

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

**5.1 PROMOTERS AND SUBSTANTIAL SHAREHOLDERS**

**5.1.1 Promoters' and substantial shareholders' shareholdings**

The details of our Promoters and substantial shareholders, and their respective shareholdings in our Company before and after our IPO are as follows:

Promoters and substantial shareholders	Nationality / Place of incorporation	Before our IPO		After our IPO- Assuming the Over-allotment Option is not exercised		After our IPO- Assuming the Over-allotment Option is fully exercised	
		Direct	Indirect	Direct	Indirect	Direct	Indirect
		No. of Shares	% <sup>(1)</sup>	No. of Shares	% <sup>(2)</sup>	No. of Shares	% <sup>(2)</sup>
<u>Promoters and substantial shareholders</u>							
Persada Bina	Malaysia	<sup>(6)</sup> [454,208,52]	[61.99]	-	-	<sup>(6)</sup> [319,208,502]	[35.87]
Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar	Malaysian	-	-	<sup>(6)</sup> [454,208,502]	[61.99]	-	-
Loo Yong Hui	Malaysian	-	-	<sup>(6)</sup> [454,208,502]	[61.99]	-	-
Loo Hooi Keat	Malaysian	-	-	<sup>(7)</sup> [454,208,502]	[61.99]	-	-
<u>Substantial shareholders</u>							
KWAP	Malaysia	[99,682,794]	[13.61]	-	-	[81,182,794]	[9.12]
Bluefin	Cayman Islands	[87,777,342]	[11.98]	-	-	[69,277,342]	[7.79]

**Notes:**

- (1) Based on our issued Shares of 732,661,602 Shares after the Share Split but before our IPO.
- (2) Based on our enlarged issued Shares of 889,804,502 Shares after our IPO.
- (3) 360,647,856 Shares are held in the pledged securities accounts for Persada Bina.

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

- (4) 319,108,502 Shares are held in the pledged securities accounts for Persada Bina.
- (5) 299,108,502 Shares are held in the pledged securities accounts for Persada Bina.
- (6) Deemed interested by virtue of Section 8(4) of the Act, through his shareholding of more than 20.00% in Persada Bina.
- (7) Deemed interested by virtue of Section 59(1)(c) of the Act, through his son, Loo Yong Hui's indirect shareholdings in our Company via Persada Bina.

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

**5.1.2 Changes in our Promoters' and substantial shareholders' shareholdings in our Company for the past 3 years**

The changes in our Promoters' and substantial shareholders' shareholdings in our Company for the past 3 years and up to the LPD are as follows:

Promoters and substantial shareholders	As at 31 December 2018		As at 31 December 2019		As at 31 December 2020		As at the LPD	
	Direct	Indirect	Direct	Indirect	Direct	Indirect	Direct	Indirect
	No. of Shares % <sup>(1)</sup>	No. of Shares % <sup>(1)</sup>	No. of Shares % <sup>(1)</sup>	No. of Shares % <sup>(1)</sup>	No. of Shares % <sup>(1)</sup>	No. of Shares % <sup>(1)</sup>	No. of Shares % <sup>(2)</sup>	No. of Shares % <sup>(2)</sup>
<u>Promoters and substantial shareholders</u>								
Persada Bina	<sup>(3)</sup> 34,930,409 47.94	- - <sup>(4)</sup> 34,930,409 47.94	- - <sup>(5)</sup> 37,931,931 52.06	- -	<sup>(6)</sup> 75,701,417 61.99	- -	- -	- -
Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar	- - <sup>(7)</sup> 34,930,409 47.94	- - <sup>(7)</sup> 34,930,409 47.94	- -	<sup>(7)</sup> 37,931,931 52.06	- - <sup>(7)</sup> 37,931,931 52.06	- -	<sup>(7)</sup> 75,701,417 61.99	- -
Loo Yong Hui	- - <sup>(7)</sup> 34,930,409 47.94	- - <sup>(7)</sup> 34,930,409 47.94	- -	<sup>(7)</sup> 37,931,931 52.06	- -	<sup>(7)</sup> 75,701,417 61.99	- -	- -
Loo Hooi Keat	- - <sup>(8)</sup> 34,930,409 47.94	- - <sup>(8)</sup> 34,930,409 47.94	- -	<sup>(8)</sup> 37,931,931 52.06	- -	<sup>(8)</sup> 75,701,417 61.99	- -	- -
<u>Substantial shareholders</u>								
KWAP	16,613,799 22.80	- - 16,613,799 22.80	- - 16,613,799 22.80	- -	- - 16,613,799 13.61	- -	- -	- -
Bluefin	3,149,606 4.32	- - 3,149,606 4.32	- - 3,149,606 4.32	- -	- - 14,629,557 11.98	- -	- -	- -

**Notes:**

- (1) Based on our issued Shares of 72,860,830 Shares as at the respective Financial Years Under Review.
- (2) Based on our issued Shares of 122,110,267 Shares as at the LPD.
- (3) 15,291,780 Shares are held in pledged securities accounts for Persada Bina.
- (4) 29,580,409 Shares are held in pledged securities accounts for Persada Bina.
- (5) 26,080,409 Shares are held in pledged securities accounts for Persada Bina.
- (6) After taking into account the conversion of 18,394,474 RCPS held by Persada Bina to 7,241,919 Shares on 7 May 2021 and transfer of 30,527,567 Shares from Bluefin to Persada Bina pursuant to a share sale agreement entered into between Bluefin and Persada Bina which was completed on 10 May 2021. 60,107,976 Shares are held in pledged securities accounts for Persada Bina.

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

- (7) Deemed interested by virtue of Section 8(4) of the Act, through his shareholding of more than 20.00% in Persada Bina.
- (8) Deemed interested by virtue of Section 59(1)(c) of the Act, through his son, Loo Yong Hui's indirect shareholdings in our Company via Persada Bina.

As at the LPD, our Promoters and substantial shareholders have the same voting rights with the other shareholders of our Group and there is no arrangement between our Company and our shareholders with any third parties, the operation of which may at a subsequent date result in a change in control of our Company. Save as disclosed above, we are not aware of any persons who are able to, directly or indirectly, jointly or severally, exercise control over our Company.

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

### 5.1.3 Profile of Promoters and substantial shareholders

#### **Persada Bina**

*Promoter and substantial shareholder*

Persada Bina was incorporated on 19 June 1993 in Malaysia under the Companies Act 1965 as a private limited company under its present name and is deemed registered under the Act.

The principal activity of Persada Bina is in contracting business and investment holding.

As at the LPD, the issued share capital of Persada Bina is RM2,266,667 comprising 1,372,549 ordinary shares.

The directors of Persada Bina as at the LPD are Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar, Loo Hooi Keat and Nor Fathiyah Binti Azhar. The particulars of Persada Bina's shareholders and their respective shareholdings as at the LPD are as follows:

Shareholders	Nationality	Direct		Indirect	
		No. of Shares	%	No. of Shares	%
Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar	Malaysian	700,000	51.00	-	-
Loo Yong Hui	Malaysian	672,549	49.00	-	-
Loo Hooi Keat	Malaysian			<sup>(1)</sup> 672,549	49.00

#### **Note:**

(1) Deemed interested by virtue of Section 59(11)(c) of the Act, through his son, Loo Yong Hui's shareholdings in Persada Bina.

#### **Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar**

*Promoter, substantial shareholder and Non-Independent Non-Executive Director*

Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar, a Malaysian aged 74, is our Non-Independent Non-Executive Director. He was appointed to our Board on 9 March 2011 and was designated as our Non-Independent Non-Executive Director on 25 June 2021.

He completed his Bachelor of Social Science (Hons.) degree majoring in Political Science from the University of Science Malaysia, Penang in 1978. He was involved in various organisations which includes his role as a trustee of Peyatim Terengganu and is presently a trustee of Yayasan Taat. He has 34 years of experience with the Royal Malaysian Police Force.

In 1969, he joined the Royal Malaysian Police as a Trainee Probationary Inspector and obtained his first posting as a District Special Branch Officer in Besut, Terengganu in 1970 until 1975, where his main responsibilities were maintenance of security and monitoring security intelligence. From 1975 to 1978, he took a study break for 3 years to pursue his Bachelor's degree majoring in Political Science at the University of Science Malaysia. After completing his studies and obtaining his Bachelor's degree, he was posted to the Penang Police Headquarters as a desk officer at the Special Branch Department from 1978 until 1979 where his duties involved collecting intelligence of security interest.

In 1979, he was then transferred to the Special Branch Training School at Jalan Gurney, Kuala Lumpur as a Lecturer on subjects of security interest until 1982. After approximately 3 and a half years of lecturing work, he was transferred to Terengganu as the State Head of Special Branch in March 1983 until the end of December 1990 where he was responsible for managing the Special Branch Department and collating intelligence on external and internal security threats to Terengganu, in particular, and the country in general.

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

In 1990, he was posted to Bukit Aman, Kuala Lumpur in the Special Branch Department as a Special Branch Deputy E2, whose duty includes assessing security threats to the country emanating from both internal and external threats from social, economic and political perspective until 1992. Thereafter in 1992, he was promoted and posted as the Commandant of Special Branch Training Institution at Pusat Latihan Polis Jalan Gurney, Kuala Lumpur until 1995 where his role was to administer training schedules on intelligence for both local and foreign intelligence officers.

After 3 years, he was again transferred to the Penang Police Headquarters as the State Deputy Chief Police Officer and was responsible for managing and supervising all police departments and personnel and ensuring the implementation of law and order from 1995 to 1997. From 1997 to 1999, he was posted to the Pahang Police Headquarters, holding the same designation and responsibilities.

After 2 years of service in Pahang, he was promoted to Chief Police Officer of Terengganu, leading the police department in Terengganu in enhancing law and order from 1999 to 2000. In 2001, he was promoted and appointed as a Commissioner of Police in Sarawak and was responsible to lead the police department in Sarawak in the execution of law and order in the state from 2001 to 2003 when he retired.

After his retirement from the Police Department, he took up a post in the Sarawak Ministry of Social Development and Urbanisation as a Special Advisor to the Chief Minister from 2003 to 2005, where he was responsible in assisting the state government of Sarawak in enhancing social stability and security. He left Sarawak in 2005 to join SM Security (M) Sdn Bhd as the Managing Director. His responsibilities included providing security service to various governmental and private institutions.

In 2005, Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar was appointed as the Independent Non-Executive Director of Berjaya Corporation Berhad till 2018. From 2008 to 2017, he was also the Director of Berjaya Inter-Pacific Securities Sdn Bhd, a subsidiary of Berjaya Corporation Berhad.

Presently, he is the Director of Sunsuria Development Sdn Bhd since 2004, a special advisor to the President of Chinese Chambers of Commerce Malaysia and holds directorships in 10 different companies within our Group.

He was appointed as our Director in March 2011, and subsequently as the director of Swift Logistics TA in October 2013 and Swift Integrated Logistics in October 2016. Following the acquisition of Tanjong Express in 2018, he was appointed as the director of Tanjong Express and its subsidiary, Tanjong Express Logistic. He was also appointed as the director of Komunajaya in the same year. Later in 2019, he was appointed as a director of Agenda Wira and in September 2020, upon the acquisition of Sentiasa Hebat, he became a director of 3 other subsidiaries within our Group namely, Agensi Tanjung Bruas, Sentiasa Hebat and Sentiasa Hebat (Penang).

Further details of his directorships in other private limited companies are as set out in Section 5.2.4 of this Prospectus.

### **Loo Yong Hui**

*Promoter, substantial shareholder and Non-Independent Executive Director*

Loo Yong Hui, a Malaysian aged 33, is our Non-Independent Executive Director and Group Chief Executive Officer. He was appointed to our Board on 28 March 2014 and was designated as our Non-Independent Executive Director on 25 June 2021.

