of Felda Global Ventures Holdings Berhad (“**FGV**”) in 2011 with her last designation as Chief Financial Officer of FGV’s then subsidiary, Twin Rivers Technologies Holdings, Inc., Boston, U.S. in September 2011 until her retirement in 2012.

She was appointed by the Minister of Finance, Malaysia in 2018 as a member of the Financial Reporting Foundation, an independent body established under the Financial Reporting Act 1997 responsible for the establishment of sound and effective infrastructure for financial reporting framework and which acts as a sounding board for the adoption of Malaysian Accounting Standards Board’s accounting standard, technical pronouncements and its annual work programme, a position she still holds today. She is also currently an Independent Non-Executive Director of Kuala Lumpur Kepong Berhad, a company listed on the Main Market of Bursa Securities.

### (vii) Loke Foong Wai

Loke Foong Wai, a Malaysian aged 47, is our Independent Non-Executive Director. She was appointed to our Board on 1 November 2020.

She obtained her Bachelor of Science (Economics) from the London School of Economics and Political Science, University of London in 1995 and Master of Science in Investment Management from The City University, London (the predecessor of City, University of London) in 1997.

She began her career as an analyst at PhileoAllied Securities (now Maybank Securities Sdn Bhd) in 1997 until 2000 when she left to join Credit Suisse Securities (Malaysia) Sdn Bhd (“**CS Securities**”) as an investment analyst.

From 2000 to 2015, she worked with CS Securities in the Asian Equities Research department, where she last held the position of director. In her 15 years at CS Securities, she provided investment analysis on Malaysian companies from telecommunications, consumer, power, media and gaming sectors. She was ranked the top three earnings estimator for the consumer goods and services industry and top stock picker for the food, household and personal products industry by StarMine/Financial Times in 2007. She has since retired and is currently engaged in philanthropy work.

### (viii) Dr. Lim Thian Soo

Dr. Lim Thian Soo, a Malaysian aged 57, is our Independent Non-Executive Director. He was appointed to our Board on 1 November 2020.

He graduated with a Bachelor of Medicine and Bachelor of Surgery in 1986 from the Edinburgh University Medical School and obtained a Master of Business Administration (“**MBA**”) from The City University, London (the predecessor of City, University of London) in 1993.

He practised for 6 years as a medical doctor in the United Kingdom after graduation and left the medical practice to pursue his MBA.

Upon obtaining his MBA, he joined Pearl River Tyre (Holdings) Limited (“**PRL**”) (now known as Han Tang International Holdings Limited) as the Senior Operations Manager and was the Director of Corporate Affairs when he left PRL to join Mega First Corporation Berhad (“**MFCB**”) in 2003. PRL was listed on the Australian and Hong Kong Stock Exchanges during his tenure at PRL.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

Between 2003 and his retirement in 2011, he was the Group Managing Director of MFCB, a company listed on the Main Board of Kuala Lumpur Stock Exchange (the predecessor of Bursa Securities). MFCB is an investment holding company with investments in the operation and management of power plants; extracting, manufacturing and trading limestone; property development, property and other investments. During this period, he was also a board member of Rock Chemical Industries (Malaysia) Berhad, an investment holding company with investments in quarrying of limestone, processing and distributing industrial minerals trading in building materials and chemical products which was then listed on the Main Market of Bursa Securities. Between 2004 and 2011, he was also a board member of D&O Green Technologies Berhad, an investment holding company listed on the Main Market of Bursa Securities with subsidiaries involved in manufacturing and merchandising semiconductor components and machineries, designing, developing and sales of printed circuit board assemblies and integrated circuit chips for LED application.

### (ix) **Mohammed Rafidz Bin Ahmed Rasiddi**

Mohammed Rafidz Bin Ahmed Rasiddi, a Malaysian aged 54, is our Independent Non-Executive Director. He was appointed to our Board on 1 November 2020.

He obtained his Bachelor of Science in Economics from The City University, London (the predecessor of City, University of London) in 1988 and MBA from Manchester Business School of the University of Manchester (the predecessor of Alliance Manchester Business School), United Kingdom in 2013.

He began his career in 1988 as an audit senior at KPMG Peat Marwick, London (the predecessor of KPMG International Ltd). He left in 1991 to return to Kuala Lumpur, Malaysia and joined Bumiputera Merchant Bankers Berhad ("**BMBB**") as an executive. In 1993, he left BMBB as an assistant manager in corporate advisory and joined Crosby Research (Malaysia) Sdn Bhd as an equity analyst.

Between 1995 and 2017, he held various senior and leadership positions in various financial institutions. He joined Amanah Merchant Bank Berhad in 1995 as Manager and left in 1999 as Senior Manager in Corporate Finance. He then joined CIMB group of companies where between 2000 and 2008 he served as their Director of Corporate Finance, Head of Strategic Assets and Country Head of CIMB-GK Securities in Thailand. In 2008, he joined RHB Investment Bank Berhad as the Head of Investment Banking until 2011 and joined Alliance Investment Bank Berhad as Chief Executive Officer in 2011 until 2014. He served as MIDF Amanah Investment Bank Berhad's as Deputy Chief Executive Officer and Head of Corporate Investment Banking between 2014 and 2015. From 2015 to 2017, he was the President & Group Managing Director of Bank Pembangunan Malaysia Berhad ("**Bank Pembangunan**"). He was a board member of Bank Pembangunan and its various subsidiaries as disclosed in Section 9.2.3 of this Prospectus during his tenure with Bank Pembangunan.

After he left Bank Pembangunan, he acted as a consultant to start-ups and growth-stage companies before joining Merchantrade Asia Sdn Bhd, a money services business, digital payment service provider and a mobile virtual network operator provider, in 2019, where he is currently their Chief Strategy Officer.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

### 9.2.2 Shareholding of our Directors

The following table sets out the direct and indirect shareholdings of our Directors before and after our IPO (assuming full subscription of the IPO Shares allocated to the Eligible Persons):

Director	Before our IPO <sup>(1)</sup>				After our IPO							
	Direct		Indirect		Assuming the Over-allotment Option is not exercised				Assuming the Over-allotment Option is fully exercised <sup>(2)</sup>			
	No. of Shares	%	No. of Shares	%	Direct		Indirect		Direct		Indirect	
	('000)		('000)		No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
Dr. Tunku Alina Binti Raja Muhd Alias	-	-	-	-	50	*	-	-	50	*	-	-
Haziq Bin Zairel Oh	920,000	9.20	4,512,500	<sup>(3)</sup> 45.13	680,800	6.81	3,339,250	<sup>(3)</sup> 33.39	653,300	6.53	3,339,250	<sup>(3)</sup> 33.39
Chen Ghee Wen	332,500	3.33	50,000	<sup>(4)</sup> 0.50	246,050	2.46	37,000	<sup>(4)</sup> 0.37	142,050	1.42	35,500	<sup>(4)</sup> 0.36
Moh Ung Nang	1,710,000	17.10	-	-	1,265,400	12.65	-	-	1,123,400	12.13	-	-
Lim Loi Heng	2,090,000	20.90	-	-	1,546,600	15.47	-	-	1,482,600	14.83	-	-
Anne Rodrigues née Koh Lan Heong	-	-	-	-	50	*	-	-	50	*	-	-
Loke Foong Wai	-	-	-	-	50	*	-	-	50	*	-	-
Dr. Lim Thian Soo	-	-	-	-	50	*	-	-	50	*	-	-
Mohammed Rafidz Bin Ahmed Rasiddi	-	-	-	-	50	*	-	-	50	*	-	-

#### Notes:

\* Negligible

(1) Based on our issued 10,000,000,000 Shares after the Share Split.

(2) Assuming an Over-allotment Option of up to an aggregate of 260,000,000 Shares, representing up to 10.00% of the total number of IPO Shares offered.

