

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

### 5.1.1 PROMOTERS AND SUBSTANTIAL SHAREHOLDERS

#### 5.1.2 Promoters' and substantial shareholders' shareholdings

The shareholdings of our Promoters and substantial shareholders in our Company before and after our IPO are set out below:

Name	Country of incorporation/ Nationality	<sup>(1)</sup> Before IPO				<sup>(2)</sup> After IPO			
		Direct		Indirect		Direct		Indirect	
		No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
<b><u>Promoters and substantial shareholders</u></b>									
MKH	Malaysia	293,520,019	36.53	<sup>(4)(5)</sup> 382,796,663	47.64	293,520,019	28.68	<sup>(4)(5)</sup> 352,088,963	34.40
Tan Sri Alex Chen	Malaysian	39,582	<sup>(3)-</sup>	<sup>(6)(8)</sup> 712,478,060	88.66	39,582	<sup>(3)-</sup>	<sup>(6)(8)</sup> 681,770,360	66.61
Tan Sri Eddy Chen	Malaysian	1,514,691	0.19	<sup>(6)(9)</sup> 711,348,251	88.52	1,514,691	0.15	<sup>(6)(9)</sup> 680,640,551	66.50
Datuk Chen Fook Wah	Malaysian	287,621	0.04	<sup>(6)(10)</sup> 710,079,175	88.36	287,621	0.03	<sup>(6)(10)</sup> 679,371,475	66.37
<b><u>Substantial shareholders</u></b>									
Metro Kajang (Oversea)	Malaysia	344,462,001	42.87	-	-	313,754,301	30.65	-	-
MKH Plantation	Malaysia	38,334,662	4.77	-	-	38,334,662	3.75	-	-
CCSR	Malaysia	8,122,850	1.01	<sup>(7)(11)</sup> 701,954,608	87.35	8,122,850	0.79	<sup>(7)(11)</sup> 671,246,908	65.58
PT Hikmat <sup>(12)</sup>	Indonesia	40,180,575	5.00	-	-	40,180,575	3.93	-	-

#### Notes:

- (1) Based on the share capital of 803,590,845 Shares after the Pre-IPO Reorganisation but before our IPO.
- (2) Based on the enlarged share capital of 1,023,590,845 Shares after our IPO.
- (3) Less than 0.01%.
- (4) Deemed interested by virtue of its shareholdings in Metro Kajang (Oversea).
- (5) Deemed interested by virtue of its shareholdings in MKH Plantation.
- (6) Deemed interested by virtue of his shareholdings in CCSR.

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

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- (7) Deemed interested by virtue of its shareholdings in MKH.
- (8) Deemed interested by virtue of his shareholdings in Lotus Way and shareholdings held through AllianceGroup Nominees (Tempatan) Sdn Bhd, which are in turn deemed interested by virtue of their shareholdings in MKH. As at LPD, the ultimate beneficial owner of Lotus Way is Tan Sri Alex Chen, holding the entire equity interest in Lotus Way.
- (9) Deemed interested by virtue of his shareholdings in AllianceGroup Nominees (Tempatan) Sdn Bhd through Liberty Alliance (M) Sdn Bhd, which is in turn deemed interested by virtue of its shareholding in MKH. As at LPD, the direct substantial shareholder of Liberty Alliance (M) Sdn Bhd is Tan Sri Eddy Chen (99.99%) where the remaining shareholders are Puan Sri Datin Tan Sou Yee (<0.01%), spouse of Tan Sri Eddy Chen, Chen Wei Jia (<0.01%), Chen Yunn Li (<0.01%) and Chen Yunn Shin (<0.01%), all 3 of them are daughters of Tan Sri Eddy Chen.
- (10) Deemed interested by virtue of his shareholdings in Activest Sdn Bhd, which is in turn deemed interested by virtue of its shareholding in MKH. As at LPD, the ultimate beneficial owner of Activest Sdn Bhd is Datuk Chen Fook Wah, holding approximately 99.99% equity interest in Activest Sdn Bhd. The remaining equity interest (<0.01%) in Activest Sdn Bhd is held by Chen Wei Sern, son of Datuk Chen Fook Wah.
- (11) Deemed interested by virtue of its shareholdings held through HLB Nominees (Tempatan) Sdn Bhd, RHB Capital Nominees (Tempatan) Sdn Bhd, AllianceGroup Nominees (Tempatan) Sdn Bhd, UOBM Nominees (Tempatan) Sdn Bhd, Kenanga Nominees (Tempatan) Sdn Bhd and Amsec Nominees (Tempatan) Sdn Bhd (AmBank (M) Berhad).
- (12) PT Hikmat will cease to be our substantial shareholder after our IPO.

Our Promoters and substantial shareholders do not have different voting rights from other shareholders of our Group.

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

### 5.1.3 Profiles of Promoters and/or substantial shareholders

Save for the profiles of Tan Sri Alex Chen and Tan Sri Eddy Chen, who are also our Non-Independent Non-Executive Chairman and Non-Independent Non-Executive Director respectively, which are set out in Section 5.2.3, the profiles of our other Promoters and/or substantial shareholders are set out below:

#### (a) MKH

MKH was incorporated in Malaysia under the Companies Act 1965 on 27 September 1979 as a private company limited by shares and is deemed registered under the Act. MKH was incorporated under the name of Srijang Bena Sdn Bhd. It was converted into a public company limited by shares under the name of Metro Kajang Holdings Berhad on 12 July 1994 and was listed on the Main Board of Kuala Lumpur Stock Exchange (now known as Main Market) on 18 October 1995. It subsequently assumed its present name on 1 April 2011. MKH's principal activities are investment holdings and providing other management services. Its investment holdings are in real properties and shares of subsidiaries principally involved in the property development, trading of building materials, investment holding, provision of management services, building and civil works contracting and money lending services.

As at LPD, the issued share capital of MKH is RM654,458,655 comprising 586,548,168 ordinary shares (including 9,132,300 treasury shares).

The directors of MKH and their respective shareholdings in MKH as at LPD are as follows:

Name	Designation/ Nationality	Direct		Indirect	
		No. of shares	%	No. of shares	%
Tan Sri Alex Chen	Group Executive Chairman/ Malaysian	277,080	0.05	<sup>(1)</sup> 253,129,658	43.84
Tan Sri Eddy Chen	Group Managing Director/ Malaysian	10,602,844	1.84	<sup>(2)</sup> 245,220,987	42.47
Datuk Chen Fook Wah	Deputy Managing Director/ Malaysian	2,013,354	0.35	<sup>(3)</sup> 236,337,454	40.93
Jeffrey bin Bosra	Non-Independent Non-Executive Director/ Malaysian	-	-	-	-
Datuk Mohammad Bin Maidon	Senior Independent Non-Executive Director/ Malaysian	-	-	-	-
Dato' Lim Hong Shuan	Independent Non-Executive Director/ Malaysian	-	-	-	-
Hoon Shat Mei	Independent Non-Executive Director/ Malaysian	-	-	-	-

#### Notes:

- <sup>(1)</sup> Deemed interested through shares held in CCSR, Lotus Way and AllianceGroup Nominees (Tempatan) Sdn Bhd. As at LPD, the ultimate beneficial owner of Lotus Way is Tan Sri Alex Chen, holding the entire equity interest in Lotus Way.

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

- (2) Deemed interested through shares held in CCSR and AllianceGroup Nominees (Tempatan) Sdn Bhd via Liberty Alliance (M) Sdn Bhd. As at LPD, the direct substantial shareholder of Liberty Alliance (M) Sdn Bhd is Tan Sri Eddy Chen (99.99%) where the remaining shareholders are Puan Sri Datin Tan Sou Yee (<0.01%), spouse of Tan Sri Eddy Chen, Chen Wei Jia (<0.01%), Chen Yunn Li (<0.01%) and Chen Yunn Shin (<0.01%), all 3 of them are daughters of Tan Sri Eddy Chen.
- (3) Deemed interested through shares held in CCSR and Activest Sdn Bhd. As at LPD, the ultimate beneficial owner of Activest Sdn Bhd is Datuk Chen Fook Wah, holding approximately 99.99% equity interest in Activest Sdn Bhd. The remaining equity interest (<0.01%) in Activest Sdn Bhd is held by Chen Wei Sern, son of Datuk Chen Fook Wah.

The substantial shareholders of MKH and their respective shareholdings in MKH as at LPD are as follows:

Name	Country of incorporation/ Nationality	Direct		Indirect	
		No. of shares	%	No. of shares	%
CCSR	Malaysia	56,859,954	9.85	<sup>(1)</sup> 179,465,500	31.08
Public Bank Group Officers' Retirement Benefits Fund	Malaysia	53,352,059	9.24	-	-
Tan Sri Alex Chen	Malaysian	277,080	0.05	<sup>(2)</sup> 253,129,658	43.84
Tan Sri Eddy Chen	Malaysian	10,602,844	1.84	<sup>(3)</sup> 245,220,987	42.47
Datuk Chen Fook Wah	Malaysian	2,013,354	0.35	<sup>(4)</sup> 236,337,454	40.93

### Notes:

- (1) Deemed interested through shares held through HLB Nominees (Tempatan) Sdn Bhd, RHB Capital Nominees (Tempatan) Sdn Bhd, AllianceGroup Nominees (Tempatan) Sdn Bhd, UOBM Nominees (Tempatan) Sdn Bhd, Kenanga Nominees (Tempatan) Sdn Bhd and Amsec Nominees (Tempatan) Sdn Bhd (AmBank (M) Berhad).
- (2) Deemed interested through shares held in CCSR, Lotus Way and AllianceGroup Nominees (Tempatan) Sdn Bhd. As at LPD, the ultimate beneficial owner of Lotus Way is Tan Sri Alex Chen, holding the entire equity interest in Lotus Way.
- (3) Deemed interested through shares held in CCSR and AllianceGroup Nominees (Tempatan) Sdn Bhd via Liberty Alliance (M) Sdn Bhd. As at LPD, the direct substantial shareholder of Liberty Alliance (M) Sdn Bhd is Tan Sri Eddy Chen (99.99%) where the remaining shareholders are Puan Sri Datin Tan Sou Yee (<0.01%), spouse of Tan Sri Eddy Chen, Chen Wei Jia (<0.01%), Chen Yunn Li (<0.01%) and Chen Yunn Shin (<0.01%), all 3 of them are daughters of Tan Sri Eddy Chen.
- (4) Deemed interested through shares held in CCSR and Activest Sdn Bhd. As at LPD, the ultimate beneficial owner of Activest Sdn Bhd is Datuk Chen Fook Wah, holding approximately 99.99% equity interest in Activest Sdn Bhd. The remaining equity interest (<0.01%) in Activest Sdn Bhd is held by Chen Wei Sern, son of Datuk Chen Fook Wah.

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

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**(b) Datuk Chen Fook Wah**

Datuk Chen Fook Wah, a Malaysian aged 67 is our Promoter.

He underwent his secondary education at Kajang High School. In May 2012, he graduated with a Master of Business Administration from University of Wales.

In January 1973, he began his career as Account Executive in Guthrie Trading Sdn Bhd where he was responsible for handling day-to-day accounting, maintaining ledger, and conducting all other accounting activities. He left Guthrie Trading Sdn Bhd in December 1974 and joined Hilton Realty from January 1975 to December 1978, where he was appointed as Marketing Manager. His responsibilities include overseeing the sales and marketing portfolio of all kind of residential and commercial properties. He left the company in December 1978.

In January 1979, he joined CCSR as Field Manager where he was responsible for overseeing the overall rubber estate and oil palm estate operations. In October 1979, he joined MKH as Project and Implementation Manager and was subsequently appointed to the Board of MKH on 25 November 1999. He is currently the Deputy Managing Director of MKH, a position which he has held since 19 January 2005.

He is currently a member of the Executive Committee of MKH, a position which he was appointed to since 1999 and also a Director of GK Resort Berhad, a subsidiary of MKH, a position which he was appointed to since 1983. He was admitted to the Board of Valuers and Real Estate Agent of Malaysia in 1986.

He is the brother of Tan Sri Alex Chen and Tan Sri Eddy Chen and uncle of Chen Wei Chyong.

**(c) Metro Kajang (Oversea)**

Metro Kajang (Oversea) was incorporated in Malaysia under the Companies Act 1965 on 22 July 1993 as a private company limited by shares and is deemed registered under the Act.

Metro Kajang (Oversea)'s principal activities are investment holding and provision of treasury management services, with its investment holding in shares of its subsidiary principally involved in the business of furniture manufacturing.

As at LPD, the issued share capital of Metro Kajang (Oversea) is RM490,000,000 comprising 200,175,000 ordinary shares and 2,550,000 RCPS. Metro Kajang (Oversea) is a wholly-owned subsidiary of MKH.

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

The directors of Metro Kajang (Oversea) and their shareholdings in Metro Kajang (Oversea) as at LPD are as follows:

Name	Designation/ Nationality	Direct		Indirect	
		No. of shares	%	No. of shares	%
Tan Sri Alex Chen	Director/ Malaysian	-	-	<sup>(1)</sup> 200,175,000	100.00
Tan Sri Eddy Chen	Director/ Malaysian	-	-	<sup>(1)</sup> 200,175,000	100.00
Datuk Chen Fook Wah	Director/ Malaysian	-	-	<sup>(1)</sup> 200,175,000	100.00
Tan Wan San	Director/ Malaysian	-	-	-	-

### Note:

<sup>(1)</sup> Deemed interested through shares held in MKH.

### (d) MKH Plantation

MKH Plantation was incorporated in Malaysia under the Companies Act 1965 on 15 June 2006 as a private company limited by shares and is deemed registered under the Act. MKH Plantation was incorporated under the name of Global Retreat (MM2H) Sdn Bhd and assumed its present name on 3 February 2016.

MKH Plantation's principal activity is investment holding, where its investment is in shares of its subsidiary, PT SPS, which is principally involved in oil palm plantation.

As at LPD, the issued share capital of MKH Plantation is RM70,670,000 comprising 60,000,000 ordinary shares and 106,700 redeemable convertible preference shares. MKH Plantation is a wholly-owned subsidiary of MKH.

The directors of MKH Plantation and their respective shareholdings in MKH Plantation as at LPD are as follows:

Name	Designation/ Nationality	Direct		Indirect	
		No. of shares	%	No. of shares	%
Tan Sri Alex Chen	Director/ Malaysian	-	-	<sup>(1)</sup> 60,000,000	100.00
Tan Sri Eddy Chen	Director/ Malaysian	-	-	<sup>(1)</sup> 60,000,000	100.00
Datuk Chen Fook Wah	Director/ Malaysian	-	-	<sup>(1)</sup> 60,000,000	100.00
Datuk Wira Hj. Johan Bin Abd Aziz	Director/ Malaysian	-	-	-	-

### Note:

<sup>(1)</sup> Deemed interested through shares held in MKH.

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

### (e) CCSR

CCSR was incorporated in Malaysia under the Companies Act 1965 on 21 February 1976 as a private company limited by shares and is deemed registered under the Act. CCSR was incorporated under its present name.

CCSR's principal activity is investment holding, where its investments are of listed and unlisted shares, with the business activities of the companies mainly in investment holding.