He graduated with a Bachelor's degree in Chemical Engineering from the University of Manchester, United Kingdom in 2010.

After his graduation, he began his career with ECM Libra Financial Group Berhad as a Management Associate Trainee from 2011 to 2012. Thereafter, in 2012 he was transferred to Libra Invest Berhad, a buy side fund management company until 2013, as an Analyst where he was responsible to support fund managers of equity stocks, particularly in the oil & gas and transportation sectors.

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

In 2013, he left Libra Invest Berhad to join our Company as the Manager of Corporate Planning. He was involved in various corporate exercises such as the acquisitions of companies and lands.

In 2014, he was appointed as our Director and was responsible for the container haulage division in the Central region and the Corporate Planning department.

In 2019, he was appointed as our Group Executive Director and assisted the management in overseeing the Group Corporate Planning, Group IT and container depot, cross-border transportation and container haulage divisions for the Central and Northern regions.

He was appointed as our Deputy Group Chief Executive Officer in January 2021 and was promoted to our Group Chief Executive Officer on 1 May 2021. As Group Chief Executive Officer, he is responsible for the Group Finance, Group Human Resource & Administration and Health, Safety, Security, Environment and Quality and Group Legal, Corporate Services and Strategic Communication departments as well as the container haulage, warehousing, freight forwarding, cross-border transportation and inland distribution divisions for the Northern, Southern, Eastern and Central regions.

With more than 8 years of experience in the logistics sector, he presently holds directorships in 16 different companies within our Group. Besides his appointment as Director of our Company, he was also appointed as a director of the following companies within our Group:

- 2015: Container Connections
- 2016: Swift Integrated Logistics, Swift Haulage Services, MILS Cold Hub and Swift Commerce
- 2018: Tanjung Express, and its subsidiary, namely Tanjung Express Logistic and Komunajaya
- 2019: Agenda Wira
- 2020: Agensi Tanjung Bruas, Earth Move International, Northern Gateway Depot, Sentiasa Hebat, Sentiasa Hebat (Penang) and Top Tyres & Workshop.

He is the son of Loo Hooi Keat, our Non-Independent Non-Executive Director.

Further details of his directorships in other private limited companies are as set out in Section 5.2.4 of this Prospectus.

### **Loo Hooi Keat**

*Promoter, Substantial Shareholder and Non-Independent Non-Executive Director*

Loo Hooi Keat, a Malaysian aged 66, is our Non-Independent Non-Executive Director and Advisor. He was appointed to our Board on 27 March 2018 and was designated as our Non-Independent Non-Executive Director on 25 June 2021.

He completed his Certification of Public Accountant in 1982. He is presently a member of the Malaysian Institute of Certified Public Accountants (MICPA) and has been a member since 1981.

He started his career at Coopers and Lybrand as an Article Clerk in 1976. He then left in 1981 to join Bata Malaysia as an Accountant, where he was responsible for the company's financial accounts. After a year at Bata Malaysia, he joined Sime Darby group of companies as a Group Accountant from 1982 to 1985, where he was entrusted to manage the Sime Darby Group of Companies' financial accounts. He continued his career as a Group Accountant in Lion Enterprise Sdn Bhd from 1986 to 1989 where he was responsible for the financial accounts of the Lion group of companies.

He then left Lion Group and joined United Engineers (Malaysia) Berhad as a Group General Manager from 1990 to 1992, managing the group's trading unit, transport unit, Corporate and Finance department and Group Human Resources. In 1992, after leaving United Engineers (Malaysia) Berhad, he joined Konsortium Logistik Berhad (currently known as POS Logistic Berhad) as Executive Vice President, managing and overseeing the group's business operations and strategic plans until 2010.



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

He was appointed as an Executive Director of Pelikan International, a public listed company on the Main Market of Bursa Securities on April 2005 and was thereafter appointed as the Executive Chairman in April 2005. Subsequently, he was re-designated as the President / Chief Executive Officer of Pelikan International in November 2007 until present, where he is responsible for managing the business and all personnel employed under Pelikan International and its subsidiaries.

In 2015, he joined our Group as the Chief Executive Officer and was responsible for our Group's operations. He was then appointed as a Director of our Company on 27 March 2018. Subsequently, on 30 April 2021, he resigned as our Chief Executive Officer but remained as a Director of our Company. In view of his experience of approximately 24 years in the logistics industry, our Group has appointed him as an Advisor from 25 June 2021 onwards to provide strategic guidance on the business direction and development of our Group.

He is also a director of BLG Swift since 2016, Global Vision Logistics since 2017 and Swift Integrated Logistics since 2019 and Swift Mega Carriers since 2020.

Further details of his directorships in other private limited companies are as set out in Section 5.2.4 of this Prospectus.

**KWAP**

*Substantial shareholder*

KWAP was established on 1 March 2007 under the Retirement Fund Act 2007 (Act 662) replacing the repealed Pensions Trust Fund Act 1991 (Act 454). With the incorporation of KWAP, all powers, functions, activities, assets and liabilities of the Pension Trust Fund were taken over in totality by KWAP.

The objective of KWAP is to manage the fund established under Section 13 of the Retirement Fund Act 2007 (Act 662) ("**Fund**") towards achieving optimum returns on its investments. The Fund shall be applied towards assisting the Federal Government in financing its pension liability.

The functions of KWAP are as follows: (1) management of contributions from the Federal Government, statutory bodies, local authorities and other agencies; (2) administration, management and investment of the Fund in equity, fixed income securities, money market instruments and other forms of investments as permitted under the Retirement Fund Act 2007 (Act 662); and management and payment of pension.

The board members of KWAP as at the LPD are Dato' Asri bin Hamidon @ Hamidin, Tan Sri Mohd Khairul Adib bin Abdul Rahman, Datuk Dr. Yacob bin Mustafa, Encik Adnan Zaylani bin Mohamad Zahid, Datuk Siti Zainab Binti Omar, Puan Anis Rizana binti Mohd Zainudin @ Mohd Zainuddin, YM Raja Teh Maimunah Raja Abdul Aziz, Dato' Azmi bin Abdullah, Encik Abdul Rahman bin Hj. Mohd Nordin, Dato' Sri Sharifah Sofianny binti Syed Hussain and Puan Nik Amlizan binti Mohamed.

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

**Bluefin**

*Substantial shareholder*

Bluefin was incorporated on 8 September 2016 in Cayman Islands under the Laws of the Cayman Islands as an exempted company under its present name.

The principal activity of Bluefin is an investment holding company.

As at the LPD, the issued share capital of Bluefin is USD 1 comprising 1 ordinary shares.

The director of Bluefin as at the LPD is IQ EQ Corporate Services (Cayman) Limited. The particulars of Bluefin's shareholder and shareholding details as at the LPD are as follows:

Shareholder	Place of Incorporation	Direct		Indirect	
		No. of Shares	%	No. of Shares	%
Landmark Holdco Limited <sup>(1)</sup>	Cayman Islands	1	100.00	-	-

**Note:**

- (1) Neoma South-East Asia Fund II L.P. holds 90.94% and Neoma South-East Asia Fund II 'A' L.P. holds 9.06% in Aureos South-East Asia Fund II Singapore Pte Ltd, respectively. Aureos South-East Asia Fund II Singapore Pte Ltd in turn holds 100% in Landmark Holdco Ltd.

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

### 5.1.4 Promoters and substantial shareholders' remuneration and benefits

Save for the dividends to be paid or proposed to be paid, if any, to our Promoters and substantial shareholders and the aggregate remuneration and benefits paid or proposed to be paid to our Promoters and substantial shareholders for services rendered to our Group in all capacities for the FYE 2020 and FYE 2021 as set out in Section 5.4 of this Prospectus, 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.

## 5.2 DIRECTORS AND KEY SENIOR MANAGEMENT

### 5.2.1 Directors

Our Board comprises the following members:

<u>Name</u>	<u>Age</u>	<u>Nationality</u>	<u>Date of appointment</u>	<u>Designation</u>
Tan Sri Dato Sri Abi Musa Asa'ari Bin Mohamed Nor (M)	71	Malaysian	22 June 2021	Independent Non-Executive Chairman
Loo Yong Hui (M)	33	Malaysian	28 March 2014	Non-Independent Executive Director / Group Chief Executive Officer
Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar (M)	74	Malaysian	9 March 2011	Non-Independent Non-Executive Director
Loo Hooi Keat (M)	66	Malaysian	27 March 2018	Non-Independent Non-Executive Director / Advisor
Datuk Noripah Binti Kamso (F)	64	Malaysian	22 June 2021	Independent Non- Executive Director
Dato' Gopikrishnan A/L N.S. Menon (M)	60	Malaysian	22 June 2021	Independent Non- Executive Director
Rozainah Binti Awang (F)	53	Malaysian	22 June 2021	Independent Non- Executive Director

**Notes:**

(M) Male.

(F) Female.

Other than Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar and Loo Hooi Keat who are the directors of Persada Bina and Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar and Loo Yong Hui who are the shareholders of Persada Bina, none of our Directors represent any corporate shareholder on our Board. For details on the association of family relationship between our Promoters, Directors and key senior management, please refer to Section 5.7 of this Prospectus.

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

### 5.2.2 Profile of Directors

The profiles of our Directors are as follows:

**Tan Sri Dato Sri Abi Musa Asa'ari Bin Mohamed Nor**  
*Independent Non-Executive Chairman*

Tan Sri Dato Sri Abi Musa Asa'ari bin Mohamed Nor, a Malaysian aged 71, is our Independent Non-Executive Chairman. He was appointed to our Board on 22 June 2021.

He has 33 years of experience in the Malaysian Civil Service. He completed his Master of Business Administration (MBA) from Birmingham University, United Kingdom in 1988. Prior to this, he graduated with a Bachelor's degree in Economics from the University of Malaya in 1973 and a Diploma in Development Administration from Birmingham University, United Kingdom in 1980. He also received an Honorary PhD in Economic Management from Sultan Idris Education University in 2017.

He had served 33 years in the Malaysian Civil Service from 1973 until his retirement in 2006. He started work as an Assistant Director of Establishment in the Public Services Department in 1973 and progressed to become the Deputy Director of Management of The National Bureau of Investigations Malaysia in 1977, a position he held until 1979.

He then moved to serve as the Programme Coordinator of Public Enterprises Training at the National Institute of Public Administration (INTAN) from 1980 to 1985 after post-graduate training in the United Kingdom in 1979. Subsequently, he was appointed as the Deputy Director of Establishment at the Public Services Department in 1988 until 1991 when he moved to become the Deputy Director of the Petroleum Development Unit of the Prime Minister Department from 1991 until 1995.

In 1995, he became the Deputy Director of Budget in the MOF and thereafter moved to the Federal Agricultural Marketing Authority (FAMA) Malaysia as Director General in 1998. In 2001, he was promoted as the Secretary General of the Ministry of Agriculture and Agro-Based Industry and served in that capacity until his retirement in 2006.

On the international stage, from 1991 to 1995, he was the Malaysian Secretary / Coordinator who involved in the negotiations for the formation of the Malaysian Thailand Joint Authority. He had also served as the Chairman of the Association of Food Marketing Agencies of Asia Pacific from 1998 to 2000, and subsequently the Chairman of Tropical Fruits Network of Asia Pacific from 2002 to 2006. During the same period, he was also a Council Member of the Food and Agriculture Organisation (FAO Rome). In 2005, he was elected as the Chairman of the ASEAN Senior Agriculture Officials Meetings for one year.

After his retirement from the Government service in 2006, he served in various companies in both the public and private sectors. Notably, in public companies and government linked agencies, he was the Chairman and a member of the board of directors of the Cocoa Industries Development Board, Malaysia from 2006 to 2012. In 2007, he was appointed as the Chairman and a member of the board of directors of Sultan Idris Education University Malaysia (UPSI) until 2013. During the same period, he was also the Chairman and a member of the board of directors of Tabung Haji Malaysia. Subsequently in 2019, he was appointed as Pro Chancellor of Universiti Malaysia Pahang.

