

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

### 5.1 PROMOTER AND SUBSTANTIAL SHAREHOLDERS

#### 5.1.1 Promoter's and substantial shareholders' shareholdings

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

Name/ Nationality	Before IPO <sup>(1)</sup>				After IPO <sup>(2)</sup>			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
<b>Promoter and substantial shareholder</b>								
Ean Yong & Sons / Malaysia	151,199,998	99.99	-	-	151,199,998	61.00	-	-
<b>Substantial shareholders</b>								
Dato' Ean Yong Tin Sin / Malaysian	-	-	<sup>(3)</sup> 151,199,998	99.99	<sup>(4)</sup> 400,000	0.16	<sup>(3)</sup> 152,849,998	61.67
Datin Lai You Mooi / Malaysian	-	-	<sup>(3)</sup> 151,199,998	99.99	<sup>(4)</sup> 150,000	0.06	<sup>(3)</sup> 153,099,998	61.77
Ean Yong Hien Voon / Malaysian	-	-	<sup>(3)</sup> 151,199,998	99.99	<sup>(4)</sup> 300,000	0.12	<sup>(3)</sup> 152,949,998	61.71
Ean Yong Hien Chal / Malaysian	-	-	<sup>(3)</sup> 151,199,998	99.99	<sup>(4)</sup> 300,000	0.12	<sup>(3)</sup> 152,949,998	61.71
Ean Yong Han Khian / Malaysian	-	-	<sup>(3)</sup> 151,199,998	99.99	<sup>(4)</sup> 150,000	0.06	<sup>(3)</sup> 153,099,998	61.77
Ean Yong Hen Loen / Malaysian	-	-	<sup>(3)</sup> 151,199,998	99.99	<sup>(4)</sup> 300,000	0.12	<sup>(3)</sup> 152,949,998	61.71
Ean Yong Sik Siew / Malaysian	-	-	<sup>(3)</sup> 151,199,998	99.99	-	-	<sup>(3)</sup> 153,249,998	61.83
Hai-O Enterprise Berhad / Malaysia	-	-	-	-	<sup>(5)</sup> 30,983,500	12.50	-	-

Notes:

- (1) Based on the share capital of 151,200,000 Shares after the Acquisition of Subsidiaries.
- (2) Based on the enlarged share capital of 247,868,000 Shares after the IPO.
- (3) Deemed interested by virtue of their shareholdings in Ean Yong & Sons and family members' shareholdings in Orgabio Holdings.
- (4) Assuming that our Directors/employees will fully subscribe for their respective entitlements under the Pink Form Allocations.
- (5) Assuming Hai-O Enterprise Berhad subscribes for 30,983,500 Shares pursuant to the Cornerstone Investment Agreement set out in Section 6.16(iv).

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

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

### 5.1.2 Profiles of Promoter and substantial shareholders

The profiles of our Promoter and substantial shareholders are as follows:

#### (i) Ean Yong & Sons

Ean Yong & Sons was incorporated as a private limited company under the Act on 23 April 2018.

The principal activity of Ean Yong & Sons is investment holding of shares in companies. As at the LPD, Ean Yong & Sons has a share capital of RM18,595,484.40 comprising 5,000,000 ordinary shares. The directors of Ean Yong & Sons are Dato' Ean Yong Tin Sin and Ean Yong Hien Voon.

As at the LPD, the shareholders and their respective shareholdings in Ean Yong & Sons are as follows:

Name	Nationality	Direct		Indirect	
		No. of shares	%	<sup>(1)</sup> No. of shares	%
Dato' Ean Yong Tin Sin	Malaysian	1,550,000	31.00	3,450,000	69.00
Datin Lai You Mooi	Malaysian	1,000,000	20.00	4,000,000	80.00
Ean Yong Hien Voon	Malaysian	800,000	16.00	4,200,000	84.00
Ean Yong Hien Chal	Malaysian	650,000	13.00	4,350,000	87.00
Ean Yong Han Khian	Malaysian	500,000	10.00	4,500,000	90.00
Ean Yong Hen Loen	Malaysian	350,000	7.00	4,650,000	93.00
Ean Yong Sik Siew	Malaysian	150,000	3.00	4,850,000	97.00

Note:

<sup>(1)</sup> Deemed interested by virtue of family members' shareholdings in Ean Yong & Sons.

#### (ii) Dato' Ean Yong Tin Sin

Dato' Ean Yong Tin Sin is our substantial shareholder by virtue of his shareholding in Ean Yong & Sons.

He is the husband of Datin Lai You Mooi and the father of Ean Yong Hien Voon, Ean Yong Hien Chal, Ean Yong Han Khian, Ean Yong Hen Loen and Ean Yong Sik Siew.

He is also our Executive Deputy Chairman. His profile is set out in Section 5.2.2.

#### (iii) Datin Lai You Mooi

Datin Lai You Mooi, a Malaysian, age 70, is our substantial shareholder by virtue of her shareholding in Ean Yong & Sons.

She completed her primary education in Sekolah Jenis Kebangsaan Cina Serdang Baru 1 in 1962. In 1963, she started working in her family-run convenient store located at Serdang. In August 1989, she was helping out at her husband's restaurant until April 1993. From April 1993 to June 2002, she was a full time housewife.

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

In June 2002, after the incorporation of Orgapharma Herbal, Datin Lai joined the company as a Production Supervisor where she is responsible for supervising the workers in the packing of products, a position she is currently holding.

She is the wife of Dato' Ean Yong Tin Sin and the mother of Ean Yong Hien Voon, Ean Yong Hien Chal, Ean Yong Han Khian, Ean Yong Hen Loen and Ean Yong Sik Siew.

**(iv) Ean Yong Hien Voon**

Ean Yong Hien Voon is our substantial shareholder by virtue of his shareholding in Ean Yong & Sons.

He is the son of Dato' Ean Yong Tin Sin and Datin Lai You Mooi and the sibling of Ean Yong Hien Chal, Ean Yong Han Khian, Ean Yong Hen Loen and Ean Yong Sik Siew.

He is also our Executive Director/Chief Executive Officer. His profile is set out in Section 5.2.2.

**(v) Ean Yong Hien Chal**

Ean Yong Hien Chal is our substantial shareholder by virtue of his shareholding in Ean Yong & Sons.

He is the son of Dato' Ean Yong Tin Sin and Datin Lai You Mooi and the sibling of Ean Yong Hien Voon, Ean Yong Han Khian, Ean Yong Hen Loen and Ean Yong Sik Siew.

He is also our Production Manager. His profile is set out in Section 5.3.3.

**(vi) Ean Yong Han Khian**

Ean Yong Han Khian, a Malaysian, age 37, is our substantial shareholder by virtue of his substantial shareholding in Ean Yong & Sons.

In June 2001, he completed an automobile mechanic course at Sekolah Menengah Teknik Kajang.

In June 2002, after the incorporation of Orgapharma Herbal, he joined Orgapharma Herbal as a Production Operator where he was involved in operating production machinery. In 2011, he was promoted to Production Supervisor where his responsibility was to supervise production operations. In 2015, he was transferred to Orgapharma Marketing and was appointed as a Logistics and Sales Manager (a position he currently holds), where he oversees the delivery of finished products.

He is the son of Dato' Ean Yong Tin Sin and Datin Lai You Mooi and the sibling of Ean Yong Hien Voon, Ean Yong Hien Chal, Ean Yong Hen Loen and Ean Yong Sik Siew.

**(vii) Ean Yong Hen Loen**

Ean Yong Hien Loen is our substantial shareholder by virtue of his shareholding in Ean Yong & Sons.

He is the son of Dato' Ean Yong Tin Sin and Datin Lai You Mooi and the sibling of Ean Yong Hien Voon, Ean Yong Hien Chal, Ean Yong Han Khian and Ean Yong Sik Siew.

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

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He is also our Executive Director. His profile is set out in Section 5.2.2.

**(viii) Ean Yong Sik Siew**

Ean Yong Sik Siew, a Malaysian, age 30, is our substantial shareholder by virtue of her shareholding in Ean Yong & Sons.

In June 2014, she graduated with a Bachelor of Arts in International Relations with Japanese (Honours) from University of Nottingham, United Kingdom. In November 2020, she obtained a Master of Science in Corporate Governance and Compliance from Hong Kong Baptist University, Hong Kong.

In July 2014, she joined Hays Specialist Recruitment (M) Sdn Bhd as a Talent Associate where she was involved in the provision of outsourced recruitment services. She left Hays Specialist Recruitment (M) Sdn Bhd in April 2015 and joined HSBC Bank Malaysia Berhad in May 2015 as a Global Standards Manager where she undertook risk management and compliance work. In November 2017, she left HSBC Bank Malaysia Berhad and joined Orgabio Manufacturing as a Compliance Manager where she was involved in overseeing compliance to food safety standards. She left Orgabio Manufacturing in August 2019 to pursue her Master's degree. In July 2020, she joined Hong Leong Bank Berhad as an Assistant Manager, Compliance where she undertakes regulatory compliance work.

She is the daughter of Dato' Ean Yong Tin Sin and Datin Lai You Mooi and the sibling of Ean Yong Hien Voon, Ean Yong Hien Chal, Ean Yong Han Khian and Ean Yong Hen Loen.

**(ix) Hai-O Enterprise Berhad**

Hai-O Enterprise Berhad was incorporated in Malaysia on 14 April 1975 as a private limited company and was subsequently converted into a public limited company on 5 June 1989. Hai-O Enterprise Berhad was listed on the Second Board of Kuala Lumpur Stock Exchange on 6 December 1996. On 8 October 2007, Hai-O Enterprise Berhad transferred its listing to the Main Board of Bursa Securities (now known as the Main Market of Bursa Securities).

Hai-O Enterprise Berhad is principally engaged in the wholesaling, direct selling and retailing of herbal medicines, healthcare products, wellness and beauty products, investment holding activities and property holding activities.

As at LPD, the share capital of Hai-O Enterprise Berhad is RM157,256,450.00 comprising 300,297,890 ordinary shares (including 10,873,988 shares held as treasury shares).