As at LPD, the issued share capital of CCSR is RM55,550,000 comprising 5,000,000 ordinary shares and 240,000 redeemable non-cumulative preference shares ("RNCPS").

The substantial shareholders and directors of CCSR and their respective shareholdings in CCSR as at LPD are as follows:

Name	Designation/ Nationality	Direct		Indirect	
		No. of shares	%	No. of shares	%
Tan Sri Alex Chen	Director/ Malaysian	1,645,000	32.90	-	-
Tan Sri Eddy Chen	Director/ Malaysian	1,592,500	31.85	-	-
Datuk Chen Fook Wah	Director/ Malaysian	1,592,500	31.85	-	-

Name	Country of incorporation	Direct		Indirect	
		No. of RNCPS	%	No. of RNCPS	%
Ricard Securities Pty Ltd <sup>(1)</sup>	Australia	240,000	100.00	-	-

#### Note:

- (1) Ricard Securities Pty Ltd is a firm with an Australian financial services licence that authorises it to carry on a financial services business to provide financial product advice and to deal in financial products to retail and wholesale clients.

The substantial shareholder of Ricard Securities Pty Ltd and his shareholdings in Ricard Securities Pty Ltd as at LPD are as follows:

Name	Designation/ Nationality	Direct		Indirect	
		No. of shares	%	No. of shares	%
Richard Michael Van Cuylenburg	Director/ Australian	100	100.00	-	-

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

**(f) PT Hikmat**

PT Hikmat was established in Indonesia by virtue of Deed No. 4 dated 15 November 2017, made before Sri Agustini, S.H., Notary in Jakarta ("**Deed of Establishment**"). The Deed of Establishment has been approved by the Minister of Law and Human Rights ("**MOLHR**") by virtue of Decree of the MOLHR No. AHU-0052855.AH.01.01.TH.2017 dated 22 November 2017.

PT Hikmat's principal activities are investment holding and provision of management consultancy services.

As at LPD, the issued share capital of PT Hikmat is IDR150,000,000 comprising 300 ordinary shares.

The substantial shareholders and directors of PT Hikmat and their respective shareholdings in PT Hikmat as at LPD are as follows:

Name	Designation/ Nationality	Direct		Indirect	
		No. of shares	%	No. of shares	%
Taufik Nugraha	Director/ Indonesian	150	50.00	-	-
Indria Leman	Commissioner/ Indonesian	150	50.00	-	-

As at LPD, PT Hikmat is our substantial shareholder pursuant to the Acquisition of PT MKH and Acquisition of PT SPS. However, PT Hikmat will cease to be our substantial shareholder after our IPO. Please refer to Section 5.1.1 for further details on PT Hikmat's shareholdings in our Company before and after our IPO.

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

### 5.1.4 Changes in Promoters' and substantial shareholders' shareholdings

Save for the Pre-IPO Reorganisation as detailed in Section 6.2 and as disclosed below, there has been no change in our Promoters and substantial shareholders' respective shareholdings for the past 3 years preceding LPD:

Name	As at 31 December 2020				As at 31 December 2021			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	% <sup>(1)</sup>	No. of Shares	% <sup>(1)</sup>	No. of Shares	% <sup>(2)</sup>	No. of Shares	% <sup>(2)</sup>
<b>Promoters &amp; substantial shareholders</b>								
MKH	62,668,000	100.00	-	-	62,668,000	56.73	<sup>(7)</sup> 47,800,000	43.27
Tan Sri Alex Chen	-	-	<sup>(5)</sup> 62,668,000	100.00	-	-	<sup>(5)</sup> 110,468,000	100.00
Tan Sri Eddy Chen	-	-	<sup>(5)</sup> 62,668,000	100.00	-	-	<sup>(5)</sup> 110,468,000	100.00
Datuk Chen Fook Wah	-	-	<sup>(5)</sup> 62,668,000	100.00	-	-	<sup>(5)</sup> 110,468,000	100.00
<b>Substantial shareholders</b>								
Metro Kajang (Oversea)	-	-	-	-	47,800,000	43.27	-	-
MKH Plantation	-	-	-	-	-	-	-	-
CCSR	-	-	<sup>(6)</sup> 62,668,000	100.00	-	-	<sup>(6)</sup> 110,468,000	100.00
PT Hikmat	-	-	-	-	-	-	-	-
Name	As at 31 December 2022				As at LPD <sup>(3)</sup>			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	% <sup>(2)</sup>	No. of Shares	% <sup>(2)</sup>	No. of Shares	% <sup>(4)</sup>	No. of Shares	% <sup>(4)</sup>
<b>Promoters &amp; substantial shareholders</b>								
MKH	62,668,000	56.73	<sup>(7)</sup> 47,800,000	43.27	376,008,000	46.79	<sup>(7)(8)</sup> 382,796,663	47.64
Tan Sri Alex Chen	-	-	<sup>(5)</sup> 110,468,000	100.00	-	-	<sup>(5)</sup> 758,804,663	94.43
Tan Sri Eddy Chen	-	-	<sup>(5)</sup> 110,468,000	100.00	-	-	<sup>(5)</sup> 758,804,663	94.43
Datuk Chen Fook Wah	-	-	<sup>(5)</sup> 110,468,000	100.00	-	-	<sup>(5)</sup> 758,804,663	94.43
<b>Substantial shareholders</b>								
Metro Kajang (Oversea)	47,800,000	43.27	-	-	344,462,001	42.87	-	-
MKH Plantation	-	-	-	-	38,334,662	4.77	-	-
CCSR	-	-	<sup>(6)</sup> 110,468,000	100.00	-	-	<sup>(6)</sup> 758,804,663	94.43
PT Hikmat	-	-	-	-	40,180,575	5.00	-	-

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

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**Notes:**

- (1) Based on the share capital of 62,668,000 Shares.
- (2) Based on the share capital of 110,468,000 Shares after allotment of Shares due to conversion of 478,000 RCPS into 47,800,000 Shares by Metro Kajang (Oversea), a wholly-owned subsidiary of MKH, on 30 June 2021. This had resulted in the decrease in MKH's shareholding in our Company from 100.00% to 56.73% and Metro Kajang (Oversea) emerged as a substantial shareholder of our Company holding 43.27%.
- (3) After completion of the Pre-IPO Reorganisation but before the Distribution and our IPO. Please refer to Section 6.2 for further details on the Pre-IPO Reorganisation.
- (4) Based on the share capital of 803,590,845 Shares after the Pre-IPO Reorganisation but before the Distribution and our IPO.
- (5) Deemed interested by virtue of his shareholdings in CCSR.
- (6) Deemed interested by virtue of its shareholdings in MKH.
- (7) Deemed interested by virtue of its shareholdings in Metro Kajang (Oversea).
- (8) Deemed interested by virtue of its shareholdings in MKH Plantation.

**5.1.5 Persons exercising control over the corporation**

Save for our Promoters as set out in Section 5.1.1, there is no other person who is able to, directly or indirectly, jointly or severally, exercise control over our Company. As at LPD, there is no arrangement between our Company and the Promoters and our substantial shareholders with any third party which may result in a change in control of our Company at a date subsequent to our Listing.

**5.1.6 Amounts or benefits paid or intended to be paid or given to our Promoters or substantial shareholders**

Save for the issuance of our Shares as disclosed in Section 6.1 and aggregate remuneration and benefits paid or proposed to be paid for services rendered to our Group in all capacities as disclosed in Section 5.2.5, there are no other amounts or benefits that have been paid or intended to be paid to our Promoters and substantial shareholders within the 2 years preceding the date of this Prospectus.

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

### 5.2 DIRECTORS

#### 5.2.1 Directors' shareholdings

The shareholdings of our Directors in our Company before and after our IPO are set out below:

Name	Designation/ Nationality	<sup>(1)</sup> Before IPO				<sup>(2)</sup> After IPO			
		Direct		Indirect		Direct		Indirect	
		No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
Tan Sri Alex Chen	Non-Independent Non-Executive Chairman/ Malaysian	39,582	<sup>(3)</sup> -	<sup>(4)(5)</sup> 712,478,060	88.66	39,582	<sup>(3)</sup> -	<sup>(4)(5)</sup> 681,770,360	66.61
Tan Sri Eddy Chen	Non-Independent Non-Executive Director/ Malaysian	1,514,691	0.19	<sup>(4)(6)</sup> 711,348,251	88.52	1,514,691	0.15	<sup>(4)(6)</sup> 680,640,551	66.50
Dato' Lee Khee Meng	Executive Director/ Malaysian	-	-	-	-	-	-	-	-
Chen Wei Chyong	Executive Director/ Malaysian	-	-	-	-	-	-	-	-
Yeo Kiat Seng	Non-Independent Non-Executive Director/ Malaysian	-	-	-	-	-	-	-	-
Leong Sow Yoke	Independent Non-Executive Director/ Malaysian	-	-	-	-	-	-	-	-
Ong Kim Pin	Independent Non-Executive Director/ Malaysian	-	-	-	-	-	-	-	-
Tan Hoe Hing	Independent Non-Executive Director/ Malaysian	-	-	-	-	-	-	-	-
Dr Hasuria Binti Che Omar	Independent Non-Executive Director/ Malaysian	-	-	-	-	-	-	-	-

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Name	Designation/ Nationality	<sup>(1)</sup> Before IPO				<sup>(2)</sup> After IPO			
		Direct		Indirect		Direct		Indirect	
		No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
Yahya Bin Ariffin	Independent Non-Executive Director/ Malaysian	-	-	-	-	-	-	-	-

### Notes:

- (1) Based on the share capital of 803,590,845 Shares after completion of the Pre-IPO Reorganisation but before our IPO.
- (2) Based on the enlarged share capital of 1,023,590,845 Shares after our IPO.
- (3) Less than 0.01%.
- (4) Deemed interested by virtue of his shareholdings in CCSR.
- (5) Deemed interested by virtue of his shareholdings in Lotus Way and shareholdings held through AllianceGroup Nominees (Tempatan) Sdn Bhd, which are in turn deemed interested by virtue of their shareholdings in MKH. As at LPD, the ultimate beneficial owner of Lotus Way is Tan Sri Alex Chen, holding the entire equity interest in Lotus Way.
- (6) Deemed interested by virtue of his shareholdings in AllianceGroup Nominees (Tempatan) Sdn Bhd through Liberty Alliance (M) Sdn Bhd, which is in turn deemed interested by virtue of its shareholding in MKH. As at LPD, the direct substantial shareholder of Liberty Alliance (M) Sdn Bhd is Tan Sri Eddy Chen (99.99%) where the remaining shareholders are Puan Sri Datin Tan Sou Yee (<0.01%), spouse of Tan Sri Eddy Chen, Chen Wei Jia (<0.01%), Chen Yunn Li (<0.01%) and Chen Yunn Shin (<0.01%), all 3 of them are daughters of Tan Sri Eddy Chen.

### 5.2.2 Representative of corporate shareholder

Tan Sri Alex Chen, Tan Sri Eddy Chen and Chen Wei Chyong are the corporate representatives of MKH on our Board. Tan Sri Alex Chen and Tan Sri Eddy Chen are substantial shareholders and Executive Directors of MKH, whereas Chen Wei Chyong was formerly the Assistant General Manager - Human Resources and Administration of MKH.

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

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### **5.2.3 Profiles of Directors**

The profiles of our Directors are as follows:

#### **(a) Tan Sri Alex Chen**

Tan Sri Alex Chen, a Malaysian male aged 80, is our Promoter, substantial shareholder and Non-Independent Non-Executive Chairman and was appointed to our Board on 19 November 2004.

He undergone his secondary education at Sekolah Menengah Jenis Kebangsaan Yu Hua, Kajang and later completed his higher secondary education at Han Chiang High School, Penang in 1962.

He began working in 1962 in his family business involving in fruit selling. In 1970, he ventured into oil palm industry when he invested in a 300-acre oil palm plantation estate in Tanjung Sepat, Selangor.

After reviving the oil palm plantation, he sold the business in 1973 and later founded Srijang Bena Sdn Bhd in 1979 to be involved in property development business, which he had assumed the role as the Managing Director since then. Srijang Bena Sdn Bhd was later renamed to Srijang Holdings Sdn Bhd and Metro Kajang Holdings Berhad in 1987 and 1994 respectively, and was listed on the Main Board of Kuala Lumpur Stock Exchange (now known as Main Market) in 1995.

Tan Sri Alex Chen assumed his present position as the Group Executive Chairman of Metro Kajang Holdings Berhad in 2006. Metro Kajang Holdings Berhad was renamed to MKH on 1 April 2011. He is responsible for developing overall strategic direction and overseeing the overall operations of MKH. Through his involvement in property development and construction, he gained exposure and knowledge in sourcing for suitable lands for property development.

Under his leadership, MKH acquired SJL Utama Pte Ltd which owned 94.99% equity interest in PT MKH at that time to venture into oil palm business in Indonesia in 2008. In 2008, he assumed the role as our Executive Chairman, a position he held until March 2023. As our Executive Chairman, he spearheaded the development of our plantation from greenfield to brownfield. In March 2023, he was re-designated as our Non-Independent Non-Executive Chairman, and he continues to play a vital role in our Group's business and growth where he provides advice for our Group's business operations focusing on strategic matters such as major investment or capital expenditure and financing decisions.

Over the years, he received the following industry recognised awards and achievements:

- In 1996, he founded Chin Mooi Education Foundation (now known as Chen Choy & Chin Mooi Education Foundation).
- In 2013, he was awarded the "Property Man of the Year" by the International Real Estate Federation (FIABCI) Malaysia.
- In 2017, he was conferred on the "Lifetime Achievement Award for Leadership in Property Industry and Palm Oil Sector" by the Asian Strategy & Leadership Institute and the World Chinese Economic Summit.
- Since 2016, he has been the Chairman of the Hulu Langat Chinese Industry & Commerce Association.
- Since 2022, he has been the Honorary President of the Malaysia-China Chamber of Commerce.

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

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He is the brother of Tan Sri Eddy Chen and Datuk Chen Fook Wah, our Promoters, and the father of Chen Wei Chyong. Kindly refer to Section 5.2.4(a) for his involvement in other business activities outside our Group.

**(b) Tan Sri Eddy Chen**

Tan Sri Eddy Chen, a Malaysian male aged 71, is our Promoter, substantial shareholder and Non-Independent Non-Executive Director and was appointed to our Board on 19 November 2004.

He graduated with a Bachelor of Business (Marketing) from Monash University, Australia in 1978. After graduation, he volunteered in student activities and social works in Australia.

In 1982, he returned to Malaysia and joined the management of Srijang Bena Sdn Bhd (now known as MKH) as a general manager of property development, where he was responsible for planning and overall management of mixed property development projects which comprised residential and commercial properties. He was appointed to the board of directors of MKH on 31 July 1984, where he was involved in strategic planning and evaluation of potential property development projects for tabling and approval by the board of directors of MKH, as well as managing bank borrowings for property development projects. He has been the Group Managing Director of MKH since 2005 and is responsible for executing strategic direction and operations of various division within MKH. In 2004, he was appointed as our Executive Director, a position he held until March 2023. As our Executive Director, he was responsible for executing strategic directions and operations of our Group. In March 2023, he was re-designated as our Non-Independent Non-Executive Director, and he continues to contribute his experiences particularly in evaluation of potential landbanks and negotiation of financing arrangements for our Group.

