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

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##### 4.1 PROMOTERS AND SUBSTANTIAL SHAREHOLDERS

###### 4.1.1 Profiles of Our Promoters and Substantial Shareholders

**(i) Mr. Lee as our Promoter, Executive Director and Group Chief Executive Officer and substantial shareholder**

Mr. Lee, a Malaysian aged 50, is our Promoter, Executive Director and Group Chief Executive Officer and substantial shareholder.

He was appointed to our Board on 26 April 2021. He was appointed as our Executive Chairman and Group Chief Executive Officer on 25 April 2022. However, he has relinquished the Executive Chairman post on 15 June 2022 (whilst remaining as the Executive Director and Group Chief Executive Officer) and our Board had, on 16 June 2022, appointed Mr. Ang Seng Wong as the Independent Non-Executive Chairman.

As our Executive Director and Group Chief Executive Officer, he is the main person in charge in overseeing the management and business operations of our Group as well as the strategic planning, formulation and implementation of our Group's strategies, ably assisted by Mr. Foo and Mr. Mu.

Mr. Lee completed the Singapore-Cambridge General Certificate of Education Examination (Normal Level) in Singapore in 1988. He is also a member of the Institute of Corporate Directors Malaysia since October 2022.

In January 1989, he started his career as a Machine Operator in Champion PEW and was promoted as a Production Head in January 1990 where he was primarily responsible for meeting quality standards and deadlines for products. In the year 1995, when Champion PT was incorporated, Mr. Lee was further promoted as the director of Champion PT in August 1995 where he was primarily responsible for the overall strategic planning, management, operation and business development of Champion PT. In April 1996, he was appointed as a director of Champion PE.

In June 2012, he was promoted to Managing Director of Champion PT. In September 2012, he was also appointed as a director of Champion C and Champion Oil. Once he was appointed as the director of Champion PE, Champion PT, Champion C and Champion Oil, he has been in charge of overseeing the management and business operations of our Group and the respective heads of departments report to him.

Over the years, he has garnered approximately 34 years of experience in the precision engineering industry.

He has no family relationship with the other Promoters, other substantial shareholders of our Company, other Directors and our Key Senior Management.

**(ii) Mr. Foo as our Promoter, Non-independent Non-Executive Director and substantial shareholder**

Mr. Foo, a Malaysian aged 70, is our Promoter, Non-Independent Non-Executive Director, substantial shareholder and one of the co-founders of our Group. He was appointed to our Board on 26 April 2021 where he is mainly responsible in supervising the key decisions of our management which include, but not limited to, any material investment decisions of our Group, and providing advice to our Board based on his experience in the precision engineering industry as well as overseeing the administrative matters in Champion PE, particularly on the approvals for payments by Champion PE. He is also a member of our Nomination and Remuneration Committee.

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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He completed his secondary school education from Sekolah Menengah Kebangsaan St. Paul Tanjung Tualang, Perak, Malaysia in 1969. He was awarded with the Grade Three National Trade Certificate in Metal Machining from the Industrial Training Board Singapore in July 1976 and subsequently obtained the Certificate in Supervisory Studies jointly awarded by the Lancastrian School of Management and the Institution of Industrial Managers in December 1982. He is also a member of the Institute of Corporate Directors Malaysia since October 2022.

From January 1970 to December 1970, he was employed as a general worker by Ngai Cheong Engineering Works located in Kuala Lumpur, where they were mainly involved in the manufacturing of furniture metal parts. Prior to starting his career in Singapore, between January 1971 to September 1972, he was freelancing and doing part-time basis job in Kuala Lumpur with different employers who are involved in the mechanical engineering works industry. In November 1972, he started his career in Singapore with Polygon Products Private Limited as a Junior Machinist where he left in February 1975. Subsequently, he worked as a Senior Setter in Kenwan Precision Engineering Private Limited from March 1975, where he remained until March 1977. In June 1977, he joined Union Hydraulic Jack Pte. Ltd., a machine tools supplies company as Technical Supervisor, he was subsequently promoted as the Assistant Engineer in September 1979 and he left the company in February 1984.

In September 1985, he, together with his wife, Ms. Leong, used their own resources to set up Champion PEW to primarily engage in installation of industrial machinery and equipment, and mechanical engineering works in Singapore. In August 1995, he co-founded Champion PT with Mr. Chan Siew Hong who ceased to be the director and the shareholder of Champion PT on 11 May 2012 and 10 September 2012, respectively. Mr. Foo was appointed as a director of Champion PT in August 1995, Champion PE in January 1996, and Champion C and Champion Oil in September 2012.

Over the years, he has obtained approximately 53 years of experience in precision engineering industry.

He has no family relationship with the other Promoters, other substantial shareholders of our Company, other Directors and our Key Senior Management.

**(iii) Mr. Mu as our Promoter, Executive Director and substantial shareholder**

Mr. Mu, a Singaporean aged 56, is our Promoter, Executive Director and substantial shareholder. He was appointed to our Board on 26 April 2021 and is primarily responsible for our Group's engineering, production and maintenance services related matters and overseeing the administrative matters in Champion PT.

He completed the Singapore-Cambridge General Certificate of Education Examination (Ordinary Level) in Singapore in December 1982. He took a break after the completion of his Singapore-Cambridge General Certificate of Education Examination (Ordinary Level) in Singapore and was considering his options moving forward. From November 1983 to November 1985, he completed the in-centre training in precision machining at the Tata-Government Training Centre. Subsequently in December 1985, he was awarded with the National Trade Certificate Grade Two in Precision Machining (Practical and Theory Parts) by the Vocational and Industrial Training Board Singapore. He also obtained the Craftsman Certificate from the Singapore Economic Development Board in March 1988 after completing 2 years of in-centre training in precision machining at the Tata-Government Training Centre followed by a 2-year-in-plant attachment from December 1985 to December 1987 with Ordnance Development & Engineering

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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Company of Singapore Pte. Ltd. He is also a member of the Institute of Corporate Directors Malaysia since October 2022.

From December 1987 to June 1995, he continued to work in Ordnance Development & Engineering Company of Singapore Pte. Ltd. as a Machinist where he gained approximately 8 years of experience in programming machines and setting up metal precision parts.

In July 1995, he joined Champion PEW as a supervisor and was made a director of Champion PE in April 1996 and Champion PT in August 1997 to oversee the engineering and tooling department. Mr. Mu resigned from his directorship in Champion PE and Champion PT in February 2003 and in August 2003, respectively, as he was adjudged bankrupt by the SG Bankruptcy Order on 21 March 2003 as stated in Section 4.6 of this Prospectus and was reappointed as a director of each of the foregoing companies in June 2004 subsequent to the annulment of the SG Bankruptcy Order. In January 2013, he was appointed as a director of Champion C and Champion Oil.

Over the years, he has obtained approximately 38 years of experience in precision engineering industry.

He has no family relationship with the other Promoters, other substantial shareholders of our Company, other Directors and our Key Senior Management.

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#### 4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)

##### 4.1.2 Shareholdings of Our Promoters and Substantial Shareholders

The direct and indirect shareholding of our Promoters and substantial shareholders before and after our IPO are as set out in the table below.

No.	Name	Nationality	Before Our IPO				After Our IPO			
			Direct		Indirect		Direct		Indirect	
			Number of Shares	(1) %	Number of Shares	(1) %	Number of Shares	(2) %	Number of Shares	(2) %
1.	Mr. Lee	Malaysian	251,743,046	50.00	-	-	218,177,546	32.50	-	-
2.	Mr. Foo	Malaysian	151,045,828	30.00	-	-	130,906,528	19.50	-	-
3.	Mr. Mu	Singaporean	100,697,217	20.00	-	-	87,271,017	13.00	-	-
Total			503,486,091	100.00	-	-	436,355,091	65.00	-	-

Notes:-

<sup>(1)</sup> Based on our total number of 503,486,091 Shares before our IPO.

<sup>(2)</sup> Based on the enlarged total number of 671,314,791 Shares after our IPO.

As at the LPD, our Promoters and substantial shareholders have the same voting rights with each other. After our IPO, our Promoters and substantial shareholders will have the same voting rights with our other shareholders.

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#### 4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)

##### 4.1.3 Changes in Our Promoters' and Substantial Shareholders' Shareholdings in Our Company

Save as disclosed in the table below, there are no other changes in the shareholdings of our Promoters and substantial shareholders in our Company since its incorporation on 26 April 2021 up to and including the LPD.

No.	Name	From 26 April 2021 to 12 January 2022				From 13 January 2022 to 30 March 2022				From 31 March 2022 up to and including the LPD			
		Direct		Indirect		Direct		Indirect		Direct		Indirect	
		Number of Shares	(1) %	Number of Shares	(1) %	Number of Shares	(2) %	Number of Shares	(2) %	Number of Shares	(3) %	Number of Shares	(3) %
1.	Mr. Lee	5	50.00	-	-	99,213,046	50.00	-	-	251,743,046	50.00	-	-
2.	Mr. Foo	3	30.00	-	-	59,527,828	30.00	-	-	151,045,828	30.00	-	-
3.	Mr. Mu	2	20.00	-	-	39,658,217	20.00	-	-	100,697,217	20.00	-	-
Total		10	100.00	N/A	N/A	198,426,091	100.00	N/A	N/A	503,486,091	100.00	N/A	N/A

- Notes:-
- (1) Based on total number of 10 Shares.
- (2) Based on total number of 198,426,091 Shares after the implementation of the Capitalisation of the Amount Owing by CPE Technology to the Promoters but before the implementation of the Acquisition of Champion PE.
- (3) Based on total number of 503,486,091 Shares after the completion of the Acquisition of Champion PE.

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#### 4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)

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##### 4.2 BOARD OF DIRECTORS

Our Board acknowledges and takes cognisance of the MCCG which contains recommendations to improve upon or to enhance corporate governance as an integral part of the business activities and culture of such companies.

Our Company has adopted the recommendations under the MCCG to have a Board comprising a majority of Independent Non-Executive Directors.

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

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

- (i) Together with our management, promoting good corporate governance culture within our Group which reinforces ethical, prudent and professional behaviour; and
- (ii) Reviewing and setting a strategic plan for our Group to ensure that the strategic plan of our Group supports long-term value creation and includes strategies on economic, environmental and social considerations underpinning sustainability; and
- (iii) Reviewing, challenging and deciding on management's proposals for our Group, and monitoring its implementation by management; and
- (iv) Overseeing the conduct of our Group's business to ensure it is properly managed, including supervising and assessing corporate behaviour and conduct of the business of our Group; and
- (v) Identifying the principal risks and ensuring implementation of appropriate internal controls and mitigation measures to achieve a proper balance between risks incurred and potential returns to our shareholders; and
- (vi) Reviewing the information and risk management and internal control system and the effectiveness of our management; and
- (vii) Ensuring there is an orderly succession of senior management positions who are of high calibre and have the necessary skills and experience. Our Board delegates to our Nomination and Remuneration Committee to review succession plans and remuneration packages for our Executive Directors respectively as well as our Group's policies and procedures on remuneration for our Executive Directors as well as our Key Senior Management for our Board's approval. Our Board also ensures that there are appropriate policies for training, appointment and performance monitoring of management positions; and
- (viii) Developing and implementing an investor relations programme or shareholders' communications policy for our Group to enable effective communication with our stakeholders; and
- (ix) Reviewing and approving our financial statements; and

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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- (x) Reviewing and approving our Audit and Risk Management Committee, Nomination and Remuneration Committee and Compliance Committee reports at the end of each financial year; and
- (xi) Reviewing and approving our Company's annual report; and
- (xii) Ensuring the integrity of our Company's financial and non-financial reporting; and
- (xiii) Undertaking a formal and objective annual evaluation to determine the effectiveness of our Board, our Board Committees and each individual Director.