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

As at the LPD, the Directors in Hai-O Enterprise Berhad are as follows:

<b>Name</b>	<b>Designation</b>
Tan Kai Hee	Group Executive Chairman
Tan Keng Kang	Group Managing Director
Hew Von Kin	Group Executive Director cum Group Chief Financial Officer
Ng Chek Yong	Senior Independent Non-Executive Director
Tan Beng Ling	Independent Non-Executive Director
Soon Eng Sing	Independent Non-Executive Director
Chia Kuo Wui	Independent Non-Executive Director
Tan Kim Siong	Independent Non-Executive Director
Professor Hajjah Ruhana Binti Harun	Independent Non-Executive Director

The substantial shareholders of Hai-O Enterprise Berhad and their respective shareholdings in Hai-O Enterprise Berhad as at the LPD are as follows:

<b>Name</b>	<b>Nationality</b>	<b>Direct</b>		<b>Indirect</b>	
		<b>No. of shares</b>	<b>%</b>	<b>No. of shares</b>	<b>%</b>
Tan Kai Hee	Malaysian	30,815,999	10.65	<sup>(1)</sup> 43,448,386	15.01
Akintan Sdn Bhd	Malaysian	23,492,613	8.12	-	-
Excellant Communication Sdn Bhd	Malaysian	15,548,679	5.37	-	-
Tan Keng Kang	Malaysian	12,388,320	4.28	<sup>(2)</sup> 61,876,065	21.38
Tan Keng Song	Malaysian	1,860,000	0.64	<sup>(3)</sup> 73,107,478	25.26
Phan Van Denh	Malaysian	845,743	0.29	<sup>(4)</sup> 73,418,642	25.37

Notes:

- (1) Deemed interested by virtue of his substantial interest in Akintan Sdn Bhd, Daritan Sdn Bhd and through the direct and indirect interest of his family members in Hai-O Enterprise Berhad.
- (2) Deemed interested through the direct and indirect interest of his family members in Hai-O Enterprise Berhad.
- (3) Deemed interested through the direct and indirect interest of her family members in Hai-O Enterprise Berhad.
- (4) Deemed interested through the direct and indirect interest of her spouse.

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

### 5.1.3 Changes in the Promoter's and substantial shareholders' shareholdings

The changes in our Promoter and substantial shareholders' respective shareholdings since our incorporation on 2 May 2018 are as follows:

Promoter/ Substantial Shareholders	<sup>(1)</sup> As at incorporation				Before the Acquisition of Subsidiaries			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
Ean Yong & Sons	-	-	-	-	-	-	-	-
Dato' Ean Yong Tin Sin	1	50.00	-	-	-	-	-	-
Datin Lai You Mooi	-	-	-	-	-	-	-	-
Ean Yong Hien Voon	1	50.00	-	-	-	-	-	-
Ean Yong Hien Chal	-	-	-	-	-	-	-	-
Ean Yong Han Khian	-	-	-	-	-	-	-	-
Ean Yong Hen Loen	-	-	-	-	-	-	-	-
Ean Yong Sik Siew	-	-	-	-	-	-	-	-
Hai-O Enterprise Berhad	-	-	-	-	-	-	-	-
Low Wei Leong	-	-	-	-	1	50.00	-	-
Ong Boon Fern	-	-	-	-	1	50.00	-	-
Promoter/ Substantial Shareholders	<sup>(2)</sup> After the Acquisition of Subsidiaries				<sup>(3)</sup> After IPO			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
Ean Yong & Sons	151,199,998	99.99	-	-	151,199,998	61.00	-	-
Dato' Ean Yong Tin Sin	-	-	<sup>(4)</sup> 151,199,998	99.99	<sup>(5)</sup> 400,000	0.16	<sup>(4)</sup> 152,849,998	61.67

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

Promoter/ Substantial Shareholders	<sup>(2)</sup> After the Acquisition of Subsidiaries				<sup>(3)</sup> After IPO			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
Datin Lai You Mooi	-	- <sup>(4)</sup>	151,199,998	99.99	<sup>(5)</sup> 150,000	0.06	<sup>(4)</sup> 153,099,998	61.77
Ean Yong Hien Voon	-	- <sup>(4)</sup>	151,199,998	99.99	<sup>(5)</sup> 300,000	0.12	<sup>(4)</sup> 152,949,998	61.71
Ean Yong Hien Chal	-	- <sup>(4)</sup>	151,199,998	99.99	<sup>(5)</sup> 300,000	0.12	<sup>(4)</sup> 152,949,998	61.71
Ean Yong Han Khian	-	- <sup>(4)</sup>	151,199,998	99.99	<sup>(5)</sup> 150,000	0.06	<sup>(4)</sup> 153,099,998	61.77
Ean Yong Hen Loen	-	- <sup>(4)</sup>	151,199,998	99.99	<sup>(5)</sup> 300,000	0.12	<sup>(4)</sup> 152,949,998	61.71
Ean Yong Sik Siew	-	- <sup>(4)</sup>	151,199,998	99.99	-	-	<sup>(4)</sup> 153,249,998	61.83
Hai-O Enterprise Berhad	-	-	-	-	<sup>(6)</sup> 30,983,500	12.50	-	-
Low Wei Leong	1	-*	-	-	1	-*	-	-
Ong Boon Fern	1	-*	-	-	1	-*	-	-

Notes:

\* Negligible.

(1) Comprising 2 subscriber shares.

(2) Based on the share capital of 151,200,000 Shares after the Acquisition of Subsidiaries.

(3) Based on the enlarged share capital of 247,868,000 Shares after the IPO.

(4) Deemed interested by virtue of their shareholdings in Ean Yong & Sons and family members' shareholdings in Orgabio Holdings.

(5) Assuming that our Directors/employees will fully subscribe for their respective entitlements under the Pink Form Allocations.

(6) Assuming Hai-O Enterprise Berhad subscribes for 30,983,500 Shares pursuant to the Cornerstone Investment Agreement set out in Section 6.16(iv).

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

### 5.1.4 Persons exercising control over the corporation

Save for Ean Yong & Sons, our Promoter, there is no other person who is able to, directly or indirectly, jointly or severally, exercise control over our Company.

### 5.1.5 Benefits paid or intended to be paid

Save for the dividends paid to our Promoter as disclosed in Section 11.13 and our Directors' remuneration and benefits as disclosed in Section 5.2.4, there is no amount and benefit that has been or is intended to be paid or given to our Promoter, Directors and/or substantial shareholders within 2 years preceding the date of this Prospectus.

## 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	Before IPO <sup>(1)</sup>				After IPO <sup>(2)</sup>			
		Direct		Indirect		Direct		Indirect	
		No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
Dr Teh Chee Ghee	Independent Non-Executive Chairman / Malaysian	-	-	-	-	<sup>(4)</sup> 100,000	0.04	-	-
Dato' Ean Yong Tin Sin	Executive Deputy Chairman / Malaysian	-	-	<sup>(3)</sup> 151,199,998	99.99	<sup>(4)</sup> 400,000	0.16	<sup>(3)</sup> 152,849,998	61.67
Ean Yong Hien Voon	Executive Director/ Chief Executive Officer / Malaysian	-	-	<sup>(3)</sup> 151,199,998	99.99	<sup>(4)</sup> 300,000	0.12	<sup>(3)</sup> 152,949,998	61.71



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

Name	Designation / Nationality	Before IPO <sup>(1)</sup>				After IPO <sup>(2)</sup>			
		Direct		Indirect		Direct		Indirect	
		No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
Ean Yong Hen Loen	Executive Director / Malaysian	-	-	-	-	<sup>(4)</sup> 300,000	0.12	<sup>(3)</sup> 152,949,998	61.71
Phang Sze Fui	Independent Non-Executive Director / Malaysian	-	-	-	-	<sup>(4)</sup> 100,000	0.04	-	-
Dato' Magaret Ting Thien Hung	Independent Non-Executive Director / Malaysian	-	-	-	-	<sup>(4)</sup> 100,000	0.04	-	-
Dato' Chan Kong Yew	Independent Non-Executive Director / Malaysian	-	-	-	-	<sup>(4)</sup> 100,000	0.04	-	-

Notes:

- <sup>(1)</sup> Based on the share capital of 151,200,000 Shares after the Acquisition of Subsidiaries.
- <sup>(2)</sup> Based on the enlarged share capital of 247,868,000 Shares after the IPO.
- <sup>(3)</sup> Deemed interested by virtue of their shareholdings in Ean Yong & Sons and family members' shareholdings in Orgabio Holdings.
- <sup>(4)</sup> Assuming that our Directors will fully subscribe for their respective entitlements under the Pink Form Allocations.

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

### **5.2.2 Profiles of Directors**

The profiles of our Directors are as follows:

#### **(i) Dr Teh Chee Ghee**

Dr Teh Chee Ghee, a Malaysian, age 55, is our Independent Non-Executive Chairman. He was appointed to our Board on 15 March 2021.

In August 1990, he graduated with a Bachelor of Accounting (Honours) from University of Malaya. He also obtained a Master of Business Administration in October 2001 and a Doctor of Philosophy in Credit Management in August 2010, both from University of Malaya. He has been a member of the Malaysian Institute of Accountants since September 1993, a member of the Malaysian Association of Certified Public Accountants (now known as the Malaysian Institute of Certified Public Accountants) since January 1994, a member of the Malaysian Institute of Taxation (now known as the Chartered Tax Institute of Malaysia) since March 1994, and a member of the Chartered Association of Certified Accountants (now known as the Association of Chartered Certified Accountant) since September 1996.

He began his career when he joined HRM Sdn Bhd (a company under Hanafiah Raslan & Mohamad) in April 1990 as Associate Consultant, where he assisted in providing consultancy services in relation to corporate and business expansion matters. He was transferred to Arthur Andersen HRM (Management Services) Sdn Bhd in May 1990 when Hanafiah Raslan & Mohamad and Arthur Andersen & Co merged in May 1990. Over the years, he held several positions in the company, and since November 1990, he served in the audit and business advisory division in Arthur Anderson & Co before he left in February 1994.