(3) Deemed interested by virtue of his shareholding in OTS Global pursuant to Section 8(4) of the Act.

(4) Deemed interested by virtue of his spouse's, Lee Pei Pei, direct interest in our Company pursuant to Section 59(11)(c) of the Act.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

### 9.2.3 Principal directorship and principal business activities of our Directors outside our Group in the past five years

The directorships of our Directors outside of our Group as at the LPD (“**Present Directorships**”) and in the past five years preceding the LPD (“**Past Directorships**”), as well as their involvement in principal business activities outside our Group as at the LPD are as follows:

Director	Directorship	Principal activities	Involvement in business activities other than as a director
Dr. Tunku Alina Binti Raja Muhd Alias	<i>Present Directorships:</i>		
	<ul style="list-style-type: none"> <li>Batu Kawan Bhd (<i>listed on the Main Market of Bursa Securities</i>) (<i>Appointed on 20 April 2018</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Investment holding with subsidiaries involved in the plantation, manufacturing industrial chemical, resource-based manufacturing, property development and other investments</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<ul style="list-style-type: none"> <li>Chemical Company of Malaysia Berhad (<i>Appointed on 15 December 2020</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Investment holding and management company with subsidiaries engaged in the manufacturing of chemicals and polymer products and services and subsidiary of Batu Kawan Bhd</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<ul style="list-style-type: none"> <li>IJM Corporation Berhad (<i>listed on the Main Market of Bursa Securities</i>) (<i>Appointed on 1 November 2017</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Construction, property development, manufacturing and quarrying, hotel operations, port operations, tollway operations, plantations and investment holding</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<ul style="list-style-type: none"> <li>J.A. Russell &amp; Company Sdn Bhd (<i>Appointed on 21 May 2018</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Management and investment holding company</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<ul style="list-style-type: none"> <li>Joyous Waves Sdn Bhd (<i>Appointed on 28 September 1999</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Investment holding in real properties</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct)</li> </ul>
<ul style="list-style-type: none"> <li>Malaysian Pacific Industries Bhd (<i>listed on the Main Market of Bursa Securities</i>) (<i>Appointed on 18 January 2018</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Investment holding with subsidiaries involved in manufacturing services of semiconductor packaging and testing, manufacturing and sale of lead frames</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>	

9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

Director	Directorship	Principal activities	Involvement in business activities other than as a director
	<ul style="list-style-type: none"> <li>MBSB Bank Berhad (<i>Appointed on 7 February 2018</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Islamic banking business and the provision of related services and subsidiary of Malaysia Building Society Berhad which is listed on the Main Market of Bursa Securities.</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<ul style="list-style-type: none"> <li>Raja Alias Foundation (<i>Appointed on 27 August 2012</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Support the promotion and advancement of the Malaysian agribusiness industry and the chemistry and technology oils and fats; to provide and or award educational aid, incentives, funds grants and assistance in the form of scholarships</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<i>Other business involvement outside our Group:</i>		
	<ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Property investment</li> </ul>	<ul style="list-style-type: none"> <li>Substantial membership interest in Byck Designs, LLC</li> </ul>
	<i>Past Directorships:</i>		
	<ul style="list-style-type: none"> <li>Johnathan Styles Pte Ltd (<i>Appointed on 26 February 2002 and resigned on 1 October 2017</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Sourcing of ingredients for baked goods manufacturers</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<ul style="list-style-type: none"> <li>Malaysia Building Society Berhad (<i>listed on the Main Market of Bursa Securities</i>) (<i>Appointed on 26 September 2017 and resigned on 6 February 2018</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Investment holding with subsidiaries involved in leasing of real property, property development, hotel operations, Islamic banking business and related services</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<ul style="list-style-type: none"> <li>Preci Horizon (M) Sdn Bhd (<i>Appointed on 2 April 1991 and resigned on 28 November 2020</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Carpets trader</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct)</li> </ul>
	<ul style="list-style-type: none"> <li>Savvy Track Sdn Bhd (<i>Appointed on 20 September 2010 and resigned on 11 August 2017</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Property investment holding</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

Director	Directorship	Principal activities	Involvement in business activities other than as a director
Haziq Bin Zairel Oh	<i>Present Directorships:</i>		
	• Bike Nanny Sdn Bhd ( <i>Appointed on 18 October 2018</i> ) ( <i>striking off in process</i> )	• Wholesale and retail sale of parts and accessories for motorcycles, sale by commission agents, washing and polishing (car wash)	• Substantial (Direct) shareholder
	• Car Nanny Sdn Bhd ( <i>Appointed on 6 August 2018</i> )	• Car grooming, car polish, car wash, provision of driver experience and related services	• Substantial (Direct) shareholder
	• CML Agriculture Sdn Bhd ( <i>Appointed on 6 January 2021</i> )	• Agriculture activities for crops production on a fee or contract basis, growing of plants for planting	• Substantial (Direct) shareholder
	• H&A Holdings Sdn Bhd ( <i>Appointed on 23 November 2020</i> )	• Construction of buildings N.E.C. development of building projects for own operation i.e. for renting of space in these buildings, buying, selling renting and operating of self-owned or leased real estate-land	• Substantial (Direct) shareholder
	• H&A Success Sdn Bhd ( <i>Appointed on 6 January 2021</i> )	• Wholesale of a variety of goods without any specialization N.E.C buying, selling, renting and operating self-owned or leased real estate-land, construction of other engineering projects N.E.C	• Substantial (Direct) shareholder
	• H&A Ventures Sdn Bhd ( <i>Appointed on 9 December 2020</i> )	• Provision of general construction works	• Substantial (Direct) shareholder
• Highmarks Resources Sdn. Bhd. ( <i>Appointed on 28 April 2017</i> )	• To manage and operate petrol station selling petroleum, diesel, gas, lubricating oils and petroleum products of all kinds and providing repair, maintenance and inspection services, lubrication, for all kinds of vehicles	• Substantial (Direct) shareholder	

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

Director	Directorship	Principal activities	Involvement in business activities other than as a director
	<ul style="list-style-type: none"> <li>HZO Fortis Sdn Bhd (<i>Appointed on 2 December 2020</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Real estate activities with own or leased property N.E.C</li> </ul>	<ul style="list-style-type: none"> <li>Substantial (Direct) shareholder</li> </ul>
	<ul style="list-style-type: none"> <li>Kazox Materials Sdn Bhd (<i>Appointed on 16 December 2014</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Manufacturing and trading of all kinds of chemical</li> </ul>	<ul style="list-style-type: none"> <li>Substantial (Direct) shareholder</li> </ul>
	<ul style="list-style-type: none"> <li>OTS Global (<i>Appointed on 22 January 2015</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Investment holding company principally engaged in investments in glove manufacturing, research and development and marketing businesses</li> </ul>	<ul style="list-style-type: none"> <li>Substantial (Direct) shareholder</li> </ul>
	<ul style="list-style-type: none"> <li>Xpert Laundry Concept Sdn Bhd (<i>Appointed on 30 July 2015</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Laundry and dry cleaning</li> </ul>	<ul style="list-style-type: none"> <li>Substantial (Direct) shareholder</li> </ul>
	<i>Other business involvement outside our Group:</i>		
	<ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Property investment and plantation owner</li> </ul>	<ul style="list-style-type: none"> <li>Substantial (Direct) shareholder of Setia Ibarat Sdn Bhd</li> </ul>
	<i>Past Directorships:</i>		
	<ul style="list-style-type: none"> <li>Nil</li> </ul>		
<b>Chen Ghee Wen</b>	<i>Present Directorships:</i>		
	<ul style="list-style-type: none"> <li>CML Agriculture Sdn Bhd (<i>Appointed on 6 January 2021</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Agriculture activities for crops production on a fee or contract basis, growing of plants for planting</li> </ul>	<ul style="list-style-type: none"> <li>Substantial (Direct) shareholder</li> </ul>
	<ul style="list-style-type: none"> <li>H&amp;A Ventures Sdn Bhd (<i>Appointed on 9 December 2020</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Provision of general construction works</li> </ul>	<ul style="list-style-type: none"> <li>Substantial (Direct) shareholder</li> </ul>
	<i>Past Directorships and Other business involvement outside our Group:</i>		
	<ul style="list-style-type: none"> <li>Nil</li> </ul>		



## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

Director	Directorship	Principal activities	Involvement in business activities other than as a director
Moh Ung Nang	<i>Present Directorships:</i>		
	• CML Agriculture Sdn Bhd ( <i>Appointed on 22 July 2020</i> )	• Agriculture activities for crops production on a fee or contract basis, growing of plants for planting	• Substantial shareholder (Direct)
	• Fiscal Bonus Sdn Bhd ( <i>Appointed on 28 November 2014</i> )	• Trading of industrial chemical	• Substantial shareholder (Direct)
	• H&A Holdings Sdn Bhd ( <i>Appointed on 3 November 2020</i> )	• Construction of buildings N.E.C. development of building projects for own operation i.e. for renting of space in these buildings, buying, selling renting and operating of self-owned or leased real estate-land	• Substantial shareholder (Direct)
	• H&A Ventures Sdn Bhd ( <i>Appointed on 9 December 2020</i> )	• Provision of general construction works	• Substantial shareholder (Direct)
	• Hasil Yap Development Sdn Bhd ( <i>Appointed on 15 December 2020</i> )	• Development of building projects for own operation i.e. for renting of space in these buildings, buying, selling renting and operating of self-owned or leased real estate-land construction of buildings N.E.C.	• Substantial shareholder (Direct)
	• Highmarks Resources Sdn Bhd ( <i>Appointed on 18 January 2017</i> )	• To manage and operate petrol station selling petroleum, diesel, gas, lubricating oils and petroleum products of all kinds and providing repair, maintenance and inspection services, lubrication, for all kinds of vehicles	• Substantial shareholder (Direct)
	<i>Other business involvement outside our Group:</i>		
	• Nil	• Real estate activities with own or leased property N.E.C.	• Substantial shareholder (Direct) of Sky Field Development Sdn Bhd

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

Director	Directorship	Principal activities	Involvement in business activities other than as a director
	<ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Selling types of information technology, installing and maintaining hardware</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct) of Systemizer Technic Sdn Bhd</li> </ul>
	<i>Past Directorships:</i>		
	<ul style="list-style-type: none"> <li>Highmarks Industry Sdn Bhd (<i>Appointed on 6 November 2014 and resigned on 26 September 2019</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Investment holding company with investments in property rental</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
<b>Lim Loi Heng</b>	<i>Present Directorships:</i>		
	<ul style="list-style-type: none"> <li>Greenwell Esters Sdn Bhd (<i>Appointed on 6 July 2012</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Manufacturing of food emulsifier products, Investment holdings</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Indirect)</li> </ul>
	<ul style="list-style-type: none"> <li>Greenwell Holdings Sdn Bhd (<i>Appointed on 9 July 2012</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Investment holdings with investments in the manufacturing of food emulsifiers sale of oleochemical products, process engineering contract works, and property investment businesses</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct and Indirect)</li> </ul>
	<ul style="list-style-type: none"> <li>Greenwell Oleochemicals Sdn Bhd (<i>Appointed on 6 July 2012</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Purchase and sale of oleochemical products</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Indirect)</li> </ul>
	<ul style="list-style-type: none"> <li>Greenwell Technology Sdn Bhd (<i>Appointed on 9 July 2012</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Process engineering contract works, property and investment holdings</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Indirect)</li> </ul>
	<ul style="list-style-type: none"> <li>H&amp;A Holdings Sdn Bhd (<i>Appointed on 23 November 2020</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Construction of buildings N.E.C. development of building projects for own operation i.e. for renting of space in these buildings, buying, selling renting and operating of self-owned or leased real estate-land</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Indirect)</li> </ul>
	<ul style="list-style-type: none"> <li>Pacific Naris International Limited (<i>Appointed on 15 April 2002</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Trading in oleochemical products</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct)</li> </ul>

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

Director	Directorship	Principal activities	Involvement in business activities other than as a director
	<ul style="list-style-type: none"> <li>Pacific Naris Pte Ltd (<i>Appointed on 9 September 2015</i>)</li> </ul> <p><i>Other business involvement outside our Group:</i></p> <ul style="list-style-type: none"> <li>Nil</li> <li>Nil</li> <li>Nil</li> <li>Nil</li> </ul> <p><i>Past Directorships:</i></p> <ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Wholesale of chemicals and chemical products N.E.C.</li> <li>Dormant</li> <li>Dormant</li> <li>Investment holding company holding shares in a company principally involved in soap manufacturing</li> <li>Trading of fertilizers</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct)</li> <li>Substantial shareholder (Direct) of Acara Binaan Sdn Bhd</li> <li>Substantial shareholder (Direct) of Lexham Gardens Limited</li> <li>Substantial shareholder (Direct) of Vester Products Sdn Bhd</li> <li>Substantial shareholder (Direct) of Wesfertilizers (Malaysia) Sdn Bhd</li> </ul>
<b>Anne Rodrigues née Koh Lan Heong</b>	<p><i>Present Directorships:</i></p> <ul style="list-style-type: none"> <li>Kuala Lumpur Kepong Berhad (<i>listed on the Main Market of Bursa Securities</i>) (<i>Appointed on 6 September 2017</i>)</li> </ul> <p><i>Other business involvement outside our Group &amp; Past Directorships:</i></p> <ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Producing and processing palm products and natural rubber on its plantations</li> </ul>	<ul style="list-style-type: none"> <li>Shareholder (Direct)</li> </ul>

9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

Director	Directorship	Principal activities	Involvement in business activities other than as a director
<b>Loke Foong Wai</b>	<i>Present and Past Directorships and Other business involvement outside our Group:</i>		
	<ul style="list-style-type: none"> <li>Nil</li> </ul>		
<b>Dr. Lim Thian Soo</b>	<i>Present Directorships:</i>		
	<ul style="list-style-type: none"> <li>Current Supreme Sdn Bhd (<i>Appointed on 9 September 2014</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Engages in the business of all aspect of a budget hotel and property investment</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Indirect)</li> </ul>
	<ul style="list-style-type: none"> <li>Kema Development Sdn Bhd (<i>Appointed on 24 August 1995</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Property development, processing and production of oil palm and its related products</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct &amp; Indirect)</li> </ul>
	<ul style="list-style-type: none"> <li>Kema Land Sdn Bhd (<i>Appointed on 8 March 2004</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Property Development, rental and car parking collection</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct &amp; Indirect)</li> </ul>
	<ul style="list-style-type: none"> <li>Kemet Properties Sdn Bhd (<i>Appointed on 15 April 2013</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Property development and construction</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Indirect)</li> </ul>
	<ul style="list-style-type: none"> <li>Kuda-Aman Sdn Bhd (<i>Appointed on 8 May 1996</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Housing development and rental collections</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Indirect)</li> </ul>
	<ul style="list-style-type: none"> <li>Nam Keng City 1925 Sdn Bhd (<i>Appointed on 6 March 2013</i>)</li> </ul>	<ul style="list-style-type: none"> <li>Investment in properties</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct)</li> </ul>
	<i>Other business involvement outside our Group:</i>		
	<ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Property development, processing and production of oil palm and its related products</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct) of Bronze Towers Sdn Bhd</li> </ul>