In addition, the roles and responsibilities of our Independent Non-Executive Chairman are clearly segregated to further enhance and preserve a balance of authority and accountability.

Our Independent Non-Executive Chairman is primarily responsible for the following:-

- (i) Setting the Board agenda and ensuring that Board members receive complete and accurate information in a timely manner; and
- (ii) Leading our Board in establishing and monitoring good corporate governance practices in our Group; and
- (iii) Leading Board meetings and discussions and acting as a facilitator at Board and ensuring appropriate level of interaction among Board members; and
- (iv) Encouraging active participation at Board meetings and allowing dissenting views to be freely expressed; and
- (v) Promoting constructive and respectful relationships between Directors and key senior management; and
- (vi) Ensuring compliance with all relevant regulations and legislation; and
- (vii) Representing our Board to shareholders and ensuring appropriate steps are taken to provide effective communication with stakeholders and that their views are communicated to our Board as a whole.

On the other hand, our Group Chief Executive Officer is primarily responsible for execution of the business plan in line with our Board's direction and drives the business and performance towards achieving our Group's vision and goals as well as the day-to-day management of our Group, within the authorities as delegated by our Board.

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

Save as disclosed below, the composition of our Board presently adheres to the recommendations of MCGG.

Matter	Details	Explanation for the Departure	Alternative Practice to be Adopted, and How the Alternative Practice Achieves the Intended Outcome
Departure from Paragraph 5.9 of Principle A of the MCGG	<p>Pursuant to Paragraph 5.9 of Principle A of the MCGG, our Board shall comprise at least 30.00% women Directors.</p> <p>As at the LPD, our Board comprises 2 females out of 7 members, which represent approximately 28.57% of female composition in our Board, which is a departure from Practice Note 5.9 of Principle A of the MCGG.</p>	<p>It is the intention of our Board to meet the recommendation of Paragraph 5.9 of Principle A of the MCGG to have at least 30.00% women Directors.</p> <p>However, as at the LPD, our Board is only able to identify 2 women Directors.</p>	Our Board will secure the appointment of an additional woman Director within 2 years after our Listing to meet the recommendation of 30.00% female Board members.

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

No.	Director	Gender	Nationality	Designation	Age	Date of Appointment	Date of Expiration of the Current Term of Office	Number of Years and Months in Office as at the LPD
1.	Ang Seng Wong	Male	Malaysian	Independent Non-Executive Chairman	61	1 April 2022 <sup>(1)</sup>	Subject to retirement by rotation at AGM in 2024 <sup>(3)</sup>	11 months
2.	Mr. Lee	Male	Malaysian	Executive Director and Group Chief Executive Officer	50	26 April 2021 <sup>(2)</sup>	Subject to retirement by rotation at AGM in 2023 <sup>(3)</sup>	1 year 10 months
3.	Mr. Foo	Male	Malaysian	Non-Independent Non-Executive Director	70	26 April 2021 <sup>(2)</sup>	Subject to retirement by rotation at AGM in 2023 <sup>(3)</sup>	1 year 10 months
4.	Mr. Mu	Male	Singaporean	Executive Director	56	26 April 2021 <sup>(2)</sup>	Subject to retirement by rotation at AGM in 2023 <sup>(3)</sup>	1 year 10 months



**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

No.	Director	Gender	Nationality	Designation	Age	Date of Appointment	Date of Expiration of the Current Term of Office	Number of Years and Months in Office as at the LPD
5.	Lai Hooi Yim	Female	Malaysian	Independent Non-Executive Director	55	1 April 2022 <sup>(1)</sup>	Subject to retirement by rotation at AGM in 2024 <sup>(3)</sup>	11 months
6.	Liew Chee Kar	Female	Malaysian	Independent Non-Executive Director	39	16 June 2022 <sup>(1)</sup>	Subject to retirement by rotation at AGM in 2025 <sup>(3)</sup>	8.5 months
7.	Willham Siau	Male	Malaysian	Independent Non-Executive Director	48	16 June 2022 <sup>(1)</sup>	Subject to retirement by rotation at AGM in 2024 <sup>(3)</sup>	8.5 months

**Notes:-**

<sup>(1)</sup> All our Independent Non-Executive Directors have been appointed for a period of 3 years from the date of appointment, subject to the applicable provisions of the Act, the Listing Requirements, any other applicable laws/rules and our Constitution.

<sup>(2)</sup> Our Executive Directors and Non-Independent Non-Executive Director have not been appointed for a fixed term.

<sup>(3)</sup> In accordance with our Company's Constitution, all our Directors shall retire from office at the first AGM of our Company and  $\frac{1}{3}$  (or the number nearest to  $\frac{1}{3}$ ) of our Directors for the time being, shall retire by rotation at the AGM of our Company in every subsequent year and shall be eligible for re-election provided always that all our Directors shall retire at least once in each 3 years but shall be eligible for re-election. Any Director appointed either to fill a casual vacancy or as an addition to the existing Directors shall hold office only until the next AGM and shall then be eligible for re-election. As at the LPD, the schedule of our Directors who are subject to retirement in AGMs to be held are as stated in the table below.

No.	Year of AGM	Directors who are subject to retirement
1.	2023	Mr. Lee, Mr. Foo and Mr. Mu.
2.	2024	Ang Seng Wong, Lai Hooi Yim and Willham Siau.
3.	2025	Liew Chee Kar, Mr. Foo and Mr. Mu.
4.	2026	Mr. Lee, Ang Seng Wong and Lai Hooi Yim.
5.	2027	Willham Siau, Liew Chee Kar and Mr. Mu.

None of our Directors represent any corporate shareholder on our Board.

**4.2.1 Profiles of our Directors**

Save for the profiles of Mr. Lee, Mr. Foo and Mr. Mu which are as set out in Section 4.1.1 of this Prospectus, the profiles of our other Directors are as follows:-

**(i) Ang Seng Wong**

Ang Seng Wong, a Malaysian aged 61, is our Independent Non-Executive Chairman. He was appointed to our Board on 1 April 2022 as our Independent Non-Executive Director and was subsequently appointed as our Independent Non-Executive Chairman on 16 June 2022.

He graduated with a Bachelor of Business (Banking and Finance) and a Bachelor of Arts

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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in May 1988 from the Chisholm Institute of Technology, Australia (currently known as Monash University). He graduated with a Master of Business Administration from Cardiff Metropolitan University, Wales in September 2016. He is a member of the Malaysian Institute of Accountants since May 1998. He is a member of the Institute of Corporate Directors Malaysia since October 2022 and subsequently became a fellow of the Institute of Corporate Directors Malaysia since November 2022.

He began his career in January 1986 with Freeman McMurrick Pty. Ltd. in Australia as an Accountant where he was responsible for assisting in the preparation of management accounts, liaising with underwriters and assisting in the preparation of the company's accounts. He left the company in November 1989.

He then returned to Malaysia and joined Apex Securities Sdn. Bhd. (currently known as JF Apex Securities Berhad) from December 1989 to March 1990 where he was involved in conducting research on the stock market, analysing stocks and recommending stocks in a monthly newsletter.

Between his time with JF Apex Securities Berhad and MBf Finance Berhad (as described below), he worked as a freelancer involved in performing feasibility studies, writing marketing reports and business proposals in the plastics industry.

He then joined MBf Finance Berhad in December 1990 until June 1991 as an Assistant Manager where he was responsible for accounting matters such as accounts reconciliation and reporting.

In June 1991, he joined TH-Exima Electronics (M) Sdn. Bhd. as a Finance Director where he was responsible for finance and accounts reporting. He left the company in October 1992.

He was then appointed as a representative of the CIDC (Malaysia) Sdn. Bhd. (a subsidiary company of China Investment Development Company, Taiwan) from January 1993 to July 1994. He was involved in sourcing and recommending investment opportunities to the company.

He subsequently joined NCK Corporation Berhad (a public listed company which was listed on the Main Market of Bursa Securities before transferring of its listing status to APB Resources Berhad on 6 May 2004) as a Corporate Affairs Manager in July 1994 where he was responsible in reporting, assisting and taking instructions from the group's managing director of the company to manage the businesses of its subsidiary companies which includes, inter alia, tasks involving monthly accounts analysis, subsidiary companies' management meetings, business liaison with suppliers, contractors, customers and bankers. During his time with the company, he was appointed to the board of directors of several of the company's subsidiary companies. He left the company in December 1998.

In February 1999, he joined Pacific Asian Exporters Inc as a Regional Representative on a part-time basis where he was involved in establishing a supply chain to produce and export plastic products to the USA. He left his position in June 2007.

In March 2003, he began to conduct training sessions and lectures on subjects such as soft skills, supervisory skills, management skills and corporate governance on a part time basis. He was affiliated with several training companies such as Nobel Konsult Sdn. Bhd. and EMC Management Centre Sdn. Bhd. He is still currently involved in conducting training sessions on various subjects.

He was appointed as a General Manager of Astral Supreme Berhad (currently known as

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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Vizione Holdings Berhad, a public company listed on the Main Market of Bursa Securities) from October 2003 where he was in charge of overseeing the manufacturing, marketing and distribution of electrical and electronic products. He was then appointed as an Executive Director of the company in April 2005. He resigned from his position as an Executive Director in August 2005.

He was appointed as an Independent Non-Executive Director in EG Industries Berhad and Ralco Corporation Berhad, both a public company listed on the Main Market of Bursa Securities, on 30 January 2009 and 14 August 2019 respectively.

As at the LPD, he is still a member of the board of directors of EG Industries Berhad and Ralco Corporation Berhad as well as member of the board of directors of several private limited companies as disclosed in Section 4.2.3 of this Prospectus.

He has no family relationship with our Promoters, substantial shareholders, other Directors and Key Senior Management.

**(ii) Lai Hooi Yim**

Lai Hooi Yim, a Malaysian aged 55, is our Independent Non-Executive Director. She was appointed to our Board on 1 April 2022, and is the chairman of our Audit and Risk Management Committee. She is also a member of our Nomination and Remuneration Committee, and a member of our Compliance Committee.

She graduated with a Diploma in Commerce (Financial Accounting) from Kolej Tunku Abdul Rahman in July 1992. She is a member of the Association of Chartered Certified Accountants since September 1996 and a fellow of the same association in September 2001. She is a member of the Malaysian Institute of Accountants since August 1997 and a chartered accountant by the same institute in June 2001. She is also a member of the Institute of Corporate Directors Malaysia since October 2022.

She began her career in 1992 as an auditor and was employed by several audit firms until 1995. Beginning in July 1992 to April 1993, she was an Audit Assistant with Lim, Tay & Co. She then joined Tan & Co as an Audit Semi-Senior from May 1993 to December 1993. Subsequently, she joined Leong Ho & Associates from January 1994 to August 1995 as an Audit Senior.

During her audit career, she was involved in auditing businesses in a range of industries such as trading, manufacturing and property development. Throughout this time, she was involved in conducting financial and field audits, drafting of audited reports, and reviewing the work of junior associates.