In February 1994, he joined CWS Washroom Services (M) Sdn Bhd (a company under CWS International AG) as Finance and Administration Manager, where he was responsible for the finance and administrative functions of the company. In September 1995, he was appointed as Regional Finance Controller (Peninsular Malaysia) of Gold Coin Feedmills (M) Sdn Bhd (a company under the Zuellig Group) after CWS Washroom Services (M) Sdn Bhd was acquired by the Zuellig Group, where he oversaw the overall finance and administrative functions of the company for Peninsular Malaysia region.

In July 1996, he left Gold Coin Feedmills (M) Sdn Bhd and joined Engtex Sdn Berhad (a subsidiary of Engtex Group Berhad, a company listed on the Main Market of Bursa Securities) in August 1996 as Group Financial Controller, a position he held until 2003, where he was responsible for financial planning and accounting functions of the company and its related companies. On top of his role as the Group Financial Controller, he was also involved in several roles during his tenure with Engtex Group Berhad. He was the Personal Assistant to the Group Managing Director since January 2000 where he assisted the Group Managing Director in the planning and coordination of all operational matters. In May 2001, he was appointed as Company Secretary of Engtex Group Berhad.

In May 2006, he resigned from all positions in Engtex Group Berhad and in June 2006, he joined TH Group Berhad (now known as TH Group Sdn Bhd), a company previously listed on the Main Board of Kuala Lumpur Stock Exchange until May 2009, as Personal Assistant to the Group Managing Director. He was responsible for assisting the Group Managing Director on overall corporate and business matters involving strategic business development and new business opportunities. He was also the Acting Chief Operating Officer of Nilai Medical Centre (owned by Asiaprise Biotech Sdn Bhd, a subsidiary of TH Group Sdn Bhd) from February 2010 to October 2010, where he took the lead on the day-to-day operations of the medical centre. In October 2010, he left TH Group Sdn Bhd and joined TSH Resources Berhad as General Manager (Strategic Planning and Operations), where he was responsible for analysing the

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

feasibility of potential projects and investment opportunities, undertaking due diligence audits on projects and presenting findings to the Board of Directors, as well as implementing and monitoring the progress of approved projects.

In October 2012, he left the corporate sector and joined the School of Business of Monash University Malaysia as Senior Lecturer, a position he currently holds. He mainly lectures in the field of accounting and finance. Between January 2014 and February 2016, he was appointed as the Head of Research of SERC Sdn Bhd.

Further, he also held directorships in several public listed companies in Malaysia. In July 2001, he was appointed as the Independent Non-Executive Director in Fiamma Holdings Berhad, a company listed on the Main Market of Bursa Securities, until December 2018. In March 2015, he was appointed as the Independent Non-Executive Director in Cybertowers Berhad (now known as Parlo Berhad), a company listed on the ACE Market, until May 2018.

In January 2009, he was appointed to the board of Engtex Group Berhad as Independent Non-Executive Director and in August 2018, was re-designated to Chairman – Senior Independent Non-Executive Director, a position he presently assumes. In August 2019, he was appointed as the Independent Non-Executive Director of ACO Group Berhad, a company listed on the ACE Market, a position he presently assumes.

In June 2020, he was appointed to the board of Flexidynamic Holdings Berhad, a company listed on ACE Market of Bursa Securities, as Independent Non-Executive Chairman and resigned in January 2021. In January 2021, he was appointed to the board of K. Seng Seng Corporation Berhad, a company listed on the Main Market of Bursa Securities, as Independent Non-Executive Director, a position he presently assumes.

Kindly refer to Section 5.2.3 for his involvements in other business activities outside our Group.

**(ii) Dato' Ean Yong Tin Sin**

Dato' Ean Yong Tin Sin, a Malaysian, age 70, is our Executive Deputy Chairman. He is responsible for determining the strategic direction and growth of our Group, as well as overseeing the overall business development of our Group. He was appointed to our Board on 15 March 2021.

Upon completing his Form 1 studies in 1966, he left Sekolah Menengah Kebangsaan Batu Kikir, Negeri Sembilan, and worked as a rubber tapper. In 1969, he moved to Singapore and was involved in construction works and signboard making. In 1974, he moved to Kuala Lumpur and was involved in the manufacturing of signboards. With the experience he gained in signboard making, he established Syarikat Salon Advertising, a sole proprietorship involved in manufacturing of signboards.

He dissolved Syarikat Salon Advertising in February 1978 and in July 1978, he became a Political Secretary to the then State Assembly Representative for Kajang. His responsibilities included assisting the then State Assembly Representative in various political duties and as well as building relationships with authorities, officers and to assist people in his constituency to assist in resolving issues and provide the former State Assembly Representative with appropriate political advices.

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

He completed his political term in March 1982 when The House of Representative was dissolved and in June 1982, he established Perkhidmatan Ean Yong Tin Sin to provide general insurance agency services and typewriting services. In 1989, he ceased to operate Perkhidmatan Ean Yong Tin Sin (and was subsequently dissolved in March 1991) when he ventured into the food and beverage business with the setting up of a restaurant.

In 1993, he ceased to operate the restaurant business when he joined Hai-O Marketing Sdn Bhd as a full-time sales agent where he was involved in the sales and marketing of food products and supplements such as coffee, fibre products, slimming products and nutritional supplements. He also undertook the role of a trainer to train new sales agent. In 1997, he ceased to be a sales agent with Hai-O Marketing Sdn Bhd.

In 1998, he was appointed as Executive Director of Orgacare Pharmaceutical Sdn Bhd, where his responsibility was to oversee and manage the overall operations including production activities, and sales and marketing of traditional herbs and food supplements (e.g. tongkat ali, kacap fatimah and alfafa). He left Orgacare Pharmaceutical Sdn Bhd in 2001.

In May 2002, he incorporated Orgapharma Herbal to undertake the processing and packing of local traditional herbs and Chinese herbs. He led the development of our Group's business direction into the provision of instant beverage premix manufacturing services through the incorporation of Orgabio Manufacturing in May 2006. Over the years, Dato' Ean Yong has played a pivotal role in contributing to the growth of our Group.

From March 2008 to April 2013, he was elected as the State Assembly Representative for Lukut, Negeri Sembilan and was re-elected for the second term from May 2013 to April 2018.

Kindly refer to Section 5.2.3 for his involvement in business activity outside our Group.

**(iii) Ean Yong Hien Voon**

Ean Yong Hien Voon, a Malaysian, age 41, is our Executive Director / Chief Executive Officer. He is responsible for the overall business operations and execution of business strategies, and leading the planning and development of our business growth primarily within the area of digital transformation, identifying new suppliers for product development activities, and enhancing operational efficiencies through the implementation of machinery upgrade and automation. He was appointed to our Board on 15 March 2021.

In March 2002, he graduated with a Diploma in Business Studies (Major in Accounting and Finance) from New Era University College, Malaysia.

He began his career in May 2002 when he was appointed as Marketing Director of Orgapharma Herbal, where his responsibility was to assist Dato' Ean Yong Tin Sin in the development of business plans to grow the business as well as managing daily business operations such as executing customers' orders, sourcing for supplies of raw materials and spearheading quality control initiatives on manufactured products to meet international quality standards.

In May 2006 when we ventured into the provision of instant beverage premix manufacturing services, he was appointed as Marketing Director of Orgabio Manufacturing. His responsibility was to assist Dato' Ean Yong Tin Sin in the development of business plans to grow the instant beverage premix manufacturing business, managing and executing daily business operations, and spearheading the implementation of quality control initiatives to meet international quality standards. He was also involved in overseeing the development and formulation of instant beverage premixes and initiated the development of our in-house brand. Further, he also headed our Group's digital transformation through the introduction of online sales

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

channel and leveraging on digital marketing tools such as search engine optimisation, to enhance our brand presence. On January 2018, he was appointed as Chief Executive Officer of Orgabio Manufacturing and assumed his current responsibilities. On 15 March 2021, he was appointed as Executive Director / Chief Executive Officer of our Group.

Kindly refer to Section 5.2.3 for his involvements in other business activities outside our Group.

**(iv) Ean Yong Hen Loen**

Ean Yong Hen Loen, a Malaysian, aged 34, is our Executive Director. He is responsible for overseeing and managing our Group's overall marketing activities and product development activities including the formulation of new instant beverage premixes. He was appointed to our Board on 15 March 2021.

In June 2011, he graduated with a Bachelor of Business Administration in Banking and Cooperative Management from National Taipei University, Taiwan.

In February 2012, he began his career as a Purchasing Administrator of Orgapharma Marketing, where he is involved in purchasing raw materials and managing inventory levels as well as identifying new suppliers and building business relationships with suppliers.

In December 2013, he was promoted to Marketing Executive where he was involved in developing and executing sales and marketing strategies to expand our local presence and export markets, building relationships with customers, executing product development activities including the formulation of new instant beverage premixes. In November 2017, he was promoted to Marketing Manager and assumed his current responsibilities. On 15 March 2021, he was appointed as Executive Director of our Group.

Kindly refer to Section 5.2.3 for his involvement in other business activity outside our Group.

**(v) Phang Sze Fui**

Phang Sze Fui, a Malaysian, aged 48, is our Independent Non-Executive Director. She was appointed to our Board on 15 March 2021, and is also the chairman of our Audit and Risk Management Committee and member of our Remuneration Committee and Nomination Committee.

She obtained her Diploma in Commerce (Financial Accounting) from Tunku Abdul Rahman College in May 1997. She has been a member of The Association of Chartered Certified Accountants since November 2000, a fellow member of The Association of Chartered Certified Accountants since November 2005 and a member of the Malaysian Institute of Accountants since July 2009. Further, since September 2019, she has been an Audit Committee Member of the Institute of Internal Auditors Malaysia.

She began her career as Accounts Executive in Seawood Trading Company in November 1992. She subsequently started working with the company on a part-time basis from 1993 when she enrolled for her tertiary studies with Tunku Abdul Rahman College. She left in January 1995 to focus her studies. During her tenure with the company, she was involved in the handling of accounting records and related administrative matters.