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

Director	Directorship	Principal activities	Involvement in business activities other than as a director
	• Nil	• Investment holding and the provision of management services, inclusive of manufacturing plant facility service	• Substantial shareholder (Direct and indirect) of D&O Green Technologies Berhad ( <i>listed on the Main Market of Bursa Securities</i> )
	• Nil	• Property development and provision of project management services	• Substantial shareholder (Direct and indirect) of Diva Gate Sdn Bhd
	• Nil	• Investment holding with investments in Rubber Tread Industries (M) Sdn Bhd	• Substantial shareholder (Indirect) of Laju Riang Sdn Bhd
	• Nil	• Investment holding with investments in Mega First Corporation Berhad and D&O Green Technologies Berhad	• Substantial shareholder (Indirect) of Lanai Etika Sdn Bhd
	• Nil	• Investment holding with subsidiaries involved in building, owning and operating power plants, quarrying, manufacturing and trading of lime and other products, property development and investment	• Substantial shareholder (Indirect) of Mega First Corporation Berhad ( <i>listed on the Main Market of Bursa Securities</i> )
	• Nil	• Investment holding with investment in Mega First Corporation Berhad	• Substantial shareholder (Indirect) of Rubber Thread Industries (M) Sdn Bhd
	• Nil	• Investment holding with investments in D&O Technologies Berhad	• Substantial shareholder (Indirect) of Thames Electronics Sdn Bhd
	• Nil	• Deal in real estates, plantations and holdings of investments	• Substantial shareholder (Direct) of Tiong Hin Realty Sdn Bhd (winding-up)

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

Director	Directorship	Principal activities	Involvement in business activities other than as a director
	<i>Past Directorships:</i>		
	<ul style="list-style-type: none"> <li>Chin Bee &amp; Sons Sdn Bhd (Appointed on 18 January 2002 and resigned on 14 December 2017)</li> </ul>	<ul style="list-style-type: none"> <li>Carry on business of general investments and rental collection</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct)</li> </ul>
<b>Mohammed Rafidz Bin Ahmed Rasiddi</b>	<i>Present Directorships &amp; Other business involvement outside our Group:</i>		
	<ul style="list-style-type: none"> <li>Nil</li> </ul>		
	<i>Past Directorships:</i>		
	<ul style="list-style-type: none"> <li>Bank Pembangunan Malaysia Berhad (Appointed on 15 June 2015 and resigned on 15 June 2017)</li> </ul>	<ul style="list-style-type: none"> <li>Provide medium to long term credit facilities to finance infrastructure projects, maritime, technology and capital-intensive industries in manufacturing as well as other identified sectors in line with the country's development policy</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<ul style="list-style-type: none"> <li>BI Credit &amp; Leasing Berhad (Appointed on 28 July 2015 and resigned on 11 April 2017)</li> </ul>	<ul style="list-style-type: none"> <li>Credit and leasing activities</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<ul style="list-style-type: none"> <li>Global Maritime Ventures Berhad (Appointed on 29 July 2015 and resigned on 1 April 2017)</li> </ul>	<ul style="list-style-type: none"> <li>A venture capital investment holding company</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<ul style="list-style-type: none"> <li>PLC Credit &amp; Factoring Sdn Bhd (Appointed on 28 July 2015 and resigned on 11 April 2017)</li> </ul>	<ul style="list-style-type: none"> <li>Hire purchase financing, confirming and factoring, insurance agency and letting out properties</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<ul style="list-style-type: none"> <li>Pembangunan Leasing Corporation Sdn Bhd (Appointed on 28 July 2015 and resigned on 11 April 2017)</li> </ul>	<ul style="list-style-type: none"> <li>Leasing and Investment holding with subsidiaries involved in offering hire purchase facilities, factoring, letters of credit, bank guarantee and insurance</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>

9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

Director	Directorship	Principal activities	Involvement in business activities other than as a director
	<ul style="list-style-type: none"> <li>SME Growth Acceleration Fund Sdn Bhd (Appointed on 8 March 2016 and resigned on 11 April 2017)</li> </ul>	<ul style="list-style-type: none"> <li>To acquire and hold investment shares, stocks and debentures for investment purpose to promote, establish and transact business in Malaysia</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
	<ul style="list-style-type: none"> <li>Syarikat Borcos Shipping Sdn Bhd (Winding up) (Appointed on 29 July 2015 and resigned on 26 May 2016)</li> </ul>	<ul style="list-style-type: none"> <li>Engaged in vessels chartering and hire, agent for chartering related services</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>

The involvement of our Directors in those business activities outside our Group will not affect their commitment and responsibilities to our Group in their respective roles as our Directors.

9.2.4 Service contracts with our Directors

As at the date of this Prospectus, there are no existing or proposed service contracts between our Directors and us which provide for benefits upon termination of employment.

**9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)**
**9.2.5 Directors' remuneration and material benefits in-kind**

The remuneration and material benefits in-kind (including any contingent or deferred remuneration) paid or proposed to be paid to our Directors for services rendered to us in all capacities to our Group for FYE 31 December 2020 and 2021 are as follows:

FYE 31 December 2020	Salary	Director's Fees	Bonus	EPF and Social Security Organisation	Allowances	Benefits-in-kind	Total
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
<b>Executive Directors</b>							
Haziq Bin Zairel Oh	960.00	-	940.00	228.92	-	35.20	2,164.12
Chen Ghee Wen	727.80	-	565.60	156.13	-	23.26	1,472.79
Moh Ung Nang	422.40	-	387.20	98.08	-	7.20	914.88
<b>Non- Executive Directors</b>							
Dr. Tunku Alina Binti Raja Muhd Alias	-	42.50	-	-	1.00	-	43.50
Lim Loi Heng	-	135.00	-	-	1.00	-	136.00
Anne Rodrigues née Koh Lan Heong	-	25.83	-	-	1.00	-	26.83
Loke Foong Wai	-	22.50	-	-	1.00	-	23.50
Dr. Lim Thian Soo	-	25.83	-	-	1.00	-	26.83
Mohammed Rafidz Bin Ahmed Rasiddi	-	22.50	-	-	1.00	-	23.50



## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

FYE 31 December 2021 (Proposed to be paid)	Salary	Director's Fees	Bonus	EPF and Social Security Organisation	Allowances	Benefits-in- kind	Total
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
<b>Executive Directors</b>							
Haziq Bin Zairel Oh	1,200.00	-	100.00	156.92	-	35.20	1,492.12
Chen Ghee Wen	960.00	-	80.00	125.72	-	23.26	1,188.98
Moh Ung Nang	422.40	-	35.20	55.84	-	7.20	520.64
<b>Non-Executive Directors</b>							
Dr. Tunku Alina Binti Raja Muhd Alias	-	255.00	-	-	14.00	-	269.00
Lim Loi Heng	-	135.00	-	-	14.00	-	149.00
Anne Rodrigues née Koh Lan Heong	-	155.00	-	-	23.00	-	178.00
Loke Foong Wai	-	135.00	-	-	18.00	-	153.00
Dr. Lim Thian Soo	-	155.00	-	-	19.00	-	174.00
Mohammed Rafidz Bin Ahmed Rasiddi	-	135.00	-	-	18.00	-	153.00

The remuneration of our Directors, which includes Directors' fees, bonus and such other allowances as well as other benefits, must be considered and recommended by our Nominating and Remuneration Committee and subsequently approved by our Board. Our Directors' fees must be further approved/endorsed by our shareholders at a general meeting.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

### 9.2.6 Audit Committee

Our Audit Committee was formed by our Board on 14 December 2020. Our Audit Committee currently comprises the following members, all of whom are Independent Non-Executive Directors:

Name	Designation	Directorship
Anne Rodrigues née Koh Lan Heong	Chairman	Senior Independent Non-Executive Director
Loke Foong Wai	Member	Independent Non-Executive Director
Mohammed Rafidz Bin Ahmed Rasiddi	Member	Independent Non-Executive Director

Our Audit Committee undertakes, among others, the following functions:

- (i) review with the external auditors, the audit scope and plan, including any changes to the scope of the audit plan;
- (ii) ensure the internal audit function is independent of the activities it audits and the head of internal audit reports functionally to our Audit Committee directly and review their performance on an annual basis. The head of internal audit shall be responsible for the regular review and/or appraisal of the effectiveness of our risk management, internal control, and governance processes within our Company;
- (iii) take cognisance of resignations of internal audit staff members (for in-house internal audit function) or the internal audit service provider (for out-sourced internal audit) and provide the resigning staff member or the internal audit service provider an opportunity to submit his reasons for resigning;
- (iv) review the adequacy of the internal audit scope and plan, including the internal audit programme; functions, competency and resources of the internal audit function and that it has the necessary authority to carry out its work;
- (v) review the external and internal audit reports to ensure that appropriate and prompt remedial action is taken by the management on major deficiencies in controls or procedures that are identified;
- (vi) review major audit findings and the management's response during the year with the management, external auditors and internal auditors, including the status of previous audit recommendations;
- (vii) review the assistance given by our Group's officers to the auditors, and any difficulties encountered in the course of the audit work, including any restrictions on the scope of activities or access to required information;
- (viii) to set policies and procedures to assess the suitability, objectivity and independence of the external auditors;
- (ix) review the non-audit services provided by the external auditors and/or its network firms to our Company for the financial year, including the nature of the non-audit services, fee of the non-audit services, individually and in aggregate, relative to the external audit fees and safeguards deployed to eliminate or reduce the threat to objectivity and independence in the conduct of the external audit resulting from the non-audit services provided;
- (x) review the appointment and performance of external auditors, the audit fee and any question of resignation or dismissal of external auditors before making recommendations to our Board;

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

- (xi) review the quarterly results and the year-end financial statements, prior to approval by our Board, focusing particularly on:
- the going concern assumption;
  - changes in or implementation of major accounting policy changes;
  - significant matters highlighted including financial reporting issues, significant judgments made by management, significant and unusual events or transactions, and how these matters are addressed;
  - compliance with accounting standards and other legal requirements; and
  - major judgemental issues;
- (xii) review procedures in place to ensure that our Group is in compliance with the Act and Listing Requirements and other legislative and reporting requirements;
- (xiii) review any related party transaction and conflict of interest situation that may arise within our Company or our Group, including any transaction, procedure or course of conduct that raises question on our management's integrity and ensure that any such transaction is carried out on terms that are not detrimental to our Company;
- (xiv) prepare and review our Audit Committee report, at least once a year, to our Board which includes among others, a summary of the work of our Audit Committee in the discharge of its functions and duties for that financial year and how it has met its responsibilities and a summary of the work of the internal audit function;
- (xv) review procedures established to address allegations raised by whistle-blowers, to ensure independent investigation is conducted and follow-up action is taken and highlighted to our Audit Committee; and
- (xvi) review the effectiveness of anti-corruption measures taken.

### 9.2.7 Nominating and Remuneration Committee

Our Nominating and Remuneration Committee was established by our Board on 14 December 2020. Our Nominating and Remuneration Committee currently comprises the following members, of which the majority are Independent Non-Executive Directors:

Name	Designation	Directorship
Dr. Lim Thian Soo	Chairman	Independent Non-Executive Director
Dr. Tunku Alina Binti Raja Muhd Alias	Member	Independent Non-Executive Director
Lim Loi Heng	Member	Non-Independent Non-Executive Director

Our Nominating and Remuneration Committee undertakes, among others, the following functions:

- (i) identify, consider and recommend suitable persons for appointment as our Directors, our Group and members of our Board committee and also Key Senior Management positions relying on sources from existing Board members, management, major shareholders, independent search firms and other independent sources;
- (ii) establish a policy formalizing our Group's approach to our Board's diversity (including diversity in gender, nationality, age, culture, socio-economic background, skills, knowledge and experience and independence);

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

- (iii) evaluate, review and recommend on an annual basis to our Board the appropriate size of our Board, required mix of skills, experience and other qualities, including core competencies which Non-Executive Directors shall bring to our Board to ensure that they are in line with our Group's requirements;
- (iv) oversee succession planning for our Board Chairman and Directors;
- (v) develop, maintain and review the criteria for evaluating our Board's, and Board committees' and each individual Director's performance;
- (vi) ensure all Directors undergo appropriate induction and continuous training programmes to enhance their performance; and
- (vii) set and recommend to our Board a formal and transparent remuneration policy and framework for Directors and senior management of our Group drawing on external consultants' advice if necessary.

### 9.2.8 Risk Management Committee

Our Risk Management Committee was established by our Board on 14 December 2020. Our Risk Management Committee currently comprises the following members, the majority of whom are Independent Non-Executive Directors:

Name	Designation	Directorship
Moh Ung Nang	Chairman	Non-Independent Executive Director
Anne Rodrigues née Koh Lan Heong	Member	Senior Independent Non-Executive Director
Dr. Lim Thian Soo	Member	Independent Non-Executive Director

Our Risk Management Committee undertakes, among others, the following functions:

- (i) provide oversight, direction and counsel to our Group's risk management process which include among other, the following:
  - review the risk appetite and recommend risk management strategies, policies and risk tolerance levels for our Board's approval;
  - monitor our Group and Company level risk exposures and management of the significant financial and non-financial risks identified;
  - evaluate new risks identified by group risk management including the likelihood of the emerging risks happening in the future and consider the need to put in place the appropriate controls;
  - review our Group risk profile (including risk registers) and ensure that significant risks that are outside tolerable ranges are being responded with appropriate actions taken in a timely manner to mitigate the business risks;
  - review the status of the implementation of management action plans in mitigating significant risks identified; and
  - review and recommend our Group's level of risk tolerance and actively identify, assess and monitor key business risks to safeguard shareholders' investments and our Group's assets.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT *(Cont'd)*

- (ii) establish and periodically review our Group's risk management guidelines and policies and ensure implementation of the objectives outlined in the policies and compliance thereof;
- (iii) evaluate the effectiveness of our risk management structure, processes and support system to identify, assess, monitor and manage our Group's key risks;
- (iv) review all major investment and project business cases in accordance with established thresholds in the approved limits of authority of our Group;
- (v) provide oversight of sustainability reporting by ensuring the effective identification, management and reporting of material sustainability matters (i.e risk and opportunities) affecting the economic, environmental and social aspects of our Group's businesses towards achievement of sustainability goals across our Group; and
- (vi) review the effectiveness of the system for monitoring compliance with applicable laws, regulations, rules, directives and guidelines, and the results of the management's investigation and follow-up (including disciplinary action) of any instances of non-compliance.