She subsequently joined IOI Corporation Berhad (a public company listed on the Main Market of Bursa Securities) in August 1995 as an Accountant in the plantation division. During her tenure with the company, she was responsible for the accounts of 63 companies under the IOI group of companies. She was in charge of financial reporting and tax planning on a monthly, quarterly and yearly basis; conducting feasibility studies on new business opportunities; as well as liaising with various parties such as auditors and tax authorities. She left the company in August 2011.

She was appointed as a Business Development Associate at TCK & Co and Sha, Tan & Co in September 2011 and April 2012 respectively, both of which are positions she still currently holds. Her responsibilities include ensuring that all business portfolio deadlines are met and ensuring that the services rendered by the respective company are provided well.

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She joined Platinum Paradise Sdn. Bhd., a subsidiary company of Only World Group Holdings Berhad (a public company listed on the Main Market of Bursa Securities), as a Finance Manager from April 2013 to July 2013 where she was involved in the daily financial recording of the food and beverage division.

She then joined Network Foods Industries Sdn. Bhd., a subsidiary company of Malayan United Industries Berhad (a public company listed on the Main Market of Bursa Securities) as a Senior Finance Manager from March 2015 to August 2015. She was involved in conducting a business review of the factory and warehouse operations as well as the forecast and actual monthly financial reporting.

Thereafter, she joined ASSA ABLOY Opening Solutions Malaysia Sdn. Bhd., a subsidiary company of ASSA ABLOY AB (a public company listed in Nasdaq Stockholm) as a Finance Manager in August 2015. As a Finance Manager, she was involved in monitoring and reviewing the business as well as monitoring and reviewing the inventory, revenue and trade collections. She left the company in May 2019 and thereafter re-joined the same company as a consultant on a part-time basis where she consulted on financial reporting matters. She left her role in November 2019.

In July 2020, she established Figure Portal Sdn. Bhd. and is the director of the company where she is responsible in providing advisory and consultancy in the financial position of her clients' company.

As at the LPD, she is also the member of the board of directors of Vegan Recipe Sdn. Bhd. as disclosed in Section 4.2.3 of this Prospectus.

She has no family relationship with our Promoters, substantial shareholders, other Directors and Key Senior Management.

**(iii) Liew Chee Kar**

Liew Chee Kar, a Malaysian aged 39, is our Independent Non-Executive Director. She was appointed to our Board on 16 June 2022, and is the chair of our Compliance Committee. She is also a member of our Audit and Risk Management Committee, and a member of our Nomination and Remuneration Committee.

She graduated with a Bachelor of Laws (Hons) from University of West of England, Bristol, United Kingdom in July 2006. She obtained her Certificate of Legal Practice in September 2008. She undertook her pupillage with Messrs Albar & Partners from November 2008 to August 2009 and was admitted to the High Court of Malaya in September 2009. She is also a member of the Institute of Corporate Directors Malaysia since October 2022.

After her pupillage, she joined Messrs Lee Choon Wan & Co as a Legal Associate in November 2009 where she was involved in capital market exercises such as initial public offerings as well as mergers and acquisitions. In December 2013, she was made as a partner of the firm and continued to be involved in capital market exercises as well as land, banking and conveyancing matters until March 2014 when she relocated to Sabah.

She subsequently undertook her pupillage with Messrs Lim Chung & Zahbia, Sabah from June 2014 to September 2015. She was then admitted to the High Court of Sabah and Sarawak in September 2015. Upon completion of her pupillage, she was retained at Messrs Lim Chung & Zahbia as a Senior Legal Associate, a position she currently holds, where she is involved in land, conveyancing and banking as well as finance related legal matters.

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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As at the LPD, she is not a member of the board of directors of any companies.

She has no family relationship with our Promoters, substantial shareholders, other Directors and Key Senior Management.

**(iv) Willham Siau**

Willham Siau, a Malaysian, aged 48, is our Independent Non-Executive Director. He was appointed to our Board on 16 June 2022 and is the chairman of our Nomination and Remuneration Committee. He is also a member of our Audit and Risk Management Committee, and a member of our Compliance Committee.

He graduated with a Bachelor of Commerce in Accounting from Nelson Polytechnic (now known as Nelson Marlborough Institute of Technology) in New Zealand in April 1997.

He is a member of the Malaysian Institute of Management since January 1998. He is a member of the Institute of Chartered Accountants of New Zealand since July 2001 before it merged with the Institute of Chartered Accountants in Australia to form the Chartered Accountants Australia and New Zealand in December 2014, of which he is a member since then. He is a member of the National Institute of Accountants, Australia since January 2004 before it changed its name to the Institute of Public Accountants, Australia, of which he is a fellow since May 2011. He is an associate member of the Institute of Internal Auditors Malaysia since February 2004 and a professional member since January 2008. He is an approved liquidator from Labuan Financial Services Authority since July 2010. He is a fellow of the Institute of Financial Accountants, United Kingdom since January 2015. He is a certified member of the Institute of Commercial and Industrial Accountants, Malaysia since April 2016 before it changed its name to the Association of Certified Accountants, Malaysia, of which he remains a certified member since November 2020. He is a Chartered Accountant of the Malaysian Institute of Accountants since January 2019 and holds a practicing certificate from the same institute since March 2021. He is a registered ASEAN Chartered Professional Accountant since March 2019 and he is a company secretary registered with the CCM since April 2019. He is a member of the Institute of Corporate Directors Malaysia since October 2022 and an affiliate of the Asian Institute of Chartered Bankers since December 2022. He is also an affiliate of the Malaysian Institute of Chartered Secretaries and Administrators since January 2023.

In April 1997, he began his career as an Audit Assistant at Ahmad Abdullah & Goh where he was involved in audit matters. Throughout his time at the firm, he received several promotions and was responsible for various audit matters such as conducting internal audits, investigations, and due diligence, as well as liquidation and receivership matters, business valuation and conducting professional seminars.

In 2007, Ahmad Abdullah & Goh became an approved auditor of Labuan under the Labuan Financial Services Authority and he was registered as the "Officer Responsible for the Management of the Auditing Firm in the Federal Territory of Labuan". He was in charge of the Labuan offshore office in auditing Labuan companies and advising on Labuan company law related matters. He left the firm in September 2012 as a Senior Manager. He acts as a consultant for the firm on an ad-hoc basis since October 2012.

In June 2011, he established Allied Debt Collection Agency as a partnership where he took the role of Ethics Contact. He was responsible for monitoring the professional conduct of the business. The agency changed to a sole proprietorship in January 2015 and he remains as the sole proprietor. He also currently acts as a consultant to various business entities on a freelance basis where he advises on accounting and company law related matters.

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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In January 2021, he joined SEC Services Sdn. Bhd. as a Senior Manager and was subsequently appointed as a director in June 2021, where he practises as a company secretary and a liquidator.

As at the LPD, he is also member of the board of directors of several private limited companies and is involved in several sole proprietorships as disclosed in Section 4.2.3 of this Prospectus.

He has no family relationship with our Promoters, substantial shareholders, other Directors and Key Senior Management.

**4.2.2 Shareholdings of Our Directors**

Save for the shareholdings of Mr. Lee, Mr. Foo and Mr. Mu which is as set out in Section 4.1.2 of this Prospectus, none of our Directors hold any shareholding, whether direct or indirect, in our Company.

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#### 4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)

##### 4.2.3 Principal Business Activities and Directorships in Other Corporations for the Past 5 Years

Save as disclosed below, as at the LPD, none of our Directors have any principal business activities performed outside our Group (including principal directorships in the past 5 years preceding the LPD):-

(i) Ang Seng Wong

(a) Present involvement

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	Hocatsu (M) Sdn. Bhd.	Trading and retailing of crockery, kitchen utensil and equipment, stewarding and housekeeping material.	Non-Executive Director and Shareholder	1 June 2005	-	<sup>(1)</sup> 14.29	-
2.	EG Industries Berhad <sup>(2)</sup>	Investment holding, provision of management service. <sup>(3)</sup>	Non-Executive Director	30 January 2009	-	-	-
3.	Ralco Corporation Berhad <sup>(4)</sup>	Investment holding and provision of management services. <sup>(5)</sup>	Non-Executive Director	14 August 2019	-	-	-
4.	Margaree Enterprises Pte. Ltd. <sup>(6)</sup>	Wholesale trade of a variety of goods without a dominant product.	Non-Executive Director and Shareholder	4 July 2017	-	100.00	-
5.	Quantity Concept PLT <sup>(7)</sup>	Other management consultation activities n.e.c <sup>(8)</sup> , others education n.e.c <sup>(8)</sup> , wholesale of a variety of goods without any particular specialisation n.e.c <sup>(8)</sup> .	Partner	N/A	N/A	50.00	<sup>(9)</sup> 50.00

Notes:-

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

- <sup>(1)</sup> As per the trust deed dated 6 September 2005 entered into between Ang Seng Wong and another shareholder of Hocatsu (M) Sdn. Bhd, Ang Seng Wong is holding the said interest in trust for the said shareholder of Hocatsu (M) Sdn. Bhd.
- <sup>(2)</sup> Pursuant to the information extracted from the Bursa Securities website, EG Industries Berhad is a public company listed on the Main Market of Bursa Securities.
- <sup>(3)</sup> Based on the latest annual report of EG Industries Berhad for the FYE 30 June 2022, apart from investment holding and provision of management services, the group of companies involves in printed circuit board assembly which entails high and low-mix printed circuit board and box build, that encompasses total design, manufacturing, testing and shipping of completed product to customers' end users.
- <sup>(4)</sup> Pursuant to the information extracted from the Bursa Securities website, Ralco Corporation Berhad is a public company listed on the Main Market of Bursa Securities.
- <sup>(5)</sup> Based on the latest annual report of Ralco Corporation Berhad for the FYE 31 December 2022, apart from investment holding and provision of management services, the group of companies involves in manufacturing of and trading in plastic bottles, containers, boxes, crates, related materials and provision of transportation services as well as supply of renewal energy.
- <sup>(6)</sup> Margaree Enterprises Pte. Ltd. was incorporated in Singapore.
- <sup>(7)</sup> Quantity Concept PLT was incorporated in Malaysia.
- <sup>(8)</sup> "n.e.c" means not elsewhere classified. "not elsewhere classified" is a common term used to describe the nature of business in the CCM search in situation where the business activities and the principal activities are not specified in the Malaysia Standard Industrial Classification Code as established by the Department of Statistics Malaysia and adopted by the CCM and IRB.
- <sup>(9)</sup> Owned by his spouse.

(b) Past involvement

No	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	Skyland Resources Sdn. Bhd.	Importers, exporters and manufacturers.  The company was dissolved on 4 January 2021.	Non-Executive Director and Shareholder	2 August 2013	-	50.00	-

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

(ii) Mr. Lee

(a) Present involvement

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	Infinite Power	Investment holdings (incorporated for the purpose of the HKEX IPO).  The company is in the process of striking off and the striking off is expected to take place on 1 November 2023 pursuant to Section 213 of BVI Business Companies Act 2004 and BVI Business Companies (Amendment) Act 2022.	Executive Director and Shareholder	18 May 2018	-	50.00	-
2.	Platinum Success	Investment holdings (incorporated for the purpose of the HKEX IPO).  The company is in the process of striking off and the striking off is expected to take place on 1 November 2023 pursuant to Section 213 of BVI Business Companies Act 2004 and BVI Business Companies (Amendment) Act 2022.	Executive Director and Shareholder	18 May 2018	-	-	<sup>(1)</sup> 50.00

Note:-

<sup>(1)</sup> Deemed interest through his shareholding in Infinite Power.