Upon obtaining her diploma, she returned to work in July 1997 when she joined Monteiro & Heng (now known as Baker Tilly Monteiro Heng) as Graduate Assistant, where she was primarily involved in various statutory audit assignments. She was subsequently promoted to Senior Audit Manager, Associate Director of Transaction Reporting Division and Executive Director of Transaction Reporting Division in 2005, 2008 and 2011 respectively. During her tenure, she undertook various responsibilities including leading the audit team to conduct

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

audit and special assignments, liaising with stakeholders, conducting training, ensuring compliance with auditing and accounting standards as well as regulatory requirements and expanding the growth of the Transaction Reporting Division. She left the firm in October 2015 and took a career break.

In May 2016, she joined Dolphin Applications Sdn Bhd (a subsidiary of Dolphin International Berhad, a company listed on Main Market of Bursa Securities) as Corporate Affairs Director responsible for supervising corporate exercises, handling special projects, overseeing investor relations and public relations matters, improving internal control systems and reporting structure, overseeing compliance matters and liaising with stakeholders.

She left Dolphin Applications Sdn Bhd in July 2017 to pursue her own business venture, Avia Alliance Sdn Bhd which specialises in the provision of business and accounting consultancy, a business that she is presently involved. In December 2019, she established Dynamic Aqua Evolution Sdn Bhd which specialises in aquaponic farming, a business that she is presently involved. In June 2020, she established 1Advisory Sdn Bhd which specialises in the provision of business consultancy, a business that she is presently involved.

She was appointed as Independent Non-Executive Director of Kim Teck Cheong Consolidated Berhad, SDS Group Berhad and Flexidynamic Holdings Berhad (companies listed on the ACE Market) in September 2018, September 2018 and January 2021 respectively, the positions she presently assumes. In October 2018, she was appointed as Independent Non-Executive Director of Mestron Holdings Berhad and resigned in March 2021.

Kindly refer to Section 5.2.3 for her involvements in other business activities outside our Group.

**(vi) Dato' Magaret Ting Thien Hung**

Dato' Magaret Ting Thien Hung, a Malaysian, aged 40, is our Independent Non-Executive Director. She was appointed to our Board on 15 March 2021. She is also the chairman of our Remuneration Committee and member of our Audit and Risk Management Committee and Nomination Committee.

In July 2001, she obtained her Bachelor of Laws from University of the West of England, United Kingdom and in November 2002, she obtained her Certificate in Legal Practice. In October 2002, she joined SC Lim & Partners as a pupil. Upon completion of her pupillage in October 2003, she was admitted as Advocate and Solicitor of the High Court in Malaya and thereafter, she was appointed as legal assistant where she assisted in various legal assignments. She left SC Lim & Partners in November 2004 to join Bong & Co Advocates as a pupil. Upon completion of her pupillage in December 2005, she was admitted as Advocate and Solicitor of the High Court in Sabah and Sarawak to practice in the State of Sarawak and thereafter, she was appointed as legal assistant where she assisted in various legal assignments.

She left Bong & Co Advocates in October 2006 to set up her legal firm, Ting & Ting, where she is presently the Managing Partner and she provides conveyancing, litigation and corporate legal work.

In September 2018, she was appointed as Independent Non-Executive Director of Sycal Ventures Berhad, a company listed on the Main Market of Bursa Securities, a position she presently assumes.

Kindly refer to Section 5.2.3 for her involvements in other business activities outside our Group.

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

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**(vii) Dato' Chan Kong Yew**

Dato' Chan Kong Yew, a Malaysian, age 49, is our Independent Non-Executive Director. He was appointed to our Board on 8 June 2021, and is also the chairman of our Nomination Committee and member of our Audit and Risk Management Committee and Remuneration Committee.

In August 1996, he graduated with a Bachelor of Social Science with Honours from Universiti Sains Malaysia. He has been a Chartered Member of The Chartered Institute of Logistics and Transport since December 2006.

He began his career when he joined Union-Transport Logistics (Malaysia) Sdn Bhd in March 1996 as a Management Trainee where he was involved in the day-to-day air freight and sea freight operations. He left Union-Transport Logistics (Malaysia) Sdn Bhd in November 1996 to join Target Warehouse (M) Sdn Bhd as a Warehouse Manager, where he was responsible for managing sea freight and bonded warehouse operations. He left Target Warehouse (M) Sdn Bhd in February 1997 to join TS Warehouse & Distribution Sdn Bhd as a Project Executive. He was subsequently promoted to Project Manager and Business Development Director in January 1998 and January 2000 respectively, where he was responsible for overseeing the rail transport business of the company.

In February 2003, he left TS Warehouse & Distribution Sdn Bhd and established Infinity Logistics & Transport Sdn Bhd, a company principally involved in integrated freight forwarding services, logistics and related services and railroad transportation services. He was the Managing Director and was responsible for business planning, operational development and execution of the strategic direction of the company. In May 2019, he was appointed as the Chairman / Chief Executive Officer of Infinity Logistics and Transport Ventures Limited, a position he presently holds. In January 2020, Infinity Logistics and Transport Ventures Limited, the holding company of Infinity Logistics & Transport Sdn Bhd, was listed on the Main Board of the Stock Exchange of Hong Kong Limited.

In July 2019, he was appointed as an Independent Non-Executive Director of Boustead Plantations Berhad, a company listed on the Main Market of Bursa Securities, until June 2020.

Kindly refer to Section 5.2.3 for his involvements in other business activities outside our Group.

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

### 5.2.3 Principal business performed outside our Group

Save as disclosed below, none of our Directors has any other principal directorship and/or principal business activities performed outside our Group in the past 5 years up to the LPD:

#### (i) Dr Teh Chee Ghee

Company	Principal activities	Involvement / Position held	Date of appointment	Date of resignation	% of shareholdings held (direct)	% of shareholdings held (indirect)
<b><u>Present involvement</u></b>						
1. Engtex Group Berhad	Investment holding of companies involved in wholesale and distribution of building materials, manufacturing and distribution of steel products, hospitality as well as property development	Independent Non-Executive Director	20 January 2009	Re-designated on 30 August 2018	-	-
		Chairman – Senior Independent Non-Executive Director	30 August 2018	-	-	-
2. The Malaysian Institute of Certified Public Accountants	Accounting body	Council member	13 June 2015	-	-	-
3. ACO Group Berhad	Investment holding of companies involved in the distribution of electrical products and accessories	Independent Non-Executive Director	5 August 2019	-	-	-



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

<b>Company</b>	<b>Principal activities</b>	<b>Involvement / Position held</b>	<b>Date of appointment</b>	<b>Date of resignation</b>	<b>% of shareholdings held (direct)</b>	<b>% of shareholdings held (indirect)</b>
4. K. Seng Seng Corporation Berhad	Investment holding of companies involved in the manufacturing and processing of stainless steel related products, trading of industrial hardware including marine hardware and consumables as well as engineering works, fabrication and installation of glove dipping line and trading of glove dipping line parts	Independent Non-Executive Director	4 January 2021	-	-	-
<b><u>Past involvement</u></b>						
1. Fiamma Holdings Berhad	Investment holding of companies involved in distribution of electrical home appliances, sanitaryware, kitchen, wardrobe system, medical devices and healthcare products, furniture and fittings as well as property development	Independent Non-Executive Director	4 July 2001	28 December 2018	-	-
2. Parlo Berhad	Investment holding of companies involved in provision of travel products and services for leisure travel, business travel, online travel booking and advertising services	Independent Non-Executive Director	20 March 2015	30 May 2018	-	-
3. Flexidynamic Holdings Berhad	Investment holding of companies involved in the design, engineering, installation and commissioning of glove chlorination systems, as well as the design and installation of storage tanks and process tanks for the glove manufacturing industry	Independent Non-Executive Chairman	9 June 2020	25 January 2021	-	-

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

**(ii) Dato' Ean Yong Tin Sin**

<u>Company</u>	<u>Principal activities</u>	<u>Involvement / Position held</u>	<u>Date of appointment</u>	<u>% of shareholdings held (direct)</u>	<u>% of shareholdings held (indirect)</u>
<b><u>Present involvement</u></b>					
1. Ean Yong & Sons	Investment holding of shares in companies	Director / Shareholder	23 April 2018	31.00	*69.00

Note:

\* Deemed interested by virtue of family members' shareholdings in Ean Yong & Sons.

**(iii) Ean Yong Hien Voon**

<u>Company</u>	<u>Principal activities</u>	<u>Involvement / Position held</u>	<u>Date of appointment</u>	<u>Date of resignation</u>	<u>% of shareholdings held (direct)</u>	<u>% of shareholdings held (indirect)</u>
<b><u>Present involvement</u></b>						
1. Ean Yong & Sons	Investment holding of shares in companies	Director / Shareholder	23 April 2018	-	16.00	<sup>(1)</sup> 84.00
2. Top Mall Sdn Bhd	Property investment holding	Director / Shareholder	9 April 2009	-	35.71	<sup>(2)</sup> 64.29

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

<b>Company</b>	<b>Principal activities</b>	<b>Involvement / Position held</b>	<b>Date of appointment</b>	<b>Date of resignation</b>	<b>% of shareholdings held (direct)</b>	<b>% of shareholdings held (indirect)</b>
<b><u>Past involvement</u></b>						
1. Alife Network International Sdn Bhd <sup>(3)</sup>	Processing, refining, preparing and manufacturing pharmaceutical products, medicines and health supplements, preparation of traditional and Chinese herbs and herbal roots of all kinds, health food, drinks and beverages	Director / Shareholder	26 July 2007	19 March 2019	56.67	-

Notes:

(1) Deemed interested by virtue of family members' shareholdings in Ean Yong & Sons.

(2) Deemed interested by virtue of his mother's shareholdings in Top Mall Sdn Bhd.

(3) Alife Network International Sdn Bhd ("Alife") was a customer of our Group up to 2014. Transactions with Alife were not conducted on arm's length basis. We have ceased business relationships with Alife from 2014 onwards. Since 2014, Alife did not have any material operations.

**(iv) Ean Yong Hen Loen**

<b>Company</b>	<b>Principal activities</b>	<b>Involvement</b>	<b>% of shareholdings held (direct)</b>	<b>% of shareholdings held (indirect)</b>
<b><u>Present involvement</u></b>				
1. Ean Yong & Sons	Investment holding of shares in companies	Shareholder	7.00	*93.00

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

Note:

\* Deemed interested by virtue of family members' shareholdings in Ean Yong & Sons.