In the private sector, he had served as an Independent Non-Executive Director of Heitech Padu Berhad, a company listed on the Main Market of Bursa Securities from 2006 to 2018. In 2015, he was the Chairman of the Supervisory Board of Pelikan AG, a company listed on the Frankfurt Stock Exchange until 2018. He was also an Independent Non-Executive Chairman of Pelikan International, a company listed on the Main Market of Bursa Securities from 2013 to 2019. He is the Independent Non-Executive Chairman of MCT Berhad and Heitech Padu Berhad, both public listed companies on the Main Market of Bursa Securities since 2015 and 2019 respectively.

Further details of his directorships in other private limited companies in Malaysia are as set out in Section 5.2.4 of this Prospectus.

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

**Loo Yong Hui**

*Non-Independent Executive Director / Group Chief Executive Officer*

Please refer to Section 5.1.2 of this Prospectus for his profile.

**Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar**

*Non-Independent Non-Executive Director*

Please refer to Section 5.1.2 of this Prospectus for his profile.

**Loo Hooi Keat**

*Non-Independent Non-Executive Director / Advisor*

Please refer to Section 5.1.2 of this Prospectus for his profile.

**Datuk Noripah Binti Kamso**

*Independent Non-Executive Director*

Datuk Noripah Binti Kamso, a Malaysian aged 64, is our Independent Non-Executive Director. She was appointed to our Board on 22 June 2021.

She is a member of the Institute of Corporate Directors Malaysia. She completed her Master of Business Administration from Marshall University, Huntington in West Virginia, United States of America ("**USA**") in 1981. Prior to this, she graduated with a Bachelor of Science from Northern Illinois University in Dekalb, Illinois, USA in 1980 and a Diploma in Business Studies from Institute Technology Mara, Malaysia in 1978.

She is involved in various associations and was the President of the Malaysian Futures Brokers Association (MFBA) from 2003 to 2004. She was the Co-Chairman of the Finance Industry Council, Malaysia-US Chamber of Commerce (MYUSCHAM) from 2014 to 2021. She is also a Member of Global Advisory Board for Islamic Finance News (IFN), a publisher of thought leadership and news on Islamic finance as well as a member of the Honor Society for International Scholars, PHI BETA DELTA –Zeta Gamma Chapter, Northern Illinois University, USA.

She started her career in 1980 as a Development Officer, Project Division in Urban Development Authority ("**UDA**") where her responsibility was to oversee the overall implementation of developmental projects comprising apartments, commercial buildings and shop lots in Penang, Kedah, Perak and Kuala Lumpur. In 1983, she left UDA and joined Bank of Commerce (M) Berhad as an Executive to Senior Corporate Banker, Corporate Banking / Corporate Finance department. She was one of the pioneers that established a department called Corporate Banking which lends to high quality emerging companies, under the guidance of Morgan Guarantee Trust of New York.

She then transferred from Bank of Commerce (M) Berhad in 1993 to join Commerce International Merchant Bankers Berhad ("**CIMB**") as Deputy General Manager, Corporate Banking department and worked her way up to General Manager and Director in a span of 11 years. In CIMB, she was responsible for all the corporate lending businesses including retail business and share margin financing in the stock broking subsidiary of CIMB. She was also a Member of the Credit Committee and Group Risk Committee. While serving at CIMB, she was appointed as the Chief Executive Officer and Executive Director of CIMB Futures Sdn Bhd from 1996 to 2012, where she nurtured the company into becoming one of the three profitable derivatives broking companies in Malaysia.

From 2005 to 2013, she was appointed as the Chief Executive Officer and Executive Director of CIMB Principal Asset Management Berhad. During her tenure, she had evolved the company into a regional asset management house with offices in Malaysia, Indonesia and Singapore. From 2008 to 2012, she was then appointed as Chief Executive Officer and Executive Director of CIMB Principal Islamic Asset Management Berhad from 2007 to 2013, where she was a founding member who established a global platform offering investment capabilities in equities and sukuk for global institutional investors.

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

In 2009, she spent five months undergoing a Global Leadership Preparation, an intense (on the job) leadership preparation based on the Global Business Model at Principal Global Investors Europe (PGIE) in London, United Kingdom.

As a banker for 30 years, her role includes being an Advisor for Group Islamic Banking division at CIMB Islamic Bank Berhad for a year in 2013. During this short period of time, she had introduced organisational processes that have improved the speed in delivery and maximised the profitability of the products.

In 2015, she was a Global Practitioner in Residence in the Center for Global Citizenship of Principal Financial Group, USA. In this role, she was attached to Drake University, Des Moines, Iowa, USA and lectured Master of Business Administration (MBA) and undergraduate students in Islamic Capital Market at the School of Business and Public Administration. She was a Visiting Fellow in Islamic Finance at the Oxford Centre for Islamic Studies (“OCIS”) for the academic year 2016-2017. During her term there, she pioneered the framework to establish a new Islamic Finance Unit in OCIS, Oxford. Since 2015, she continues to lecture Fundamentals of Islamic Finance Contracts to practicing lawyers who are pursuing Master of Law at St. Joseph University in Beirut, Lebanon. Universiti Utara Malaysia honored her as an Adjunct Professor under their School of Economics, Finance & Banking from 2014 to 2020. She is currently also an Adjunct Professor for the Faculty of Business Management, Universiti Teknologi MARA (UITM) until July 2021.

Since 1996 up till today, she has been a director of various public and private companies. She was an Independent Non-Executive Director of Malaysian Derivatives Clearing House (MDCH) from 1996 to 1999. Bursa Securities appointed her as a Member of its Market Participants Committee from 2014 to 2015. From 2014 to 2017, she was an Independent Non-Executive Director of Malaysia Debt Ventures Berhad, a Government Linked Agency under the MOF. In 2015, she was appointed by the SC as a Public Interest Director of the Federation of Investment Managers Malaysia, a self-regulatory body that imparts governance of the unit trust industry to protect the interest of investors until 2017. She sat as an Independent Non-Executive Director for BIMB Investment Management Berhad, a subsidiary of Bank Islam from 2015 to 2018. She was also the Chairman of Bank Rakyat since 2018 until 2020. She was also the Board of Trustee of International Council of Islamic Finance Educators (ICIFE) from 2019 to 2020.

Currently, she sits as an Independent Non-Executive Director at Top Glove Corporation Berhad since 2015.

Further details of her directorships in other private limited companies in Malaysia are as set out in Section 5.2.4 of this Prospectus.

### **Dato’ Gopikrishnan A/L N.S. Menon** *Independent Non-Executive Director*

Dato Gopikrishnan A/L N.S. Menon, a Malaysian aged 60, is our Independent Non-Executive Director. He was appointed to our Board on 22 June 2021.

He has 33 years of experience with the AmBank Group, Malaysia. He completed his Bachelor of Commerce Degree from the University of New South Wales, Sydney, Australia in 1985 majoring in Accounting, Finance and Systems.

In 1987, he started his career as an Executive Trainee at Arab-Malaysian Merchant Bank Berhad’s Johor Bahru branch, handling Corporate Banking & Factoring for mid-tier businesses in the Southern region. In 1992, he was transferred to Arab-Malaysian Merchant Bank Berhad’s head office in Kuala Lumpur where he was responsible for selected corporate banking clients whilst handling Arab-Malaysian Merchant Bank Sabah and Sarawak’s Branch Supervision.

In 1996, he was seconded to AMMB International (Labuan) Ltd, as a manager where he was responsible for marketing strategies, evaluating and structuring loan / credit applications and achieving projected corporate goals.

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

In 2003, he was transferred to the Group Rehabilitation Unit of AmBank Berhad as Vice President where he was promoted to General Manager in 2004. He held this role until his appointment in 2008 as Director of Investment Banking at AmInvestment Bank, where he was then responsible for managing AmBank Group's relationship with their borrowers. He retired from AmInvestment Bank in February 2021.

### **Rozainah Binti Awang**

*Independent Non-Executive Director*

Rozainah Binti Awang, a Malaysian aged 53 is our Independent Non-Executive Director. She was appointed to our Board on 22 June 2021.

She has more than 17 years of experience with MISC Berhad and its group of companies ("**MISC Group**"). She holds a Chartered Institute of Management Accountant (CIMA) qualification in 1991. She is also an Associate Member of CIMA since 1996 and became a fellow of CIMA in 2016.

She started her professional career as a Trainee Accountant at Aluminium Company of Malaysia Berhad in 1992, where she was responsible for product costing, data management, variance analysis and assisted in various product costing improvement activities. She was then promoted as an Assistant Accountant within the same organisation after 6 months. She left Aluminium Co. of Malaysia Berhad in 1994 and in the same year, she expanded her horizon to TIME Telecommunications Sdn Bhd (Timedotcom) as a Demand Analyst / Senior Management Accounting Executive, handling the establishment of selected products costings, analysing market demand, established forecast and responsible for the budget of certain products until 1997. She then joined KUB GAS Sdn Bhd in 1997 until 1998 as the Head of Finance department, responsible for overseeing the finance department and matters relating to procurement and administration and became a Senior Cost Accountant when she joined Colgate Palmolive (M) Sdn Bhd in 1998.

In 2002, Rozainah joined Offshore Business, a newly (then) established division of MISC Berhad as the Manager of Finance and Project Services. She was responsible on the unit's financial accounts and management accounting including project cost control and procurement. In 2006, she was promoted to Senior Manager, Finance of Offshore Business. In 2007, she stepped into MISC Group function as a Senior Manager of Strategic Planning. In the subsequent year, she was promoted as the General Manager of the Strategic Planning division where she was responsible for the annual business plan and budgeting of the MISC Group. She was also responsible for steering the establishment of strategies and initiatives for the MISC Group.

She was entrusted to manage the overall financial and management of 12 assets worth more than USD2.0 billion including the cost management of ongoing projects when she was the General Manager of Finance at the Offshore Business Unit of MISC Berhad in 2011. She was promoted as the Vice President of Finance at MISC Berhad in 2013 until 2019. As the Vice President of Finance, she was responsible for the overall financial management of the MISC Group.

From 2013 to 2019, she was appointed as a director of Labuan Reinsurance (L) Limited and was later appointed as a director of Malaysia Marine and Heavy Engineering Holdings Berhad from 2016 up to 2019. She was one of the committee members of the London P&I Club from 2016 to 2019 and a board member of various subsidiaries of MISC Berhad, including some joint venture subsidiaries during her tenure with the MISC Group.

Further details of her directorships in other private limited companies in Malaysia are as set out in Section 5.2.4 of this Prospectus.