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

(b) Past involvement

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	CPSM Holding	Investment holdings (incorporated for the purpose of the HKEX IPO).  The company was deregistered in Hong Kong on 20 April 2022 and was struck off in Cayman Islands on 30 September 2022.	Executive Director and Shareholder	24 May 2018	-	-	(1) 50.00
2.	Champion P	Carry on business as manufacturer mainly providing CNC turning and milling services. However, the company has ceased operations since January 2001.  The company was dissolved following the lodgement of return by liquidator relating to final meeting dated 6 October 2018.	Executive Director and Shareholder	24 November 1994	-	15.00	-

Note:-

(1) Deemed interest through his shareholding in Infinite Power.

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

(iii) Mr. Foo

(a) Present involvement

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	Infinite Power	Investment holdings (incorporated for the purpose of the HKEX IPO).  The company is in the process of striking off and the striking off is expected to take place on 1 November 2023 pursuant to Section 213 of BVI Business Companies Act 2004 and BVI Business Companies (Amendment) Act 2022.	Executive Director and Shareholder	18 May 2018	-	30.00	-
2.	Platinum Success	Investment holdings (incorporated for the purpose of the HKEX IPO).  The company is in the process of striking off and the striking off is expected to take place on 1 November 2023 pursuant to Section 213 of BVI Business Companies Act 2004 and BVI Business Companies (Amendment) Act 2022.	Executive Director and Shareholder	18 May 2018	-	-	<sup>(1)</sup> 30.00

Note:-

<sup>(1)</sup> Deemed interest through his shareholding in Infinite Power.

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

(b) Past involvement

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	CPSM Holding	Investment holdings (incorporated for the purpose of the HKEX IPO).  The company was deregistered in Hong Kong on 20 April 2022 and was struck off in Cayman Islands on 30 September 2022.	Executive Director and Shareholder	24 May 2018	-	-	(1) 30.00
2.	Champion P	Carry on business as manufacturer mainly providing CNC turning and milling services. However, the company has ceased operations since January 2001.  The company was dissolved following the lodgment of return by liquidator relating to final meeting dated 6 October 2018.	Executive Director and Shareholder	24 November 1994	-	35.00	-

Note:-

(1) Deemed interest through his shareholding in Infinite Power.

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

(iv) Mr. Mu

(a) Present involvement

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	Infinite Power	Investment holdings (incorporated for the purpose of the HKEX IPO).  The company is in the process of striking off and the striking off is expected to take place on 1 November 2023 pursuant to Section 213 of BVI Business Companies Act 2004 and BVI Business Companies (Amendment) Act 2022.	Executive Director and Shareholder	18 May 2018	-	20.00	-
2.	Platinum Success	Investment holdings (incorporated for the purpose of the HKEX IPO).  The company is in the process of striking off and the striking off is expected to take place on 1 November 2023 pursuant to Section 213 of BVI Business Companies Act 2004 and BVI Business Companies (Amendment) Act 2022.	Executive Director and Shareholder	18 May 2018	-	-	<sup>(1)</sup> 20.00

Note:-

<sup>(1)</sup> Deemed interest through his shareholding in Infinite Power.

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

(b) Past involvement

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	CPSM Holding	Investment holdings (incorporated for the purpose of the HKEX IPO).  The company was deregistered in Hong Kong on 20 April 2022 and was struck off in Cayman Islands on 30 September 2022.	Executive Director and Shareholder	24 May 2018	-	-	(1) 20.00
2.	Champion P	Carry on business as manufacturer mainly providing CNC turning and milling services. However, the company has ceased operations since January 2001.  The company was dissolved following the lodgment of return by liquidator relating to final meeting dated 6 October 2018.	Executive Director and Shareholder	20 June 1996	-	15.00	-
3.	NSC Chemical (2008) Pte. Ltd.	Manufacture of ultrapure electronic chemicals, materials and laminates – manufacture of surface treatment spray painting and power coating.  The company was struck off on 4 September 2019.	Executive Director and Shareholder	7 July 2008	4 September 2019	100.00	-

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
4.	Mouthful Restaurant Sdn. Bhd.	Western food restaurant.  The company was dissolved on 8 June 2018.	Executive Director and Shareholder	25 August 2011	-	60.00	-

Note:-

(1) Deemed interest through his shareholding in Infinite Power.

(v) Lai Hooi Yim

(a) Present involvement

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	Vegan Recipe Sdn. Bhd.	Vegetarian cuisine, natural and organic food and vegetarian products.	Executive Director and Shareholder	30 October 2018	-	23.00	-
2.	Figure Portal Sdn. Bhd.	(i) Accounting, bookkeeping and auditing activities; and (ii) Tax consultancy; and (iii) Secretarial support services; and (iv) Business management consultancy services.	Executive Director and Shareholder	10 July 2020	-	100.00	-

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

(vi) Willham Siau

(a) Present involvement

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	Basong Malaysia Sdn. Bhd.	Poultry retail business, business management consultancy services. <sup>(1)</sup>	Executive Director and Shareholder	24 July 2006	-	33.33	<sup>(2)</sup> 66.67
2.	SEC Services Sdn. Bhd.	Corporate secretarial and management services.	Executive Director and Shareholder	1 June 2021	-	65.00	-
3.	Nuvect Limited <sup>(3)</sup>	Investment holding. <sup>(4)</sup>	Executive Director and Shareholder	28 April 2014	-	100.00	-
4.	Allied Debt Collection Agency	Debt collection.	Sole Proprietor	N/A	N/A	100.00	-
5.	Internic Solutions	Website design and consultant internet services, trading services consultancy in all kinds of information technology computer and related products. <sup>(5)</sup>	Sole Proprietor	N/A	N/A	100.00	-
6.	Jauhar Academy of Social Sciences	Consulting, drafting and revising reports and speeches, analysing and collecting data on the state of	Sole Proprietor	N/A	N/A	100.00	-



**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
		the economy and sending related recommendations.					
7.	Three Seas Arts and Crafts	Artwork collection.	Sole Proprietor	N/A	N/A	100.00	-
8.	Willham Siau	Management services. <sup>(6)</sup>	Sole Proprietor	N/A	N/A	100.00	-

Notes:-

<sup>(1)</sup> As per extraction from the CCM search. Based on the audited financial statements of Basong Malaysia Sdn. Bhd. for the FYE 31 December 2020, FYE 31 December 2021 and FYE 31 December 2022, the company has ceased its business as dealer in poultry retail business and has no intention to revive the business in the foreseeable future. Further, Basong Malaysia Sdn. Bhd. has added business management consultancy services to its principal activities effective from 6 January 2023 pursuant to its notification to the CCM vide Practice Directive 2/2017 dated 6 January 2023.

<sup>(2)</sup> The remaining direct shareholding in Basong Malaysia Sdn. Bhd. of 66.67% is owned by the family members of Willham Siau.

<sup>(3)</sup> Nuvect Limited is incorporated in Labuan on 26 July 2012.

<sup>(4)</sup> Nuvect Limited is dormant as at the LPD.

<sup>(5)</sup> Exact wording as per extraction from CCM search.

<sup>(6)</sup> Registered with the CCM under "perkhidmatan pengurusan".

(b) Past involvement

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	JRC Central Compilation and Translation Service	Administration, research, translation, publication, etc.  The sole proprietorship was terminated on 6 January 2023.	Sole Proprietor	N/A	N/A	100.00	-

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date of Appointment as Director	Date of Resignation as Director	% of Shareholding Held	
						Direct	Indirect
2.	JRC Corporate Communication	Management, liaison, communication.  The sole proprietorship was terminated on 6 January 2023.	Sole Proprietor	N/A	N/A	100.00	-
3.	JRC Secretariat Service	Administration and management.  The sole proprietorship was terminated on 6 January 2023.	Sole Proprietor	N/A	N/A	100.00	-
4.	Starpath (M) Sdn. Bhd.	Food and recreation centre.  The company was dissolved on 8 June 2018.	Shareholder	-	-	9.09	(1) -
5.	Khidmat OBC	Management services.  The sole proprietorship was expired on 27 July 2018.	Sole Proprietor	N/A	N/A	100.00	-

Note:-

(1) 1 ordinary share was owned by a family member of Willham Siau, which is negligible in terms of percentage of shareholding.

The involvement of our Executive Directors and Non-Independent Non-Executive Director mentioned above in Infinite Power and Platinum Success will not give rise to any potential conflict of interest with our Group and will not affect their commitment and responsibilities to our Group in their roles as our Directors, as the said companies were incorporated to facilitate HKEX IPO previously and there are no business activities in the said companies.

The involvement of our Independent Non-Executive Directors in other principal business activities outside of our Group will not give rise to any potential conflict of interest with our Group and will not affect their commitment and responsibilities to our Group in their respective roles as our Directors, as our Independent Non-Executive Directors are not involved in the day-to-day operations of our Group and the principal business activities of those companies are not similar to our Group's business.

#### 4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)

##### 4.2.4 Service Contracts with Our Directors

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

##### 4.2.5 Remuneration and Material Benefits In-kind of Our Directors

The remuneration and material benefits-in-kind (including any contingent or deferred remuneration) paid or proposed to be paid to our Directors for services rendered to us in all capacities to our Group for the FYE 30 June 2021, FYE 30 June 2022 and FYE 30 June 2023 are as stated in the table below.

No.	Name	Salary	Directors' Fees	Bonuses	Allowance	Statutory contributions (EPF and SOCSO and Employee Insurance Scheme)	Benefits-in-kind	Total
		RM	RM	RM	RM	RM	RM	RM
<b>FYE 30 June 2021 (Paid)</b>								
1.	Mr. Lee	720,000	37,438	-	-	86,400	-	843,838
2.	Mr. Foo	404,908	36,810	-	-	16,564	-	458,282
3.	Mr. Mu	550,528	37,124	-	-	36,074	-	623,725
Total		1,675,436	111,372	-	-	139,038	-	1,925,845
<b>FYE 30 June 2022 (Paid)</b>								
1.	Ang Seng Wong	-	<sup>(1)</sup> 8,750	-	-	-	-	8,750
2.	Mr. Lee	720,000	47,325	-	-	86,477	-	853,802

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

No.	Name	Salary	Directors' Fees	Bonuses	Allowance	Statutory contributions (EPF and SOCSO and Employee Insurance Scheme)	Benefits-in-kind	Total
		RM	RM	RM	RM	RM	RM	RM
3.	Mr. Foo	410,831	46,348	-	-	17,367	-	474,546
4.	Mr. Mu	557,528	46,837	-	-	30,302	-	634,666
5.	Lai Hooi Yim	-	<sup>(2)</sup> 9,000	-	-	-	-	9,000
6.	Liew Chee Kar	-	<sup>(3)</sup> 1,250	-	-	-	-	1,250
7.	Willham Siau	-	<sup>(4)</sup> 1,250	-	-	-	-	1,250
Total		1,688,359	160,760	-	-	134,145	-	1,983,138
<b>FYE 30 June 2023 (Proposed)</b>								
1.	Ang Seng Wong	-	60,000	-	-	-	-	60,000
2.	Mr. Lee	720,000	75,113	-	-	87,480	-	882,593
3.	Mr. Foo	430,248	75,113	-	-	19,214	-	524,575
4.	Mr. Mu	580,475	75,113	-	-	33,963	-	689,551
5.	Lai Hooi Yim	-	36,000	-	-	-	-	36,000
6.	Liew Chee Kar	-	30,000	-	-	-	-	30,000