**(v) Phang Sze Fui**

<u>Company</u>	<u>Principal activities</u>	<u>Involvement / Position held</u>	<u>Date of appointment</u>	<u>Date of resignation</u>	<u>% of shareholdings held (direct)</u>	<u>% of shareholdings held (indirect)</u>
<b><u>Present involvement</u></b>						
1. Avia Alliance Sdn Bhd	Business management consultancy services	Director / Shareholder	18 July 2017	-	100.00	-
2. SDS Group Berhad	Investment holding of companies involved in the manufacturing and distributing of bakery products as well as operating food and beverages outlets	Independent Non-Executive Director	4 September 2018	-	-	-
3. Kim Teck Cheong Consolidated Berhad	Investment holding of companies involved in the distribution of consumer packaged goods in East Malaysia	Independent Non-Executive Director	28 September 2018	-	-	-
4. Dynamic Aqua Evolution Sdn Bhd	Aquaponic farming	Director / Shareholder	26 December 2019	-	50.00	-
5. 1Advisory Sdn Bhd	Provision of business consultancy	Director / Shareholder	4 June 2020	-	20.00	-

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

<b>Company</b>	<b>Principal activities</b>	<b>Involvement / Position held</b>	<b>Date of appointment</b>	<b>Date of resignation</b>	<b>% of shareholdings held (direct)</b>	<b>% of shareholdings held (indirect)</b>
6. Flexidynamic Holdings Berhad	Investment holding of companies involved in the design, engineering, installation and commissioning of glove chlorination systems, as well as the design and installation of storage tanks and process tanks for the glove manufacturing industry	Independent Non-Executive Chairperson	25 January 2021	-	-	-
7. TUC Holdings Sdn Bhd	Dormant. Its intended principal activity is investment holding of shares in companies	Director	8 February 2021	-	-	-
<b><u>Past involvement</u></b>						
1. Biogas Sulpom Bhd	Manufacturer, processor and supplier of biogas	Director	14 December 2016	15 August 2017	-	-
2. Heng Hup Chiho Recycling (Malaysia) Sdn Bhd	Investment holding, export and import of metal and non-metal waste, scrap and material for recycling	Director	1 February 2019	10 May 2019	-	-
3. IWC Performance Innovations Sdn Bhd	Wholesale of a variety of information technology products and other information technology services	Director	17 December 2018	7 January 2020	-	-
4. Mestron Holdings Berhad	Investment holding of companies involved in the manufacturing of steel poles and trading of outdoor lighting products	Independent Non-Executive Director	15 October 2018	9 March 2021	-	-

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

**(vi) Dato' Magaret Ting Thien Hung**

<b>Partnership / Company</b>	<b>Principal activities</b>	<b>Involvement / Position held</b>	<b>Date of appointment</b>	<b>Date of resignation</b>	<b>% of shareholdings held (direct)</b>	<b>% of shareholdings held (indirect)</b>
<b><u>Present involvement</u></b>						
1. Messrs Ting & Ting	Legal firm	Managing Partner	6 October 2006	-	-	-
2. Pancaran Sebelas Sdn Bhd	Investment holding of 50.00% equity interest in Phytosnest Sdn Bhd	Director / Shareholder	15 August 2018	-	100.00	-
3. Phytosnest Sdn Bhd	Investment holding of shares in company and supply of seedlings of paulownia tree	Director / Shareholder	1 April 2019	-	-	<sup>(1)</sup> 50.00
4. Amber Dynasty Sdn Bhd	Investment holding in properties	Director / Shareholder	24 July 2019	-	-	<sup>(2)</sup> 50.00
5. Binattech Pave Sdn Bhd	Investment holding in properties	Director / Shareholder	1 July 2014	-	40.00	<sup>(3)</sup> 40.00
6. Income Path Sdn Bhd	Investment holding in properties	Director / Shareholder	28 February 2018	-	20.00	-
7. Sycal Berhad	Investment holding of companies involved in property development, contractor and operator of plant and machinery as well as manufacturing and trading of ready mix concrete	Independent and Non-Executive Director	26 September 2018	-	-	-

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

<b>Partnership / Company</b>	<b>Principal activities</b>	<b>Involvement / Position held</b>	<b>Date of appointment</b>	<b>Date of resignation</b>	<b>% of shareholdings held (direct)</b>	<b>% of shareholdings held (indirect)</b>
8. Ria Education Group Sdn Bhd	Private pre-primary education	Shareholder	22 April 2016	-	20.0	<sup>(4)</sup> 80.0
9. Nation Fleet Sdn Bhd	Investment holding in properties	Shareholder	2 December 2008	-	22.0	<sup>(5)</sup> 78.0
<b><u>Past involvement</u></b>						
1. Global Waves Timber Sdn Bhd	Trading of timber	Director	15 June 2016	10 April 2019	-	-
2. Hijauan Muda Sdn Bhd	Investment holding in properties	Director	5 October 2018	25 October 2018	-	-

Notes:

- (1) Deemed interested by virtue of her shareholdings in Pancaran Sebelas Sdn Bhd.
- (2) Deemed interested by virtue of her indirect shareholdings in Phytosnest Sdn Bhd.
- (3) Deemed interested by virtue of family members' shareholdings in Binatech Pave Sdn Bhd.
- (4) Deemed interested by virtue of family members' shareholdings in Ria Education Group Sdn Bhd.
- (5) Deemed interested by virtue of family members' shareholdings in Nation Fleet Sdn Bhd.

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

**(vii) Dato' Chan Kong Yew**

<b>Company</b>	<b>Principal activities</b>	<b>Involvement / Position held</b>	<b>Date of appointment</b>	<b>Date of resignation</b>	<b>% of shareholdings held (direct)</b>	<b>% of shareholdings held (indirect)</b>
<b><u>Present involvement</u></b>						
1. Pulau Indah Free Zone Sdn Bhd	Investment holding in land	Director / Shareholder	1 November 2019	-	50.0	-
2. Infinity Media Sdn Bhd	Provision of freight forwarding and shipping services	Director / Shareholder	20 August 2004	-	50.0	-
3. Infinity Shipping Sdn Bhd	Provision of freight forwarding and shipping services	Director / Shareholder	25 August 2003	-	65.0	-
4. Asia Connection NP Bhd	Provision of depot services and trading of containers	Director	24 July 2017	-	-	-
5. Persada Syabas Bhd	Provision of transshipment services	Director / Shareholder	14 May 2019	-	20.0	-
6. Lite Bulk Sdn Bhd	Provision of freight forwarding and logistic services	Shareholder	-	-	60.0	-
7. IS Freight Sdn Bhd	Property developer and general contractor for construction work	Shareholder	-	-	40.0	-
8. 2926 Limited	Investment holding of shares in Infinity Logistics and Transport Ventures Limited	Director / Shareholder	11 February 2019	-	63.9	-



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

<u>Company</u>	<u>Principal activities</u>	<u>Involvement / Position held</u>	<u>Date of appointment</u>	<u>Date of resignation</u>	<u>% of shareholdings held (direct)</u>	<u>% of shareholdings held (indirect)</u>
9. Infinity Logistics and Transport Ventures Limited (Company listed on Main Board of the Stock Exchange of Hong Kong Limited)	Investment holding of companies involved in freight forwarding, shipping and transportation related services	Chairman and Chief Executive Officer / Shareholder	29 May 2019	-	-	<sup>(1)</sup> 70.9
<u>Subsidiaries of Infinity Logistics and Transport Ventures Limited</u>						
(1) Infinity Lines Sdn Bhd	Provision of freight forwarding and shipping agent services	Director	10 March 2004	-	-	<sup>(2)</sup> 70.9
(2) Infinity Logistics & Transport Sdn Bhd	Provision of integrated freight forwarding and railroad transportation services, logistic centre and investment holding of companies	Director	7 November 2000	-	-	<sup>(2)</sup> 70.9
(3) KNS Infinity Sdn Bhd	Investment holding of properties	Director	28 March 2011	-	-	<sup>(2)</sup> 70.9
(4) Supply Stream Management Sdn Bhd	Provision of freight forwarding and depot services	Director	30 September 2010	-	-	<sup>(2)</sup> 70.9
(5) Infinity Bulk Logistics Sdn Bhd	Provision of flexitank solutions and bulk logistics services	Director	2 July 2018	-	-	<sup>(2)</sup> 70.9

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

<b>Company</b>	<b>Principal activities</b>	<b>Involvement / Position held</b>	<b>Date of appointment</b>	<b>Date of resignation</b>	<b>% of shareholdings held (direct)</b>	<b>% of shareholdings held (indirect)</b>
(6) Infinity Logistics & Transport Sdn Bhd	Investment holding of companies involved in provision of logistic and transportation services	Director	25 January 2019	-	-	<sup>(2)</sup> 70.9
(7) Infinity Flexitank Holding Sdn Bhd	Investment holding of companies involved in provision of logistic and transportation services	Director	19 February 2019	-	-	<sup>(2)</sup> 70.9
<u>Associates of Infinity Logistics and Transport Ventures Limited</u>						
(1) Ideal Dragon Sdn Bhd	Investment holding of companies involved in provision of logistic and transportation services	Director	11 March 2019	-	-	-
(2) Emirates Supply Chain Services Sdn Bhd	Provision of depot and transport handling services	Director	23 July 2020	-	-	-
<b><u>Past involvement</u></b>						
1. Andaman Worldwide Sdn Bhd	Provision of installing, supplying, repairing, and conducting of engineering works	Director	30 September 2004	17 January 2019	-	-
2. BLS Infinity Sdn Bhd	Provision of freight forwarding and logistics transportation services	Director	24 March 2003	31 December 2018	-	-
3. Andaman Coastal Sdn Bhd	Provision of freight forwarding services	Director	28 March 2003	20 September 2016	-	-

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

	<b>Company</b>	<b>Principal activities</b>	<b>Involvement / Position held</b>	<b>Date of appointment</b>	<b>Date of resignation</b>	<b>% of shareholdings held (direct)</b>	<b>% of shareholdings held (indirect)</b>
4.	Abbasant Solutions Sdn Bhd	Advertising agency	Director	2 November 2015	28 August 2017	-	-
5.	Infinity ZB Sdn Bhd	Provision of management services for companies in logistic and transport industry	Director	13 July 2015	28 October 2016	-	-
6.	AWH Infinity Logistics Sdn Bhd	Provision of freight forwarding services	Director	25 June 2010	27 December 2018	-	-
7.	Ho Hup Infinite Sdn Bhd	Construction of bridges, elevated highways, non-residential buildings and roads	Director	22 July 2019	28 September 2020	-	-
8.	Boustead Berhad	Investment holding company and operation an oil palm plantation and investment holding of companies involved in the cultivation of oil palms, production and sale of crude palm oil and palm kernel	Director	22 July 2019	24 June 2020	-	-
9.	Infinity Unlimited Sdn Bhd	Provision of freight forwarding and shipping services (Dissolved on 6 March 2019)	Director / Shareholder	24 March 2003	-	3.0	-
10.	Make Development Efficacy Sdn Bhd	Arch Architecture firm (Dissolved on 19 May 2021)	Director / Shareholder	16 April 2019	-	90.0	<sup>(3)</sup> 10.0

Notes:

<sup>(1)</sup> Deemed interested by virtue of his direct shareholding in 2926 Holdings Limited.