He has around 41 years of experience in property development and construction related businesses. His experience in the industry was recognised through "REHDA Recognition Award 2013, REHDA Personality" awarded by Real Estate and Housing Developers' Association ("REHDA") in 2013, Malaysia's Top 30 Green Catalysts awarded by GreenTech Malaysia in 2014, "CEO of the Year" awarded by Construction Industry Development Board Malaysia (CIDB) in 2015, and Outstanding Property CEO Award awarded by The Edge Malaysia in 2018.

He presently serves as the Patron of REHDA Malaysia and the Industry Advisor for Master of Business Administration (Building Management) Programme in Universiti Tunku Abdul Rahman.

Along with his string of industry recognised awards and achievements, he was also:

- President of the Building Management Association of Malaysia (2021 to 2023);
- Board of Advisors for Malaysia Shopping Malls Association (2018 to 2022);
- Past President of Malaysia Shopping Malls Association (2013 to 2017);
- Former Chairman of Perbadanan PR1MA Malaysia under Act 739 (2018 to 2020);
- Past President of ASEAN Association for Planning & Housing (2005 to 2007);
- National Council member of REHDA Malaysia (1994 to 2020); and
- President of REHDA Malaysia (1998 to 2002);

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

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He was also an active committee member in various government as well as private sector organisations that formulate policies governing the housing and real estate industry:

- Advisory Council Member of Construction Labour Exchange Centre Berhad (2004 to 2019); and
- Member of PEMUDAH Special Task Force on Kuala Lumpur City Hall (2016 to 2018).

He is the brother of Tan Sri Alex Chen and Datuk Chen Fook Wah, our Promoters, and the uncle of Chen Wei Chyong. Kindly refer to Section 5.2.4(b) for his involvement in other business activities outside our Group.

**(c) Dato' Lee Khee Meng**

Dato' Lee Khee Meng, a Malaysian male aged 45, is our Executive Director and was appointed to our Board on 30 July 2021. He is responsible for overseeing and managing the overall plantation operations of our Group.

He was granted various scholarships and graduated with a Bachelor of Science (Honours) in Economics and Management from University of London, United Kingdom ("UK") in 2000. He also undertook and passed several papers in the Certified Credit Professional examinations from the Institut Bank-Bank Malaysia (now known as Asian Institute of Chartered Bankers) in 2005 catered for credit professionals in the banking and finance industry in Malaysia. He has been an international delegate at Indonesia Palm Oil Conferences since 2012 (except for periods affected by COVID-19), and sits in various Indonesian think tanks where he regularly shares his views on policies, initiatives, mechanisation, and innovative practices relevant to the oil palm industry in the conferences. In 2021, he participated as think tank innovator to develop conducive steps to prevent and manage COVID-19 and was awarded as the best think tank innovator in Corporate Social Responsibility Award, from the Investment and One Stop Service Department of Pemerintah Kabupaten Kutai Kartanegara. He has also been a member of the Incorporated Society of Planters in Malaysia since 2021.

He started his career in corporate banking in Public Finance Berhad (now known as Public Bank Berhad, a company listed on Main Market) in 2000. He joined the bank under the 12-month Graduate Trainee Programme, as a Graduate Trainee and was posted to Corporate Loans Department. Within 10 months, he received early recognition under the Graduate Trainee Programme where he was promoted to Senior Officer and was involved in corporate financial analysis, credit assessment and reviews, credit administration, as well as rehabilitation of financially-troubled companies under the purview of Pengurusan Danaharta Nasional Berhad Act 1998.

In 2002, he left Public Finance Berhad and joined AXA Affin Assurance Berhad as Business Analyst in the Corporate Planning and Business Development Department. He assisted the company's French headquarters and Malaysian executive management team to formulate, drive and execute operational strategies and determine the overall strategic direction of the group. He was involved in executing business improvements for the group's services and processes towards achieving operational excellence and long-term sustainable growth.

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

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In 2005, he left AXA Affin Assurance Berhad and joined United Overseas Bank (Malaysia) Berhad as Account Relationship Manager in Commercial Lending Division where he was responsible for the marketing of the bank's credit offerings and managing the processing of credit facility applications.

In 2006, he left United Overseas Bank (Malaysia) Berhad and joined Haus Living Concepts Sdn Bhd as Chief Financial Officer where he spearheaded and executed various internal restructuring projects to improve the company's financial performance. He also implemented branding exercises and led the company in the participation of several international furniture fairs that enabled the company to expand its export markets into China, United Arab Emirates and Europe. He was promoted to Director of Operations and Finance in 2007 where he was responsible for both operational and finance matters for local and exports operations in China and UK before he left the company in 2008.

In 2008, he was accepted into the UK Highly Skilled Migrant Programme and relocated to Wimbledon Park, London. He worked with property developers from China on various UK property development projects. He also worked with Lionbridge Technologies LLC for the provision of legal, financial and technical interpretation services in English, Mandarin, Malay and Indonesian, where he specialised in projects involving the UK Home Office and UK National Health Service. After completion of the projects, he relocated back to Malaysia by 2010.

Upon his relocation back to Malaysia in 2010, he joined RHB Bank Berhad (listed on Main Market) as Outlet Manager for its new consumer banking direction, which included de-centralising banking businesses and marketing of bank and loan products to customers.

In 2011, he left RHB Bank Berhad and joined MKH as Finance Manager where he was involved in cashflow analysis and projections, commercial loan documentation and budget review for MKH's Property and Plantation divisions. He was promoted to Senior Manager of Executive Chairman's Office in 2012 where he was posted to the Plantation Division in which he was responsible for the management of oil palm plantation business which is based in Indonesia. Subsequently in 2013, he was promoted to General Manager of Industrial and Agricultural Development where he was responsible for the overall management of the oil palm plantation and operations of palm oil mill, as well as overseeing the areas of strategic planning, revenue maximisation, operational efficiencies, community socialisation and liaisons with authorities.

In 2014, he was promoted to Plantation Director and was subsequently transferred to our Company in 2021 pursuant to an internal restructuring, assuming his current responsibilities. Over the years, together with our Non-Independent Non-Executive Chairman, they championed for our plantation to be amongst the first batch of pioneers to be awarded the ISPO certification, and further implemented mechanisation and drone surveillance systems for efficient and effective crop evacuation works. These practices, along with other site enhancements, had thereafter improved our harvesting yield and operational efficiency, thereby improve the financial performances of our Group.

Presently, he does not hold any other directorships in any private and public limited companies outside our Group.



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

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**(d) Chen Wei Chyong**

Chen Wei Chyong, a Malaysian female aged 48, is our Executive Director and was appointed to our Board on 30 July 2021, where she is responsible for overseeing our Group's overall human resource, administration and IT functions.

She graduated with a Bachelor of Business (Human Resource Management) from Charles Sturt University, Australia in 2002. In 2003, she obtained a Master of Business Administration (IT) from Charles Sturt University, Australia.

She began her career in 2002 as Administrative Officer in Cekap Corporation Berhad (a former subsidiary of MKH) where she was responsible for day-to-day administrative and accounting tasks while pursuing her Master through part time distance learning. In 2007, she was re-designated to Administrative Executive where her role was extended to researching for new businesses in addition to her daily tasks. She was subsequently transferred to Intelek Kekal (M) Sdn Bhd (a subsidiary of MKH) in 2010 where she assumed the same role. She was promoted to Senior Human Resources and Administration Executive in 2012 and Human Resources Manager in the same year where she was responsible for employees' benefits and payroll matters. She was re-designated to Manager – Human Resources and Administration in 2015 and promoted to Senior Manager – Human Resources and Administration in 2016 and Assistant General Manager – Human Resources and Administration in 2022, all under the Human Resources and Administration Department in Intelek Kekal (M) Sdn Bhd (a subsidiary of MKH). Notwithstanding her position being in Intelek Kekal (M) Sdn Bhd, she was involved in handling the human resources and administrative matters for the group level of MKH (including the human resources and administrative functions of MKHOP). In March 2023, she resigned from her position in Intelek Kekal (M) Sdn Bhd (a subsidiary of MKH) to focus on her role as our Executive Director. As Executive Director of our Group, she is responsible for our Group's overall human resource functions which include talent acquisition, training of employees, setting and maintenance of human resource policies as well as IT and administration functions.

She is the daughter of Tan Sri Alex Chen and the niece of Tan Sri Eddy Chen who are members of the Board of our Group. She is also the niece of Datuk Chen Fook Wah, our Promoter. Kindly refer to Section 5.2.4(c) for her involvement in other business activities outside our Group.

**(e) Yeo Kiat Seng**

Yeo Kiat Seng, a Malaysian male aged 62, is our Non-Independent Non-Executive Director and was appointed to our Board on 11 August 2022. He is also a member of our Nominating Committee.

His non-independent directorship arises due to his involvement in Jurukur Jitu Runding as a land surveyor. Jurukur Jitu Runding provides land surveying services to MKH Group's property development division. For FYE 2020 to 2022, the consideration for the land surveying services were RM5.7 million, RM2.3 million and RM0.6 million respectively.

He graduated with a degree of Bachelor of Surveying from University of New South Wales, Australia in 1987. He is registered as a Land Surveyor with the Board of Land Surveyor, Peninsular Malaysia and has obtained his license to practice since 1994. In 2005, he obtained a Master of Science (Land Administration and Development) from Universiti Teknologi Malaysia and completed his Intensive Diploma in Oil Palm Management and Technology from the Institute of Malaysian Plantation and Commodities in 2010.

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

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He began his career in 1987 as a Graduate Surveyor in Syarikat Jurukur Konsultant in which he was responsible for field survey works, survey computation and drafting as well as management of survey teams.

He left Syarikat Jurukur Konsultant in 1996 and founded Jurukur Jitu Runding, a land surveying firm registered with the Land Surveyors Board which provides land surveying services. He oversees the overall operations and growth of the business and provides strategic guidance and directions to the senior management team. In 2013, he co-founded Jitu Konsult Sdn Bhd and is responsible for overseeing the overall operations of the company in the provision of land surveying and land housing development services. In 2018, he co-founded Jitu Runding Sdn Bhd and is responsible for overseeing the overall operations of the company in the provision of land surveying services.

Kindly refer to Section 5.2.4(d) for his involvement in other business activities outside our Group.

**(f) Leong Sow Yoke**

Leong Sow Yoke, a Malaysian female aged 63, is our Independent Non-Executive Director and was appointed to our Board on 20 May 2022. She is the Chairperson of our Audit and Risk Management Committee.

She was admitted as an Associate of the Chartered Association of Certified Accountants (now known as Association of Chartered Certified Accountants or "**ACCA**") in 1986 and has been a Fellow of the ACCA since 1991. She was admitted as a Registered Accountant in the Malaysian Institute of Accountants ("**MIA**") in 1987, and has been a Chartered Accountant member of MIA since 2001. She has been a Certified Information Systems Auditor under the Information Systems Audit and Control Association ("**ISACA**") since 2007 and Certified in Risk and Information Systems Control with ISACA since 2010. She has also been a Chartered Banker by the Asian Institute of Chartered Bankers and Chartered Banker Institute, UK since 2015.

In 1983, she began her career as Audit Assistant with Azman, Wong, Salleh & Co/Salleh, Leong, Azlan & Co where she provided financial and IT audit and consultancy services. She left the firm as Audit Senior/Acting Manager in 1987 and joined the Lion group of companies as the Head of IT Audit to set up and head the IT audit functions of the group.

In 1989, she left the Lion Group of Companies and joined Overseas Union Bank (Malaysia) Berhad as Audit Senior, and was subsequently promoted to Head of Internal Audit in 1990. She was responsible for overseeing and leading all internal audit functions in the bank. In 2002, she joined United Overseas Bank (Malaysia) Berhad following the merger of Overseas Union Bank (Malaysia) Berhad and United Overseas Bank (Malaysia) Berhad. In 2003, she was promoted to Head of Division, Internal Audit and assumed similar responsibilities, until she left in 2010.

Thereafter, in the same year, she joined Alliance Bank Malaysia Berhad (listed on Main Market) as Group Chief Internal Auditor where she was responsible for overseeing the internal audit function of the group. She retired from Alliance Bank Malaysia Berhad in 2020.

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

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In 2022, she was appointed as Independent Non-Executive Director of Bangkok Bank Berhad, a subsidiary of Bangkok Bank Public Company Limited (listed on the Stock Exchange of Thailand). Bangkok Bank Public Company Limited is one of the largest commercial banks in Thailand with international branches in 14 countries. It provides various banking and financial services such as personal banking, business banking, mortgage lending, credit cards, investment banking, debt securities underwriting and custodial services.

Kindly refer to Section 5.2.4(e) for her involvement in other business activities outside our Group.

**(g) Ong Kim Pin**

Ong Kim Pin, a Malaysian male aged 72, is our Independent Non-Executive Director and was appointed to our Board on 11 August 2022. He is also a member of our Audit and Risk Management Committee.

He graduated with a degree of Bachelor of Agricultural Science from University of Malaya in 1976. In 1982, he obtained a Master of Science majoring in Crop Production and Physiology from Iowa State University of Science and Technology, United States of America ("USA").

He began his career in 1976 as Agricultural Officer in the Department of Agriculture of Malaysia, where he was responsible for compliance with agricultural practices and regulations in the production of cocoa, coconut and coffee planting materials in Perak. He took a paid study break in 1980 to pursue his Master of Science majoring in Crop Production and Physiology in Iowa State University of Science and Technology, USA. In 1983, he continued his service in the Department of Agriculture of Malaysia with additional responsibilities in managing and specialising in the production of cocoa, coconut, coffee seeds and other planting materials.

In 1988, he left the Department of Agriculture and joined Eastern Plantation Agency (Johor) Sdn Bhd (now known as EPA Management Sdn Bhd), a subsidiary of Kulim (Malaysia) Berhad, as an Agronomist where he was responsible for assessing, evaluating and recommending the agronomy practices of oil palm, rubber and cocoa crop production. In 1996, he was promoted to Comptroller and in 2002, he was further promoted to Department Director of Research and Development, where he was responsible for managing research and development activities in the field of agronomy and on the technical aspects of the production of various plantation crops such as oil palm, rubber, tea, coffee and banana. He left EPA Management Sdn Bhd in 2007 alongside his retirement.

Since his retirement, he has been a freelance consultant and contracted to conduct plantation crop advisory, research and feasibility studies, and to provide technical advisory and training, to several oil palm companies in Malaysia and Indonesia as listed below:

- 2007 to 2013 : Consulting Advisor (Agronomy) with EPA Management Sdn Bhd (a subsidiary of Kulim (Malaysia) Berhad);
- 2012 to 2022 : Consultant (Research and Development) with Sarawak Oil Palms Berhad (listed on Main Market);
- 2013 to 2014 : Consultant (Planting Advisory and Agronomy Consultancy) for Unico Desa Plantations Berhad;
- 2015 to 2017 : Consultant (Agronomy Consultancy and Planting Advisory) with Incasi Raya Group (Indonesia); and
- 2020 to 2022 : Consultant (Agronomy) for Kwantas Corporation Berhad.