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

No.	Name	Salary	Directors' Fees	Bonuses	Allowance	Statutory contributions (EPF and SOCSO and Employee Insurance Scheme)	Benefits-in-kind	Total
		RM	RM	RM	RM	RM	RM	RM
7.	Willham Siau	-	30,000	-	-	-	-	30,000
Total		1,730,723	381,339	-	-	140,657	-	2,252,719

Notes:-

- (1) Ang Seng Wong was appointed as our Independent Non-Executive Director on 1 April 2022 and was subsequently appointed as our Independent Non-Executive Chairman on 16 June 2022. His Director's fee for the FYE 30 June 2022 was for the period from 1 April 2022 to 30 June 2022 and his fee as our Independent Non-Executive Chairman is from 16 June 2022 to 30 June 2022.
- (2) Lai Hooi Yim was appointed as our Independent Non-Executive Director on 1 April 2022. Her Director's fee for the FYE 30 June 2022 was for the period from 1 April 2022 to 30 June 2022.
- (3) Liew Chee Kar was appointed as our Independent Non-Executive Director on 16 June 2022. Her Director's fee for the FYE 30 June 2022 was for the period from 16 June 2022 to 30 June 2022.
- (4) Willham Siau was appointed as our Independent Non-Executive Director on 16 June 2022. His Director's fee for the FYE 30 June 2022 was for the period from 16 June 2022 to 30 June 2022.

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

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#### 4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)

##### 4.2.6 Audit and Risk Management Committee

We have, on 1 April 2022 and 16 June 2022 respectively, established an Audit Committee and a Risk Management Committee. Our Audit Committee and Risk Management Committee was combined to Audit and Risk Management Committee with effect from 8 February 2023. Our Audit and Risk Management Committee currently comprises the members as stated in the table below, of which all of them are Independent Non-Executive Directors.

No.	Name	Designation	Directorship
1.	Lai Hooi Yim	Chairman	Independent Non-Executive Director
2.	Liew Chee Kar	Member	Independent Non-Executive Director
3.	Willham Siau	Member	Independent Non-Executive Director

Our Audit and Risk Management Committee must, in accordance with the procedure to be determined by our Board and at the cost of our Company:-

- (i) Have explicit authority to investigate any matter within its terms of reference; and
- (ii) Have the resources which are required to perform its duties; and
- (iii) Have full and unrestricted access to all information and documents which are required to perform its duties; and
- (iv) Have full and unrestricted access as well as direct communication channels with the following parties:-
  - (a) Management and any of the staff of our Group; and
  - (b) External Auditors of our Group; and
  - (c) Internal auditors of our Group; and
  - (d) Legal counsels of our Group; and
  - (e) Company Secretaries of our Group; and
  - (f) Any other advisers of our Group; and
- (v) Be able to convene meetings with our external auditors, the person(s) carrying out the internal audit function or activity or both, excluding the attendance of other directors and employees of the listed issuer, whenever deemed necessary.

Our Audit and Risk Management Committee undertakes, among others, the duties and responsibilities as stated in the table below.

No.	Function	Duties and Responsibilities
1.	Audit Committee function of the Audit and Risk	<ol style="list-style-type: none"> <li>(i) Financial Reporting <ol style="list-style-type: none"> <li>(a) Review our quarterly results and our year-end financial statements before submission to our Board for approval. The areas of review shall include, but not limited to, the following:-</li> </ol> </li> </ol>

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

No.	Function	Duties and Responsibilities
	Management Committee	<ul style="list-style-type: none"> <li>(I) Application of new accounting standards, amendments to published accounting standards and amendments on the interpretations of existing accounting standards; and</li> <li>(II) Changes in accounting policies of our Group; and</li> <li>(III) Matters highlighted by our management which include, but not limited to, financial reporting issues; and</li> <li>(IV) Judgement made by our management in preparing the financial statements; and</li> <li>(V) Unusual events or transactions and how these matters are addressed; and</li> <li>(VI) Adjustments arising from the audit; and</li> <li>(VII) The going concern assumption; and</li> <li>(VIII) Compliance with applicable accounting standards, regulatory and other legal requirements, and relevant laws, regulations, rules, requirements and guidelines; and</li> <li>(b) Provide advice on whether our financial statements give a true and fair view of our Group's financial position, financial performance and cash flows; and</li> <li>(c) Asks probing questions to our management to ascertain whether our financial statements are consistent with the operational and other information known by the Committee.</li> </ul> <p>(ii) External Audit</p> <ul style="list-style-type: none"> <li>(a) Consider and recommend to our Board on the appointment or re-appointment of external auditors and their fees (audit and non-audit), after assessing factors which include, but not limited to, their independence, capabilities and the effectiveness of the external audit process; and</li> <li>(b) Review the following and report the same to our Board:- <ul style="list-style-type: none"> <li>(I) Letters of resignation from the external auditors; and</li> <li>(II) Suggestions for the dismissals of external auditors, and</li> <li>(III) Any written representations or statement of circumstances in relation to the resignation made by the external auditors; and</li> <li>(IV) Whether there is a reason, which is supported by grounds, to believe that the external auditor is not suitable for re-appointment.</li> </ul> </li> <li>(c) Assess the suitability, objectivity and independence of the external auditors on an annual basis based on the policies and procedures that have been established and the annual performance evaluation of the external auditors undertaken by the Committee. The said policies and procedures must include considerations on matters which include, but not limited to, the following:- <ul style="list-style-type: none"> <li>(I) The criteria to guide decisions on the appointment and re-appointment of the external auditor. The criteria should include, but not limited to, an assessment of the competencies, audit quality and resource capacity of the external auditor in relation to the audit.</li> </ul> <p>The said assessment should also consider the information presented in the Annual Transparency Report of the audit firm. If the Annual Transparency Report is not available, the Committee may engage the audit firm on matters typically covered in an Annual Transparency Report which include, but not limited to, the audit firm's governance and</p> </li> </ul>

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

No.	Function	Duties and Responsibilities
		<p>leadership structure as well as measures undertaken by the firm to uphold audit quality and manage risks such as corporate liabilities risks; and</p> <p>(II) The appropriateness of audit fees to support a quality audit; and</p> <p>(III) The requirement for non-audit services shall be approved by the Committee before they rendered by the external auditor and its affiliates. The Committee shall take into consideration factors which include, but not limited to, the nature and extent of the non-audit services and the appropriateness of the level of fees; and</p> <p>(IV) Requirement to obtain written assurance from the external auditor confirming that they are, and have been, independent throughout the conduct of the audit engagement in accordance with the terms of all relevant professional and regulatory requirements; and</p> <p>(V) The annual evaluation on the performance of the external auditors; and any required follow-up measures based on the said annual evaluation; and</p> <p>(d) Assess the suitability, objectivity and independence of the external auditors on an annual basis; and</p> <p>(e) Review the following with the external auditors and report the same to our Board:-</p> <p>(I) Audit plan which encompasses, among others, its scope, nature and timing; and</p> <p>(II) Audit report; and</p> <p>(III) Evaluation of our Group's internal control and risk management systems; and</p> <p>(IV) The assistance given by our employees to the external auditors, and</p> <p>(V) Difficulties or disputes between the external auditors and our management and/or employees; and</p> <p>(VI) External auditors' management letter and management's response thereto.</p> <p>(iii) Internal audit</p> <p>(a) Review the adequacy of the scope and resources, and the competencies of the internal audit function, and ensure that internal audit function has the necessary authority to carry out its work; and</p> <p>(b) Review the internal audit plan which encompasses, among others, the audit programme, audit process and reporting structure; and</p> <p>(c) Review the findings of the internal auditors and ensure corrective actions are taken by our management, based on the recommendations of the internal auditors; and</p> <p>(d) Assess the performance of the internal audit function on an annual basis; and</p> <p>(e) Advise on any areas that require further investigations as and when the Committee deemed necessary.</p> <p>(iv) Related party transactions and recurrent related party transactions</p> <p>Monitor, review and report to our Board any related party transaction, recurrent related party transaction, conflict of interest and potential conflict of interest situation that may arise within our Company or Group, including any transaction, procedures or course of conduct that raises questions on management integrity and whether the transactions are:-</p>



**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

No.	Function	Duties and Responsibilities
		<ul style="list-style-type: none"> <li>(a) Based on normal commercial terms and not more favourable to the related parties than those generally available to third parties dealing on arm's length basis; and</li> <li>(b) Not detrimental to our minority shareholders.</li> <li>(v) Other responsibilities               <ul style="list-style-type: none"> <li>(a) Review all financial related reports/statements as required by the Listing Requirements and all other applicable laws, regulations, rules, requirements and guidelines, for inclusion in our Annual Report; and</li> <li>(b) Verify allocation of units or options issued pursuant to the various incentive or retention schemes implemented by our Group, if any; and</li> <li>(c) Obtain regular updates from the management and Compliance Department regarding compliance matters; and</li> <li>(d) Review findings, queries or investigation by the regulatory authorities, if any; and</li> <li>(e) Review the adequacy and appropriateness of Anti-Bribery and Corruption Policy, and Whistleblowing Policy, when necessary; and</li> <li>(f) Carry out such other duties or functions as may be delegated by our Board from time to time or required by the regulatory authority.</li> </ul> </li> </ul>
2.	Risk Management Committee function of the Audit and Risk Management Committee	<ul style="list-style-type: none"> <li>(i) Ensure that an appropriate risk reporting structure is established to facilitate reporting of risks to our Board and the management of our Group; and</li> <li>(ii) Oversee our Group's overall risk management framework, policies and processes; and</li> <li>(iii) Review the risk management framework, policies, processes and strategies of our Group, which include, but not limited to, identifying, managing, monitoring, treating and mitigating risks of our Group, and recommend to our Board on the necessary changes in the risk management framework, policies and processes for their approval; and</li> <li>(iv) Review and assess the risk exposure, risk appetite and risk tolerance of our Group; and</li> <li>(v) Review the compliance reports prepared by our Compliance Committee and non-compliance findings by regulatory authorities, and to recommend necessary changes in the risk management framework, policies, processes and strategies to prevent the recurrence of the non-compliance incidents or issues as highlighted in the said compliance reports; and</li> <li>(vi) Review the risks identified by our Group and assess the effectiveness of the mitigating actions which are put in place in managing these risks; and</li> <li>(vii) Review the Statement on Risk Management and Internal Control for inclusion in our Annual Report, and recommend the same to our Board for approval; and</li> <li>(viii) Ensure that the key risks including, but not limited to, corporate liabilities risks and sustainability risks are effectively managed in accordance with our Group's risk management framework, policies, processes and strategies; and</li> <li>(ix) Review the adequacy of resources of our Group in managing the risks of our Group; and</li> <li>(x) Carry out such other duties or functions as may be delegated by our Board from time to time or required by the regulatory authority.</li> </ul>

#### 4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)

##### 4.2.7 Nomination and Remuneration Committee

We have, on 1 April 2022, established a Nomination Committee and a Remuneration Committee. Our Nomination Committee and Remuneration Committee was combined to Nomination and Remuneration Committee with effect from 8 February 2023. Our Nomination and Remuneration Committee currently comprises the members as stated in the table below, of which a majority of them are Independent Non-Executive Directors.