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

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- (2) Deemed interested by virtue of his indirect shareholding in Infinity Logistics and Transport Ventures Limited.
- (3) Deemed interested by virtue of his family members' shareholdings in Make Arch Development Efficacy Sdn Bhd.

As at the LPD, the directorships of our Directors in other companies are in compliance with the Listing Requirements.

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. The involvement of our Executive Deputy Chairman and Executive Director / Chief Executive Officer in those business activities does not require significant amount of time, and hence does not affect their ability to perform their executive roles and responsibilities to our Group. The involvement of our Independent Non-Executive Directors in those business activities will not affect their contribution to our Group.

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

**5.2.4 Directors' and key senior management's remuneration and benefits**

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 2020 and financial year ending 2021 ("FYE 2021") are as follows:

<b>FYE 2020</b>	<b>Directors' fees</b>	<b>Salaries</b>	<b>Bonuses</b>	<b>Benefits-in-kind and allowance</b>	<b>Total</b>	
<b>Director</b>	<b>RM'000</b>	<b>RM'000</b>	<b>RM'000</b>	<b>RM'000</b>	<b>RM'000</b>	<b>RM'000</b>
<b>Non-Executive Directors</b>						
Dr Teh Chee Ghee	-	-	-	-	-	-
Phang Sze Fui	-	-	-	-	-	-
Dato' Magaret Ting Thien Hung	-	-	-	-	-	-
Dato' Chan Kong Yew	-	-	-	-	-	-
<b>Executive Directors</b>						
Dato' Ean Yong Tin Sin	-	282	34	-	-	316
Ean Yong Hien Voon	-	188	20	26	-	234
Ean Yong Hen Loen	-	101	11	-	-	112
						<b>Amount paid from 1 July 2020 to 28 February 2021 <sup>(1)</sup></b>
<b>Proposed for FYE 2021</b>	<b>Directors' fees <sup>(2)</sup></b>	<b>Salaries</b>	<b>Bonuses</b>	<b>Benefits-in-kind and allowance</b>	<b>Total</b>	<b>RM'000</b>
<b>Director</b>	<b>RM'000</b>	<b>RM'000</b>	<b>RM'000</b>	<b>RM'000</b>	<b>RM'000</b>	<b>RM'000</b>
<b>Non-Executive Directors</b>						
Dr Teh Chee Ghee	22	-	-	-	22	-
Phang Sze Fui	20	-	-	-	20	-
Dato' Magaret Ting Thien Hung	20	-	-	-	20	-
Dato' Chan Kong Yew	12 <sup>(3)</sup>	-	-	-	12	-
<b>Executive Directors</b>						
Dato' Ean Yong Tin Sin	-	327	34	-	361	253
Ean Yong Hien Voon	-	207	32	43	282	190
Ean Yong Hen Loen	-	132	13	20	165	122

Notes:

(1) Including bonus.

(2) Directors' fees for our Non-Executive Directors are paid from March 2021 onwards.

(3) Dato' Chan Kong Yew was appointed to our Board in June 2021.

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

The aggregate remuneration and material benefits-in-kind paid and proposed to be paid to our key senior management for services rendered in all capacities to our Group for FYEs 2020 and 2021 are as follows:

FYE 2020	Remuneration band (in bands of RM50,000)		
	Remuneration RM	Benefits-in-kind RM	Total RM
Ean Yong Hien Chal	150,000-200,000	0-50,000	150,000-200,000
Ngooi Sok Ling	100,000-150,000	-	100,000-150,000
Tok Ai Mei <sup>(1)</sup>	-	-	-

Proposed for FYE 2021	Remuneration band (in bands of RM50,000)			Amount paid from 1 July 2020 to 28 February 2021 <sup>(2)</sup> RM'000
	Remuneration RM	Benefits-in-kind RM	Total RM	
Ean Yong Hien Chal	200,000-250,000	50,000-100,000	250,000-300,000	201
Ngooi Sok Ling	150,000-200,000	-	150,000-200,000	126
Tok Ai Mei	45,000-50,000	-	45,000-50,000	29

Notes:

- (1) Tok Ai Mei joined our Group in September 2020.  
(2) Including bonus.

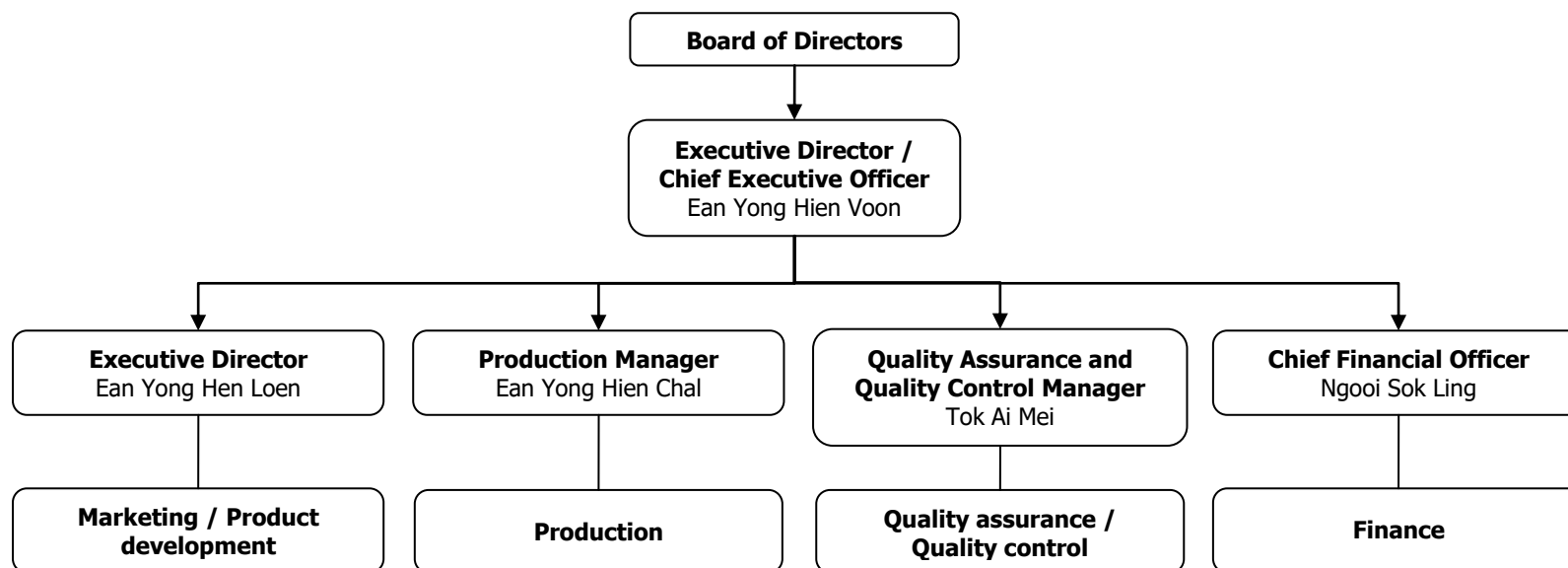
The remuneration which includes our Directors' salaries, bonus, fees and allowances as well as other benefits, must be reviewed and recommended by our Remuneration Committee and subsequently, be approved by our Board. Any change in Director's fees as set out in our Constitution must be approved by our shareholders pursuant to an ordinary resolution passed at a general meeting where appropriate notice of the proposed changes should be given. Please refer to Section 14.2 for further details.

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

**5.3 KEY SENIOR MANAGEMENT**

**5.3.1 Management Structure**



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

### 5.3.2 Key senior management's shareholdings

The shareholdings of our key senior management (other than Dato' Ean Yong Tin Sin, Ean Yong Hien Voon and Ean Yong Hen Loen) in our Company before and after our IPO assuming that our key senior management will fully subscribe for their entitlement under the Pink Form Allocations are set out below:

Name	Designation/ Nationality	Before IPO <sup>(1)</sup>				After IPO <sup>(2)</sup>			
		Direct		Indirect		Direct		Indirect	
		No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
Ean Yong Hien Chal	Production Manager / Malaysian	-	-	<sup>(3)</sup> 151,199,998	99.99	<sup>(4)</sup> 300,000	0.12	<sup>(3)</sup> 152,949,998	61.71
Ngooi Sok Ling	Chief Financial Officer / Malaysian	-	-	-	-	<sup>(4)</sup> 150,000	0.06	-	-
Tok Ai Mei	Quality Assurance and Quality Control Manager / Malaysian	-	-	-	-	<sup>(4)</sup> 20,000	0.01	-	-

Notes:

- (1) Based on the share capital of 151,200,000 Shares after the Acquisition of Subsidiaries.
- (2) Based on the enlarged share capital of 247,868,000 Shares after the IPO.
- (3) Deemed interested by virtue of his shareholdings in Ean Yong & Sons and family members' shareholdings in Orgabio Holdings.
- (4) Assuming that our key senior management will fully subscribe for their respective entitlements under the Pink Form Allocations.