### 9.3 KEY SENIOR MANAGEMENT

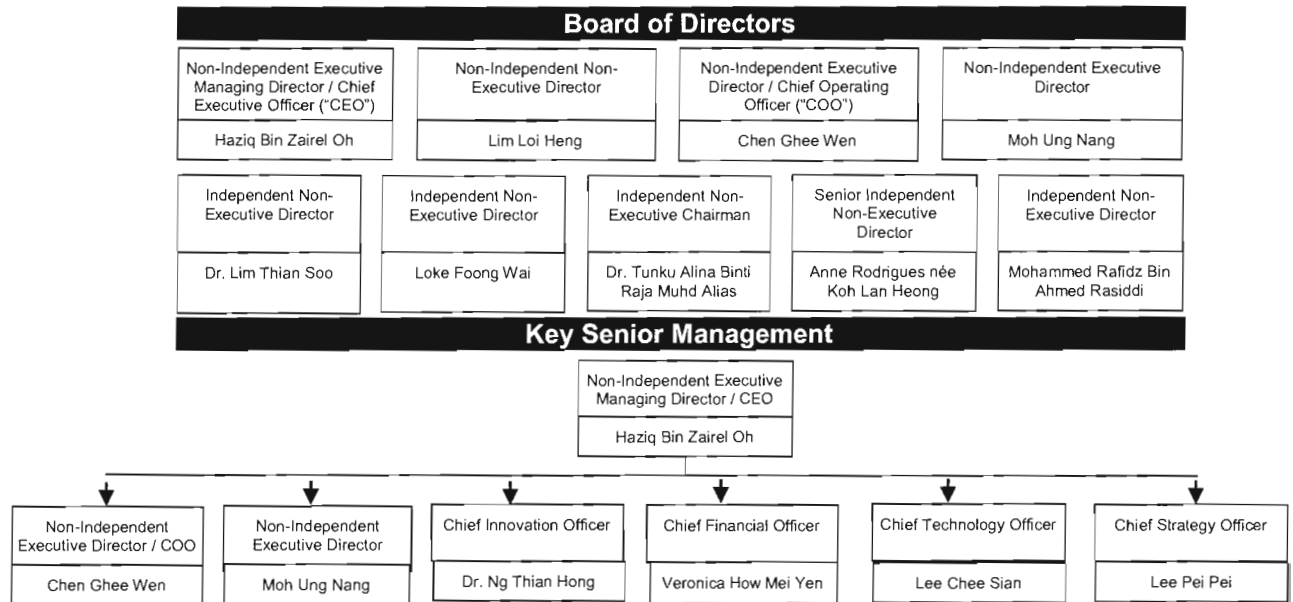
Our Key Senior Management is responsible for the day-to-day management and operations of our Group. Our Key Senior Management as at the date of this Prospectus are as follows:

<b>Name</b>	<b>Age</b>	<b>Designation</b>
Haziq Bin Zairel Oh	31	Non-Independent Executive Managing Director/ Chief Executive Officer
Chen Ghee Wen	48	Non-Independent Executive Director / Chief Operating Officer
Moh Ung Nang	58	Non-Independent Executive Director
Lee Pei Pei	47	Chief Strategy Officer
Lee Chee Sian	54	Chief Technology Officer
Veronica How Mei Yen	34	Chief Financial Officer
Dr. Ng Thian Hong	42	Chief Innovation Officer

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (*Cont'd*)

### 9.3.1 Management reporting structure

Our management reporting structure is as follows:



### 9.3.2 Profiles of our Key Senior Management

The profiles of our Executive Directors who are also part of our Key Senior Management are set out in Section 9.2.1 of this Prospectus.

#### (i) Lee Pei Pei

Lee Pei Pei, a Malaysian aged 47, is our Chief Strategy Officer. She has over 18 years of experience in the glove industry with over 11 years in management roles.

She graduated with a Bachelor of Science from Campbell University, U.S. and a Diploma in Science from Tunku Abdul Rahman College, both in 1996 and was admitted as a licentiate of the Malaysian Institute of Chemistry in 1999.

She began her career in 1996 as a chemist at Nabbir Laboratory Sdn Bhd, a laboratory which provides environmental laboratory testing on water, toxic wastes and other substances. She joined Mitsuoka Electronics (M) Sdn Bhd as their quality control assistant officer in 1997 and left also in 1997 to join Sharp-Roxy Corporation (M) Sdn Bhd as an officer in charge of supervising the inspection of the quality of incoming parts. She left Sharp-Roxy Corporation (M) Sdn Bhd in 2000. Between 2000 and 2002, she was employed at Teac Electronics (M) Sdn Bhd, manufacturer of computer storing devices. She held various positions whilst there including as their Engineering Assistant (Post Quality Assurance), Engineer and Senior Engineer (Post Quality Assurance) tasked with performing supplier qualification and audit.

Prior to joining our Group, between 2002 and 2015, she served in various positions at YTY Industry which include Quality Assurance cum Chemist Executive (responsible for quality assurance and laboratory testing), Production Planner (responsible for planning, purchasing, logistics, quality control and customer co-ordination), Assistant Manager and Planning Manager.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

She joined our Group in 2016 as General Manager of Business Development responsible for overseeing the supply chain, purchasing, information technology, human resources in addition to managing customers' accounts. She assumed her current position as Chief Strategy Officer in July 2020, where she is charged with the added responsibility of identifying and implementing solutions to ensure manufacturing inventory workflow.

### (ii) Lee Chee Sian

Lee Chee Sian, a Malaysian aged 54, is our Chief Technology Officer. A mechanical engineer by profession, he has over 18 years of experience in project management for glove manufacturing facilities.

He obtained his Diploma in Technology (Mechanical and Manufacturing Engineering) from Tunku Abdul Rahman College in 1991.

He began his career in 1991 at Ebara Pumps Malaysia Sdn Bhd, a company involved in the trading of pumps and related equipment, as a Project Engineer where he was tasked with site supervision. He joined Ban Ngai Components Sdn Bhd in 1992 as their Design Engineer responsible for tool and die design. He left in 1997 to join SP Metal Components Sdn Bhd as an Engineering Manager also responsible for tool and die design until 2002.

Between 2002 and 2015, he was with YTY Industry as their Project Manager, where he was responsible for managing YTY Industry's various projects.

He joined our Group in 2015 as Project Manager where he was responsible for line design and project development. He was promoted to Vice President of Engineering in 2019 where he oversaw our Engineering Department in addition to his existing responsibility of project development. He assumed his current position as our Chief Technology Officer in July 2020.

### (iii) Veronica How Mei Yen

Veronica How Mei Yen, a Malaysian aged 34, is our Chief Financial Officer. She has over 8 years of experience in auditing and accounting.

She obtained a Bachelor of Science in Applied Accounting in 2007 from the Oxford Brookes University in association with the Association of Chartered Certified Accountants ("ACCA"). She was admitted as a member of the ACCA since 2016 and has been a member of the MIA since 2017.

She began her career in 2010 as an audit associate at the accounting firm, Baker Tilly Monteiro Heng (now Baker Tilly Malaysia) and left in 2016 where her final designation was audit manager, responsible for leading and managing audit portfolios of audit clients of various industries.

Between 2017 and 2019, she served as an accounting manager at Weststar Aviation Services Sdn Bhd, a company which offers air transportation services, helicopter-based services such as oil and gas offshore transportation, medical evacuation, and general aviation, where she was responsible for financial reporting and management of operational finance.

In 2019, she joined SMG Business Services Sdn Bhd, a subsidiary of the Star Media Group Berhad as their finance manager where she was responsible for its financial reporting and management of operational finance.

**9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)**

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She joined our Group as Chief Financial Officer in July 2020. She is responsible for the financial management of our Group, overseeing the statutory reporting and internal management reporting functions of our Group, ensuring appropriate financial planning and financial corporate compliance, treasury, tax and other finance operations.

**(iv) Dr. Ng Thian Hong**

Dr. Ng Thian Hong, a Malaysian aged 42, is our Chief Innovation Officer. He has over 15 years of work experience in the synthetic latex industry.

He obtained a Bachelor of Science (Hons) in Industrial Chemistry from Universiti Teknologi Malaysia in 2001 and was awarded a Doctor of Philosophy ("PhD") by Brunel University London, United Kingdom in 2013 for his research on pre-treatment of straw for bio-fuel and bio-refinery applications. He is a registered chemist and has been a registered member of the Malaysian Institute of Chemistry since 2016.

He started his career in 2001 as a technical chemist at Claytan Industries Sdn Bhd, a manufacturer of ceramic sanitaryware, where he was responsible for research and development, quality control and quality assurance and had provided technical support in the ceramic laboratory.