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

**5.2.3 Directors' shareholdings**

The direct and indirect shareholdings of our Directors in our Company before and after our IPO are as follows:

Directors	Before our IPO			After our IPO- Assuming the Over-allotment Option is not exercised <sup>(2)</sup>			After our IPO- Assuming the Over-allotment Option is fully exercised <sup>(2)</sup>		
	Direct	Indirect	% <sup>(1)</sup>	Direct	Indirect	% <sup>(3)</sup>	Direct	Indirect	% <sup>(3)</sup>
Tan Sri Dato Sri Abi Musa Asa'ari Bin Mohamed Nor	-	-	-	500,000	-	0.06	500,000	-	0.06
Loo Yong Hui	-	(4)[454,208,502]	[61.99]	-	(4)[339,208,502]	[38.12]	-	(4)[319,208,502]	[35.87]
Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar	-	(4)[454,208,502]	[61.99]	-	(4)[339,208,502]	[38.12]	-	(4)[319,208,502]	[35.87]
Loo Hooi Keat	-	(5)[454,208,502]	[61.99]	-	(5)[339,208,502]	[38.12]	-	(5)[319,208,502]	[35.87]
Datuk Noripah Binti Kamsu	-	-	-	500,000	-	0.06	500,000	-	0.06
Dato' Gopikrishnan A/L N.S. Menon	-	-	-	500,000	-	0.06	500,000	-	0.06
Rozainah Binti Awang	-	-	-	100,000	-	0.01	100,000	-	0.01

**Notes:**

- (1) Based on our issued Shares of 732,661,602 Shares after the Share Split but before our IPO.
- (2) Assuming our Directors will fully subscribe for their respective allocation under the Pink Form Allocation.
- (3) Based on our enlarged issued Shares of 889,804,502 Shares after our IPO.
- (4) Deemed interested by virtue of Section 8(4) of the Act, through his shareholding of more than 20.00% in Persada Bina.
- (5) Deemed interested by virtue of Section 59(11)(c) of the Act, through his son, Loo Yong Hui's indirect shareholdings in our Company via Persada Bina.



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

**5.2.4 Principal business activities and directorships in other corporations outside of our Group for the past 5 years**

Save as disclosed below, none of our Directors have any principal business activities and directorships in any other corporations outside of our Group, at the present and within the past 5 years up to the LPD:

(i) **Tan Sri Dato Sri Abi Musa Asa'ari Bin Mohamed Nor**

<u>Company</u>	<u>Position held and Direct / Indirect Interest</u>	<u>Date appointed as Director / Date of joining as partner</u>	<u>Date resigned as Director</u>	<u>Principal activities</u>
<b><u>Present Directorships</u></b>				
Axile Consulting Sdn Bhd	Director and Shareholder (Direct 30.00%)	5 November 2009	-	Providing general consultancy services for sustainability and community projects
Heitech Next Sdn Bhd	Director	1 November 2018	-	Project management, system integration and software engineering
MCT Berhad <sup>(1)</sup>	Independent Non-Executive Director and Chairman	1 April 2015	-	Investment holding of shares of subsidiaries principally involved in property development and property investment
Heitech Padu Berhad <sup>(1)</sup>	Director	17 October 2006	-	To offer and provide total information technology business solutions
Yayasan Heitech	Director	2 December 2011	-	To grant scholarship, contribute or loan to the poor or orphans, student and youths who are unable to go for further studies in or outside the country, and to support, give aid to socio-economic projects for the benefit of Malaysian only, irrespective of race, religion or creed for the promotion of the spirit of self-support by providing opportunities of employment and increasing their standards of living.

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

Company	Position held and Direct / Indirect Interest	Date appointed as Director / Date of joining as partner	Date resigned as Director	Principal activities
<b><u>Past Directorships</u></b>				
PSG Data Sdn Bhd	Director	12 March 2005	31 December 2018	Dormant <sup>(2)</sup>
Integrated Healthcare Solutions Sdn Bhd	Director	12 March 2015	31 December 2018	Patient management software for clinic and hospitals
Platinum Techsolve Sdn Bhd	Director	15 January 2016	12 November 2018	Investment holding
Pelikan International	Director	27 July 2012	30 September 2019	Investment holding of shares of subsidiaries principally involved in manufacturing, distribution of writing instruments, art, painting and hobby products, school and office stationery, papeterie products, provision of logistics services and investment holding
Platinum Nanochem Sdn Bhd	Director	7 October 2006	30 June 2016	Investment holding of shares and provision of management services <sup>(3)</sup>

**Notes:**

- (1) A company listed on the Main Market of Bursa Securities.
- (2) There is no immediate plan for this company currently.
- (3) This company has been wound up.

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

(ii) Loo Yong Hui

Company	Position held and Direct / Indirect Interest	Date appointed as Director / Date of joining as partner	Date resigned as Director	Principal activities
<b><u>Present Shareholdings</u></b>				
Persada Bina	Shareholder (Direct 30.00%)	-	-	Engage in contracting business and investment holding in shares
Bestwell Capital Sdn Bhd	Shareholder (Direct 20.00%)	-	-	Japanese restaurant
<b><u>Past Directorships</u></b>				
Gold Cold Integrated Logistics Sdn Bhd	Director	29 December 2016	1 June 2018	Provide cold and chill storage services, cold chain logistics solutions and related services to customer
Roda Wama Sdn Bhd	Director	6 July 2018	30 December 2020	Provide transportation and haulage services
Mekar Canggih Sdn Bhd	Director	6 July 2018	30 December 2020	Providing transportation and related services

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

(iii) **Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar**

<b>Company</b>	<b>Position held and Direct / Indirect Interest</b>	<b>Date appointed as Director</b>	<b>Date resigned as Director</b>	<b>Principal activities</b>
<b><u>Present Directorships</u></b>				
Persada Bina	Director and Shareholder (Direct 70.00%)	16 September 2003	-	Engage in contracting business and investment holding of shares
Web Bayumas Sdn Bhd	Director and Shareholder (Direct 30.00%)	19 July 2017	-	Investment holding
Sunsuria Holdings Sdn Bhd	Director	3 April 2008	-	Investment holding in corporate management services
Sunsuria Development Sdn Bhd	Director	26 August 2004	-	Investment holding in provision of management services
Kaypi Technologies	Director and Shareholder (Indirect 70.00%)	19 January 2011	-	Providing ICT maintenance and support services
SM Security (M) Sdn Bhd	Director and Shareholder (Direct 30.00%)	17 November 2004	-	Security services
Yayasan Taat	Director	2 February 2011	-	To raise and provide fund to help the lower income group, orphans and disabled persons in the form of monetary, equipment and temporary shelter; To provide one stop services centre to the target group such as teenagers and widows who need counselling and temporary shelter; to construct a building and to provide education facilities for orphans
Equatorial Palms Sdn Bhd	Director	7 April 2008	-	Property development

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

<b>Company</b>	<b>Position held and Direct / Indirect Interest</b>	<b>Date appointed as Director</b>	<b>Date resigned as Director</b>	<b>Principal activities</b>
<b><u>Past Directorships</u></b>				
Inter-Pacific Securities Sdn Bhd	Director	12 May 2008	31 May 2017	Stock and share broking
Inter-Pacific Asset Management Sdn Bhd	Director	15 July 2008	31 May 2017	To carry on business as a fund manager and investment advisors and management of unit trust fund
Evergreen Oil Sdn Bhd	Director	9 June 2008	28 October 2016	General trading
Magnificent Emblem Sdn Bhd	Director	28 March 2013	11 January 2016	Engage in the business of management consultancy services and manpower professional services
Berjaya Corporation Berhad <sup>(1)</sup>	Independent Non-Executive Director	15 September 2005	28 June 2018	Investment holding of shares of subsidiaries principally involved in financial services, marketing of consumer products and services, motor trading and distribution and provision of after-sales services, environmental and clean technology services, food and beverage, property development and investment, development and operation of hotels, resorts and other recreational activities, gaming operations, telecommunication and information technology related services and investment holding
Stephens Properties Plantations Sdn Bhd	Director	20 March 2007	12 July 2017	Growing of other perennial crops not elsewhere classified ("N.E.C")
Damasan Jaya Sdn Bhd	Director	20 December 2011	30 December 2016	Activities of holding companies
Multimedia Advantage Sdn Bhd	Director	10 December 2007	1 April 2016	Investment holding <sup>(2)</sup>
Swift Executive Taxi & Travel Sdn Bhd	Director	18 June 2012	26 February 2016	Investment holding rental of limousine taxis

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

<b>Company</b>	<b>Position held and Direct / Indirect Interest</b>	<b>Date appointed as Director</b>	<b>Date resigned as Director</b>	<b>Principal activities</b>
Swift Limousine & Cab Sdn Bhd	Director	13 July 2011	26 February 2016	Taxi and limousine services; e-hailing services; car rental services
Swift Logistics Sdn Bhd	Director	23 June 2011	30 December 2020	Activities of holding companies

**Notes:**

- (1) A company listed on the Main Market of Bursa Securities.
- (2) This company has been wound up.

**(iv) Loo Hooi Keat**

<b>Company</b>	<b>Position held and Direct / Indirect Interest</b>	<b>Date appointed as Director / Date of joining as partner</b>	<b>Date resigned as Director</b>	<b>Principal activities</b>
<b>Present Directorship</b>				
Senja Aman Development Sdn Bhd	Director	16 April 2012	-	Property development
SA Wellness Sdn Bhd	Director	16 July 2014	-	Wellness centre ownership and operation
SA Hotels & Resorts Sdn Bhd	Director	16 July 2014	-	Properties for hotel operations and all kind of leisure facilities
Senja Aman Holdings Sdn Bhd	Director	30 July 2010	-	Investment holding with its subsidiaries involved in property development, properties for hotel operations and all kind of leisure facilities and wellness centre ownership and operation

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

Company	Position held and Direct / Indirect Interest	Date appointed as Director / Date of joining as partner	Date resigned as Director	Principal activities
Pelikan International <sup>(1)</sup>	Director	22 April 2005	-	Investment holding of shares of subsidiaries principally involved in manufacturing, distribution of writing instruments, art, painting and hobby products, school and office stationery, papeterie products, provision of logistics services and investment holding
PBS Office Supplies Holding Sdn Bhd	Director and Shareholder (Direct 53.38%)	22 August 1996	-	Investment holding with investment in shares and trading of stationery products
PBS Office Supplies (Malaysia) Sdn Bhd	Director and Shareholder (Direct 0.99%)	22 March 1994	-	Activities of holding companies
Geha-Werke (M) Sdn Bhd	Director and Shareholder (Direct 0.99%)	30 October 2002	-	Trading, distribution and marketing of office equipment and components
PBS Office Supplies Pte Ltd (incorporated in Singapore)	Director	1 June 1992	-	Wholesale of stationery
PBS Office Supplies Pte Ltd (Foreign Branch)	Agent	19 February 2002	-	Dormant <sup>(2)</sup>
WJ Industries (M) Sdn Bhd	Director and Shareholder (Direct 30.00%)	29 October 1988	-	Furniture, stationeries, scientific instruments and etc.
Mahir Agresif (M) Sdn Bhd	Director and Shareholder (Direct 99.99%)	15 May 2008	-	Investment holding with investment in shares
Persada Bina	Director	14 June 2013	-	Engage in contracting business and investment holding in shares



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

Company	Position held and Direct / Indirect Interest	Date appointed as Director / Date of joining as partner	Date resigned as Director	Principal activities
Kaypitech Sdn Bhd	Director	14 June 2013	-	General trading, investment, and properties
<b><u>Past Directorships</u></b>				
Marktrade Sdn Bhd	Shareholder (Direct 80.00%)	-	-	Housing and property development
Swift Limousine & Cab Sdn Bhd	Director	13 July 2011	26 February 2016	Taxi and limousine services; e-hailing services; car rental services
Pelikan Procurement Sdn Bhd	Director	28 March 2016	11 June 2018	Production, procurement, buying, selling and marketing of stationary products; hold shares, stocks, debentures, bonds, obligations and securities issues or guaranteed by company; investment property.

**Notes:**

- (1) A company listed on the Main Market of Bursa Securities.  
(2) There is no immediate plan for this company currently.