No.	Name	Designation	Directorship
1.	Willham Siau	Chairman	Independent Non-Executive Director
2.	Foo Ming	Member	Non-Independent Non-Executive Director
3.	Lai Hooi Yim	Member	Independent Non-Executive Director
4.	Liew Chee Kar	Member	Independent Non-Executive Director

Our Nomination and Remuneration Committee must, in accordance with the procedure to be determined by our Board and at the cost of our Company:-

- (i) Have explicit authority to investigate any matter within its terms of reference; and
- (ii) Have the resources which are required to perform its duties; and
- (iii) Have full and unrestricted access to all information and documents which are required to perform its duties; and
- (iv) Have full and unrestricted access as well as direct communication channels with the following parties:-
  - (a) Management and any of the staff of our Group; and
  - (b) External Auditors of our Group; and
  - (c) Internal auditors of our Group; and
  - (d) Legal counsels of our Group; and
  - (e) Company Secretaries of our Group; and
  - (f) Any other advisers of our Group; and
- (v) Be able to convene meetings with the external auditors, the person(s) carrying out the internal audit function or activity or both, excluding the attendance of other directors and employees of the listed issuer, whenever deemed necessary.

Our Nomination and Remuneration Committee undertakes, among others, the duties and responsibilities as stated in the table below.

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

No.	Function	Duties and Responsibilities
1.	Nomination Committee function of the Nomination and Remuneration Committee	<p>(i) Identify, consider and recommend to our Board suitable candidates for appointment of Directors. The Committee shall not solely rely on recommendations from existing Board members, the management or major shareholders, but shall also utilise independent sources to identify suitably qualified candidates. In making the recommendations, the Committee shall:-</p> <p>(a) Assess the candidates' skills, expertise, experience, professionalism, commitment; integrity, character and competence; and</p> <p>(b) Consider Board diversity including age and gender diversity; and</p> <p>(c) In the case of candidates for the position of Independent Non-Executive Directors, evaluate the candidates' ability to discharge such responsibilities/functions as are expected from Independent Non-Executive Directors.</p> <p>If the selection of candidates was solely based on recommendations made by the existing Board members, the management or major shareholders, the Committee should explain why other sources were not used; and</p> <p>(ii) Recommend to our Board the re-election of Directors who retired by rotation pursuant to our Company's Constitution and re-appointment of Directors who retired pursuant to relevant sections of the Act; and</p> <p>(iii) Recommend to our Board the appointment of members of each Board Committee and any other committee of our Group; and</p> <p>(iv) Recommend to our Board the appointment, cessation, suspension, dismissal and/or any staff movement including re-designation, re-deployment, transfer or secondment of key senior management of our Group; and</p> <p>(v) Assess annually on the following:-</p> <p>(a) The effectiveness of our Board, Board Committees and other committees of our Group; and</p> <p>(b) The contribution of each individual Director and Group Chief Executive Officer taking into consideration matters which include, but not limited to, his/her character, competencies, experience and time commitment; and</p> <p>(c) The contribution of each key senior management taking into consideration matters which include, but not limited to, his/her character, competencies, experience and time commitment; and</p> <p>All assessments and evaluations carried out by the Committee in discharging its duties shall be disclosed in the Annual Report of our Company; and</p> <p>(vi) Review the tenure of each Director and ensure that the annual re-election of a Director is based on a satisfactory evaluation of the Director's performance and contribution to our Board and our Group; and</p> <p>(vii) Evaluate and review the performance of our Board, Board Committees, other committees of our Group, Group Chief Executive Officer and key senior management taking into consideration areas which include, but not limited to, our Group's performance in managing sustainability risks and opportunities; and</p> <p>(viii) Review and assess the independence of Independent Directors on an annual basis; and</p> <p>(ix) Review the succession plans of our Board and key senior management and oversee the development of a diverse pipeline for our Board and management succession, including identifying the future Chairman, Executive Directors and Group Chief Executive Officer; and</p> <p>(x) Consider and recommend to our Board for approval, the appropriate size of our Board, Board Committees and other committees of our Group to facilitate effective decision making after taking into consideration the scope and nature of the operations of our Group; and</p>

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

No.	Function	Duties and Responsibilities
		<ul style="list-style-type: none"> <li>(xi) Ensure 1 Director is a woman and review the participation of women in key senior management; and</li> <li>(xii) Facilitate Board induction programme for newly appointed Director(s); and</li> <li>(xiii) Identify suitable education and training programmes for continuous development of Directors to ensure the Directors keep abreast with development in the industry, regulatory changes and business trends; and</li> <li>(xiv) Review and recommend to our Board, the development and implementation of the relevant policies and procedures on nomination related matters of our Group; and</li> <li>(xv) Review annually on the term of office, effectiveness and performance of the other committees of our Group and each of their members to determine whether the said committees and their members have carried out their duties in accordance with their terms of reference; and</li> <li>(xvi) Consider and examine such matters as our Committee considers appropriate; and</li> <li>(xvii) Carry out such other duties or functions as may be delegated by our Board from time to time or required by the regulatory authority.</li> </ul>
2.	Remuneration Committee function of the Nomination and Remuneration Committee	<ul style="list-style-type: none"> <li>(i) Review Group's policies and procedures on remuneration including, but not limited to, reviewing and recommending matters relating to the remuneration of Directors, key senior management, advisers, consultants and any relevant parties to our Board for approval.  In determining the remuneration of the relevant parties, the Committee should take into consideration on areas which include, but not limited, to the following:- <ul style="list-style-type: none"> <li>(a) Technical competency, skills, expertise and experience; and</li> <li>(b) Qualification and professionalism; and</li> <li>(c) Integrity; and</li> <li>(d) Roles and responsibilities; and</li> <li>(e) Group's and entities' operating results; and</li> <li>(f) The business strategies, risks, opportunities and long-term objectives of our Group; and</li> <li>(g) Performance of the respective individual; and</li> <li>(h) Comparable market statistics and market practice.</li> </ul> <p>The Committee shall ensure the remuneration offered are in line with the market practice; and</p> </li> <li>(ii) Ensure fees and benefits payable to Directors, and any compensation for loss of employment of Executive Directors are approved by shareholders at General Meetings; and</li> <li>(iii) Oversee changes in employee remuneration and benefit structures throughout our Group; and</li> <li>(iv) Recommend to our Board any performance-related pay schemes for our Company or Group; and</li> <li>(v) Recommend to our Board on the appointment of experts or advisers or consultants, where necessary; and</li> <li>(vi) Carry out such other duties or functions as may be delegated by our Board from time to time or required by the regulatory authority.</li> </ul>

#### 4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)

##### 4.2.8 Compliance Committee

Our Compliance Committee was established by our Board on 8 February 2023. Our Compliance Committee is led by Liew Chee Kar, the Independent Non-Executive Director who is a qualified lawyer, and comprise another 2 members of Independent Non-Executive Directors and 4 non-Board members who have extensive knowledge and experience in the operational compliances. The members of our Compliance Committee are as stated in the table below.

No.	Name	Designation	Directorship
1.	Liew Chee Kar	Chairman	Independent Non-Executive Director
2.	Lai Hooi Yim	Member	Independent Non-Executive Director
3.	Willham Siau	Member	Independent Non-Executive Director
4.	Hun Jiang Yann	Member	Non-Board member
5.	Tan Lay Choon	Member	Non-Board member
6.	Puvanes A/P Rajanantran	Independent DOE consultant	Non-Board member
7.	Wong Swee Peng	Independent DOSH consultant	Non-Board member

Our Compliance Committee must, in accordance with the procedure to be determined by our Board and at the cost of our Company:-

- (i) Have explicit authority to investigate any matter within its terms of reference; and
- (ii) Have the resources which are required to perform its duties; and
- (iii) Have full and unrestricted access to all information and documents which are required to perform its duties; and
- (iv) Have full and unrestricted access as well as direct communication channels with the following parties:-
  - (a) Management and any of the staff of our Group; and
  - (b) External Auditors of our Group; and
  - (c) Internal auditors of our Group; and
  - (d) Legal counsels of our Group; and
  - (e) Company Secretaries of our Group; and
  - (f) Any other advisers of our Group; and
- (v) Be able to convene meetings with the external auditors, the person(s) carrying out the internal audit function or activity or both, excluding the attendance of other directors

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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and employees of the listed issuer, whenever deemed necessary.

Our Compliance Committee undertakes, among others, the following functions:-

- (i) Assist our Board in fulfilling their responsibilities in all matters relating to compliance with all the laws, regulations, rules, requirements and guidelines that governing the conduct of the business of our Group, including compliance of property assets owned or rented by our Group; and
- (ii) Responsible in ensuring that robust processes are in place for identifying, assessing and monitoring of all matters with regard to compliance of our Group; and
- (iii) Ensure that the compliance framework and policies of our Group are adequate in meeting all applicable laws, regulations, rules, requirements and guidelines, as well as are adequate to support the long-term strategic management and plan of our Group; and
- (iv) Provide oversight, guidance and direction to the management and Compliance Department of our Group relating to compliance management, functions and processes; and
- (v) Recommend to our Board on our Group's compliance framework and policies, and any proposed changes thereto for our Board's consideration and approval; and
- (vi) Ensure the integration of necessary compliance management processes into all business processes and practices of our Group by our Compliance Department of our Group; and
- (vii) Deliberate, review and evaluate the relevance and effectiveness of the compliance framework and policies of our Group and recommend the necessary areas of improvement and/or the best practices to our Board; and
- (viii) Review the compliance management process developed by our Compliance Department of our Group and confirm its adequacy in meeting all the applicable laws, regulations, rules, requirements and guidelines; and
- (ix) Review the assessment and opinion of our Compliance Department of our Group in relation to the overall compliance of our Group with all the applicable laws, regulations, rules, requirements and guidelines on a quarterly basis and provide quarterly updates on the same to our Board thereafter; and
- (x) Deliberate on compliance related matters of our Group; and
- (xi) Review the effectiveness of internal control processes of our Group for monitoring compliance of our Group with all the applicable laws, regulations, rules, requirements and guidelines and to ensure that the internal control processes are updated continuously to reflect changes in areas which include, but not limited to, the applicable laws, regulations, rules, requirements and guidelines and operating environment of our Group; and
- (xii) Review findings, issues and non-compliances highlighted by the regulatory authorities in relation to the businesses of our Group and ensure the necessary corrective actions

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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- are taken by our management and our Compliance Department of our Group to prevent recurrence of any of the issues and non-compliances; and
- (xiii) Review and ensure sustainability efforts of our Group are aligned to our Group's long-term environmental, social and governance strategies; and
  - (xiv) Review and ensure the effective management of environmental, social and governance matters, which shall encompass areas relating to the synergies between the said environmental, social and governance matters with the principal businesses of our Group; and
  - (xv) Review and ensure sustainability compliance is integrated within key business strategies across our Group to achieve sustainability goals of our Group; and
  - (xvi) Our Compliance Committee shall report to our Board on the compliance of our Group to support the relevant statement(s) for disclosure in the annual report of our Company; and
  - (xvii) Ensure all non-compliance incidents and issues are adequately investigated, the reporting of such non-compliance incidents and issues is made to appropriate parties in a timely manner and corrective measures are taken to prevent the recurrence of such non-compliance incidents and issue; and
  - (xviii) Ensure all entities within our Group to report to our Compliance Committee on matters relation to legal and regulatory non-compliances; and
  - (xix) Monitor the status of our Group's compliance with its requisite legal and regulatory obligations and where necessary, shall then report to our Board, the progress of rectification plans and status of our Group's overall compliance; and
  - (xx) Evaluate the adequacy of tools, resources, trainings and subject matter expert for our Group to meet its compliance obligations. This includes ensuring that the staffs who are responsible for the implementation of compliance management perform their responsibilities independently; and
  - (xxi) Ensure on-going awareness programmes, communication, training and education on compliance management; and
  - (xxii) Promote a healthy compliance culture and behaviours that ensures the effectiveness of the compliance management; and
  - (xxiii) Consider any other matters relating to compliance management, including relevant laws, regulations, rules, requirements and guidelines which are applicable in all operating areas of our Group as referred to by our Board or by Compliance Committee by its own accord; and
  - (xxiv) Carry out such other duties or functions as may be delegated by our Board from time to time or required by the regulatory authority.