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

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Over the years, he has been actively involved in oil palm associations and discussions to share his vast knowledge in oil palm plantation:

- 2011 to 2021 : Chairman of Agriculture Research Committee Malaysian Palm Oil Association (MPOA);
- 2015 to 2022: Council Member of Malaysia Estate Owner Association (MEOA); and
- 2010 to 2012 : Member of Industrial Standard Committee (A) Standard and Industrial Research Institute of Malaysia (SIRIM).

Kindly refer to Section 5.2.4(f) for his involvement in other business activities outside our Group.

**(h) Tan Hoe Hing**

Tan Hoe Hing, a Malaysian male aged 72, is our Independent Non-Executive Director and was appointed to our Board on 11 August 2022. He is also the Chairperson of our Remuneration Committee and a member of our Audit and Risk Management Committee and Nominating Committee.

He graduated with a Bachelor of Agricultural Science from University of Malaya in 1976. In 1980, he completed his post-graduate diploma in Maize Production from International Maize and Wheat Improvement Center, Mexico. In 1988, he obtained a Master of Agriculture in Agriculture (Farm Management) from University of the Ryukyus, Okinawa, Japan.

He began his career in 1976 as Agriculture Officer in Department of Agriculture of Malaysia where he was responsible for ensuring all agricultural practices and products are in compliance with the local regulations and to ensure effective farm operations. Over the years, he was promoted several times and held the position as the Director of Paddy, Industrial Crops and Floriculture beginning May 2007, in which he was responsible for overseeing and providing services on the development of these agricultural commodities, before he retired in December 2007.

In 2008, he was appointed by Malaysian Agrifood Corporation Berhad as the Vice President, Standards and Certification where he was responsible for the adoption of Good Agricultural Practice in corporate owned farms and carrying out farm audits on suppliers' farms. He left Malaysian Agrifood Corporation Berhad upon the completion of the contract period in 2011.

Since 2015, he has been engaged by Cypark Resources Berhad (listed on Main Market) on several yearly contracts to project manage agricultural integrated solar farm projects involving the production of high valued crops in solar greenhouses. He also leads a horticultural team to carry out quality and performance improvement, developing standard operating procedures and methodology for effective operation under controlled environment in solar greenhouses.

Presently, he does not hold any other directorships in any private and public limited companies outside our Group.

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

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**(i) Dr Hasuria Binti Che Omar**

Dr Hasuria Binti Che Omar, a Malaysian female aged 57, is our Independent Non-Executive Director and was appointed to our Board on 11 August 2022. She is also the Chairperson of our Nominating Committee and a member of our Remuneration Committee.

In 1990, she graduated with a Bachelor of Arts majoring in Geography from Universiti Sains Malaysia ("**USM**"). She pursued further studies and obtained a Master of Arts (Linguistics – Translation Studies) in 1996, and a Doctor of Philosophy (Ph.D) in Translation Studies in 2004, both from USM.

She began her career in 1995, where she joined USM as a Language Teacher for the Centre for Language and Translation, where she was responsible for preparing study courses and conducting classes on subjects related to language and translation studies. In 1998, she was promoted to Lecturer in which she was responsible for teaching undergraduate students and supervising postgraduate students for research and in mixed-mode study programmes. In 2005, she was promoted to Senior Lecturer, and her responsibilities expanded to include more research and writing of publications and supervising postgraduate students for research and in mixed-mode study programmes. In 2009, she was promoted to Associate Professor, where she was responsible for leading and coordinating courses and managing research and partnerships with other educational institutions. She was also responsible for designing and developing a range of study programmes for undergraduate and postgraduate studies. She retired from USM in 2022 after 26 years of service.

She also held the following administrative positions in School of Humanities in USM:

- 2007 to 2009 : Chairperson for Malay Language of the Translation and Interpretation Section; and
- 2013 to 2018 : Deputy Dean (Academic, Students and Alumni).

She has been the Advisor of the Malaysian Association of Sign Language Interpreter since 2006. She has also been the Vice-President of the Malaysian Translators Association since 2009, a voluntary professional body established under the auspices of Dewan Bahasa dan Pustaka (DBP).

Kindly refer to Section 5.2.4(g) for her involvement in other business activities outside our Group.

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

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**(j) Yahya Bin Ariffin**

Yahya Bin Ariffin, a Malaysian male aged 66, is our Independent Non-Executive Director and was appointed to our Board on 11 August 2022. He is also a member of our Audit and Risk Management Committee and Remuneration Committee.

He graduated with a Diploma in Agriculture Science from Universiti Pertanian Malaysia (now known as Universiti Putra Malaysia) in 1979.

He began his career in 1979 as Trainee Assistant on West Estate under a training scheme for Ketengah Jaya Sdn Bhd in which he was responsible for monitoring daily harvesting and field operations.

In 1980, he left Ketengah Jaya Sdn Bhd and joined Kumpulan Guthrie Sdn Bhd (now known as Sime Darby Berhad, a company listed on Main Market) as Planting Assistant where he was responsible for assisting in maintenance operation and developing strategies to improve production. In 1995, he was promoted to Manager where he was responsible for overseeing plantation operations as well as designing and implementing strategic agricultural initiatives to increase the production. In 2005, he was promoted to General Manager of Estate Operations in Central region where his responsibilities expanded to include coordination with other businesses within the division and to lead team members to increase efficiency and effectiveness of business strategies. In 2006, he was seconded to Minamas Plantation, Kalimantan, Indonesia as Acting Senior General Manager of the Estate Operations, where he was responsible for overseeing the overall estates & mills operations.

In 2013, he was transferred to Sime Darby Plantation Berhad (listed on Main Market) as Estate Advisor where he was responsible for providing advisory services on the overall plantation's operation and strategic planning to ensure a sustainable business growth by managing the interests of all stakeholders. He retired from Sime Darby Plantation Berhad as Estate Advisor in 2017.

Presently, he does not hold any other directorships in any private and public limited companies outside our Group.

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

### 5.2.4 Principal business performed outside our Group

Save as disclosed below, none of our Directors are involved in any other principal business activities outside our Group as at LPD. The following table sets out the principal directorships of our Directors outside our Group and the principal business activities performed by our Directors outside our Group as at LPD and those other principal directorships of our Directors outside our Group that were held within the past 5 years preceding LPD:

#### (a) Tan Sri Alex Chen

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
<b>Present involvement</b>						
Achieve Acres Sdn Bhd <sup>(1)</sup>	Property development	Director	19 September 2013	-	-	<sup>(3)</sup> 85.0
Alif Mesra Sdn Bhd <sup>(1)</sup>	Property development	Director	13 March 2014	-	-	<sup>(3)</sup> 65.0
Aliran Perkasa Sdn Bhd <sup>(1)</sup>	Property development	Director	1 March 2005	-	-	<sup>(3)</sup> 100.0
Amona Metro Development Sdn Bhd <sup>(1)</sup>	Property development	Director	19 February 2008	-	-	<sup>(3)</sup> 60.0
Amona MKH Ventures Sdn Bhd (formerly known as MKH IHS Precast Sdn Bhd) <sup>(1)</sup>	Property development	Director	29 November 2013	-	-	<sup>(3)</sup> 50.0
Budi Bidara Sdn Bhd <sup>(1)</sup>	Property development	Director	6 February 2013	-	-	<sup>(3)</sup> 100.0
CCSR	Investment holding of listed and unlisted shares, with the business activities of the companies mainly in investment holding	Director/Shareholder	21 February 1976	-	32.9	-

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Danau Saujana Sdn Bhd <sup>(1)</sup>	Property development	Director	24 July 2014	-	-	<sup>(3)</sup> 100.0
Daksina Harta Sdn Bhd <sup>(2)</sup>	Property development and property investment	-	-	-	-	<sup>(3)</sup> 40.0
Dapat Jaya Builder Bhd <sup>(1)</sup>	Building and civil works contracting and project management	Director	17 November 2000	-	-	<sup>(3)</sup> 100.0
Double Majestic Bhd	Investment holding of unlisted shares, with the business activity of the company in property investment	Director	20 May 2014	-	-	<sup>(4)</sup> 100.0
Everland Development Bhd <sup>(1)</sup>	Property development	Director	15 December 2008	-	-	<sup>(3)</sup> 100.0
Gabung Wajib Sdn Bhd <sup>(1)</sup>	Investment holding and property development	-	-	-	-	<sup>(3)</sup> 100.0
Gerak Teguh Sdn Bhd <sup>(1)</sup>	Property development	-	-	-	-	<sup>(3)</sup> 100.0
GK Resort Berhad <sup>(1)</sup>	Investment holding of unlisted shares, with the business activities of the company in property development	-	-	-	-	<sup>(3)</sup> 100.0
Global Landscape Creation Sdn Bhd <sup>(1)</sup>	Dormant with intended activity of landscape care and maintenance service activities	Director	10 June 2015	-	-	<sup>(3)</sup> 100.0
Hiliran Juara Sdn Bhd <sup>(1)</sup>	Property development	Director	14 January 2005	-	-	<sup>(3)</sup> 100.0



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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Hillpark Resources Sdn Bhd <sup>(1)</sup>	Property development	-	-	-	-	<sup>(3)</sup> 100.0
Intelek Kekal (M) Sdn Bhd <sup>(1)</sup>	Management services	Director	17 June 2004	-	-	<sup>(3)</sup> 100.0
Intelek Murni (M) Berhad <sup>(1)</sup>	Operating of recreational club	Director	31 January 2013	-	-	<sup>(3)</sup> 100.0
Intra Tegas (M) Sdn Bhd <sup>(1)</sup>	Property development	-	-	-	-	<sup>(3)</sup> 100.0
Jasprima Sdn Bhd	Engaged in the business of property investment	-	-	-	-	<sup>(5)</sup> 85.0
Kajang Resources Corporation Sdn Bhd <sup>(1)</sup>	Property development	Director	7 January 1984	-	-	<sup>(3)</sup> 100.0
Kumpulan Indah Bersatu Sdn Bhd <sup>(1)</sup>	Property development	Director	31 January 2013	-	-	<sup>(3)</sup> 100.0
Laju Jaya Sdn Bhd <sup>(1)</sup>	Property investment, hotel and restaurant business	Director	20 January 1984	-	-	<sup>(3)</sup> 100.0
Lotus Way	Investment holding of properties and unlisted shares, with the business activity of the companies in investment holding/property investment	Director/Shareholder	20 May 1997	-	100.0	-
Maha Usaha Sdn Bhd <sup>(1)</sup>	Property management and property investment	Director	5 June 1986	-	-	<sup>(3)</sup> 100.0
Metro Emart Sdn Bhd <sup>(1)</sup>	Electronic commerce	Director	16 June 2016	-	-	<sup>(3)</sup> 100.0
Metro K.L. City Sdn Bhd <sup>(1)</sup>	Property investment and property development	Director	15 November 2008	-	-	<sup>(3)</sup> 100.0

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

Company		Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
						Direct	Indirect
Metro (Oversea) <sup>(1)</sup>	Kajang	Investment holding and provision of treasury management services, with its investment holding in shares of its subsidiary principally involved in the business of furniture manufacturing	Director	28 March 2008	-	-	<sup>(3)</sup> 100.0
Metro Construction Bhd <sup>(1)</sup>	Kajang Sdn	Building and civil works contracting, project and building management services	Director	12 January 1984	-	-	<sup>(3)</sup> 100.0
Metro Nusantara Bhd <sup>(1)</sup>	Sdn	Dormant with intended activity of holding	Director	16 May 2008	-	-	<sup>(3)</sup> 100.0
Metro Tiara (M) Bhd <sup>(1)</sup>	Sdn	Property management and property investment company	-	-	-	-	<sup>(3)</sup> 100.0
Metro Readymix Bhd <sup>(1)</sup>	Sdn	Trading of precast concrete, cement or artificial stone articles for use in construction	-	-	-	-	<sup>(3)</sup> 100.0
MKH (listed on Main Market)		Investment holdings and providing other management services	Director/Shareholder	27 September 1997	-	<0.1	<sup>(6)</sup> 43.8
MKH Materials <sup>(1)</sup>	Building	Trading of building materials and household related products	Director	26 August 2003	-	-	<sup>(3)</sup> 100.0
MKH Credit Corporation Sdn Bhd <sup>(1)</sup>		Money lending, hire purchase, leasing finance	Director	8 May 1996	-	-	<sup>(3)</sup> 100.0
MKH Development Bhd <sup>(1)</sup>	Sdn	Property development	Director	21 July 2005	-	-	<sup>(3)</sup> 100.0

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
MKH Food Sdn Bhd <sup>(1)</sup>	Dormant with intended activity of manufacturing of other food products	Director	10 March 2014	-	-	<sup>(3)</sup> 100.0
MKH Land (Aust) Pty Ltd	Dormant with no intended activity	-	4 October 2016	3 November 2022	-	<sup>(3)</sup> 100.0
MKH Management Sdn Bhd <sup>(1)</sup>	Management, secretarial service and insurance agency	Director	31 January 2013	-	-	<sup>(3)</sup> 100.0
MKH Plantation <sup>(1)</sup>	Investment holding of unlisted shares with the business activity of its subsidiary, PT SPS in oil palm plantation	Director	7 December 2020	-	-	<sup>(3)</sup> 100.0
MKH Property Ventures Sdn Bhd <sup>(1)</sup>	Property development	Director	11 January 2018	-	-	<sup>(3)</sup> 51.0
MKH Resources <sup>(1)</sup>	Providing management services	Director	17 August 2009	-	-	<sup>(3)</sup> 100.0
Nexus Starship Sdn Bhd <sup>(1)</sup>	Investment holding in Quantum Density Sdn Bhd	Director	12 December 2018	-	-	<sup>(3)</sup> 100.0
Palga Sdn Bhd <sup>(1)</sup>	Investment holding of unlisted shares with the business activity of its subsidiary in property development	Director	2 February 2005	-	-	<sup>(3)</sup> 100.0
Panasonic Homes MKH Malaysia Sdn Bhd <sup>(2)</sup>	General construction	Director	17 December 2015	-	-	<sup>(3)</sup> 49.0
Pelangi Binaraya Sdn Bhd <sup>(1)</sup>	Property development	Director/Shareholder	8 August 2014	-	-	<sup>(3)</sup> 50.0
Pelangi Semenyih Sdn Bhd <sup>(1)</sup>	Property development	Director/Shareholder	11 February 2009	-	-	<sup>(3)</sup> 100.0