(v) **Datuk Noripah Binti Kamso**

Company	Position held and Direct / Indirect Interest	Date appointed as Director	Date resigned as Director	Principal activities
<b><u>Present Directorships</u></b>				
Top Glove Corporation Bhd <sup>(1)</sup>	Independent Non-Executive Director	18 March 2015	-	Investment holding of shares of subsidiaries principally involved in the manufacturing and trading of gloves and healthcare related products and provision of management services

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

Company	Position held and Direct / Indirect Interest	Date appointed as Director	Date resigned as Director	Principal activities
<b><u>Past Directorships</u></b>				
Uniutama Education and Consultancy Sdn Bhd	Director	1 April 2018	31 December 2018	Providing training and consultancy services; operation and management of academic programmes; operator of international school
Federation of Investment Managers Malaysia	Director	5 August 2015	5 August 2017	Self-regulatory body that imparts governance oversight of the unit trust industry to protect the interest of investors
BIMB Investment Management Berhad <sup>(2)</sup>	Director	10 February 2015	14 December 2018	Managing unit trust funds based on sustainability and Islamic principles
Malaysia Debt Ventures Berhad	Director	17 September 2014	14 November 2017	Engage in the provision of financing facilities to the ICT, biotechnology and other emerging technology sectors as mandated by the Government of Malaysia to spur the development of the ICT and biotechnology sectors in Malaysia

**Notes:**

- (1) A company listed on the Main Market of Bursa Securities.
- (2) A subsidiary of BIMB Holdings Berhad, a company listed on the Main Market of Bursa Securities.

(vi) **Dato' Gopikrishnan A/L N.S. Menon**

Dato' Gopikrishnan A/L N.S. Menon does not have any principal business activities and directorships in any other corporations outside of our Group, at the present and within the past 5 years up to the LPD.

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

(vii) **Rozainah Binti Awang**

<b>Company</b>	<b>Position held and Direct / Indirect Interest</b>	<b>Date appointed as Director / Date of joining as partner</b>	<b>Date resigned as Director</b>	<b>Principal activities</b>
<b><u>Past Directorships</u></b>				
MISC Offshore Holdings (Brazil) Sdn Bhd	Director	25 February 2013	8 April 2019	Investment holding company; in a joint venture with SBM BV for floating production, storage and offloading ("FPSO") project
Malaysia Marine and Heavy Engineering Holding Berhad <sup>(1)</sup>	Director	16 June 2016	11 April 2019	Investment holding of shares of subsidiaries principally involved in oil and gas engineering and construction works and marine conversion and repair
AET Product Tankers Sdn Bhd	Director	3 March 2016	4 July 2017	Conduct of chemical business
Malaysia Deepwater Production Contractors Sdn Bhd	Director	28 February 2015	8 April 2019	Operation and maintenance of FPSO facility
MISC Ship Management Sdn Bhd	Director	18 September 2014	8 April 2019	Transportation, distribution and supply of gaseous fuels of all kinds through system; other services activities incidental to water transportation N.E.C.; other transportation support activities N.E.C
Dialog Terminals Sdn Bhd	Director	20 September 2014	1 October 2016	Investment holding in tank terminal businesses
MISC Agencies Sdn Bhd	Director	1 April 2013	8 April 2019	Other service activities incidental to water transportation N.E.C.
MISC Tanker Holdings Sdn Bhd	Director	1 April 2013	8 April 2019	Investment holding for petroleum shipping business

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

Company	Position held and Direct / Indirect Interest	Date appointed as Director / Date of joining as partner	Date resigned as Director	Principal activities
MISC Tankers Sdn Bhd	Director	1 April 2013	8 April 2019	Providing management services to owners and operators of ships transporting LNG and investment holding for petroleum shipping business
MTTI Sdn Bhd	Director	19 September 2014	8 April 2019	Investment holding in ship-owning / ship operating business (in liquidation)

**Note:**

(1) A company listed on the Main Market of Bursa Securities.

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

### 5.2.5 Involvement of our Executive Director in other businesses or corporations

Save as disclosed in Section 5.2.4 of this Prospectus, our Executive Director, Loo Yong Hui is not involved in other businesses or corporations. His involvement in other businesses or corporations is not expected to affect the operations of our Group as his involvement in the aforesaid companies is minimal as one of these companies is investment holding of shares. In addition, he does not hold executive position in the aforesaid companies and such businesses' or corporations' operations do not require his involvement on a day-to-day basis as these businesses or corporations are managed by or operated by the other shareholders or have their own independent management teams. Hence, our Board is of the view that this would not affect his contribution and performance in our Group.

### 5.2.6 Key Senior Management

Our key senior management comprises the following:

Name	Age	Nationality	Designation
Loo Yong Hui (M)	33	Malaysian	Non-Independent Executive Director / Group Chief Executive Officer
Stephanie Lim Bee Hong (F)	51	Malaysian	Managing Director of the Southern Region (for container haulage, warehousing and freight forwarding divisions)
David Poh Tatt Wei (M)	38	Malaysian	Executive Director of the Central Region (for inland distribution division)
Esther Kee Chung Ching (F)	43	Malaysian	Group Chief Financial Officer
Mazlan Bin Abdul Jalil (M)	53	Malaysian	Executive Director of the Eastern Region (for container haulage, warehousing, freight forwarding and inland distribution divisions)
Ng Chee Kin (M)	63	Malaysian	Executive Director of the Central Region (for warehousing, freight forwarding and cross-border transportation divisions)
Tracy Neoh Lay Cheng (F)	51	Malaysian	Executive Director of the Northern Region (for container haulage division)
Muhammad Roy Nunis Bin Abdullah (M)	63	Malaysian	Senior General Manager of the Group Human Resource & Administration and Health, Safety, Security, Environment and Quality
Riznida Eliza Binti Hamzah (F)	50	Malaysian	Senior General Manager of the Group Legal, Corporate Services and Strategic Communications
Thomas Ramadas (M)	50	Malaysian	Senior General Manager of the Central Region (for container haulage division)

#### Notes:

(M) Male.

(F) Female.

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

**5.2.7 Key senior management's shareholdings**

The shareholding of our Executive Director, Loo Yong Hui, who is also part of our key senior management is set out in Section 5.1.1 of this Prospectus and the shareholdings of our other key senior management in our Company before and after our IPO are as follows:

Key senior management	Before our IPO		After our IPO – Assuming the Over-allotment Option is not exercised <sup>(2)</sup>		After our IPO – Assuming the Over-allotment Option is fully exercised <sup>(2)</sup>	
	No. of Shares	% <sup>(1)</sup>	Direct	Indirect	Direct	Indirect
			No. of Shares	% <sup>(3)</sup>	No. of Shares	% <sup>(3)</sup>
Stephanie Lim Bee Hong	-	-	1,500,000	0.17	1,500,000	0.17
David Poh Tatt Wei	-	-	1,500,000	0.17	1,500,000	0.17
Esther Kee Chung Ching	-	-	500,000	0.06	500,000	0.06
Mazlan Bin Abdul Jalil	-	-	900,000	0.10	900,000	0.10
Ng Chee Kin	492,348	0.07	1,092,348	0.12	1,092,348	0.12
Tracy Neoh Lay Cheng	-	-	1,500,000	0.17	1,500,000	0.17
Muhammad Roy Nunis Bin Abdullah	-	-	900,000	0.10	900,000	0.10
Riznida Eliza Binti Hamzah	-	-	300,000	0.03	300,000	0.03
Thomas Ramadas	-	-	200,000	0.02	200,000	0.02

**Notes:**

- (1) Based on our issued Shares of 732,661,602 Shares after the Share Split but before our IPO.
- (2) Assuming our key senior management will fully subscribe for their respective allocation under the Pink Form Allocation.
- (3) Based on our enlarged issued Shares of 889,804,502 Shares after our IPO.

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

### 5.2.8 Profile of key senior management

The profile of our Executive Director, Loo Yong Hui, who is also part of our key senior management is set out in Section 5.1.3 of this Prospectus, and the profiles of our other key senior management are as follows:

#### **Stephanie Lim Bee Hong**

*Managing Director of the Southern Region (for container haulage, warehousing and freight forwarding divisions)*

Stephanie Lim Bee Hong, a Malaysian aged 51, is our Managing Director of the Southern Region for the container haulage, warehousing and freight forwarding divisions. Presently, she is a director of one of our subsidiaries, Swift Logistics TA.

She graduated with a Sijil Tinggi Pelajaran Malaysia (STPM) in 1988 from Sekolah Menengah St. Joseph, Johor Bahru, Johor.

After her graduation, she began her career in Bestari Marine Sdn Bhd, as a temporary staff in March 1989 and was subsequently absorbed as a permanent staff as a secretary/typist from September 1989 to 1990. During her tenure, she was responsible for secretarial and administrative functions.

In 1990, she was transferred to Boustead Shipping Agencies Sdn Bhd where she took up the role of a Shipping Assistant. The job responsibilities included coordination of forwarding principals' requirement with shipping lines and ensuring customs clearance was done. She then became a Shipping Supervisor in 1991 where her duty involved preparing quotations and documents for clearance. She rose in rank to Shipping Executive in 1993 and was tasked with handling the end-to-end process of shipments.

In 1993, she left Boustead Shipping Agencies Sdn Bhd to join EAC Transport Agencies Sdn Bhd as a Shipping Executive and was promoted over the course of 12 years through the ranks to General Manager in 2005. She was involved in the day-to-day planning, organising and managing the entire business operations.

After the acquisition of EAC Transport Agencies Sdn Bhd by DKSH Transport Agencies (M) Sdn Bhd ("DKSH") (currently known as Swift Logistics TA) in 2005, she continued her employment as General Manager until 2010, where she was promoted to Senior General Manager in 2011. In DKSH, she was responsible for ensuring profitability and employing marketing strategies for the business.

Subsequent to the acquisition of DKSH by our Company in 2013, the company name was changed to Swift Logistics TA. She was then an Executive Director of Swift Logistics TA and was subsequently appointed as Managing Director in 2018 until present. Her role in the management is to oversee the business in the Southern region for the container haulage, warehousing and freight forwarding divisions.

She is the President of the Johor Ports Shipping & Forwarding Association from 2017 until present. She is also a director of Prosperity Hub Development Sdn Bhd.

Further details of her directorship in other private limited company in Malaysia are as set out in Section 5.2.9 of this Prospectus.



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

**David Poh Tatt Wei**

*Executive Director of the Central Region (for inland distribution division)*

David Poh Tatt Wei, a Malaysian aged 38, is our Executive Director of the Central Region for the inland distribution division.

He graduated with a Bachelor of Arts degree in Marketing Management (second class upper division), from Anglia Ruskin University (former name for Anglia Polytechnic University) in Chelmsford, United Kingdom in 2004. He has more than 19 years of experience in managing land transportation.

After his graduation, he began his career in the inland distribution industry from 2002 as an Assistant Branch Manager in Tanjong Express which belonged to his family prior to the acquisition of Tanjong Express by our Company in July 2018. He was responsible for managing Tanjong Express Kuala Lumpur business units for human resources, maintenance, accounts, operations, billings and marketing.

In 2007, he was reassigned to Port Klang to manage Tanjong Express Port Klang with greater responsibility. After 2 years, he set up a branch office in Bukit Beruntung and was appointed as Branch Manager of Tanjong Express.

In 2018, he continued to expand the branch office in Bukit Beruntung. He was then appointed as General Manager of Tanjong Express.

In 2021, he was appointed as our Executive Director of the Central Region for the inland distribution division of Tanjong Express, overseeing the business operations.

Presently, he is a Director of Millennium Collection Sdn Bhd since 2008 and Soon Heng Procurement (M) Sdn Bhd since 2017.

Further details of his directorships in other private limited companies in Malaysia are as set out in Section 5.2.9 of this Prospectus.

**Esther Kee Chung Ching**

*Group Chief Financial Officer*

Esther Kee Chung Ching, a Malaysian aged 43, is our Group Chief Financial Officer.

She graduated with a Bachelor's degree in Finance and Accounting in 2001 from Sheffield Hallam University, United Kingdom.

She completed the Associate of Chartered Certified Accountants (ACCA) examination in 2003 and was admitted as member in year 2008. In the same year, she joined the Malaysian Institute of Accountants as a member. She then became a Fellow Chartered and Certified Accountant in 2013.