#### 4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)

##### 4.3 KEY SENIOR MANAGEMENT

Our Key Senior Management is responsible for the day-to-day management and operations of our Group. The members of our Key Senior Management as at the date of this Prospectus are as stated in the table below.

No.	Name	Age	Designation
1.	Hun Jiang Yann	54	Group Chief Financial Officer
2.	Akira Nakashima	50	Chief Operating Officer for International Business Development of Champion PE
3.	Khern Yeng Kar	55	General Manager of Champion PT
4.	Tan Lay Choon	57	General Manager of Champion PE
5.	Ngein Liong Fatt	62	Business Development Manager of Champion PE

##### 4.3.1 Profiles of Our Key Senior Management

###### (i) Hun Jiang Yann

Hun Jiang Yann, a Malaysian aged 54, is our Group Chief Financial Officer. He has approximately 31 years of experience in auditing, accounting and financial management. He is also a member of our Compliance Committee.

In May 1999 and October 2004, he was admitted as an associate and thereafter a fellow member of the Association of International Accountants (United Kingdom), respectively. He was also admitted as a member of the Association of Business Executives in May 2000 and has been accredited by the Financial Planning Association of Malaysia as a Certified Financial Planner since February 2003. He obtained a Master of Financial Planning from University of Southern Queensland, Australia by long distant learning, in April 2005.

In June 1992, he started his career at Syarikat C H. Kam and he subsequently rose through the ranks from an Audit/Tax Assistant to become the Audit Supervisor in June 1993 and he left his position in March 1994. During the period from July 1994 to December 1994, he worked at Chong & Associates as the Audit Supervisor and was subsequently promoted as the Audit Branch Manager in January 1995 where he left his position in December 1999. From January 2000 to December 2005, he worked at KTC Human Resource Consultants Sdn. Bhd. and KTC Megah Sdn. Bhd. During such period in KTC group of companies, he held various positions from Branch Manager to Executive Director where he was responsible for duties, which includes among others, planning and monitoring the development of professional services divisions, managing general operations of the training centre and providing teaching support in the areas of taxation and audit.

In September 2007, he worked as a part-time lecturer in Sunway College Johor Bahru, where he subsequently became a fixed-term lecturer in January 2013 until December 2018. During his tenure as a lecturer in Sunway College Johor Bahru, he taught subjects related to finance, taxation and audit to students who were taking Bachelor's Degree or Associate of Chartered Certified Accountants syllabus. In between his tenure in Sunway College Johor Bahru, from April 2010 to August 2011, he was a partner of Hanson



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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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Consulting. He has further set up JY Hun Training & Consultancy in December 2005 to provide management and financial consultancy and training services until December 2014 where he subsequently commenced full time employment with our Group in January 2015.

He joined our Group in January 2013 as a part-time financial adviser and commenced full time employment with our Group as a Financial Controller in January 2015. He is designated as our Group Chief Financial Officer since 1 April 2022 where he is primarily responsible for overseeing and managing all finance related matters including corporate funding, tax planning and overseeing the administration and compliance of our Group.

**(ii) Akira Nakashima**

Akira Nakashima, a Japanese aged 50, is the Chief Operating Officer for International Business Development of Champion PE. He has approximately 24 years of experience in various types of international trading business, particularly approximately 18 years of his experience in the semiconductor industry.

He obtained a Bachelor of Arts in Psychology from Sonoma State University, USA in August 1998.

In October 1999, he started his career as a Sales Engineer at San-Ei Corporation, Japan, where he left his position in July 2005. Thereafter, from December 2005 to April 2007, he worked as a Sales Manager in Fujikin Incorporated, Japan. Subsequently, he worked as a Technical Sales in Simco-Ion Japan from May 2007 to January 2010.

He re-joined Fujikin Incorporated, Japan in February 2010 to July 2010 as the Overseas Sales Manager for Southeast Asia region and assisted in the preparation for the setting up work for Fujikin subsidiary company in Singapore. Subsequently, in July 2010, he worked as a Deputy General Manager in Fujikin Singapore and left his position in October 2014. He then worked as a Senior Sales Manager in Hitachi Kokusai Electric Inc., Japan from November 2014 to March 2016. Subsequently, in April 2016, he joined Kokusai Electric Asia Pacific Co. Ltd., Singapore as the Senior Sales Manager where he remained until March 2021 and joined our Group thereafter. During his tenure at these companies, his main responsibilities were driving sales in the semiconductor equipment industry for different regions, ranging from Southeast Asia, North America and European Union.

Since joining our Group, he primarily assists our Group in expanding its presence in the international market.

**(iii) Khern Yeng Kar**

Khern Yeng Kar, a Malaysian aged 55, is the General Manager of Champion PT. He has approximately 32 years of experience in the area of engineering.

He obtained a Bachelor of Science in Mechanical Engineering from The University of Toledo, USA in March 1991.

He started his career in November 1991 as a Production Engineer in Mechmar Boilers Sdn. Bhd., a company engaged in the manufacturing of industrial steam boilers and pressure vessels, where he remained there until March 1995. He was subsequently seconded to Mechmar (Thailand) Co. Ltd. from April 1995 to May 1998 with his last position as a Factory Manager. From July 1998 to July 2000, he worked at Delta Structure Sdn. Bhd. as an Operation Manager. Thereafter in September 2000, he joined ASM Technology (M) Sdn. Bhd., as a Manufacturing Manager where he remained until

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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February 2011. During his tenures with these companies, he was mainly responsible for overseeing the production and quality improvement implementation.

He joined our Group in March 2011 where he is primarily responsible for overseeing the production operations in Malaysia.

**(iv) Tan Lay Choon**

Tan Lay Choon, a Singaporean aged 57, is the General Manager of Champion PE. She has approximately 37 years of experience in QA. She is also a member of our Compliance Committee.

She obtained a Diploma in Mechanical Engineering and a Diploma in Industrial Management by Ngee Ann Polytechnic, Singapore in August 1986 and August 1991, respectively.

In July 1986, she started her career as an Assistant Quality Assurance Engineer in Wearnes Precision Pte. Ltd. And left in June 1989. She then worked as a Quality Assurance Engineer in Techna Telesis International Pte. Ltd. From June 1989 to May 1991. Thereafter in June 1991, she joined Rodime Singapore Pte. Ltd. As a Quality Assurance Assistant Engineer, where she left in August 1991. From September 1991 to March 1995, she worked as a Quality Assurance Engineer at Avimo Singapore Limited and was seconded to Avimo Electro-Optics Pte. Ltd. as a Quality Assurance Engineer as well from March 1995 to July 1996. She subsequently worked at Die-Casting Technology Pte. Ltd., as a Quality Assurance Engineer from July 1996 to August 1998. During her tenures with these companies, she was mainly responsible for supervising QA technicians and liaising with suppliers on quality issues.

She joined our Group in October 1998 as the Quality Assurance Engineer before being promoted to Quality Assurance Manager in July 2004. She was then further promoted to her current position in April 2018 where she is primarily responsible for overseeing the operations in Singapore with a focus on customer relations and QA.

**(v) Ngein Liong Fatt**

Ngein Liong Fatt, a Singaporean aged 62, is the Business Development Manager of Champion PE. He has approximately 40 years of experience in the manufacturing industry.

He completed the Singapore-Cambridge General Certificate of Education Ordinary Level in Singapore in 1977. He has been qualified as Manufacturing Management Specialist recognised by the Sanno Institute of Business Administration in Japan since September 1984. He obtained a Craftsman Certificate from the Singapore Economic Development Board in March 1985 after completing a 2-year in-centre training in precision machining at the Brown Boveri-Government Training Centre followed by a 2-year in-plant attachment. He was awarded with the National Productivity Awards by the National Productivity Council in 1988 for his contribution to enhance productivity improvement at the workplace.

In December 1983, he started his career as a Senior Technician in Chartered Metal Industries Private Limited before being promoted as a Plant Supervisor in August 1989 and he left his position in August 1993. From August 1993 to May 1994, he worked with Mould Base Manufacturer Singapore Pte. Ltd. as a Production Manager where he was responsible in overseeing the daily production activities on mould base activities.

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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In May 1994, he joined Rexon Singapore Pte. Ltd. as a Production Supervisor where he was primarily responsible in overseeing the third shift production and he left his position in September 1995. From July 1996 to September 1998, he was employed as a sales executive in Val Tools Pte. Ltd., a company which is involved in wholesale trading. From October 1998 to June 1999, he was a Sales Manager in Centrelines Engineering (S) Pte. Ltd. He then joined Norelco Centreline Pte. Ltd. as a Sales Manager from July 1999 to July 2000. From August 2000 to April 2001, he joined ZionTECH Pte. Ltd. as the Sales Manager.

Thereafter, in May 2001 to September 2001, he worked as a Business Development Manager in JP Venture Pte. Ltd., a company engaged in manufacture of fabricated metal products. He then joined Pheng Tat Precision Tools Pte. Ltd. in October 2001 as a Business Development Manager, in which he was primarily responsible in developing new business opportunity for the company and he left his position in May 2003. Between October 1995 to June 1996 and between June 2003 to December 2003, he was actively exploring opportunities relating to business development in the engineering industry.

Subsequently, in January 2004, he joined Solid Tech Engineering Pte. Ltd., a company engaged in manufacture of machinery and equipment as the Business Development Manager where he remained until June 2004 and joined Champion PE thereafter. During his tenure at these companies, he gained vast experience in management sales and business development.

He joined our Group in July 2004 as Business Development Manager of Champion PE and he is primarily responsible to oversee the business development, sales and marketing activities of Champion PE.

**4.3.2 Particulars and Shareholdings of Our Key Senior Management**

None of our Key Senior Management have any direct or indirect interest in our Company before and after our IPO.

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#### 4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)

##### 4.3.3 Principal Business Activities Performed by Our Key Senior Management Outside Our Group in the Past 5 Years

Save as disclosed in the table below, none of our Key Senior Management 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.