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Pelangi Seri Alam Development Sdn Bhd <sup>(1)</sup>	Building and civil works contracting	Director/Shareholder	29 September 2005	-	-	<sup>(3)</sup> 100.0
Perkasa Bernas (M) Sdn Bhd <sup>(1)</sup>	Property development and providing management services	Director/Shareholder	5 March 2009	-	-	<sup>(3)</sup> 100.0
Petik Mekar Sdn Bhd <sup>(1)</sup>	Property development	Director/Shareholder	7 November 2013	-	-	<sup>(3)</sup> 100.0
Pleasant Hill Sdn Bhd	Property development and management	Director	17 April 1984	-	-	<sup>(7)</sup> 99.9
PNSB-GK Resort Sdn Bhd <sup>(1)</sup>	Property development	Director/Shareholder	11 June 2008	-	-	<sup>(3)</sup> 70.0
PT Nusantara Makmur Jaya	Dormant with intended activity of exporting plantation and agricultural products	Commissioner	25 October 2022	-	-	<sup>(3)</sup> 100.0
Quantum Density Sdn Bhd <sup>(1)</sup>	Property development	Director	12 December 2018	-	-	<sup>(3)</sup> 50.0
Restu Mesra Sdn Bhd <sup>(1)</sup>	Dormant with intended activity of investment holding	Director	27 January 2022	-	-	<sup>(3)</sup> 100.0
Ria Corporation Development Sdn Bhd	Construction of buildings	Director/Shareholder	15 November 1982	-	<0.1	<sup>(7)</sup> 99.9
Rimbunan Melati Sdn Bhd <sup>(2)</sup>	Property development	Director	28 March 1995	-	-	<sup>(3)</sup> 45.0
Serba Sentosa Sdn Bhd <sup>(1)</sup>	Property development	Director	24 August 1995	-	-	<sup>(3)</sup> 100.0
Serentak Maju Corporation Sdn Bhd <sup>(1)</sup>	Property development	Director	13 December 1993	-	-	<sup>(3)</sup> 100.0

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Srijang Indah Sdn Bhd <sup>(1)</sup>	Property management, property investment and investment holding	-	-	-	-	<sup>(3)</sup> 100.0
Srijang Kemajuan Sdn Bhd <sup>(1)</sup>	Property development	Director	13 March 2007	-	-	<sup>(3)</sup> 99.9
Stand Allied Corporation Sdn Bhd <sup>(1)</sup>	Property development	Director	31 January 2013	-	-	<sup>(3)</sup> 100.0
Sumber Lengkap Sdn Bhd <sup>(1)</sup>	Property development	-	-	-	-	<sup>(3)</sup> 100.0
Sunway MKH Marketing Sdn Bhd <sup>(2)</sup>	Wholesale of construction materials	-	-	-	-	<sup>(3)</sup> 49.0
Suria Villa Sdn Bhd <sup>(1)</sup>	Construction of buildings	Director	8 August 2014	-	-	<sup>(3)</sup> 100.0
Temara Pekeliling Sdn Bhd <sup>(1)</sup>	Property development	Director	16 February 2016	-	-	<sup>(3)</sup> 84.0
Vast Furniture Manufacturing (Kunshan) Co. Ltd	Furniture manufacturing	Director	18 September 2015	-	-	<sup>(3)</sup> 100.0
Vista Haruman Development Sdn Bhd <sup>(1)</sup>	Property development	Director	17 April 2013	-	-	<sup>(3)</sup> 55.0
<b>Past involvement</b>						
Akitomas Sdn Bhd	Dissolved on 16 January 2019	Director/Shareholder	28 April 2010	16 January 2019	95.0	-

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

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**Notes:**

- (1) A subsidiary of MKH.
- (2) An associate company of MKH.
- (3) Deemed interested through shares held in MKH.
- (4) Deemed interested through shares held in Lotus Way.
- (5) Deemed interested through shares held in Double Majestic Sdn Bhd.
- (6) Deemed interested through shares held in CCSR, Lotus Way and AllianceGroup Nominees (Tempatan) Sdn Bhd.
- (7) Deemed interested through shares held in CCSR.

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**5. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)**
**(b) Tan Sri Eddy Chen**

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
<b>Present involvement</b>						
Achieve Acres Sdn Bhd <sup>(1)</sup>	Property development	Director	19 September 2013	-	-	<sup>(3)</sup> 85.0
Alif Mesra Sdn Bhd <sup>(1)</sup>	Property development	Director	13 March 2014	-	-	<sup>(3)</sup> 65.0
Aliran Perkasa Sdn Bhd <sup>(1)</sup>	Property development	Director	1 March 2005	-	-	<sup>(3)</sup> 100.0
Amona Metro Development Sdn Bhd <sup>(1)</sup>	Property development	Director	19 February 2008	-	-	<sup>(3)</sup> 60.0
Amona MKH Ventures Sdn Bhd (formerly known as MKH HIS Precast Sdn Bhd) <sup>(1)</sup>	Property development	Director	29 November 2013	-	-	<sup>(3)</sup> 50.0
Apollo Builders Sdn Bhd	Investment holding company	Director/Shareholder	3 February 2012	-	50.0	-
Budi Bidara Sdn Bhd <sup>(1)</sup>	Property development	Director	6 February 2013	-	-	<sup>(3)</sup> 100.0
CCSR	Investment holding of listed and unlisted shares, with the business activities of the companies mainly in investment holding	Director/Shareholder	3 November 1982	-	31.9	-
Daksina Harta Sdn Bhd <sup>(2)</sup>	Property development and property investment	Director	9 November 2018	-	-	<sup>(3)</sup> 40.0
Danau Saujana Sdn Bhd <sup>(1)</sup>	Property development	Director	24 July 2014	-	-	<sup>(3)</sup> 100.0

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Dapat Jaya Builder Sdn Bhd <sup>(1)</sup>	Building and civil works contracting and project management services	Director	17 November 2000	-	-	<sup>(3)</sup> 100.0
Everland Development Asia Sdn Bhd <sup>(1)</sup>	Property development	Director	15 December 2008	-	-	<sup>(3)</sup> 100.0
Gabung Wajib Sdn Bhd <sup>(1)</sup>	Investment holding and property development	Director	18 June 2004	-	-	<sup>(3)</sup> 100.0
Gerak Teguh Sdn Bhd <sup>(1)</sup>	Property development	Director	23 January 2003	-	-	<sup>(3)</sup> 100.0
GK Resort Berhad <sup>(1)</sup>	Investment holding of unlisted shares, with the business activities of the company in property development	Director	24 April 1989	-	-	<sup>(3)</sup> 100.0
Global Landscape Creation Sdn Bhd <sup>(1)</sup>	Dormant with intended activity of landscape care and maintenance service activities	Director	10 June 2015	-	-	<sup>(3)</sup> 100.0
Hiliran Juara Sdn Bhd <sup>(1)</sup>	Property development	Director	14 January 2005	-	-	<sup>(3)</sup> 100.0
Hillpark Resources Sdn Bhd <sup>(1)</sup>	Property development	Director	12 August 2014	-	-	<sup>(3)</sup> 100.0
Intelek Kekal (M) Sdn Bhd <sup>(1)</sup>	Management services	Director	17 June 2004	-	-	<sup>(3)</sup> 100.0
Intelek Murni (M) Berhad <sup>(1)</sup>	Operating of recreational club	Director	31 January 2013	-	-	<sup>(3)</sup> 100.0
Intra Tegas (M) Sdn Bhd <sup>(1)</sup>	Property development	Director	8 January 2004	-	-	<sup>(3)</sup> 100.0



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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Kajang Resources Corporation Sdn Bhd <sup>(1)</sup>	Property development	Director	7 January 1984	-	-	<sup>(3)</sup> 100.0
Kumpulan Indah Bersatu Sdn Bhd <sup>(1)</sup>	Investment holding and property development	Director	30 June 2005	-	-	<sup>(3)</sup> 100.0
Laju Jaya Sdn Bhd <sup>(1)</sup>	Property investment, hotel and restaurant business	Director	20 January 1984	-	-	<sup>(3)</sup> 100.0
Liberty Alliance (M) Sdn Bhd	Investment holding in properties as well as listed and unlisted shares	Director/Shareholder	21 July 2011	-	99.9	-
Maha Usaha Sdn Bhd <sup>(1)</sup>	Property management and property investment	Director	5 June 1986	-	-	<sup>(3)</sup> 100.0
Metro Emart Sdn Bhd <sup>(1)</sup>	Electronic commerce	Director	16 June 2016	-	-	<sup>(3)</sup> 100.0
Metro K.L. City Sdn Bhd <sup>(1)</sup>	Property investment and property development	Director	15 November 2008	-	-	<sup>(3)</sup> 100.0
Metro (Oversea) <sup>(1)</sup> Kajang	Investment holding and provision of treasury management services, with its investment holding in shares of its subsidiary principally involved in the business of furniture manufacturing	Director	28 March 2008	-	-	<sup>(3)</sup> 100.0
Metro Construction Sdn Bhd <sup>(1)</sup> Kajang	Building and civil works contracting, project and building management services	Director	12 January 1984	-	-	<sup>(3)</sup> 100.0
Metro Nusantara Sdn Bhd <sup>(1)</sup>	Dormant with intended activity of holding	Director	18 June 2004	-	-	<sup>(3)</sup> 100.0

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Metro Readymix Sdn Bhd <sup>(1)</sup>	Trading of precast concrete, cement or artificial stone articles for use in construction	Director	18 April 2018	-	-	<sup>(3)</sup> 100.0
Metro Tiara (M) Sdn Bhd <sup>(1)</sup>	Property management and property investment company	Director	18 September 2012	-	-	<sup>(3)</sup> 100.0
MKH (listed on Main Market)	Investment holdings and providing other management services	Director/Shareholder	31 July 1984	-	1.8	<sup>(4)</sup> 42.5
MKH Building Materials <sup>(1)</sup>	Trading of building materials and household related products	Director	26 August 2003	-	-	<sup>(3)</sup> 100.0
MKH Credit Corporation Sdn Bhd <sup>(1)</sup>	Money lending, hire purchase and leasing finance	Director	25 January 1985	-	-	<sup>(3)</sup> 100.0
MKH Development Sdn Bhd <sup>(1)</sup>	Property development	Director	14 September 2009	-	-	<sup>(3)</sup> 100.0
MKH Food Sdn Bhd <sup>(1)</sup>	Dormant with intended activity of manufacturing of other food products	Director	8 December 2014	-	-	<sup>(3)</sup> 100.0
MKH Land (Aust) Pty Ltd	Dormant with no intended activity	-	4 October 2016	3 November 2022	-	<sup>(3)</sup> 100.0
MKH Management Sdn Bhd <sup>(1)</sup>	Management, secretarial service and insurance agency	Director	18 June 2004	-	-	<sup>(3)</sup> 100.0
MKH Plantation <sup>(1)</sup>	Investment holding of unlisted shares with the business	Director	1 June 2015	-	-	<sup>(3)</sup> 100.0

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
	activity of its subsidiary, PT SPS in oil palm plantation					
MKH Property Ventures Sdn Bhd <sup>(1)</sup>	Property development	Director	11 January 2018	-	-	<sup>(3)</sup> 51.0
MKH Resources <sup>(1)</sup>	Providing management services	Director	25 March 2004	-	-	<sup>(3)</sup> 100.0
Nexus Starship Sdn Bhd <sup>(1)</sup>	Investment holding in Quantum Density Sdn Bhd	Director	12 December 2018	-	-	<sup>(3)</sup> 100.0
Oscar Selection Sdn Bhd	Wholesale of a variety of goods without any particular specialisation	Director/Shareholder	18 August 2010	-	50.0	-
Palga Sdn Bhd <sup>(1)</sup>	Investment holding of unlisted shares with the business activity of its subsidiary in property development	Director	2 February 2005	-	-	<sup>(3)</sup> 100.0
Panasonic Homes MKH Malaysia Sdn Bhd <sup>(2)</sup>	General construction	Director	17 December 2015	-	-	<sup>(3)</sup> 49.0
Pelangi Binaraya Sdn Bhd <sup>(1)</sup>	Property development	Director	8 August 2014	-	-	<sup>(3)</sup> 50.0
Pelangi Semenyih Sdn Bhd <sup>(1)</sup>	Property development	Director	18 June 2004	-	-	<sup>(3)</sup> 100.0
Pelangi Seri Alam Development Sdn Bhd <sup>(1)</sup>	Building and civil works contracting	Director	14 September 2009	-	-	<sup>(3)</sup> 100.0
Perkasa Bernas (M) Sdn Bhd <sup>(1)</sup>	Property development and management services	Director	18 June 2004	-	-	<sup>(3)</sup> 100.0
Petik Mekar Sdn Bhd <sup>(1)</sup>	Property development	Director	7 November 2013	-	-	<sup>(3)</sup> 100.0

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Pleasant Hill Sdn Bhd	Property development and management	Director	17 April 1984	-	-	<sup>(5)</sup> 99.9
PNSB-GK Resort Sdn Bhd <sup>(1)</sup>	Property development	Director	11 June 2008	-	-	<sup>(3)</sup> 70.0
Quantum Density Sdn Bhd <sup>(1)</sup>	Property development	Director	12 December 2018	-	-	<sup>(3)</sup> 50.0
Redha Institute	To provide relevant training, consultancy and training, conduct policy research and provide education programme for real estate and property development	Director	19 July 2005	-	-	-
Restu Mesra Sdn Bhd <sup>(1)</sup>	Dormant with intended activity of investment holding	Director	27 January 2022	-	-	<sup>(3)</sup> 100.0
Ria Corporation Development Sdn Bhd	Construction of buildings	Director/Shareholder	15 November 1982	-	<0.1	<sup>(5)</sup> 99.9
Rimbunan Melati Sdn Bhd <sup>(2)</sup>	Property development	Director	28 March 1995	-	-	<sup>(3)</sup> 45.0
Serba Sentosa Sdn Bhd <sup>(1)</sup>	Property development	Director	24 August 1995	-	-	<sup>(3)</sup> 100.0
Serentak Maju Corporation Sdn Bhd <sup>(1)</sup>	Property development	Director	21 July 2005	-	-	<sup>(3)</sup> 100.0
Srijang Indah Sdn Bhd <sup>(1)</sup>	Property management, property investment and investment holding	Director	30 June 2005	-	-	<sup>(3)</sup> 100.0
Srijang Kemajuan Sdn Bhd <sup>(1)</sup>	Property development	Director	30 June 2005	-	-	<sup>(3)</sup> 99.9

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Stand Allied Corporation Sdn Bhd <sup>(1)</sup>	Property development	Director	23 December 2003	-	-	<sup>(3)</sup> 100.0
Sumber Lengkap Sdn Bhd <sup>(1)</sup>	Property development	Director	1 September 2005	-	-	<sup>(3)</sup> 100.0
Sunway MKH Marketing Sdn Bhd <sup>(2)</sup>	Wholesale of construction materials	Director	3 February 2021	-	-	<sup>(3)</sup> 49.0
Suria Villa Sdn Bhd <sup>(1)</sup>	Construction of buildings	Director	8 August 2014	-	-	<sup>(3)</sup> 100.0
Temara Pekeliling Sdn Bhd <sup>(1)</sup>	Property development	Director	16 February 2016	-	-	<sup>(3)</sup> 84.0
Vast Furniture Manufacturing (Kunshan) Co. Ltd	Furniture manufacturing	-	-	-	-	<sup>(3)</sup> 100.0
Vista Haruman Development Sdn Bhd <sup>(1)</sup>	Property development	Director	17 April 2013	-	-	<sup>(3)</sup> 55.0
<b><u>Past involvement</u></b>						
Europixel Sdn Bhd	Property development	Director	6 August 2019	2 September 2022	-	-
Hexapace Sdn Bhd	Dormant, with its intended principal activity being IT, cybersecurity and related businesses	Director	6 August 2019	2 September 2022	-	-
Mercu Jasakita Sdn Bhd	Dormant, with its intended principal activity being activities of holding companies, real estate, as well as export and import of goods	Director	6 August 2019	2 September 2022	-	-

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
The Royal Selangor Golf Club	Golf courses	Director	10 June 2017	18 June 2022	-	-

**Notes:**

- (1) A subsidiary of MKH.
- (2) An associate company of MKH.
- (3) Deemed interested through shares held in MKH.
- (4) Deemed interested through shares held in CCSR and AllianceGroup Nominees (Tempatan) Sdn Bhd.
- (5) Deemed interested through shares held in CCSR.