After her graduation, she began her career as an Audit Assistant at Yap, Goh & Associate in Year 2002 and thereafter joined Halim & Lee, Public Accountants, an associate of MSI Global Alliance, an independent legal and accounting firm as an Audit Assistant from 2003 to 2006. In September 2003, she was promoted to Audit Senior and her last position before she left the company was an Audit Supervisor. During her tenure, she was mainly responsible for audit planning, resolving audit issues and consolidation and review of statutory accounts.

In 2006, she left Halim & Lee, Public Accountants to join Konsortium Logistik Berhad (currently known as POS Logistics Berhad) as Senior Executive and was then promoted to Assistant Vice President II in year 2007. In year 2009, she was then promoted to Vice President of Finance and became a part of the management team. During her tenure from 2006 to 2011, she was responsible for leading the finance team and overseeing financial requirements of the whole group.

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

In 2012, she joined Pelikan International as Vice President Corporate Planning from 2012 to 2014. In 2014, she joined Persada Bina as Group Financial Officer, responsible for overseeing our Group's finance matters until 2015.

In year 2015, she joined our Company as the Group Chief Finance Officer. Presently, she holds directorships in 5 companies within our Group. She was appointed as the director of Swift Haulage Services, MILS Cold Hub and Swift Commerce in 2017. Subsequently in 2020, she was appointed as a director of Earth Move International and Top Tyres & Workshop.

Further details of her directorships in other private limited companies in Malaysia are as set out in Section 5.2.9 of this Prospectus.

**Mazlan Bin Abdul Jalil**

*Executive Director of the Eastern Region (for container haulage, warehousing, freight forwarding and inland distribution divisions)*

Mazlan Bin Abdul Jalil, a Malaysian aged 53, is our Executive Director of the Eastern Region for the container haulage, warehousing, freight forwarding and inland distribution divisions.

He graduated with a Bachelor of Science Degree in Industrial Engineering from the University of Texas, USA in 1990.

He is a certified Sony AQCA Auditor since 1991 and certified as Sony Six Sigma Trainer for Master Black Belt since 2002. He is also a certified Custom Agent since 2012.

After his graduation, he began his career with Sony TV Industries Sdn Bhd in 1991 as an Engineer in the Parts Quality Assurance department. His role was to plan and manage incoming components / parts to meet Sony's specification, organise the treatment as well as conducting analysis and investigation on non-conformance parts.

In 1996, he was promoted to Manager with a greater role to lead the whole department's operation while resuming his previous responsibilities. He was then transferred to be the Manager of the Quality and Reliability department at Sony EMCS (Malaysia) Sdn Bhd in 2002, where his role was to oversee the department which maintains the quality system for the organisation and controls the quality of finished products.

In 2005, he left Sony EMCS (Malaysia) Sdn Bhd to join MISC Integrated Logistics Sdn Bhd ("MILS") (which was acquired by our Company in October 2016 and is currently known as Swift Integrated Logistics) as a Manager of Business Solutions and Development, Energy Downstream. He was involved in developing business development strategy for petrochemical logistics requirements in Kerteh and Gebeng.

He was later promoted in 2010 as the Head of Business Operations (Eastern Region) of the Business Operations & Service department in MILS where he continued to oversee full scope of logistics business operations including third party logistics services for warehouse management, conventional trucking, container haulage and forwarding.

In 2012, he was promoted as a Senior Manager, Energy Supply Chain Management of Business Solution & Development Department in MILS. While maintaining his previous roles to oversee the business operations in the Eastern region, he was then entrusted to plan, manage and drive business deliverables for the respective business areas of energy supply chain management to ensure the achievement of revenue targets.

In 2017, he was promoted as the General Manager, Supply Chain Management Energy in Swift Integrated Logistics and was responsible for overseeing specialised transportation in the Eastern region and East Malaysia. In 2021, he was promoted as the Executive Director of the Eastern Region and is currently handling the container haulage, warehousing, freight forwarding and inland distribution divisions.

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

**Ng Chee Kin**

*Executive Director of the Central Region (for warehousing, freight forwarding and cross-border transportation divisions)*

Ng Chee Kin, a Malaysian aged 63, is our Executive Director of the Central Region for warehousing, freight forwarding and cross-border transportation divisions. Presently, he is a director of two of our subsidiaries, Delta Express and Swift Consolidators.

He pursued his secondary education at Sekolah Menengah Inggeris Port Dickson (currently known as Sekolah Menengah Kebangsaan Tinggi Port Dickson) in Negeri Sembilan.

After completing his education there in 1975, he began his career as a Sales Executive in S.P. Yeo Shipping Sdn Bhd in 1977 until 1980. His role was to ensure the achievement of key performance indicator sales in Sales & Marketing Department.

He left S.P. Yeo Shipping Sdn Bhd to join Borneo Shipping as a sales executive from 1980 to 1982 with similar role when he was in S.P. Yeo Shipping Sdn Bhd. Thereafter, he moved to join Pemas Sime Darby Shipping Sdn Bhd as a Marketing Assistant from 1982 to 1983 also with similar role when he was in S.P. Yeo Shipping Sdn Bhd. He then joined Malaysian Cargo Consolidators Sdn Bhd from 1984 until 1988 as a Director where he was responsible to manage the overall operations in the organisation to ensure business continuity.

In 1988, he left Malaysia Cargo Consolidators Sdn Bhd to join Allied Link Express Sdn Bhd where he started as Sales Manager and re-joined as Deputy General Manager in 1994. His role was to develop the sales division within local and overseas principal as well as East Malaysia section. In between, he left Allied Link Express Sdn Bhd to join Sea Services (M) Sdn Bhd as Sales Director and shareholder from 1991 to 1993 and re-joined Allied Link Express Sdn Bhd in 1994. Thereafter, he left Allied Link Express Sdn Bhd and joined Metroport Consolidators Sdn Bhd as Sales Director and shareholder from 1997 to 2000 where he was entrusted to manage the overall organisation and ensure all business' goals were achievable.

From 2001 to 2011, he was the Managing Director and shareholder of Macro Logistics (M) Sdn Bhd. The business specialised in door-to-door East Malaysia for both consolidation and full box shipment activities. In 2011, our Company acquired 65.00% equity interest in Macro Logistics (M) Sdn Bhd and subsequently in 2012 acquired the remaining 35.00% equity interest. The name of the company was later changed Swift Consolidators. Currently, he is still a director of Swift Consolidators.

In 2005, he was appointed as a General Manager at DKSH Transport Agencies (M) Sdn Bhd (currently known as Swift Logistics TA) and was responsible to manage the organisation in Central Region Division as to ensure all business goals and objectives were achievable.

He had served as directors in various companies since 1986 until present. He was the director of the Malaysian Consolidators Sdn Bhd from 1986 to 1989. He was also the director / shareholder of Sea Services (M) Sdn Bhd from 1991 to 1993 and Metroport Consolidators Sdn Bhd from 1997 to 2000.

Since 2011, he was appointed the Executive Director of the Central Region (for warehousing, freight forwarding and cross-border transportation divisions) and his role is to assist the management in overseeing the forwarding, cross-border and warehouse divisions as well as to support our Group's organisation strategic alliances and partnership.

Further details of his directorships in other private limited companies in Malaysia are as set out in Section 5.2.9 of this Prospectus.

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

**Tracy Neoh Lay Cheng**

*Executive Director of the Northern Region (for container haulage division)*

Tracy Neoh, a Malaysian aged 51, is our Executive Director of the Northern Region for the container haulage division. Presently, she is a director of one of our subsidiaries, Tanjong Express Logistic.

She pursued her secondary education at Sekolah Menengah Kebangsaan Datuk Onn, Butterworth, Pulau Pinang and left school in 1987.

She has more than 30 years of working experience. She began her career in 1990 as an Administration & Human Resource Officer in Ichia Rubber Industry (M) Sdn Bhd until 1997. She was responsible for managing Human Resources & Administration works. She left Ichia Rubber Industry (M) Sdn Bhd and joined Tanjong Express in 1998, as an Account Supervisor where her role was to oversee finance duties. She was involved directly during the expansion of Tanjong Express' business into the container haulage industry.

In 2001, as Tanjong Express Logistic's operations commenced officially, she was selected to lead the subsidiary company and hold the position as Executive Director, where her role was to oversee the overall management control and authorisation of the new company.

Subsequent to the acquisitions of Tanjong Express and its wholly-owned subsidiary, namely Tanjong Express Logistic by our Company, Tracy Neoh retained her position as Executive Director of Tanjong Express Logistic and continued to lead our container haulage division in the northern region until present.

**Muhammad Roy Nunis Bin Abdullah**

*Senior General Manager of the Group Human Resource & Administration and Health, Safety, Security, Environment and Quality*

Muhammad Roy Nunis Bin Abdullah, a Malaysian aged 63, is our Senior General Manager of the Group Human Resource & Administration and Health, Safety, Security, Environment and Quality.

He has more than 30 years of experience in Human Resources and Administration and he obtained his Master of Human Resource Management & Industrial Relations from the University of Newcastle, Australia in 2003.

He began his career as Executive in the Human Resources Department Resources in MISC Berhad in 1990 and was subsequently promoted as Executive II in 1996. He was responsible for compensation and benefits, employee relations & industrial relations functions.

He was seconded to MISC Agencies Sdn Bhd, a subsidiary of MISC Berhad as a Manager, Human Resources & Administration in December 1996. He was accountable in leading and managing the department.

In 2000, he was transferred as a Manager, Human Resources & Administration and was responsible for the full spectrum of human resource at MISC Haulage Sdn Bhd & MISC Trucking & Warehousing Services Sdn Bhd.

In 2003, he was appointed as a Senior Manager, Human Resources & Administration of MISC Integrated Logistics Sdn Bhd ("**MISC**"), overseeing the administrative function of the Company after the merger of MISC Haulage & MISC Trucking Sdn Bhd.

In 2007, he was transferred to be Senior Manager, Business Operations of the Central Region to lead and manage the overall operations in haulage, freight forwarding and warehousing.

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

In 2008, he was promoted and appointed as General Manager, Talent Management, Human Resource Management in the Human Resource Division in MISC Berhad. His role was to lead and strategise the talent management functions encompassing talent acquisition, talent development, performance management, career development for managerial level and succession planning for the senior management.

In 2009, he was transferred and appointed as General Manager Talent Engagement in the Human Resource Division in MISC Berhad where he led and strategised the Talent Engagement functions encompassing Human Resource Operations, Employee Engagement & Industrial Relations until his retirement in December 2012.

In 2013, he was given a one-year fixed term contract by MISC Berhad and was reappointed as General Manager, Talent Engagement in the Human Resource Division in MISC Berhad.

In 2014, he was then employed by MISC Integrated Logistics Sdn Bhd as Head, Human Resource & Administration on two years fixed term contract from 2014 to 2016.

From 2016 to 2018, he was employed on a three-years fixed term contract with by MILS as the Head Human Resource & Administration / Facilities Management. After the acquisition of MILS by our Company in October 2016, his scopes of accountability expanded to lead and oversee the overall Group Health, Safety, Environment and Quality (HSEQ) functions.

From 2019 to 2020, he was employed by Swift Integrated Logistics as General Manager, Group Human Resource, Administration, HSEQ & Command Centre on a yearly fixed term contract. He was promoted in 2021 and is presently a Senior General Manager, Group Human Resource & Administration (“HRA”) and Health, Safety, Security, Environment and Quality (“HSSEQ”), overseeing overall the Group HRA strategic goals and Group HSSEQ functions on a yearly fixed term contract.

Presently, he holds directorships in 8 companies within our Group namely, Swift Integrated Logistics since 2017, Tanjung Express Logistic, Tanjung Express and Komunajaya since 2018, Agenda Wira since 2019 and subsequently Sentiasa Hebat, Sentiasa Hebat (Penang) and Agensi Tanjung Bruas since 2020.