Prior to joining us, he was with Synthomer, a synthetic latex manufacturer for over 15 years. Between 2001 and 2009, save for the 11 months between August 2002 and June 2003 where he worked at Zhongma Health Product Manufactory Sdn Bhd as a production executive, he served in various roles at Synthomer, starting as a shift quality control chemist and he was the Manager of product development and technical service when he left in 2009 to pursue his PhD studies in the United Kingdom. He returned to Synthomer in 2013 as the Head of Technical Services responsible for global technical service and support for customers of Synthomer's Health and Protection Strategic Business Unit. He also supported Synthomer in their innovation and new product development. He was subsequently promoted to Director of New Business Development and Technology Acquisition where he was responsible for identifying new business and technology opportunities for acquisition, partnership or licencing opportunities for Synthomer's Performance Elastomer Division before leaving in October 2020. Applications for four patents were filed by Synthomer on the development of new generation lattices for dipping application from the aspect of polymer structure design and synthesis science which was co-invented by him during his tenure at Synthomer.

He joined our Group in November 2020 as our Chief Innovation Officer, where he is responsible for facilitating technological, process and organisation transformation and cultivating innovation capabilities within our Group.



## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

### 9.3.3 Shareholding of our Key Senior Management

The shareholding of:

- (i) our Executive Directors who are also part of our Key Senior Management are set out in Section 9.2.2 of this Prospectus; and
- (ii) the other Key Senior Management;

before and after our IPO as follows:

Name	Designation	After our IPO											
		Before our IPO <sup>(1)</sup>				Assuming the Over-allotment Option is not exercised				Assuming the Over-allotment Option is fully exercised <sup>(2)</sup>			
		Direct		Indirect		Direct		Indirect		Direct		Indirect	
		No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
		('000)		('000)			('000)		('000)			('000)	
Lee Pei Pei	Chief Strategy Officer	50,000	0.50	-	-	37,000	0.37	-	-	35,500	0.36	-	-
Lee Chee Sian	Chief Technology Officer	100,000	1.00	-	-	74,000	0.74	-	-	71,000	0.71	-	-
Veronica How Mei Yen	Chief Financial Officer	-	-	-	-	1,500 <sup>(3)</sup>	0.02	-	-	1,500 <sup>(3)</sup>	0.02	-	-
Dr. Ng Thian Hong	Chief Innovation Officer	-	-	-	-	500 <sup>(3)</sup>	*	-	-	500 <sup>(3)</sup>	*	-	-

**Notes:**

\* Negligible

(1) Based on our issued 10,000,000,000 Shares after the Share Split.

(2) Assuming an Over-allotment Option of up to an aggregate of 260,000,000 Shares, representing up to 10.00% of the total number of IPO Shares offered.

(3) Assuming they fully subscribe for their entitlement under the allocation for Eligible Persons.

9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

9.3.4 Involvement of our Key Senior Management in other principal business activities

Save for as disclosed below, none of our Key Senior Management (other than our Executive Directors which are disclosed in Section 9.2.3 of this Prospectus) are involved in principal business activities outside our Group as at the LPD:

Key Senior Management	Directorships	Principal activities	Involvement in business activities other than as a director
<b>Lee Pei Pei</b>	<i>Present Directorships:</i>		
	<ul style="list-style-type: none"> <li>Twist Bubble Sdn Bhd (Appointed on 20 May 2016)</li> </ul>	<ul style="list-style-type: none"> <li>Self-washing services</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct)</li> </ul>
	<ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Child-care centre</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct) of Bunny Garden Sdn Bhd</li> </ul>
	<ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Laundrying and dry-cleaning, pressing services</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct) of Ferringhi Laundry Sdn Bhd</li> </ul>
	<i>Other business involvement outside our Group and Past Directorships:</i>		
	<ul style="list-style-type: none"> <li>Nil</li> </ul>		
<b>Lee Chee Sian</b>	<i>Present Directorships:</i>		
	<ul style="list-style-type: none"> <li>CML Agriculture Sdn Bhd (Appointed on 22 July 2020)</li> </ul>	<ul style="list-style-type: none"> <li>Agriculture activities for crops production on a fee or contract basis, growing of plants for planting</li> </ul>	<ul style="list-style-type: none"> <li>Substantial shareholder (Direct)</li> </ul>
	<i>Other business involvement outside our Group:</i>		
<ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Machinery and trading, engineering fabrication and machinery services</li> </ul>	<ul style="list-style-type: none"> <li>Sole proprietor of Well Win Engineering Services</li> </ul>	
	<i>Past Directorships:</i>		
	<ul style="list-style-type: none"> <li>Nil</li> </ul>		

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT *(Cont'd)*

The involvement of our Key Senior Management mentioned above in other principal business activities outside our Group will not affect their continued contribution to the day-to-day management of our Group and are not expected to require a significant amount of their time or attention or adversely affect the operations of our Group.

### 9.3.5 Service contracts with our Key Senior Management

As at the date of this Prospectus, there are no existing or proposed service contracts between our Key Senior Management and us which provide for benefits upon termination of employment.

### 9.3.6 Key Senior Management's remuneration and material benefits in-kind

The remuneration and material benefits in-kind of our Executive Directors who are also part of our Key Senior Management are set out in Section 9.2.5 of this Prospectus. The aggregate remuneration and material benefits in-kind paid (including any contingent or deferred remuneration) or proposed to be paid to our Key Senior Management for services rendered in all capacities to our Group for the FYE 31 December 2020 and 2021 are as follows:

Key Senior Management	Remuneration band (FYE 31 December)	
	2020 (Paid)	2021 (Proposed)
	RM'000	RM'000
Lee Pei Pei	800-850	450-500
Lee Chee Sian	900-950	500-550
Veronica How Mei Yen	150-200	450-500
Dr. Ng Thian Hong	50-100	650-700

The above remuneration of our Key Senior Management, which includes salaries, bonus, fees and allowances as well as other benefits, must be considered and recommended by our Nominating and Remuneration Committee and subsequently approved by our Board.

## 9.4 ASSOCIATIONS OR FAMILY RELATIONSHIP BETWEEN OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT

Save as disclosed below, there are no associations or family relationships between our Promoters, substantial shareholders, Directors and Key Senior Management:

- (i) Chen Ghee Wen, who is our Promoter, Non-Independent Executive Director and Chief Operating Officer is the spouse of Lee Pei Pei, our Chief Strategy Officer.
- (ii) Moh Ung Nang, who is our Promoter, substantial shareholder and Non-Independent Executive Director is the brother-in-law of Lee Chee Sian, our Chief Technology Officer.
- (iii) All of the shareholders of OTS Global are siblings of Haziq Bin Zairel Oh, our Promoter, substantial shareholder, Non-Independent Executive Managing Director and Chief Executive Officer, save for Tee Yak Haw, who is his brother-in-law.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT *(Cont'd)*

### 9.5 DECLARATION BY OUR PROMOTERS, DIRECTORS AND KEY SENIOR MANAGEMENT

As at the LPD, none of our Promoters, Directors or Key Senior Management has been involved in any of following events (whether in or outside Malaysia):

- (i) in the last 10 years, a petition under any bankruptcy or insolvency laws was filed (and not struck out) against such person or any partnership in which such person was a partner or any corporation of which such person was a director or member of Key Senior Management;
- (ii) save for Lim Loi Heng ("**LLH**") as disclosed in Section 9.5.1 of this Prospectus, disqualified from acting as a director of any corporation, or from taking part directly or indirectly in the management of any corporation;
- (iii) in the last 10 years, charged or convicted in a criminal proceeding or is a named subject of a pending criminal proceeding;
- (iv) in the last 10 years, any judgment was entered against such person, or finding of fault, misrepresentation, dishonesty, incompetence or malpractice on his part, involving a breach of any law or regulatory requirement that relates to the capital market;
- (v) save for LLH and Moh Ung Nang ("**MUN**") as disclosed in Section 9.5.2 of this Prospectus, in the last 10 years, the subject of any civil proceeding, involving an allegation of fraud, misrepresentation, dishonesty, incompetence or malpractice on his part that relates to the capital market;
- (vi) the subject of any order, judgment or ruling of any court, government or regulatory authority or body temporarily enjoining such person from engaging in any type of business practice or activity;
- (vii) in the last 10 years, has been reprimanded or issued any warning by any regulatory authority, securities or derivatives exchange, professional body or government agency; and
- (viii) there is any unsatisfied judgment against such person.