**(c) Chen Wei Chyong**

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
<b>Present involvement</b>						
Double Majestic Sdn Bhd	Investment holding of unlisted shares, with the business activity of the company in property investment	Director	20 May 2014	-	-	-
Green Crafters Sdn Bhd	Retail, export and import of vegetables and fruits	Director/Shareholder	6 September 2018	-	100.0	-
Jasprima Sdn Bhd	Engaged in the business of property investment	Director	12 January 2021	-	-	-

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Lotus Way	Investment holding of properties and unlisted shares, with the business activity of the companies in investment holding/property investment	Director	20 May 1997	-	-	-
MKH Management Sdn Bhd <sup>(1)</sup>	Management, secretarial service and insurance agency	Director	31 January 2013	-	-	-

**Past involvement**

Nil

**Note:**
<sup>(1)</sup> A subsidiary of MKH.

**(d) Yeo Kiat Seng**

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Garuda Jaya Sdn Bhd	Dealing in real estate, housing and land agents, brokers, commission agents	Director/Shareholder	11 April 2014	-	80.0	-
Inai Sempurna Sdn Bhd	<ul style="list-style-type: none"><li>Dealing in property</li><li>Survey works</li></ul>	Director/Shareholder	3 February 1997	-	99.9	-
J.M. Realty (Langkawi) Sdn Bhd	To carry on the business as general trading	Director/Shareholder	25 November 2016	-	12.25	-

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Jitu Konsult Sdn Bhd <sup>(2)</sup>	Land surveying, consultancy on land housing development	Director/ Shareholder	21 June 2013	-	33.3	-
Jitu Mapping Sdn Bhd	Land surveying services	Director/ Shareholder	29 November 2021	-	30.0	-
Jitu Mega Industries & Hardware Sdn Bhd	Manufacturing and trading of cement bricks and other building materials	Director/ Shareholder	29 November 2012	-	25.0	-
Jitu Rancang Sdn Bhd	Town planning works and its related activities	Director/ Shareholder	3 December 2007	-	50.0	-
Jitu Runding Sdn Bhd <sup>(2)</sup>	<ul style="list-style-type: none"> <li>Activities of holding companies</li> <li>Land surveying services</li> <li>Real estate activities with own or leased property</li> </ul>	Director/ Shareholder	18 October 2018	-	35.0	-
JJR Resources Sdn Bhd	Land surveying, consultancy in land & housing development and investment properties	Director/ Shareholder	28 August 2001	-	51.0	-
Jurukur Jitu Runding (KL) Sdn Bhd	Land surveying, consultancy in land & housing development	Director/ Shareholder	17 June 2004	-	50.0	-
Jurukur Jitu Runding (Sel) Sdn Bhd	Land surveying services	Director/ Shareholder	27 December 2021	-	50.0	-
Lembah Inai Sdn Bhd	Business of property and agency	Director/ Shareholder	3 February 1997	-	33.3	-



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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Jurukur Jitu Runding <sup>(2)</sup>	Land surveying firm registered with the Land Surveyors Board which provides land surveying services	Sole proprietor	N/A <sup>(1)</sup>	-	-	-

**Past involvement**

Nil

**Notes:**

- (1) Not applicable as Jurukur Jitu Runding is a sole proprietorship. Jurukur Jitu Runding was registered on 17 July 2012.
- (2) Jurukur Jitu Runding is a sole proprietorship owned by Yeo Kiat Seng whereas Jitu Konsult Sdn Bhd and Jitu Runding Sdn Bhd have common directors and shareholders namely Yeo Kiat Seng, Tan Say Kee and Teh Hock Heng.

**(e) Leong Sow Yoke**

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Bangkok Bank Berhad (a subsidiary of a company listed on the Stock Exchange of Thailand)	Banking and related financial services	Director	9 June 2022	-	-	-
LMH Biotech Sdn Bhd	Contract research organisation and contract manufacturer of pharmaceutical, biotechnology and medical device	Director/Shareholder	22 September 2021	-	10.0	-

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
<b><u>Past involvement</u></b>						
Nil						

**(f) Ong Kim Pin**

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Kulim Topplant Sdn Bhd	Tissue culture laboratory	Director	1 January 2005	-	-	-
<b><u>Past involvement</u></b>						
Elaeis Food Products Sdn Bhd	Franchise restaurant	Director	14 March 2012	15 May 2018	-	-
Bounty Harvest Oil Palm Berhad	Dissolved on 7 December 2022	Director	15 December 2011	7 December 2022	-	-

**(g) Dr Hasuria Binti Che Omar**

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Zill Resources Sdn Bhd	<ul style="list-style-type: none"><li>• Other food service activities</li><li>• Other business support service activities</li><li>• Transaction and interpretation activities</li></ul>	Director/Shareholder	18 August 2022	-	40.0	-

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

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
Past involvement						

Nil

As at LPD, the directorships of our Directors in other companies are in compliance with Paragraph 15.06 of the Listing Requirements as our Directors do not hold more than 5 directorships in public listed companies on Bursa Securities.

Save as disclosed in Section 11, the involvement of our Directors in those business activities outside our Group does not give rise to any conflict of interest situation with our business. Further, the involvement of our Executive Directors in those business activities outside our Group does not preclude them from allocating or committing their time and effort to our Group as they are not actively involved in the management and day-to-day operations of these companies. Such businesses do not require their involvement on a daily basis as these businesses are managed by their respective management. Whereas, the involvement of our Non-Executive Directors in business activities outside our Group does not preclude them from allocating or committing their time and effort to our Group as they are not involved in the management and day-to-day operations of our Group. Therefore, their involvement in these companies does not require significant amount of time, and hence does not affect their ability to perform their executive roles and responsibilities to our Group.

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

### 5.2.5 Directors remuneration and benefits

The remuneration of our Directors including fees, salaries, bonuses, allowances, other emoluments and benefits-in-kind, must be reviewed and recommended by our Remuneration Committee and subsequently, be approved by our Board. The Director's fees and any benefits payable to Directors shall be subject to annual approval by our shareholders pursuant to an ordinary resolution passed at a general meeting in accordance with our Constitution. Please refer to Section 15.3 for further details.

The aggregate remuneration and material benefits-in-kind paid and proposed to be paid to our Directors for services rendered in all capacities to our Group for FYE 2022 and 2023 are as follows:

	<b>Directors' fees</b>	<b>Salaries</b>	<b>Bonuses</b>	<b>Allowances</b>	<b>Other emolument</b>	<b>Benefits-in-kind</b>	<b>Total</b>
	<b>RM'000</b>						
<b>FYE 2022 (Paid)</b>							
Tan Sri Alex Chen <sup>(1)</sup>	-	-	-	-	-	-	-
Tan Sri Eddy Chen <sup>(1)</sup>	-	-	-	-	-	-	-
Dato' Lee Khee Meng	-	308	44	18	52	7	429
Chen Wei Chyong <sup>(2)</sup>	-	-	-	-	-	-	-
Yeo Kiat Seng	6	-	-	1	-	-	<sup>(3)</sup> 7
Leong Sow Yoke	15	-	-	1	-	-	<sup>(4)</sup> 16
Ong Kim Pin	6	-	-	1	-	-	<sup>(3)</sup> 7
Tan Hoe Hing	6	-	-	1	-	-	<sup>(3)</sup> 7
Dr Hasuria Binti Che Omar	6	-	-	1	-	-	<sup>(3)</sup> 7
Yahya Bin Ariffin	6	-	-	1	-	-	<sup>(3)</sup> 7

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

	<b>Directors' fees</b>	<b>Salaries</b>	<b>Bonuses</b>	<b>Allowances</b>	<b>Other emolument</b>	<b>Benefits-in-kind</b>	<b>Total</b>
				<b>RM'000</b>			
<b>FYE 2023 (Proposed)</b>							
Tan Sri Alex Chen <sup>(1)</sup>	<sup>(5)</sup> 180	-	-	-	-	-	180
Tan Sri Eddy Chen <sup>(1)</sup>	<sup>(5)</sup> 150	-	-	-	-	-	150
Dato' Lee Khee Meng	-	326	<sup>(6)</sup> 111	18	60	25	540
Chen Wei Chyong <sup>(2)</sup>	-	303	<sup>(6)</sup> 45	6	43	31	428
Yeo Kiat Seng	40	-	-	7	-	-	47
Leong Sow Yoke	40	-	-	16	-	-	56
Ong Kim Pin	40	-	-	18	-	-	58
Tan Hoe Hing	40	-	-	13	-	-	53
Dr Hasuria Binti Che Omar	40	-	-	8	-	-	48
Yahya Bin Ariffin	40	-	-	12	-	-	52

**Notes:**

- <sup>(1)</sup> As at LPD, the remuneration and benefits to the common Directors of MKH and our Group, namely Tan Sri Alex Chen and Tan Sri Eddy Chen in relation to their services rendered to our Group are made solely by way of management fees charged by MKH Resources, a subsidiary of MKH, to our Company. The management fees are computed based on a proportion of their remuneration and benefits in MKH. In view that Tan Sri Alex Chen and Tan Sri Eddy Chen have been re-designated as our Non-Independent Non-Executive Directors in March 2023, the aforementioned arrangement shall be terminated by 31 March 2023. The remuneration and benefits for Tan Sri Alex Chen and Tan Sri Eddy Chen which have been paid for FYE 2022 (i.e. from October 2021 to September 2022) and FYE 2023 (i.e. from October 2022 to March 2023) pursuant to the aforementioned arrangement is illustrated as follows:

	<b>Salaries</b>	<b>Bonuses</b>	<b>Other emolument</b>	<b>Total</b>
				<b>RM'000</b>
<b>FYE 2022</b>				
Tan Sri Alex Chen	1,205	1,506	526	3,237
Tan Sri Eddy Chen	995	1,078	407	2,480
<b>FYE 2023</b>				
Tan Sri Alex Chen	576	1,439	383	2,398
Tan Sri Eddy Chen	475	1,030	286	1,791

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

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Bonuses paid to Tan Sri Alex Chen and Tan Sri Eddy Chen for FYE 2022 and FYE 2023 are determined based on their performance as well as our Group's performance for the FYE 2021 and FYE 2022, respectively.

- (2) For FYE 2022, the payroll of Chen Wei Chyong was under Intelek Kekal (M) Sdn Bhd, a subsidiary of MKH, as she was the Assistant General Manager – Human Resources and Administration in MKH which she oversaw the Human Resources and Administration Department of MKH Group. In March 2023, she resigned from her position in MKH to focus on her role as our Executive Director. Thereafter, her payroll was transferred to our Group in April 2023.
- (3) Pro-rated based on their respective appointment dates as our Directors on 11 August 2022 up to 30 September 2022.
- (4) Pro-rated based on their respective appointment dates as our Directors on 20 May 2022 up to 30 September 2022.
- (5) Fees proposed to be paid to our Non-Independent Non-Executive Directors, namely Tan Sri Alex Chen and Tan Sri Eddy Chen for FYE 2023 (i.e. from April 2023 to September 2023), which have been reviewed and recommended by our Remuneration Committee.
- (6) Bonuses paid which are determined based on the individual's performance as well as our Group's performance for the FYE 2022.

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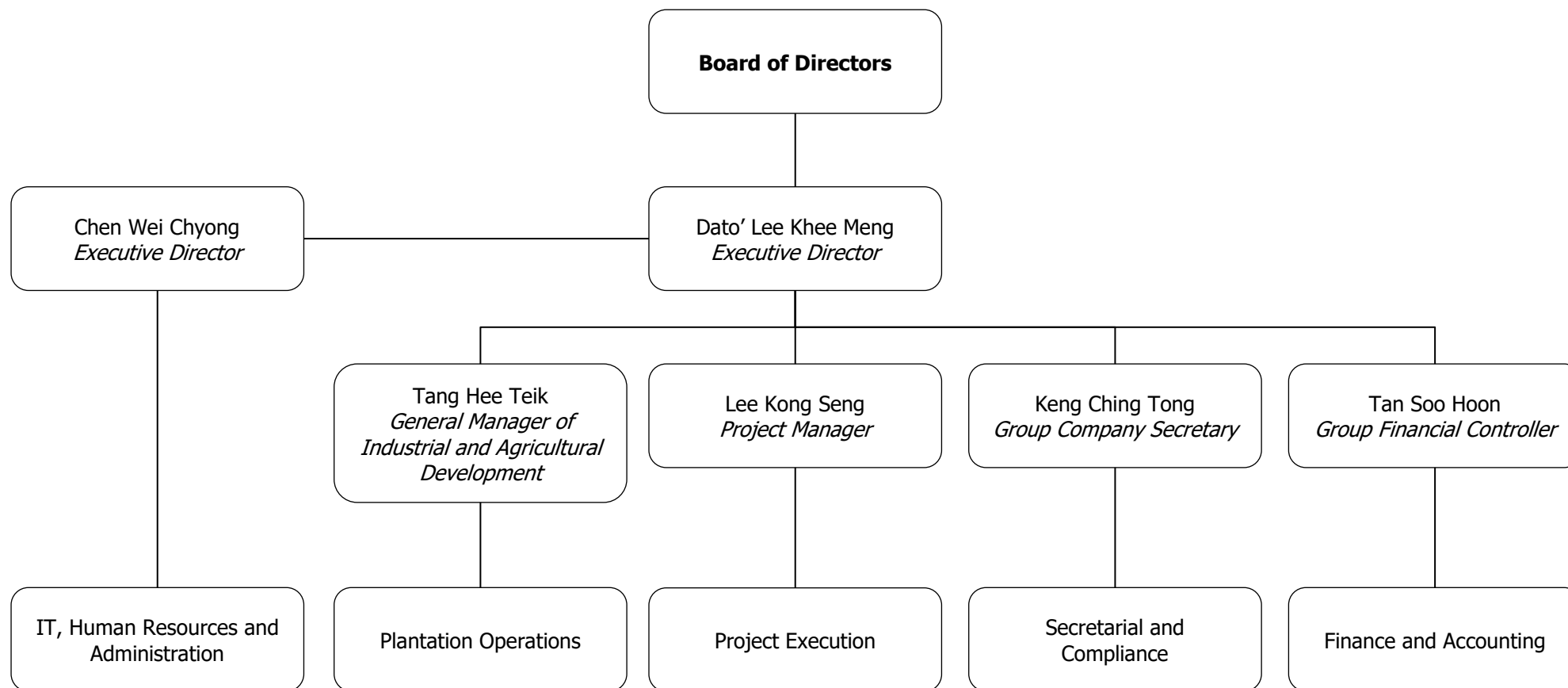
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## 5. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (*Cont'd*)

### 5.3 KEY SENIOR MANAGEMENT

#### 5.3.1 Management structure

The management reporting structure of our Group is as follows:



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

### **5.3.2 Key senior management shareholdings**

Save for the shareholdings of our Executive Directors as set out in Section 5.2.1, none of our key senior management has any Shares before and after our IPO.