###### (i) Hun Jiang Yann

Present involvement

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date Appointment of as Director	Date Resignation of as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	Galeri G A Sdn. Bhd.	Real estate activities with own or leased property n.e.c <sup>(1)</sup>	Shareholder.	-	-	10.00	-

Note:-

<sup>(1)</sup> "n.e.c" means not elsewhere classified. "not elsewhere classified" is a common term used to describe the nature of business in the CCM search in situation where the business activities and the principal activities are not specified in the Malaysia Standard Industrial Classification Code as established by the Department of Statistics Malaysia and adopted by the CCM and IRB.

###### (ii) Khern Yeng Kar

Past involvement

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date Appointment of as Director	Date Resignation of as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
1.	XLS Engineering Sdn. Bhd.	Construction, engineering and commercial work in connection therewith.	Director and shareholder.	15 April 1999	N/A.	50.00	-

**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

No.	Name of Entity	Principal Activities	Involvement in Business Activities	Date Appointment of as Director	Date Resignation of as Director	% of Shareholding Held	
						Direct	Indirect
						%	%
		The company was dissolved on 24 February 2017.					
2.	Khern Seng Chye Construction Company Sdn. Bhd.	Dormant. The company was dissolved on 3 August 2020.	Shareholder.	N/A.	N/A.	<sup>(1)</sup> 2.40	<sup>(1)</sup> 100.00

Note:-

<sup>(1)</sup> The remaining direct shareholding of 97.60% was owned by the family members of Khern Yeng Kar.

The involvement of Hun Jiang Yann, our Group Chief Financial Officer in other principal business activities outside of our Group will not give rise to any potential conflict of interest with our Group and will not affect his commitment and responsibilities to our Group in his role as our Group Chief Financial Officer, as he is only a passive investor in Galeri G A Sdn. Bhd, not a director of the company as well as not involved in the day-to-day operations of the said company and the principal business activities of the said company is not similar to our Group's business.

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#### 4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)

##### 4.3.4 Service Contracts with Our Key Senior Management

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

##### 4.3.5 Remuneration and Material Benefits In-kind of Our Key Senior Management

The aggregate remuneration and material benefits in-kind (including any contingent or deferred remuneration) paid or proposed to be paid to our Key Senior Management, for services rendered to us in all capacities to our Group for the FYE 30 June 2022 and the FYE 30 June 2023 are as stated in the table below.

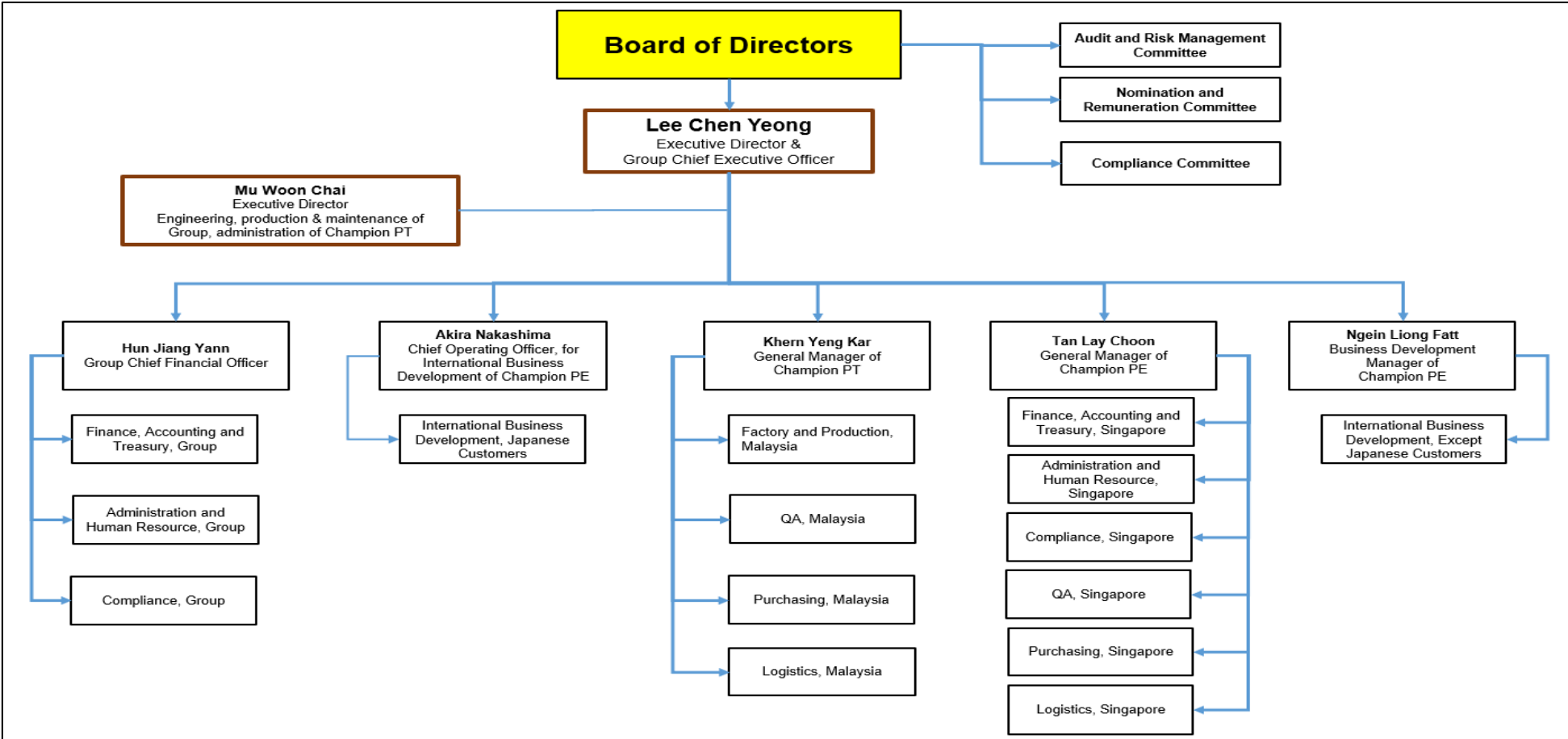
No.	Key Senior Management	Remuneration Band	
		FYE 30 June 2022 (Paid)	FYE 30 June 2023 (Proposed)
		RM	RM
1.	Hun Jiang Yann	350,000 to 400,000	350,000 to 400,000
2.	Akira Nakashima	900,000 to 950,000	1,050,000 to 1,100,000
3.	Khern Yeng Kar	350,000 to 400,000	350,000 to 400,000
4.	Tan Lay Choon	400,000 to 450,000	450,000 to 500,000
5.	Ngein Liong Fatt	400,000 to 450,000	450,000 to 500,000

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

**4.4 MANAGEMENT REPORTING STRUCTURE**

Our management reporting structure is as shown in the diagram below.



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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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**4.5 ASSOCIATIONS OR FAMILY RELATIONSHIPS BETWEEN OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT**

There are no associations of family relationships between our Promoters, substantial shareholders, Directors and Key Senior Management.

**4.6 DECLARATION BY OUR PROMOTERS, DIRECTORS AND KEY SENIOR MANAGEMENT**

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

For the information of our prospective investors, Mr. Mu was adjudged bankrupt by the SG Bankruptcy Order on 21 March 2003 as he was in default of a statutory demand issued by a financial institution against him for outstanding credit card bill payment in the sum of approximately SGD16,000.00. After the SG Bankruptcy Order was made against Mr. Mu, he arranged to make full repayment of the outstanding sum owed to the financial institution sometime in 2003. On 29 March 2004, a certificate of annulment was issued by the Official Assignee of Singapore to annul the SG Bankruptcy Order as Mr. Mu had fully repaid the relevant debt. Mr. Mu confirmed that the SG Bankruptcy Order had been annulled with no further adverse impact against him.

Having considered the following:-

- (i) The SG Bankruptcy Order was issued more than 19 years ago and involved a relatively immaterial amount; and



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#### 4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)

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- (ii) Mr. Mu arranged to make full repayment of the outstanding sum owed to the financial institution following the SG Bankruptcy Order; and
- (iii) Mr. Mu had never been adjudged bankrupt before and had not been adjudged bankrupt again after annulment of the SG Bankruptcy Order; and
- (iv) Mr. Mu's experience and contribution to the development and growth of our Group. Throughout the years, Mr. Mu had demonstrated his competence and ability as a director of the operating subsidiary companies of our Company, which had grown and expanded both operationally and financially under his management. Our Company considers that Mr. Mu has the character, experience and integrity which commensurate with his position as a Director; and
- (v) The legal advisers of our Company as to the laws of Malaysia and the laws of Singapore have each confirmed that an individual is not prohibited from acting as a director of a company incorporated in each of the respective foregoing jurisdictions as a result of him/her being adjudged bankrupt in the past, after such bankruptcy has been annulled,

Our Company and our Directors do not see that Mr. Mu's suitability as a Director is called into question as a result of the SG Bankruptcy Order. The annulment of the SG Bankruptcy Order has the effect of putting Mr. Mu in the same position as if no SG Bankruptcy Order had been made against him.

In light of the above, our Directors and our Company have no reason to believe the circumstances leading to the SG Bankruptcy Order involved any element of fraud or dishonesty, nor did they raise serious concerns as to the integrity on the part of Mr. Mu and the suitability of Mr. Mu as a Director. Our Directors and our Company are of the view that the SG Bankruptcy Order and the subsequent annulment do not affect Mr. Mu's suitability as a director of a listed company.

#### 4.7 MANAGEMENT SUCCESSION PLAN

Our Group has implemented a management succession plan, where we have put in place a process to groom middle management staff to gradually assume the responsibilities of senior management. Our Group's strategy for management continuity is driven by our Key Senior Management.

In summary, we have taken the following steps, in the event of any planned or unplanned changes in our Key Senior Management:-

- (i) Identifying talented employees, where our Key Senior Management identifies middle management staff to gradually assume responsibilities of senior management by recognising the key competencies and requirements of these employees; and
- (ii) Career development and progression, which is done through on-the-job training as well as mentoring, coaching and training programs. Our Key Senior Management will continue to groom middle management personnel to gradually assume greater responsibilities after reviewing each employee's capability, knowledge, skills, leadership and performance contribution; and
- (iii) Competitive remuneration and benefits to reward our performing employees and to retain their services with our Group.

In addition, we also ensure that our middle management personnel are constantly exposed to various aspects of our business activities. This enables our middle management personnel to

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**4. INFORMATION ON OUR PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)**

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acquire an understanding of the business so that they are adequately equipped with the necessary knowledge for them to advance to higher senior management positions.

If the need arises, we will recruit qualified and competent personnel with knowledge and expertise of our business to enhance our operations. By enhancing our corporate profile as a listed issuer, we expect to be able to attract more qualified personnel to play an active role in the growth and success of our Group.

**4.8 OTHER MATTERS**

- (i) Save for the issuance of our Shares pursuant to the Capitalisation of Amount Owing by CPE Technology to the Promoters and Acquisition of Champion PE, the dividends paid to the Promoter and our substantial shareholders, and the aggregate remuneration and benefits paid and proposed to be paid for services rendered to our Group in all capacities to our Group, there are no other amounts or benefits that have been paid or intended to be paid to our Promoters and substantial shareholders.
- (ii) There is no arrangement between our Company and our shareholders with any third parties, the operation of which may result in a change in control of our Company.
- (iii) Our Promoters and our substantial shareholders do not have different voting rights from our other shareholders.
- (iv) Save for our Promoters and substantial shareholders, there are no other persons who are able to, directly or indirectly, jointly or severally, exercise control over our Company.

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