Further details of his directorships in other private limited companies in Malaysia are as set out in Section 5.2.9 of this Prospectus.

### **Riznida Eliza Binti Hamzah**

*Senior General Manager of the Group Legal, Corporate Services and Strategic Communications*

Riznida Eliza Binti Hamzah, a Malaysian aged 50, is our Senior General Manager of the Group Legal, Corporate Services and Strategic Communications.

She has 25 years of experience in the corporate legal field. She graduated with an LLB (Hons) degree from the University of Warwick, United Kingdom in 1995. She holds a Certificate of Legal Practice (CLP) professional legal practice certificate from the Legal Profession Qualifying Board, Malaysia.

After her graduation, she began her career in 1996 as a Public Policy Analyst in TIME Telekom Sdn Bhd and was seconded to the Jabatan Telekomunikasi Malaysia under the Ministry of Energy, Communications and Multimedia in the same year. Whilst at Jabatan Telekomunikasi Malaysia, Riznida contributed to the drawing up of the Malaysia’s national policies for the future development of the telecommunications industry in Malaysia.

In 1997, upon the completion of her secondment, she was transferred to TIME Telekom Sdn Bhd’s legal and secretarial unit and was responsible for the corporate legal advisory and contractual matters of TIME Engineering Berhad and its subsidiaries.



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

In 1999, she left TIME Telecommunications Sdn Bhd and attended the Certificate of Legal Practice qualifying examination by the Legal Profession Qualifying Board, Malaysia. She completed her pupillage at Messrs Jeff Leong, Poon & Wong in 2000 and was admitted as an advocate and solicitor at the Kuala Lumpur High Court in the same year.

She continued her profession as an Advocate & Solicitor at Messrs Jeff Leong, Poon & Wong specialising in corporate finance and securitisation law, corporate and commercial law, contract law and property law.

In 2004, she joined Messrs William Leong & Co as a Partner and was responsible for managing and developing the Corporate Legal Department.

In 2005, she joined Prasarana Malaysia Berhad (previously known as Syarikat Prasarana Negara Berhad) as the Head of the Legal and Secretarial Services division. She developed the legal and procurement (the tender secretariat) functional responsibilities and managed both divisions to be strategically in line with the directions of the Ministry of Finance, Inc.

She was also a member of the Board of Directors of Panorama Langkawi Sdn Bhd, a subsidiary of Prasarana Malaysia Berhad (operator of the Langkawi Cable Car) between 2008 and 2009.

In 2010, she left Prasarana Malaysia Berhad to set-up Eliza Hamzah & Associates, a boutique firm specialising in contract law and property law.

In 2016, she focussed on Islamic inheritance management and advisory services under RH Ilham Resources Sdn Bhd.

Riznida joined Swift Integrated Logistics as the Head of Group Legal & Corporate Services in 2018. She was responsible for the management and development of the functional planning and strategies as the Group's central legal solution provider.

In 2021, she was promoted as the Senior General Manager of Group Legal, Corporate Service & Strategic Communications. Her responsibilities have now extended to include public relations, marketing communications and media communications.

**Thomas Ramadas**

*Senior General Manager of the Central Region (for container haulage division)*

Thomas Ramadas, a Malaysian aged 50, is our Senior General Manager of the Central Region for the container haulage division.

He graduated with a Bachelor of Economics with Honours degree from Universiti Utara Malaysia in 1996.

Immediately after his graduation, he began his career in Konsortium Logistik Berhad (currently known as POS Logistics Berhad) as a Management Trainee in 1996 and within the same year, he was appointed as an Operation Executive. He was subsequently promoted to various positions until his resignation as Assistant Vice President 2 in 2002. He led the Strategy Business Unit and was responsible for the department's profit and loss account.

In 2002, he joined Tanjong Express as an Assistant Operation Manager handling similar tasks he previously managed until 2003. In 2003, he joined Yinson Haulage Sdn Bhd (our Company's previous name) as an Operation Manager responsible for overseeing the whole company's operations. He also managed to set up the Ipoh branch during his tenure with Yinson Haulage Sdn Bhd. Six years later, he was then promoted to Assistant Branch Manager at Yinson Haulage Sdn Bhd.

Following the acquisition of our Company by Persada Bina in 2011, he was then appointed as the Operation Manager. Later in 2012, he was reassigned as a Marketing Manager where he was responsible for the operation and marketing activities.

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

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In 2014, he was promoted as our Head of Haulage of the Central Region for container haulage division to oversee operations in our Company and Tanjong Express, as well as manage all transportation matters within the organisation. In 2021, he was appointed as the Senior General Manager of the Central Region until present.

He is also a council member of Association of Malaysian Hauliers (“**AMH**”) since 2013 and was elected as the Vice President of AMH in 2017 until today.

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

**5.2.9 Involvement of our key senior management in other businesses / corporations**

Save as disclosed below, none of our key senior management has any principal business activities outside our Group as at the LPD, nor do they have directorships outside of our Group, at the present and within the past 5 years up to the LPD:

(i) **Stephanie Lim Bee Hong**

Company	Position held and Direct / Indirect Interest	Date appointed as Director / Date of joining as partner	Date resigned as Director	Principal activities
Prosperity Hub Development Sdn Bhd	Director and shareholder (Direct 50%)	20 March 2013	-	Property investment

(ii) **David Poh Tatt Wei**

Company	Position held and Direct / Indirect Interest	Date appointed as Director / Date of joining as partner	Date resigned as Director	Principal activities
Millennium Collection Sdn Bhd	Director	22 February 2008	-	Agent in providing general insurance coverage services to an insurance agent
Soon Heng Procurement (M) Sdn Bhd	Director and shareholder (Direct 50.99%)	1 November 2017	-	Import and trading of all kinds of consumer products, electronic products, household articles and appliances
Sky Formula (M) Sdn Bhd	Shareholder (Direct 15%)	-	-	Investment holding



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

(iii)	<b>Esther Kee Chung Ching</b>	<b>Company</b>	<b>Position held and Direct / Indirect Interest</b>	<b>Date appointed as Director / Date of joining as partner</b>	<b>Date resigned as Director</b>	<b>Principal activities</b>
		Zef Marketing Sdn Bhd	Director	3 May 2013	20 February 2016	Investment holding in shares
(iv)	<b>Ng Chee Kin</b>	<b>Company</b>	<b>Position held and Direct / Indirect Interest</b>	<b>Date appointed as Director</b>	<b>Date resigned as Director</b>	<b>Principal activities</b>
		Gold Cold Integrated Logistics Sdn Bhd	Director	9 March 2017	1 June 2018	Provide cold and chill storage services, cold chain logistics solutions and related services to customer
(v)	<b>Muhammad Roy Nunis Bin Abdullah</b>	<b>Company</b>	<b>Position held and Direct / Indirect Interest</b>	<b>Date appointed as Director</b>	<b>Date resigned as Director</b>	<b>Principal activities</b>
		Delta Mover (M) Sdn Bhd	Director	9 March 2013	-	Forwarding and transport agent
(v)	<b>Muhammad Roy Nunis Bin Abdullah</b>	<b>Company</b>	<b>Position held and Direct / Indirect Interest</b>	<b>Date appointed as Director</b>	<b>Date resigned as Director</b>	<b>Principal activities</b>
		Roda Warna Sdn Bhd	Director	6 July 2018	30 December 2020	Provide transportation and haulage services
		Mekar Canggih Snd Bhd	Director	6 July 2018	30 December 2020	Provide transportation and related services

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

Mazlan Bin Abdul Jalil, Tracy Neoh Lay Cheng, Riznida Eliza Binti Hamzah and Thomas Ramadas do not have any principal business activities and directorships in any other corporations outside of our Group, at the present and in the past 5 years preceding the LPD.

The involvement of Stephanie Lim Bee Hong, David Poh Tatt Wei, Esther Kee Chung Ching, Ng Chee Kin and Muhammad Roy Nunis Bin Abdullah in other business activities outside our Group will not affect their contributions to our Group and would not be expected to affect the operations of our Group as the abovementioned key senior management's involvement in other business activities do not require their involvement on a day-to-day basis. The involvement of Stephanie Lim Bee Hong, Esther Kee Chung Ching, Ng Chee Kin and Muhammad Roy Nunis Bin Abdullah in other business activities do not give rise to any conflict of interest with our business as the business activities are not similar to our Group's business nor are they customers or suppliers to our Group.

The involvement of David Poh Tatt Wei ("**David Poh**") as a director in Millennium Collection Sdn Bhd, which is involved in the provision of general insurance agent services, also does not give rise to any conflict of business as Millennium Collection Sdn Bhd is a family-owned company that used to provide insurance agency services to Tanjong Express prior to Tanjong Express being sold to our Group. After the sale of Tanjong Express to our Group in 2018, Millennium Collection Sdn Bhd no longer provides insurance agency services to Tanjong Express nor any company within our Group. It now only provides minimal insurance agency services, predominantly to small companies, David Poh Tatt Wei's family businesses as well as to his family members. As such, its activities do not give rise to any conflict of interest to our Group's business, in particular to the business of our subsidiary, Q Team Risk Management which provides insurance agency services pre-dominantly to our Group. Further, David Poh Tatt Wei is not a director of Q-Team Risk Management.

David Poh is also a director and shareholder of Soon Heng Procurement (M) Sdn Bhd ("**Soon Heng**") which is a customer of Tanjong Express. Tanjong Express provides transportation services to Soon Heng for the delivery of goods to Soon Heng's customers in various destinations within Malaysia and Tanjong Express is supported by Tanjong Express Logistic internally to handle operations from the port to Soon Heng's distribution centre. For the Financial Years under Review, the revenue received by Tanjong Express from Soon Heng amounted to RM249,313.68, RM337,456.00 and RM424,272.40 respectively. His involvement in Soon Heng does not give rise to any conflict of interest situation as David Poh's interest in Soon Heng is for investment purposes only and he is not involved in the day-to-day management or operations of Soon Heng. Further, David Poh is not a director of Tanjong Express nor Tanjong Express Logistic.

Our key senior management have and will continue to ensure that they will be able to fulfil and discharge their respective duties and responsibilities in our Group effectively.

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

### 5.3 BOARD PRACTICES

#### 5.3.1 Directorship

As of 25 June 2021, the details of the date of expiration of the current term of office for each of the Directors and the period for which the Directors have served in that office are as follows:

Name	Designation	Date of expiration of the current term of office	No. of years in office
Tan Sri Dato Sri Abi Musa Asa'ari Bin Mohamed Nor	Independent Non-Executive Chairman	At the next annual general meeting	Less than 1 year
Loo Yong Hui	Non-Independent Executive Director / Group Chief Executive Officer	At the next annual general meeting	7 years
Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar	Non-Independent Non-Executive Director	Subject to retirement by rotation at next annual general meeting held in year 2022	10 years
Loo Hooi Keat	Non-Independent Non-Executive Director / Advisor	Subject to retirement by rotation at next annual general meeting held in year 2022	3 years
Datuk Noripah Binti Kamso	Independent Non-Executive Director	At the next annual general meeting	Less than 1 year
Dato' Gopikrishnan A/L N.S. Menon	Independent Non-Executive Director	At the next annual general meeting	Less than 1 year
Rozainah Binti Awang	Independent Non-Executive Director	At the next annual general meeting	Less than 1 year

At every annual general meeting of the Company, 1/3 of the Directors who are subject to retirement by rotation for the time being or if their number is not 3 or a multiple of 3, then the number nearest to 1/3 shall retire from office and be eligible for re-election, provided that all Directors shall retire from office once at least in every 3 years. A retiring Director shall be eligible for re-election. A Director retiring at a meeting shall retain office until the conclusion of the meeting.