Further, none of our key senior management represents any corporate shareholder on our Board.

### **5.3.3 Profiles of key senior management**

Save for the profiles of our Executive Directors which are set out in Section 5.2, the profiles of the other key senior management of our Group are as follows:

#### **(a) Tang Hee Teik**

Tang Hee Teik, a Malaysian male aged 49, is our General Manager of Industrial and Agricultural Development. He is primarily responsible for overseeing and monitoring operation works in the plantation and palm oil mill. He also coordinates inter-department support for sales and marketing activities.

He graduated with a Bachelor of Engineering (Agriculture) from Universiti Putra Malaysia in 1999. After working for few years in food industries, he obtained his Professional Engineer qualification in Agricultural branch registered with the Board of Engineers Malaysia (BEM) from 2005 to 2011. He was also a Member of The Institution of Engineers Malaysia (IEM) from 2006 to 2011; but discontinued his professional memberships from the BEM and IEM since 2012 due to his posting as Project Manager to setup the palm oil mill and jetty in our plantation in Indonesia.

In 1998, he began his career as Production Engineer in Syarikat Thong Guan Trading Sdn Bhd (a subsidiary of Thong Guan Industries Berhad, a company listed on Main Market) where he was responsible for ensuring operation safety standards on production floor. He left Syarikat Thong Guan Trading Sdn Bhd in 2001 and took a short career break to study Good Manufacturing Practice (GMP) and Hazard Analysis Critical Control Point (HACCP) in food production. Subsequently, in the same year, he joined Shuang Hor Enterprise Sdn Bhd as Products and Quality Control Assistant Manager where he was responsible for the setup of a new department tasked to import products for repacking.

In 2002, he left Shuang Hor Enterprise (M) Sdn Bhd and joined GAHC Sdn Bhd as an Assistant Factory Manager. He was later promoted to Factory Manager in 2005, and in both roles he was responsible for managing the manufacturing activities of the company. In 2007, he left GAHC Sdn Bhd and joined Cocoland Industry Sdn Bhd, a subsidiary of Cocoland Holdings Berhad (listed on Main Market) until November 2022 as Factory Manager, where his responsibility was extended to overseeing contract manufacturing activities and leading projects on enhancement of plant productivity. In 2008, he left Cocoland Industry Sdn Bhd and joined PureCircle Sdn Bhd as Project Manager, where he was in charge of designing the process flow of the equipment for a new herbal extraction plant in China. Upon completion of the project, he left the company in 2009.



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

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In 2009, he joined Gerak Teguh Sdn Bhd, a wholly-owned subsidiary of MKH, as Project Manager of Agriculture where he was responsible in leading agricultural research and strategy development, and he was a part of the pioneer team involved in the establishment of our Company. In 2010, he was transferred to Intelek Kekal (M) Sdn Bhd, a wholly-owned subsidiary of MKH and was promoted to Assistant General Manager of Industrial and Agricultural Development in 2014, where he was responsible for assisting in overseeing overall plantation activities. In 2017, he was transferred to MKH Resources to streamline the payroll administration. He was subsequently promoted to General Manager of Industrial and Agricultural Development in January 2021 where he was responsible for managing the operations of our plantation estates and palm oil mill. He was transferred to our Company commencing April 2021 pursuant to an internal restructuring, assuming the position he presently holds.

Kindly refer to Section 5.3.4(a) for his involvement in other business activities outside our Group.

**(b) Tan Soo Hoon**

Tan Soo Hoon, a Malaysian female aged 46, is our Group Financial Controller and is responsible for preparing financial and management reports, yearly budgets and forecasts, and business plans of our Group.

She graduated with a Bachelor of Accounting from Universiti Malaya in 2001. She has been a member of the MIA and the Malaysian Institute of Certified Public Accountants since 2004 and 2006 respectively.

She started her career in 2001 in KPMG PLT as an Audit Assistant, where she assisted in financial audit engagements for clients. She was promoted to Senior Auditor in 2004, where she led audit engagements and provided guidance to associates, as well as being involved in reviewing profit and cash flow forecast and projections as well as preparing accountant's reports for clients' corporate exercises. In 2005, she left KPMG PLT to join Standard Chartered Bank Malaysia Berhad as Management Information System Reporting Officer. She was promoted to Management Information System Analytics Finance Manager in 2006 where she was responsible for carrying out data analysis and loan impairment analysis under the Credit Department, as well as monitoring the department's expenses.

In 2007, she left Standard Chartered Bank Malaysia Bhd and joined LB Aluminium Berhad (listed on Main Market) as an Accountant where she was responsible for overseeing the accounts and costing team, preparing the company's budgets and financial reporting. In 2010, she left LB Aluminium Berhad and joined Panasonic R&D Centre Malaysia Sdn Bhd as Finance Assistant Manager, where she was assisted in managing the accounting, procurement and planning team.

In 2013, she left Panasonic R&D Centre Malaysia Sdn Bhd and joined MKH Resources, a wholly-owned subsidiary of MKH, as Group Accountant, where she was responsible for preparing financial statements and consolidation of audit reports, including those of MKHOP. In 2021, she was transferred to our Company pursuant to an internal restructuring and was re-designated as the Financial Controller of our Company. In 2022, she was promoted to Group Financial Controller, a position she presently holds.

Presently, she does not hold any directorships in any private and public limited companies.

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

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**(c) Keng Ching Tong**

Keng Ching Tong, a Malaysian male aged 42, is our Group Company Secretary and is responsible for our Group's corporate and compliance matters including preparing and reviewing secretarial matters.

He graduated with a Diploma in Business Studies in Business Administration from Kolej Tunku Abdul Rahman (now known as Kolej Universiti Tunku Abdul Rahman) in 2002. In 2004, he completed his Advanced Diploma in Commerce in Business Management from Kolej Tunku Abdul Rahman. In 2005, he was admitted to Graduateship of The Institute of Chartered Secretaries and Administrators. In 2007, he was elected as an Associate with the designation of "Chartered Secretary and Chartered Governance Professional" by the Chartered Governance Institute.

In 2004, he began his career in Cheng & Co Secretarial Sdn Bhd as Secretarial Assistant where he was responsible for maintaining statutory records of the directors' and members' circular resolutions as well as formation of new companies. In 2005, he left Cheng & Co Secretarial Sdn Bhd and joined Multi Task Business Consultants Sdn Bhd as Secretarial Assistant. He was promoted to Senior Secretarial Assistant in January 2008 where he was responsible for advising clients on secretarial matters and statutory compliances, until he left the company in April 2008. Subsequently, in May 2008, he joined Symphony Corporatehouse Sdn Bhd as Senior Executive for a short stint until December 2008, where he was responsible for managing corporate secretarial matters for multiple private and public listed companies to ensure compliance with the relevant listing requirements and company acts.

In 2009, he joined Strategy Corporate Secretariat Sdn Bhd as Senior Executive, where he was responsible for managing corporate secretarial matters for multiple private and public listed companies and reviewing listing documents to ensure they are in compliant with the relevant rules and regulations including the listing requirements and the Acts.

He left Strategy Corporate Secretariat Sdn Bhd as Assistant Manager in 2010 and joined MKH as Assistant Manager of Secretarial where he assisted in managing the secretarial matters of MKH Group, including those of MKHOP. In 2011, he was transferred to MKH Resources to streamline the payroll administration. In 2013, he was promoted to Manager of Secretarial and subsequently promoted to Senior Manager of Secretarial in 2017. He was involved in managing the secretarial as well as corporate and compliance matters of MKH Group, including those of MKHOP. In 2021, he was transferred to our Company pursuant to an internal restructuring and assumed the position he presently holds since 2022.

Kindly refer to Section 5.3.4(b) for his involvement in other business activities outside our Group.

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

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**(d) Lee Kong Seng**

Lee Kong Seng, a Malaysian male aged 47, is our Project Manager. He is responsible for conducting feasibility studies for new projects, liaising with consultants and contractors during project execution, and managing overall project budgets and delivery times.

He graduated with a Diploma of Electrical/Electronic Engineering from Institut Teknologi Pertama Malaysia in 1996.

He has over 26 years of experience in the engineering, procurement, construction and commissioning ("**EPCC**") of palm oil milling projects for numerous large palm oil companies in Malaysia, Indonesia, the Philippines and Thailand. He began his career in 1997 as Project Executive in Besteel Berhad where he was involved in palm oil mill construction projects in Sabah and Sarawak, covering areas related to civil, structural, mechanical and electrical works. He left Besteel Berhad in 1999 and joined Salcon Engineering Berhad in 2000 as Project Engineer where he was responsible for the execution of palm oil mill construction projects in Malaysia and Indonesia, as well as ensuring timely completion and compliance with the design and technical specifications.

In 2003, he left Salcon Engineering Berhad and re-joined Besteel Berhad as Project Engineer where he was responsible for managing EPCC projects for palm oil mills based in Malaysia and Indonesia. In 2008, he left Besteel Berhad and joined Kraftmec Sdn Bhd as Project Manager where he was responsible for EPCC projects for palm oil mills based in Indonesia and Thailand. In 2010, he left Kraftmec Sdn Bhd and joined Perunding HMT Sdn Bhd as Project Manager where he was responsible for the preparation of tender documents and drawings of palm oil mill construction projects which includes attending site meetings with clients, liaising with contractors and suppliers to ensure compliance with contract specifications for projects based in Malaysia, Philippines and Indonesia.

He left Perunding HMT Sdn Bhd and joined MKH Resources as Project Manager in January 2021 where he was involved in coordinating the execution of projects undertaken by MKHOP. He was then transferred to our Company in April 2021 pursuant to an internal restructuring, assuming the position he presently holds.

Presently, he does not hold any directorships in any private and public limited companies.

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

### 5.3.4 Principal business performed outside our Group

Save as disclosed in Section 5.2.3 and below, none of our key senior management are involved in any other principal business activities outside our Group as at LPD. The following table sets out the principal directorships of our key senior management outside our Group and the principal business activities performed by our key senior management outside our Group as at LPD and those other principal directorships of our key senior management outside our Group that were held within the past 5 years preceding LPD:

#### (a) Tang Hee Teik

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
PT Nusantara Makmur Jaya	Dormant with intended activity of exporting plantation and agricultural products	President Director	29 October 2021	-	-	-

#### **Past involvement**

Nil

#### (b) Keng Ching Tong

Company	Principal activities	Position held	Date of appointment	Date of resignation/cessation	% of shareholdings held	
					Direct	Indirect
<u>Present involvement</u>						
Nil						
<u>Past involvement</u>						
MKH Property Ventures Sdn Bhd	Property development	Director	10 January 2018	12 January 2018	-	-

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

### 5.3.5 Key senior management remuneration and benefits

The remuneration of our key senior management including salaries, bonuses, other emoluments and benefits-in-kind, must be reviewed and recommended by our Remuneration Committee and subsequently, be approved by our Board.

The aggregate remuneration and material benefits-in-kind (in bands of RM50,000) paid and proposed to be paid to our key senior management (save for our Directors which are disclosed in Section 5.2.5) for services rendered in all capacities to our Group for FYE 2022 and FYE 2023 are as follows:

	<sup>(1)</sup> Remuneration band	
	FYE 2022 (Paid)	FYE 2023 (Proposed)
	RM'000	
Tang Hee Teik	300 – 350	350 – 400
Tan Soo Hoon	200 – 250	250 – 300
Keng Ching Tong	150 – 200	150 – 200
Lee Kong Seng	150 – 200	150 – 200

**Note:**

- <sup>(1)</sup> The remuneration for key senior management includes salaries, bonuses, allowances and other emoluments.

## 5.4 BOARD PRACTICE

### 5.4.1 Board

Our Board has adopted the following responsibilities for effective discharge of its functions:

- set corporate values and promote good corporate governance culture within our Company and our Group, which reinforces ethical, prudent and professional behaviour to ensure our obligations to shareholders and stakeholders are met;
- review and approve management's proposals for our Group on matters including but not limited to the overall corporate strategy, business plan, annual budgets and regulatory plan, and monitor its implementation by management;
- review and approve and oversee the implementation of strategic initiatives and business plans of our Group's business that support sustainability and long term value creation and includes strategies on economic, environmental and social and governance considerations underpinning sustainability;
- evaluate, modify (if deemed necessary) and approve modifications to the approved business plans and annual budgets (including capital expenditure budget) based on a fair evaluation and robust discussion of the underlying assumptions;
- formulate, review, approve and ensure compliance of all major policies of our Group;
- ensure that all members of our Board and the management have the necessary skills and experience, and there are measures in place to provide for the orderly succession of our Board members and senior management of our Group;

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

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- (g) identify principal business risks faced by our Group and ensure the implementation of an appropriate internal controls and risk management framework to mitigate and address such risks;
- (h) set the risk appetite within which our Board expects management to operate, and ensure that there is an appropriate risk management framework and internal controls to identify, analyse, evaluate, manage and monitor significant financial and non-financial risks;
- (i) establish the appropriate Board sub-committees where required, and be responsible for all decisions made by the sub-committees;
- (j) review the adequacy and integrity of our Group's financial and non-financial reporting, internal control and management information systems, including systems for compliance with applicable laws, regulations, rules, directives and guidelines;
- (k) review and approve the financial statements encompassing annual audited accounts, dividend policy, credit facilities from financial institutions and guarantees;
- (l) approve the appointment of all external advisers and their related advisory fees subject to the approved authorised limits; and
- (m) carry out or perform such other functions as deemed necessary in the discharge of its fiduciary duties under the relevant laws, rules and regulations.

In accordance with our Constitution, an election of Directors shall take place each year at the annual general meeting ("**AGM**"). At the first AGM of our Company, 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. This is provided always that all Directors shall retire from office once at least in each 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.

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

As at LPD, 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 office are as follows:

<b>Name</b>	<b>Date of appointment as Director</b>	<b>Date of expiration of the current term in office</b>	<b>Tenure up to LPD</b>
Tan Sri Alex Chen	19 November 2004	Subject to retirement by rotation at the 19 <sup>th</sup> AGM in 2024	18 years and 3 months
Tan Sri Eddy Chen	19 November 2004	3 March 2023 (retirement by rotation at the 18 <sup>th</sup> AGM in 2023)	18 years and 3 months
Dato' Lee Khee Meng	30 July 2021	Subject to retirement by rotation at the 19 <sup>th</sup> AGM in 2024	1 year and 7 months
Chen Wei Chyong	30 July 2021	Subject to retirement by rotation at the 19 <sup>th</sup> AGM in 2024	1 year and 7 months
Yeo Kiat Seng	11 August 2022	3 March 2023 (retirement by rotation at the 18 <sup>th</sup> AGM in 2023)	6 months
Leong Sow Yoke	20 May 2022	3 March 2023 (retirement by rotation at the 18 <sup>th</sup> AGM in 2023)	8 months
Ong Kim Pin	11 August 2022	3 March 2023 (retirement by rotation at the 18 <sup>th</sup> AGM in 2023)	6 months
Tan Hoe Hing	11 August 2022	3 March 2023 (retirement by rotation at the 18 <sup>th</sup> AGM in 2023)	6 months
Dr Hasuria Binti Che Omar	11 August 2022	3 March 2023 (retirement by rotation at the 18 <sup>th</sup> AGM in 2023)	6 months
Yahya Bin Ariffin	11 August 2022	3 March 2023 (retirement by rotation at the 18 <sup>th</sup> AGM in 2023)	6 months

The members of our Board are set out in Section 5.2.