**9.5.1** The CCM had on 12 October 2011 issued a notice to LLH stating that LLH's position as a director at Crest Fertilizer Technology Sdn Bhd ("**Crest Fertilizer**") may indirectly create a conflict with his duty as a director in Duta Crest Sdn Bhd ("**Duta Crest**"), as the companies operated a similar business and that LLH had breached Section 131(5) of the Companies Act 1965 of Malaysia ("**1965 Act**") by omitting to declare his interest in writing in Crest Fertilizer in the directors' meeting of Duta Crest.

On 18 January 2012, CCM issued a letter pursuant to Section 130(1) of the 1965 Act instructing LLH to resign as a director of 13 companies listed in the said notice within 30 days of the date of the said notice, namely Green Prospect Sdn Bhd, YTY Industry, YTY Industry (Manjung) Sdn Bhd, Crest Technical Services Sdn Bhd ("**Crest Technical**"), Crest Fertilizer, Greenwell Oleochemicals Sdn Bhd, Greenwell Holdings Sdn Bhd, Innovative Project Management Sdn Bhd, Greenwell Esters Sdn Bhd, Greenwell Technology Sdn Bhd, Genuine Protection Sdn Bhd ("**Genuine Protection**"), Global Surgical Supply Sdn Bhd and YTY Industry Holdings Sdn Bhd ("**YTYI Holdings**"). LLH promptly resigned from all his directorships in the companies listed in the said notice save for Genuine Protection which had by then been struck off from the Register of Companies.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)

On 1 March 2012, LLH and his solicitors filed a Notice of Intention pursuant to Section 130 of the 1965 Act notifying CCM of their intent to apply to the High Court for LLH to be given leave to act as a director and be allowed to take part in the management of 10 of the companies mentioned above (save for Crest Fertilizer, Crest Technical and Genuine Protection as he was planning to dispose his interest in Crest Fertilizer and Crest Technical, and Genuine Protection had been struck off).

Having heard the circumstances of LLH's application, the High Court had on 28 May 2012 granted LLH the application for leave to act as a director and/or take part in the management of the said 10 companies.

**9.5.2** On 8 October 2020, Messrs. CB Liang & Co, the solicitors acting for Dato' Eii Ching Siew @ Yii Ching Siew ("**YCS**"), issued a letter ("**Letter of Demand**") alleging act of dishonesty, fraud and breach of fiduciary duty committed by the following parties against YCS, in relation to YCS's shareholding in YTY Holdings Sdn Bhd ("**YTY Holdings**") ("**Claim**):

- MUN, our Non-Independent Executive Director;
- LLH, our Non-Independent Non-Executive Director;
- Hairie Bin Zairel Oh (the administrator of the estate of the late Oh Tiam Sing ("**OTS**"));
- Wan Kuan Yoi ("**WKY**"); and
- Lim Wee Hun ("**LWH**");

(collectively, "**Parties**")

It was alleged by YCS in his Claim that YCS, LLH, MUN and OTS had in 2009 agreed to distribute the shares in YTY Holdings ("**YTY Holdings Shares**") held by Biogreen Network Sdn Bhd ("**Biogreen Network**") to all shareholders of YTY Holdings according to their respective shareholding percentage in YTY Holdings. YCS claimed that the task and responsibility of distributing the YTY Holdings Shares were given to LLH, MUN, WKY and OTS, whom YCS alleged owed a fiduciary duty to carry out and undertake the distribution exercise.

YCS claimed that he should have received 6,404,444 YTY Holdings Shares from Biogreen Network following the distribution exercise based on his shareholding in YTY Holdings, which he claimed to be 30% equity interest. Based on his claim, YCS should have held 9,737,777 YTY Holdings Shares or 43.82% equity interest in YTY Holdings following the distribution exercise. However, YCS only held 3,333,333 YTY Holdings Shares or 15% equity interest in YTY Holdings as of 2009 following the distribution exercise.

In 2010, YTYI Holdings, acquired two companies, via the issuance of new shares in YTYI Holdings ("**YTYI Holdings Shares**") to YTY Holdings, one of the vendors and LLH. After the acquisition, YTY Holdings was voluntarily wound-up and the YTYI Holding Shares (held by YTY Holdings) were distributed in specie amongst YTY Holdings' shareholders ("**YTYI Distribution**"). YCS claimed that he should have received 99,630,561 YTYI Holdings Shares pursuant to the YTYI Distribution, based on his claim of 43.82% equity interest in YTY Holdings.

By 2013, the shareholders of YTYI Holdings had disposed all their equity interest in YTYI Holdings to Indorama Healthcare Pte Ltd ("**Indorama**").

YCS had in the Letter of Demand claimed from the Parties payment of RM308,124,955.44 in relation to his alleged proportionate allocation of YTYI Holdings Shares, based on the alleged loss suffered by YCS of RM228,821,177.49 calculated from the price of YTYI Holdings Shares sold to Indorama, plus interest at the rate of 5% per annum calculated from 4 November 2013 until 8 October 2020.

## 9. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT *(Cont'd)*

Further to the Letter of Demand, the solicitors acting for YCS has filed a writ dated 17 November 2020 together with an amended statement of claim ("**ASOC**") dated 25 November 2020 to the High Court against the Parties, claiming for:

- a sum of RM228,821,177.49;
- exemplary damage on the sum of RM228,821,177.49 at the rate of 5% per annum from 4 November 2013 until full realisation;
- interest on the total judgement sum at a rate of 5% per annum from the date of judgment until full realisation;
- costs; and
- any other relief that the High Court deems fit and appropriate.

LLH and MUN have denied YCS's allegations and will resist the Claim which they view as scandalous, frivolous and/or vexatious. LLH and MUN have consulted their solicitors who are of the view that YCS' claim is barred by limitation pursuant to sections 6 and 29 of the Limitation Act 1953 and have advised them to take-out a striking-out application on that premise. We do not believe the Claim will have a material impact on our Company.

LLH and MUN had via their Counsel filed their defence dated 4 January 2021 denying each and every allegation contained in the ASOC. LLH and MUN had also via their Counsel filed a notice of application on 4 January 2021 to strike out the writ of summons dated 17 November 2020 and the ASOC dated 25 November 2020 ("**Strike-Out Application**"). YCS has filed his reply to the defence on 12 January 2021. The High Court had on 18 March 2021 heard the Strike-Out Application and had struck-out YCS' claim.

### 9.6 OTHER MATTERS

No amounts have been paid or benefits given within the two years preceding the date of this Prospectus, nor are intended to be paid or given to our Promoters and substantial shareholders except for the following:

- (i) remunerations and benefits-in-kind arising from employment paid to our Promoters and substantial shareholders as set out in Section 9.2.5 of this Prospectus; and
- (ii) dividend paid to our Promoters and substantial shareholders.

There is no arrangement which operation may result in the change in control of our Company at a date subsequent to our IPO and our Listing.

Our substantial shareholders do not have different voting rights from our other shareholders.