We intend to apply Practice 5.9 as set out under the MCCG for the Board to comprise at least 30% women directors within 24 months from our Listing.

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

### 5.3.2 Audit and Risk Management Committee

Our Audit and Risk Management Committee was established on 25 June 2021 and its members were appointed by our Board. Our Audit and Risk Management Committee comprises the following members:

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Rozainah Binti Awang	Chairman	Independent Non-Executive Director
Datuk Noripah Binti Kamsu	Member	Independent Non-Executive Director
Dato' Gopikrishnan A/L N.S. Menon	Member	Independent Non-Executive Director

The main functions of our Audit and Risk Management Committee include among others:

- (i) review the performance of external auditors and recommend the appointment and re-appointment of the external auditors;
- (ii) review with the external auditors, the audit scope and plan;
- (iii) review internal audit performance on an annual basis;
- (iv) review the adequacy of the internal audit scope and plan;
- (v) review major audit findings and management's response during the year with management, external auditors and internal auditors;
- (vi) review the non-audit services provided by the external auditors and/or its network firms to our Company;
- (vii) review the risk profile of the Group and the risk management plans to mitigate business risks as identified;
- (viii) review the quarterly results and the year-end financial statements, prior to approval by our Board;
- (ix) review any related party transaction and conflict of interest situation that may arise within our Company or our Group; and
- (x) obtain regular updates from management regarding compliance matters.

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

### 5.3.3 Nomination and Remuneration Committee

Our Nomination and Remuneration Committee was established on 25 June 2021 and its members are appointed by our Board. Our Nomination and Remuneration Committee comprises the following members:

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Datuk Noripah Binti Kamsu	Chairman	Independent Non-Executive Director
Dato' Gopikrishnan A/L N.S. Menon	Member	Independent Non-Executive Director
Loo Hooi Keat	Member	Non-Independent Non-Executive Director

The main functions of our Nomination and Remuneration Committee include among others:

- (i) identify and nominate, for the approval of the Board, candidates to fill the Board vacancies;
- (ii) recommend to our Board, Directors to fill the seats on board committees;
- (iii) assess the training needs of each Director;
- (iv) review and make recommendations to our Board on succession planning for management;
- (v) assess annually the effectiveness of our Board as a whole, the committees of our Board and the contribution of each individual Director vide a formal and objective assessment;
- (vi) assess annually the term of office and performance of our Audit and Risk Management Committee;
- (vii) setting the remuneration policy for all Directors and key senior management;
- (viii) recommend to our Board the appropriate remuneration packages for our Executive Director and key senior management; and
- (ix) review the fees of the Directors and benefits payable to Directors.

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

**5.4 REMUNERATION OF DIRECTORS AND KEY SENIOR MANAGEMENT**

**5.4.1 Directors' Remuneration and material benefits in-kind**

The details of the remuneration and material benefits in-kind paid and proposed to be paid to our Directors for services rendered to our Group in all capacities for the FYE 2020 and FYE 2021 are as follows:

FYE 2020 (Actual)	Fees RM'000	Salary RM'000	Bonus RM'000	Allowances RM'000	Statutory Contributions (EPF, SOCSO and EIS)		Benefits in- kind RM'000	Total RM'000
					RM'000	RM'000		
<b>Executive Director</b>								
Loo Yong Hui	48.00	288.00	200.00	42.00	64.52	36.45	678.97	
<b>Non-Executive Directors</b>								
Tan Sri Dato Sri Abi Musa Asa'ari Bin Mohamed Nor	-	-	-	-	-	-	-	
Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar	78.00	-	-	-	-	-	78.00	
Loo Hooi Keat	-	840.00	800.00	-	246.59	45.40	1,931.99	
Datuk Noripah Binti Kamso	-	-	-	-	-	-	-	
Dato' Gopikrishnan A/L N.S. Menon	-	-	-	-	-	-	-	
Rozainah Binti Awang	-	-	-	-	-	-	-	

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

FYE 2021 (Proposed)	Fees RM'000	Salary RM'000	Bonus RM'000	Allowances RM'000	Statutory Contributions (EPF, SOCSO and EIS) RM'000	Benefits in- kind RM'000	Total RM'000
Executive Director Loo Yong Hui	48.00	570.00	229.30	42.00	99.36	36.45	1,025.11
<b>Non-Executive Directors</b>							
Tan Sri Dato Sri Abi Musa Asa'ari Bin Mohamed Nor	22.50	-	-	-	-	-	22.50
Dato' Haji Md Yusoff @ Mohd Yusoff Bin Jaafar	81.00	-	-	-	-	-	81.00
Loo Hooi Keat	300.00	(2)420.00	(2)799.30	-	(2)252.99	45.40	1,817.69
Datuk Noripah Binti Kamso	17.50	-	-	-	-	-	17.50
Dato' Gopikrishnan A/L N.S. Menon	15.00	-	-	-	-	-	15.00
Rozainah Binti Awang	17.50	-	-	-	-	-	17.50

**Notes:**

- (1) The remuneration, which includes our Directors' salaries, bonuses and allowances as well as other benefits of our Directors, must be considered and recommended by our Remuneration Committee and subsequently be approved by our Board. Our Directors' fees and / or benefits must be further approved by our shareholders at a general meeting.
- (2) Being remuneration paid to Loo Hooi Keat for his role as an Executive Director of our Group prior to his designation as our Non-Independent Non-Executive Director/ Advisor on 25 June 2021.

**5. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)**
**5.4.2 Key senior management's remuneration and material benefits in-kind**

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

Key senior management	Remuneration band	
	FYE 2020 RM'000	Proposed for FYE 2021 RM'000
Stephanie Lim Bee Hong	2,400 - 2,450	2,100 - 2,150
David Poh Tatt Wei	400 - 450	500 - 550
Esther Kee Chung Ching	500 - 550	550 - 600
Mazlan Bin Abdul Jalil	400 - 450	450 - 500
Ng Chee Kin	1,450 - 1,500	800 - 850
Tracy Neoh Lay Cheng	500 - 550	550 - 600
Muhammad Roy Nunis Bin Abdullah	500 - 550	500 - 550
Riznida Eliza Binti Hamzah	250 - 300	300 - 350
Thomas Ramadas	250 - 300	250 - 300

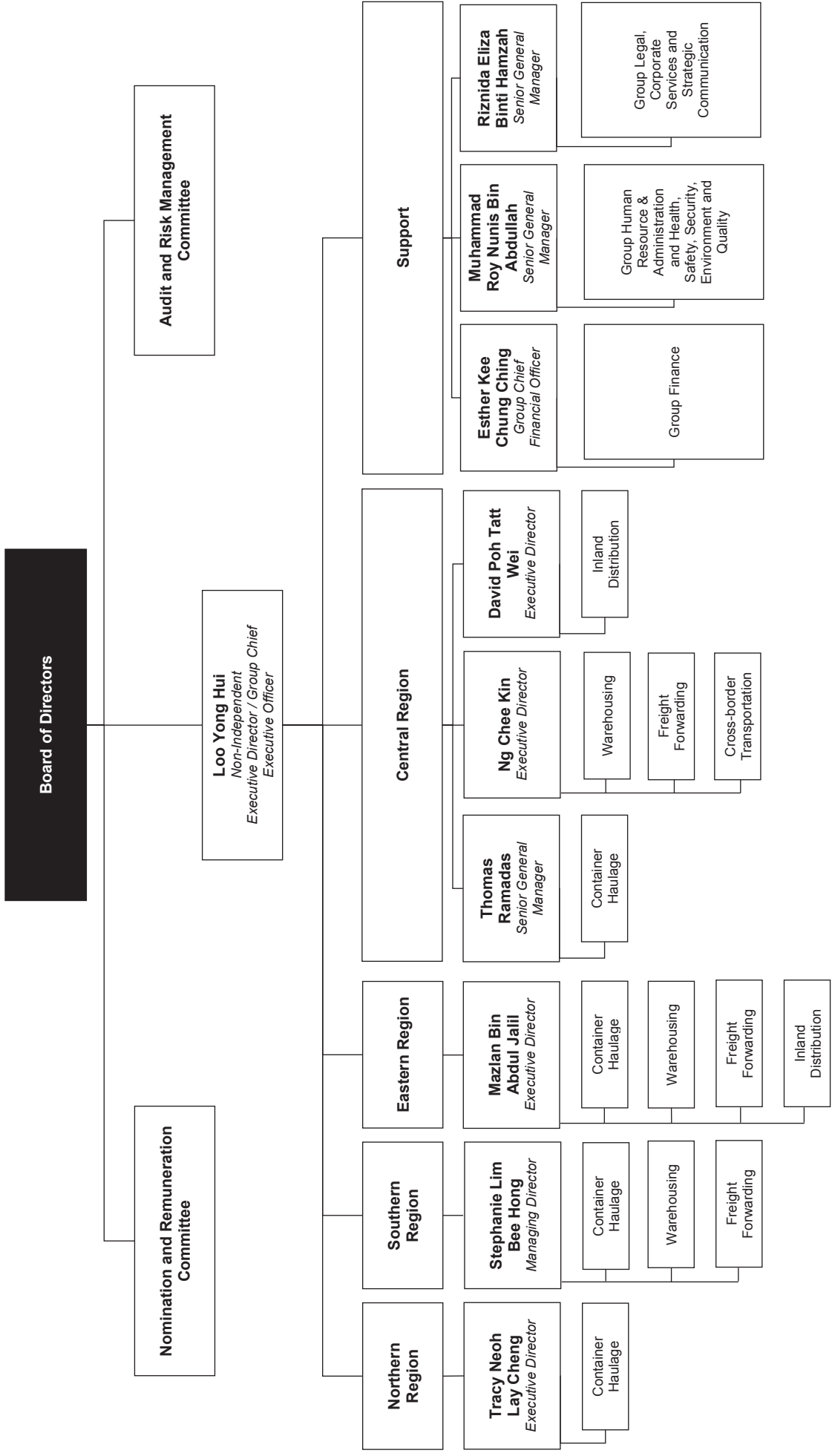
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**5. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)**

**5.5 MANAGEMENT REPORTING STRUCTURE**

The management reporting structure of our Group is as follows:



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

**5.6 DECLARATIONS BY EACH PROMOTERS, DIRECTORS AND KEY SENIOR MANAGEMENT**

None of our Promoters, Directors and key senior management is or was involved in any of the following events, whether within or outside Malaysia:

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

**5.7 FAMILY RELATIONSHIPS AND ASSOCIATIONS**

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

- (i) Loo Hooi Keat, our Non-Independent Non-Executive Director/Advisor is the father of Loo Yong Hui, our Promoter, substantial shareholder and Non-Independent Executive Director/Group Chief Executive Officer.

**5.8 SERVICE AGREEMENTS**

As at the LPD, none of our Directors and/or key senior management has any existing or proposed service agreement which provide for benefits upon termination of employment with our Group.

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

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**5.9 MANAGEMENT SUCCESSION PLAN**

Our Group has a management succession plan in place for key senior management positions. We have put in place processes to groom new management staff to gradually assume the responsibilities of key senior management positions. The ability to retain our key senior management personnel is critical for the success of our organization.

The criteria to identify potential successors within our organization to assume the key positions in the future is as follows:

- High performers
- Possesses Technical Competencies
- Demonstrate leadership skills
- Develop growth opportunities and drives revenue in our organization
- Lead and manage other critical positions
- Ensure operational excellence in service delivery

Potential talents will be assessed on their leadership and functional competencies for the role and will undergo a structured career and development plan to prepare them to assume future roles. Successful candidates will be paid competitive remuneration and benefits as part of retaining them in our organization. The remuneration and benefits will be benchmarked with the logistics industry.

Our Group will also recruit candidates with key competencies, knowledge and expertise in logistics industry to ensure business sustainability.

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