Our Directors who are deemed as Independent Directors, as defined in the Listing Requirements, shall be subject to re-appointment in the manner described above. Our Group has adopted all the practices recommended by the MCG.

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

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**5.4.2 Audit and Risk Management Committee**

Our Audit and Risk Management Committee was established by our Board on 27 September 2022. The main function of our Audit and Risk Management Committee is to assist our Board in fulfilling its responsibility on the oversight of the integrity of our Group's accounting and financial reporting matters. Our Audit and Risk Management Committee's duties and responsibilities as stated in its terms of reference include, amongst others, the following:

**(a) Risk Management**

- (i) Develop and inculcate a risk awareness culture within our Group;
- (ii) Provide input to management regarding our Group's risk appetite and risk tolerance;
- (iii) Provide in-depth governance of risks for our Group;
- (iv) Review and robustly assess the design, completeness and effectiveness of the risk management framework relative to our Group's activities to ensure key risks are systematically identified, monitored and controlled;
- (v) Oversee the key guidelines and policies governing our Group's significant processes for risk assessment and risk management;
- (vi) Report to our Board regarding our Group's risk exposures, including review risk assessment model used to monitor the risk exposures and management's views on the acceptable and appropriate level of risks faced by our Group's business units;
- (vii) Monitor and ensure the timeliness of and reports on the effectiveness of corrective action taken;
- (viii) Ensure resources and systems are in place for the risk management function; and
- (ix) Review the implementation and adequacy of our Group's business continuity plan.

**(b) Internal Controls**

- (i) Evaluate the overall adequacy and effectiveness of the system of internal control including IT controls to prevent data breaches and cybersecurity threats, our Group's financial, audit and accounting organisations and personnel and our Group's policies and compliance procedures with respect to business practices, through a review of the results of work performed by internal and external auditors and other consultants, where required and discussions with management;
- (ii) Provide oversight of sustainability reporting by ensuring the effective identification, management and reporting of material sustainability matters (i.e. risks and opportunities) affecting the economic, environmental and social aspects of our Group's businesses towards achievement of sustainability goals across our Group;
- (iii) Review the annual statement on risk management and internal control and sustainability reporting to be published in our Company's annual report; and



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

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- (iv) Review the whistle-blowing policy and the outcome of any defalcation cases investigated.

**(c) Internal Audit**

- (i) Mandate the internal audit department or internal audit service providers to report directly to our Audit and Risk Management Committee;
- (ii) Review the adequacy of the scope, functions, competency and resources of the internal audit and compliance functions, and that each function has the necessary independence and authority to carry out its work, which should be performed professionally and with impartiality and proficiency;
- (iii) Review internal audit reports, discuss major findings and deficiencies in internal controls and ensure that appropriate and prompt remedial action is taken by the management on lapses in internal controls or procedures that are identified by internal audit;
- (iv) Review the results of ad-hoc investigations performed by the internal auditors and the actions taken relating to those investigations (where applicable);
- (v) Review the results of annual assessment performed on the internal audit function;
- (vi) Review any difficulties encountered in the course of audit or compliance work, including any restrictions on the scope of activities or access to required information;
- (vii) Review and challenge the internal audit charter, internal audit annual budget, audit and compliance plans and audit methodology, to the extent applicable and ensure adequacy of their scopes, robustness in the planning process and sufficient resources to implement the plans independently and objectively, and that they have the necessary authority to carry out their work;
- (viii) Approve the internal audit charter, when applicable, which defines the purpose, authority, scope and responsibilities of the internal audit function within our Group;
- (ix) Approve any appointment or termination of internal audit service provider or senior staff members of the internal audit function, namely our Head of Internal Auditor and his/her deputy, if any;
- (x) Review the appraisal or assessment of performance of the Head of Internal Auditor and his/her deputy, if applicable;
- (xi) Take cognisance of resignations of internal audit staff members and provide the resigning staff member an opportunity to submit his reasons for resigning;
- (xii) Direct any special investigations to be carried out by internal audit as and when necessary and consider the major findings of the internal investigations and management's response; and
- (xiii) Review our Audit and Risk Management Committee report to be published in our Company's annual report.

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

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**(d) External Audit**

- (i) Consider and make recommendations to our Board in relation to the nomination and re-appointment of the external auditors, audit fees, resignation or dismissal of the external auditors, by reviewing the engagement, compensation, performance, qualifications and independence of the external auditors, its conduct of the annual statutory audit of the financial statements, and the engagement of external auditors for all other services;
- (ii) Monitor the effectiveness of the external auditors' performance and their independence and objectivity;
- (iii) Discuss with the external auditors before the audit commences, the nature and scope of the audit, the audit plan, and ensure co-ordination where more than one audit firm is involved;
- (iv) Review major findings raised by the external auditors including the external auditors' management letter and management's responses, including the status of the previous audit recommendations;
- (v) Discuss audit findings arising from the interim and final audits, and any matter the external auditors may wish to discuss (in absence of management or executive directors, at least twice a year or where necessary);
- (vi) Provide a direct line of communication between our Board and the external auditors;
- (vii) Review the extent of assistance and co-operation extended by our Group's employees to the external auditors, including any difficulties or disputes with management encountered during the audit;
- (viii) Review and monitor the provision of non-audit services by the external auditors; and
- (ix) Responsible for requiring our Company's external auditors to submit on a periodic basis to our Audit and Risk Management Committee a formal written statement delineating all relationships between the external auditors and our Company, consistent with International Standard on Auditing (ISA) 260, "Communication with Those Charged with Governance" modified as appropriate based on the Malaysian guidelines for auditors independence, and to obtain confirmation from them that they are and have been, independent throughout the conduct of the audit engagement.

**(e) Compliance**

- (i) The adequacy of the processes and systems in place across our Company or Group to ensure compliance with all laws, regulations and rules established by all relevant regulatory bodies;
- (ii) Review all findings arising from any examinations by regulatory authorities;
- (iii) Obtain updates from our management and our legal counsel regarding regulatory compliance matters;

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

- (iv) Review and consider any related party transaction and conflict of interest situation that may arise within our Company or Group including any transaction, procedure or course of conduct that raises questions of management integrity;
- (v) Review the annual internal and external audit reports on matters relating to compliance;
- (vi) Assess the performance of our Heads of Departments on annual basis; and
- (vii) Consider any material breaches or exposure to breaches of regulatory requirements, including our Group's anti-bribery and corruption policy.

### (f) Related party transactions and conflict of interest

- (i) Review any related party transactions and conflict of interest situations and where appropriate, make recommendations to our Board for approval that such transactions are at arm's length and are in the best interest of our Group, including any transaction, procedure or course of conduct that raises questions of management integrity; and
- (ii) Review the process used to procure our shareholders' mandate for recurrent related party transactions.

### (g) Whistleblowing

- (i) Our Audit and Risk Management Committee shall exercise its powers and carry out its responsibilities as may be required from time to time under the Whistleblower Policy and Procedures for our Group; and
- (ii) Our Audit and Risk Management Committee shall report to our Board any suspected frauds or irregularities, serious internal control deficiencies or suspected infringement of laws, rules and regulations which come to its attention and are of sufficient importance to warrant the attention of our Board.

### (h) Other responsibilities

- (i) Review and assess the adequacy of the terms of reference (where necessary), with the assistance of management, the external auditors and legal counsel; and
- (ii) Perform any other duties as may be mutually agreed by our Audit and Risk Management Committee and our Board from time to time.

The recommendations of our Audit and Risk Management Committee are subject to the approval of our Board.

The members of our Audit and Risk Management Committee as at LPD are as follows:

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Leong Sow Yoke	Chairperson	Independent Non-Executive Director
Ong Kim Pin	Member	Independent Non-Executive Director
Yahya Bin Ariffin	Member	Independent Non-Executive Director
Tan Hoe Hing	Member	Independent Non-Executive Director

Our Nominating Committee will review the composition, performance and effectiveness of our Audit and Risk Management Committee annually.

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

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**5.4.3 Nominating Committee**

Our Nominating Committee was established by our Board on 27 September 2022. The duties and responsibilities as stated in the terms of reference of our Nominating Committee include the following:

- (a) identify, evaluate and recommend new candidates to our Board and any Board committee of our Group based on recommendations from existing Directors, management or major shareholders and other independent sources. In making its recommendation, our Nominating Committee shall refer the fit and proper policy and consider the candidates': -
  - (i) age, gender, cultural background, track record, skills, knowledge, expertise and experience;
  - (ii) professionalism, integrity, contribution, performance and time commitment;
  - (iii) in the case of candidates for the position of Independent Non-Executive Directors, the candidate's independence and ability to discharge such responsibilities/functions as expected from Independent Non-Executive Directors; and
  - (iv) other commitment and time available to contribute inputs to our Board.
- (b) review on a periodic basis, the appropriate size, a balanced composition with a diverse mix of skills, knowledge, qualifications, experience, age, cultural background and gender diversity of our Board in order to ensure its effectiveness in discharging its duties, and having regard to the MCCG;
- (c) assess on a periodic basis the independence of independent directors and that the Directors and officers of our Group meet the identified independence criteria and are not disqualified under the relevant regulations;
- (d) review and recommend the continuation in office of independent director(s) who has/have served a cumulative term of nine years as an independent director at our AGM;
- (e) establish and recommend for our Board's approval, a mechanism for the formal assessment of the performance of our Board as a whole, our Board committees, individual Directors, and each member of our Board committees;
- (f) identify, evaluate and recommend or approve, as the case may be, the appointment of key management of our Group;
- (g) review succession planning and senior management development, including nominations to our Board, both executive and non-executive, with a view to ensuring the continued ability of the organization to compete effectively in the marketplace;
- (h) recommend to our Board suitable induction and training programs to ensure our Directors and Board committee members keep abreast with latest developments and for the closure of skill gaps;
- (i) review and recommend Directors of our Group who are retiring by rotation to be put forward for re-election taking into consideration of their performance and ability to contribute to the Board of our Group in terms of knowledge, skills, experience and fit and proper criteria;

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

- (j) ensure that a statement on the activities of the Nominating Committee in the discharge of its nomination duties for the financial year is included in our Company's annual report; and
- (k) carry out such other responsibilities as may be delegated by our Board from time to time and such other matters as the Nominating Committee considers appropriate.

The recommendations of our Nominating Committee are subject to the approval of our Board.

The members of our Nominating Committee as at LPD are as follows:

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Dr Hasuria Binti Che Omar	Chairperson	Independent Non-Executive Director
Tan Hoe Hing	Member	Independent Non-Executive Director
Yeo Kiat Seng	Member	Non-Independent Non-Executive Director

### 5.4.4 Remuneration Committee

Our Remuneration Committee was established by our Board on 27 September 2022. The duties and responsibilities as stated in the terms of reference of our Remuneration Committee include the following:

- (a) assist our Board in determining the policy and structure for the compensation of Non-Executive Directors and remuneration of the Executive Directors and key management of our Group against each individual's responsibility and seniority;
- (b) review and approve annual salary increments and bonuses of Executive Directors and Senior Executives of our Group based on each individual Director's and Senior Executives individual performance and Company's operating results;
- (c) recommend to our Board the remuneration of our Executive Directors in all its forms, comparable within the industry and with comparable companies and drawing from outside advice as necessary;
- (d) in the case of Non-Executive Directors, the determination of their remuneration is a matter for our Board as a whole and the level of remuneration reflects the experience and level of responsibility undertaken by the particular Non-Executive Director concerned;
- (e) ensure that the levels of remuneration for Executive Directors are structured according to the skills, experience and performance of the Executive Directors in order to attract, retain and motivate the Executive Directors to run our Group in ways that enhance our Group's long-term profitability and value;
- (f) recommend the appointment and promotion of senior executives within our Group, determine their salaries and recommend salary increments and bonuses; and
- (g) assist our Board in making disclosures concerning the activities of the Remuneration Committee in the discharge of its duties for the financial year, to be included in our Company's annual report.

The recommendations of our Remuneration Committee are subject to the approval of our Board.

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

The members of our Remuneration Committee as at LPD are as follows:

Name	Designation	Directorship
Tan Hoe Hing	Chairperson	Independent Non-Executive Director
Dr Hasuria Binti Che Omar	Member	Independent Non-Executive Director
Yahya Bin Ariffin	Member	Independent Non-Executive Director

### 5.5 RELATIONSHIPS AND/OR ASSOCIATIONS

Save as disclosed below, there are no associations and family relationships between our Promoters, Directors, substantial shareholders and key senior management as at LPD:

- (a) Tan Sri Alex Chen, Tan Sri Eddy Chen and Datuk Chen Fook Wah are brothers;
- (b) Tan Sri Alex Chen and Chen Wei Chyong are father and daughter;
- (c) Tan Sri Eddy Chen and Datuk Chen Fook Wah are uncles of Chen Wei Chyong;
- (d) Tan Sri Alex Chen, Tan Sri Eddy Chen and Datuk Chen Fook Wah are the Executive Directors and substantial shareholders of MKH;
- (e) Tan Sri Alex Chen, Tan Sri Eddy Chen and Datuk Chen Fook Wah are the directors and substantial shareholders of CCSR;
- (f) Metro Kajang (Oversea) is a wholly-owned subsidiary of MKH;
- (g) MKH Plantation is a wholly-owned subsidiary of MKH; and
- (h) Tan Sri Alex Chen, Tan Sri Eddy Chen and Datuk Chen Fook Wah are the directors of Metro Kajang (Oversea).

### 5.6 EXISTING OR PROPOSED SERVICE AGREEMENTS

As at LPD, there are no existing or proposed service agreements entered into between our Company with any Directors; or between any companies within our Group with any key senior management.

### 5.7 DECLARATION FROM PROMOTERS, DIRECTORS AND KEY SENIOR MANAGEMENT

As at LPD, none of our Promoters, Directors or key senior management is or has been involved in any of the following (whether in or outside Malaysia):

- (a) 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 he/she was a Director or a member of key senior management;
- (b) disqualified from acting as a Director of any corporation, or from taking part directly or indirectly in the management of any corporation;
- (c) in the last 10 years, charged or convicted in a criminal proceeding or is a named subject of a pending criminal proceeding;

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

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- (d) in the last 10 years, any judgment that was entered against such person, or finding of fault, misrepresentation, dishonesty, incompetence or malpractice on his/her part, involving a breach of any law or regulatory requirement that relates to the capital market;
- (e) in the last 10 years, such person was the subject of any civil proceeding, involving an allegation of fraud, misrepresentation, dishonesty, incompetence or malpractice on his/her part that relates to the capital market;
- (f) being the subject of any order, judgment or ruling of any court, government, or regulatory authority or body temporarily enjoining him/her from engaging in any type of business practice or activity;
- (g) in the last 10 years, such person has been reprimanded or issued any warning by any regulatory authority, securities or derivatives exchange, professional body or government agency; and
- (h) has any unsatisfied judgment against such person.

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