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

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**5.3.3 Profiles of key senior management**

The profiles of our other key senior management are as follows:

**(i) Ean Yong Hien Chal**

Ean Yong Hien Chal, a Malaysian, aged 38, is our Production Manager. He is responsible for overseeing our Group's overall production operations for instant beverage premixes including production schedule planning, workforce management, and upkeep of our machinery and equipment to ensure the smooth operation of our production operations.

In December 2004, he graduated with a Diploma in Electrical Technology from Feng Chia University, Taiwan.

He was appointed as Director of Orgapharma Herbal in May 2002, a position which he presently assumes. In March 2005, he began his career in Orgapharma Herbal as Production Supervisor, where he was responsible for supervising the processing and packing activities of local traditional herbs and Chinese herbs.

In May 2006, when we ventured into the provision of instant beverage premix manufacturing services, his responsibilities extended to include supervising the production operations of instant beverage premixes.

In April 2011, he was appointed as Production Manager of Orgabio Manufacturing where he assumed his current responsibilities.

Kindly refer to Section 5.3.4 for his involvement in other business activity outside our Group.

**(ii) Ngooi Sok Ling**

Ngooi Sok Ling, a Malaysian, aged 52, is our Chief Financial Officer. She is responsible for overseeing and managing the overall financial and accounting functions of our Group, preparing financial budgets and providing financial advice to the management for decision making as well as developing and implementing financial policies to improve the profitability of our Group.

In July 1992, she graduated with a Diploma in Commerce (Management Accounting) from Tunku Abdul Rahman College, Malaysia. She has been a member of the Chartered Institute of Management Accountants since November 1999 and the Malaysian Institute of Accountants since March 2002.

In September 1993, she began her career in Kempar Empat Sdn Bhd as an Accounts Assistant where she assisted in the accounting functions of the company such as preparation of account receivables and account payables reports, financial reporting, and bank reconciliation and cash receipt reports.

In April 1995, she left Kempar Empat Sdn Bhd and joined Soon Hun Technologies (M) Sdn Bhd as an Assistant Accountant where she was responsible for the management of daily accounting functions of the company.

In September 1999, she left Soon Hun Technologies (M) Sdn Bhd and in October 1999, she joined Mardec Berhad, as an Accountant where she was involved in the finance and accounting functions of the company and its subsidiaries. In October 2010, she was promoted to Senior Accountant, where she led an accounting team in carrying out the finance and accounting functions of the company and its subsidiaries. She is also involved in the

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

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preparation of financial analysis reports for potential investments and acquisitions. In January 2014, she was promoted to Assistant General Manager (Finance/Accounts), where her responsibilities extended to include managing corporate affairs in relation to the finance division of the company and its subsidiaries. In December 2016, she left Mardec Berhad and took a career break.

In September 2017, she joined GA Hotel Management Sdn Bhd as a Financial Controller where she oversaw the overall finance and accounting functions of the company.

In March 2018, she left GA Hotel Management Sdn Bhd and joined Goodway Rubber Industries Sdn Bhd, a wholly-owned subsidiary of Goodway Integrated Industries Berhad (a company listed on Main Market of Bursa Securities) as Group Finance Manager where she oversaw the overall finance and accounting functions of the company.

In April 2019, she left Goodway Rubber Industries Sdn Bhd and joined Orgabio Manufacturing as Group Accountant where she assumed her current responsibilities. In April 2020, she was appointed as Chief Financial Officer of our Group.

Kindly refer to Section 5.3.4 for her involvement in other business activity outside our Group.

**(iii) Tok Ai Mei**

Tok Ai Mei, a Malaysian, aged 40, is our Quality Assurance and Quality Control Manager. She is responsible for overseeing our Group's overall quality assurance and quality control procedures including ensuring that all our processes and manufactured products adhere to the required food quality and safety standards.

In April 2004, she graduated with a Bachelor of Science in Food Studies from University Putra Malaysia, Malaysia.

In July 2005, she began her career in FFS Foods (M) Sdn Bhd as a Food Technologist where she was responsible for ensuring compliance of premix food products with the required food hygiene and safety standards, implementing the HACCP system, and coordinating the application of HALAL Certificate of Authentication for the company.

In April 2006, she left FFS Foods (M) Sdn Bhd and joined Kilang Makanan Mamee Sdn Bhd as a Quality Control Executive where she was responsible for supervising a team of quality control assistants and to ensure that the daily operational activities of the Snacks Division (Mister Potato Chips) were carried out effectively. In March 2010, she was transferred from Factory Operations Department to Quality Assurance Department, where she was re-designated to Quality Assurance Executive.

In May 2010, she left Kilang Makanan Mamee Sdn Bhd and joined Nestlé Manufacturing (Malaysia) Sdn Bhd, a wholly-owned subsidiary of Nestlé (Malaysia) Berhad (a company listed on Main Market of Bursa Securities) as Quality Assurance Executive, where she was responsible for supervising a team of quality control assistants and to ensure that daily operational activities were carried out effectively for the Baby Cereal Division.

In September 2010, she left Nestlé Manufacturing (Malaysia) Sdn Bhd and in October 2010, she joined Delifrance (Malaysia) Sdn Bhd as a Senior Quality Assurance/Quality Control Executive, where she was responsible for supervising the quality control and quality assurance processes of the company's baked, cooked and frozen meals. In May 2013, she left Delifrance (Malaysia) Sdn Bhd and took a career break.

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

In July 2015, she joined Country Farms Sdn Bhd, a wholly-owned subsidiary of Berjaya Corporation Berhad (a company listed on Main Market of Bursa Securities) as an Assistant Quality Assurance Manager where she was responsible for overseeing the daily operations of the quality assurance department and ensuring all required quality certifications were in place. In May 2017, she left Country Farms Sdn Bhd and took another career break.

In February 2020, she joined Winepak Corporation (M) Sdn Bhd as a Quality Assurance/Quality Control Executive where she was a project coordinator responsible for assisting the company in applying for the FSSC 22000 certification.

In August 2020, she left Winepak Corporation (M) Sdn Bhd and in September 2020, she joined our Group as our Quality Assurance and Quality Control Manager where she assumed her current responsibilities.

**5.3.4 Principal business performed outside our Group**

Save as disclosed below, none of our key senior management (other than Dato' Ean Yong Tin Sin, Ean Yong Hien Voon and Ean Yong Hen Loen) has any other principal directorship and/or principal business activities performed outside our Group as at the LPD:

**(i) Ean Yong Hien Chal**

<u>Company</u>	<u>Principal activities</u>	<u>Involvement</u>	<u>% of shareholdings held (direct)</u>	<u>% of shareholdings held (indirect)</u>
<b><u>Present involvement</u></b>				
1. Ean Yong & Sons	Investment holding of shares in companies	Shareholder	13.00	*87.00

Note:

\* Deemed interested by virtue of family members' shareholdings in Ean Yong & Sons.

**(ii) Ngooi Sok Ling**

<u>Sole proprietor</u>	<u>Principal activities</u>	<u>Involvement</u>	<u>Registration Date</u>
<b><u>Present involvement</u></b>			
1. Abundance Artistry*	Provision of art class coaching	Sole proprietor	18 December 2012

Note:

\* Ngooi Sok Ling's involvement in Abundance Artistry is during non-working hours/days and does not affect her contribution to our Group.

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

### (iii) Tok Ai Mei

	<u>Sole proprietor</u>	<u>Principal activities</u>	<u>Involvement</u>	<u>Registration Date</u>	<u>Dissolution Date</u>
<b><u>Past involvement</u></b>					
1.	Enen Enterprise	Sale of Tupperware brands products	Sole proprietor	11 July 2017	11 December 2020

The involvement of our key senior management in those business activities outside our Group does not give rise to any conflict of interest situation with our business. Their involvement in those business activities does not require significant amount of time, and hence does not affect their ability to perform their roles and responsibilities to our Group.

## 5.4 RELATIONSHIPS AND/OR ASSOCIATIONS

Save as disclosed below, there are no family relationships or association between or amongst our Promoter, substantial shareholders, Directors and key senior management:

- (i) Dato' Ean Yong Tin Sin and Datin Lai You Mooi are husband and wife;
- (ii) Ean Yong Hien Voon, Ean Yong Hien Chal, Ean Yong Han Khian, Ean Yong Hen Loen and Ean Yong Sik Siew are siblings and children of Dato' Ean Yong Tin Sin and Datin Lai You Mooi; and
- (iii) Dato' Ean Yong Tin Sin, Datin Lai You Mooi, Ean Yong Hien Voon, Ean Yong Hien Chal, Ean Yong Han Khian, Ean Yong Hen Loen and Ean Yong Sik Siew are shareholders of Ean Yong & Sons, our Promoter.

## 5.5 BOARD PRACTICE

### 5.5.1 Board

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

- (i) To provide leadership and oversee the overall conduct of our Group's businesses to ensure that our businesses are being properly managed;
- (ii) To review and adopt strategic plans for our Group and to ensure that such strategic plans and the risk, performance and sustainability thereon are effectively integrated and appropriately balanced;
- (iii) To review and adopt corporate governance best practices in relation to risk management, legal and compliance management and internal control systems to safeguard our Group's reputation, and our employees and assets and to ensure compliance with applicable laws and regulations;
- (iv) To ensure that our Group has effective Board committees as required by the applicable laws, regulations, rules, directives and guidelines and as recommended by the Malaysian Code on Corporate Governance;
- (v) To review the effectiveness and implementation of anti-bribery and anti-corruption policy and framework;

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

- (vi) To review and approve our Group's annual business plans, financial statements and annual reports;
- (vii) To monitor the relationship between our Group and our management, shareholders and stakeholders, and to develop and implement an investor relations programme or shareholders' communications policy for our Group; and
- (viii) To appoint our Board committees, to delegate powers to such committees, to review the composition, performance and effectiveness of such committees, and to review the reports prepared by our Board committees and deliberate on the recommendations thereon.

As at the 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>Approximate no of years in office as at the LPD</b>
Dr Teh Chee Ghee	15 March 2021	At the next Annual General Meeting of our Company	Less than 1 year
Dato' Ean Yong Tin Sin	15 March 2021	At the next Annual General Meeting of our Company	Less than 1 year
Ean Yong Hien Voon	15 March 2021	At the next Annual General Meeting of our Company	Less than 1 year
Ean Yong Hen Loen	15 March 2021	At the next Annual General Meeting of our Company	Less than 1 year
Phang Sze Fui	15 March 2021	At the next Annual General Meeting of our Company	Less than 1 year
Dato' Magaret Ting Thien Hung	15 March 2021	At the next Annual General Meeting of our Company	Less than 1 year
Dato' Chan Kong Yew	8 June 2021	At the next Annual General Meeting of our Company	Less than 1 year

In accordance with our Constitution, any Director appointed during the year shall hold office until the next following annual general meeting, and at the annual general meeting in every subsequent year, one-third (1/3) of the Directors for the time being or, if their number is not 3 or a multiple of 3, then the number nearest to one-third (1/3) shall retire from office and be eligible for re-election PROVIDED ALWAYS that all Directors shall retire from office at least once every 3 years but shall be eligible for re-election. A retiring Director shall retain office until the close of the meeting at which he retires. An election of directors shall take place each year.

The members of our Board are set out in Sections 1 and 5.2.

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

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**5.5.2 Audit and Risk Management Committee**

The main function of our Audit and Risk Management Committee is to assist our Board in fulfilling its responsibility to oversee our Group's financial reporting matters and risk management. Our Audit and Risk Management Committee has full access to all information and documents/ resources as well as to the internal and external auditors and key senior management of our Company and Group. The Audit and Risk Management Committee's duties and responsibilities as stated in its terms of reference include, amongst others, the following:

- (i) To review the engagement, compensation, performance, qualification and independence of our external auditors, its conduct of the annual statutory audit of our financial statements, and the engagement of external auditors for all other services;
- (ii) To review and recommend our quarterly and annual financial statements for approval by our Board before announcement to regulatory bodies, focusing in particular on any changes in or implementation of major accounting policies and practices, significant and unusual events, significant adjustments arising from our audit, going concern assumption and compliance with accounting standards and other regulatory or legal requirements;
- (iii) To conduct periodic review of the involvements of our Managing Director and Executive Directors in the companies outside of our Group, in which they have executive functions to ensure that it does not affect their role and responsibilities within our Group;
- (iv) To review and monitor any related party transaction/business dealings entered into by our Group and any conflict of interest situation that may arise within our Group to ensure that they are conducted on arms' length basis and based on terms that are fair to our Group;
- (v) To oversee and recommend the risk management policies and procedures of our Group;
- (vi) To review and recommend changes as needed to ensure that our Group has in place at all times a risk management policy which address the strategies, operational, financial and compliance risk;
- (vii) To implement and maintain a sound risk management framework which identifies, assesses, manages and monitors our Group's business risks;
- (viii) To set reporting guidelines for our Management to report to the committee on the effectiveness of our Group's management of its business risks;
- (ix) To review the risk profile of our Group and to evaluate the measure taken to mitigate the business risks;
- (x) To review the adequacy of our Management's response to issues identified to risk registers, ensuring that our risks are managed within our Group's risk appetite;
- (xi) To perform the oversight function over the administration of whistleblowing policy that is approved and adopted by our Board and to protect the values of transparency, integrity, impartiality and accountability where the Group conducts its business and affairs;

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

- (xii) To enhance its accountability in preserving its integrity and to withstand public scrutiny which in turn enhances and builds our Group's credibility to all our stakeholders;
- (xiii) To consider the major findings of internal investigations and our Management's response;
- (xiv) To do the following, in relation to the internal audit function:
  - (a) consider and approve the appointment of internal auditors, internal audit fee and any question of resignation or dismissal;
  - (b) review the adequacy of the scope, competency and resources of the internal audit function, and that it has the necessary authority to carry out its work;
  - (c) review the internal audit plan and results of the internal audit assessments and investigation undertaken, and ensure that appropriate action is taken on the recommendations of the internal auditors;
  - (d) consider the internal audit reports and findings by the internal auditors, fraud investigations and actions and steps taken by the management in response to audit findings;
  - (e) review and decide on the budget allocated to the internal audit function;
  - (f) appraise or assess the performance of members of the internal audit function; and
  - (g) monitor the overall performance of our Company's internal audit function.
- (xv) To perform such other functions as may be requested by our Board.

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 the LPD are as follows:

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Phang Sze Fui	Chairman	Independent Non-Executive Director
Dato' Chan Kong Yew	Member	Independent Non-Executive Director
Dato' Magaret Ting Thien Hung	Member	Independent Non-Executive Director

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

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

### 5.5.3 Remuneration Committee

The main function of our Remuneration Committee is to assist our Board in fulfilling its responsibility on matters relating to our Group's compensation, bonuses, incentives and benefits. The Remuneration Committee's duties and responsibilities as stated in its terms of reference include, amongst others, the following:

- (i) To establish and recommend to our Board, the remuneration package for Executive Directors such as the terms of employment or contract of employment/service, benefit, pension, incentive scheme, bonuses, fees, expenses, compensation payable on termination of the service contract by our Company and/or our Group;
- (ii) To review and recommend to our Board the remuneration packages of Non-Executive Directors for shareholders' approval at the Annual General Meeting; and
- (iii) To consider other remunerations or rewards to retain and attract Directors and key senior management.

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

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

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Dato' Magaret Ting Thien Hung	Chairman	Independent Non-Executive Director
Dato' Chan Kong Yew	Member	Independent Non-Executive Director
Phang Sze Fui	Member	Independent Non-Executive Director

### 5.5.4 Nomination Committee

The Nomination Committee's duties and responsibilities as stated in its terms of reference include, amongst others, the following:

- (i) To review the composition and size of our Board and determine the criteria for membership on our Board, which may include, among other criteria, issues of character, judgment, independence, diversity, age, expertise, corporate experience, length of service and other commitments;
- (ii) To identify, consider and select, or recommend for the selection of our Board, candidates to fill new positions or vacancies on our Board, and review any candidates recommended by stockholders, provided that such recommendations are submitted in writing to the Secretary of our Company, and include, among other things, the recommended candidate's name, biographical data and qualifications, and that such recommendations are otherwise made in compliance with our Company's Constitution and its shareholder nominations and recommendations policy;
- (iii) To identify and nominate for the approval of our Board, candidates to fill Board vacancies or strengthen our Board's composition as and when they arise. Before any appointment is made by our Board, evaluate the balance of skills, knowledge, experience and diversity on our Board, and, in the light of this evaluation prepare a description of the role and capabilities required for a particular appointment;



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

- (iv) To assist our Board to assess and evaluate circumstances where a Director involvement outside our Group may give rise to a potential conflict of interest with our Group's businesses, upon receiving the declaration of the same from our Director and thereafter, to inform the Audit and Risk Management Committee of the same. After deliberation with the Audit and Risk Management Committee, to recommend to our Board on the necessary actions to be taken in the circumstances where there is a conflict of interest;
- (v) In identifying suitable candidates, the Nomination Committee shall:
  - (a) consider open advertising or the services of external advisers to facilitate the search;
  - (b) consider candidates from a wide range of backgrounds; and
  - (c) consider candidates on merit and against objective criteria and with due regard for the benefits of diversity on our Board, including gender and availability of time to devote to the position.
- (vi) To evaluate the performance of individual members of our Board eligible for re-election, and select, or recommend for the selection of our Board, the director nominees for election to our Board by the stockholders at the annual meeting;
- (vii) To assess the independence of the Independent Directors annually, and when any new interest or relationship develops and confirm the conduct of this assessment in the annual report of our Company and in any notice convening a general meeting seeking approval for the appointment or re-appointment of Independent Directors;
- (viii) To review the fulfilment of Directors' training and disclose details in the annual report as appropriate;
- (ix) To review with the Managing Director and the Executive Director, their goals and objectives and to assess their performance against these objective as well as their contribution to the corporate strategy;
- (x) To give full consideration to succession planning for Directors and key senior management, taking into account the challenges and opportunities faced by our Company, and the required skills and expertise that are needed by our Board in future;
- (xi) To review periodically the composition of each committee of our Board and make recommendations to our Board for the creation of additional committees or the change in mandate or dissolution of committees; and
- (xii) To review the term of office and performance of all our Board Committees, particularly the Audit and Risk Management Committee and each of its members annually to determine whether such Audit and Risk Management Committee and members have carried out their duties in accordance with their terms of reference.

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

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

The members of our Nomination Committee as at the LPD are as follows:

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Dato' Chan Kong Yew	Chairman	Independent Non-Executive Director
Phang Sze Fui	Member	Independent Non-Executive Director
Dato' Magaret Ting Thien Hung	Member	Independent Non-Executive Director

### **5.6 EXISTING OR PROPOSED SERVICE AGREEMENTS**

As at the LPD, there are no existing or proposed service agreements (contracts for services) entered into between the companies within our Group, with our Directors or key senior management personnel.

### **5.7 DECLARATION FROM PROMOTER, DIRECTORS AND KEY SENIOR MANAGEMENT**

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

- (i) In the last 10 years, a petition under any bankruptcy or insolvency law filed (and not struck out) against such person or any partnership in which he was a partner or any corporation of which he was a Director or a member of key senior management;
- (ii) Disqualified from acting as a Director of any corporation, or from taking part directly or indirectly in the management of any corporation;
- (iii) In the last 10 years, charged and/or convicted in a criminal proceeding or is a named subject of a pending criminal proceeding;
- (iv) In the last 10 years, any judgment that was entered against him, or finding of fault, misrepresentation, dishonesty, incompetence or malpractice on his part, involving a breach of any law or regulatory requirement that relates to the capital market;
- (v) In the last 10 years, was the subject of any civil proceeding, involving an allegation of fraud, misrepresentation, dishonesty, incompetence or malpractice on his part that relates to the capital market;
- (vi) Being the subject of any order, judgment or ruling of any court, government, or regulatory authority or body temporarily enjoining him from engaging in any type of business practice or activity;
- (vii) In the last 10 years has been reprimanded or issued any warning by any regulatory authority, securities or derivatives exchange, professional body or government agency; and
- (viii) Has any unsatisfied judgment against such person.