

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

### 5.1 PROMOTERS AND SUBSTANTIAL SHAREHOLDERS

#### 5.1.1 Promoters' and substantial shareholders' shareholdings

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

Name	Nationality	<sup>(1)</sup> Before IPO			<sup>(2)</sup> After IPO		
		Direct No. of Shares	%	Indirect No. of Shares	Direct No. of Shares	%	Indirect No. of Shares
Paul Heng Weng Seng	Malaysian	217,378,000	70.0	-	206,669,700	48.3	-
Liew Sow Ying	Malaysian	93,162,001	30.0	-	82,453,701	19.3	-
Lim Teik Hoe	Malaysian	-	-	<sup>(3)</sup> 93,162,001	30.0	-	<sup>(3)</sup> 82,453,701
							19.3

#### Notes:

(1) Based on the share capital of 310,540,001 Shares before IPO.

(2) Based on the enlarged share capital of 428,331,001 Shares after IPO.

(3) Deemed interest by virtue of the shareholdings of his spouse pursuant to Section 59(11)(c) of the Act.

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

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

##### (a) Paul Heng Weng Seng

Paul Heng Weng Seng, a Malaysian male aged 61 is our Promoter and Non-Independent Non-Executive Director. He was appointed to our Board on 3 May 2021.

He graduated with a Bachelor of Science in Electrical Engineering from Trinity University, Texas, USA in 1984. He obtained a Master of Business Administration in 1987 from Ohio University, Ohio, USA. He was conferred an Honorary Doctor of Business Management from the University of Cambodia, Phnom Penh in 2006.

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

He began his career in 1988 with Centon Electronics, Inc as a Procurement Manager and was responsible for procuring materials for the Company. He left in 1990 to join Advanced Micro Devices, Inc as a Product Marketing Manager where he was responsible for driving the growth of the programmable logic solutions department. He left the company in 1991.

In 1991, he founded Unigen Corporation, a company involved in the design, testing, and manufacturing of memory storage, in the Silicon Valley. He is currently its Chief Executive Officer, a role he has held since the company's inception. He is responsible for overseeing the operations of the company. Since its incorporation, the company has grown and has begun to provide electromechanical services.

In 2016, he co-founded iMedrix Incorporated in the USA and became the Chairman of its board, a position which he currently still holds. The company is involved in digital healthcare and it is focused on using artificial intelligence, cloud technology, and machine learning for faster and more accurate diagnoses of cardiac healthcare. His responsibilities in the company include overseeing the strategic vision of the company and leading it towards the digital health era.

As at LPD, he also sits on the board of several private limited companies, as disclosed in Section 5.2.3.

**(b) Liew Sow Ying**

Liew Sow Ying, a Malaysian female aged 59 is our Promoter and substantial shareholder. She is the spouse of Lim Teik Hoe, our Managing Director.

She is a member of the Association of Chartered and Certified Accountants since 1988.

She began her career with Singam & Yong as an Audit Assistant in 1982, where she was responsible for financial audits and various secretarial assignments. She left Singam & Yong in 1984 in order to pursue her studies.

After completing her course for the Association of Chartered and Certified Accountants, she joined Baharom-Jasani as an Audit Senior in 1987. She was involved in conducting financial audits as well as secretarial and special assignments. She left the company in 1989.

She then joined Federal Telecommunications Sdn Bhd, a subsidiary of FCW Berhad, a company listed on the Main Board of Bursa Securities (now known as the Main Market) as an Accountant in 1989. The responsibilities of her role included financial and accounting matters. She was promoted in 1991 to Group Accountant under FCW Berhad where she was in charge of overseeing the Finance and Logistics department in various aspects such as finance, accounting, store management, and project costing. She left her role in 1993.

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

She subsequently joined Levi Strauss (Malaysia) Sdn Bhd in 1994 as the Head of Finance and Administration. She reported to the General Manager and the Regional Finance Director and was responsible for overseeing the finance and accounting as well as human resource and administration functions in Malaysia. She was also a part of the senior management team and was actively participating in task forces to implement a variety of marketing projects. She left the company in 1999.

She then joined Hong Hong Printing Sdn Bhd in 1999 as the Finance Manager where she was involved in preparing and reviewing financial statements and preparing budgets.

She left her role in Hong Hong Printing Sdn Bhd in the same year in order to operate a chain of apparel outlets under the Levi's and Dockers brands in Kuala Lumpur and Pulau Pinang from 1999 to 2008. She managed a retail service team of 15 employees and gained hands-on experience in store management and carrying out marketing programmes.

In 2002, she was appointed to the board of Coraza Systems when she invested in the company, and served as the head of the finance committee where she was responsible for reviewing all financial and operational processes, systems and documentation flow, as well as business planning and investment decisions. She had also represented the company in applying for grants from the Malaysian Technology Development Corporation Sdn Bhd and successfully received a Technology Acquisition Fund for Women in 2006. She resigned from the board of Coraza Systems in 2015.

**(c) Lim Teik Hoe**

Lim Teik Hoe, a Malaysian male aged 62, is our Managing Director. He is the spouse of Liew Sow Ying, our Promoter and substantial shareholder. He was appointed to our Board on 30 November 2020. He is a member of our Risk Management Committee. He is responsible for implementing the Group's business strategy and managing our overall operations and resources. He also oversees the sales and marketing department of the Group.

In 1982, he obtained a Diploma in Radiography from the Ministry of Health, Malaysia. He was also a former member of the College of Radiographers, UK and Malaysian Society of Radiographers.

In 1982, he started his career in Penang General Hospital as a Radiographer responsible for producing x-rays, magnetic imaging resonance scans and other medical images to assist clinical radiologists and other doctors in diagnosing, monitoring and treating a patient's injury or illness. He left Penang General Hospital in 1991.

In 1991, he joined D'nonce (M) Sdn Bhd as an executive director and was responsible for business development, sales and marketing. He was then appointed as an executive director of D'nonce Technology Berhad in 2000. In 2014, he announced his retirement and relinquished his position from the company.

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

He subsequently joined Coraza Systems in 2014 as the Chief Executive Officer where he was responsible for overseeing the overall operations of the company and driving the company's growth.

As at LPD, Mr Lim Teik Hoe sits on the board of several private limited companies as disclosed in Section 5.2.3.

**5.1.3 Changes in Promoters' and substantial shareholders' shareholdings**

The changes in our Promoters and substantial shareholders' respective shareholdings since our incorporation are as follows:

Name	As at incorporation			<sup>(1)</sup> After IPO		
	Direct	Indirect		Direct	Indirect	
	No. of Shares	% No. of Shares		No. of Shares	% No. of Shares	%
Paul Heng Weng Seng	-	-	-	206,669,700	48.3	-
Liew Sow Ying	-	-	-	82,453,701	19.3	-
Lim Teik Hoe	1	100.0	-	-	-	<sup>(2)</sup> 82,453,701 19.3

**Notes:**

<sup>(1)</sup> Based on the enlarged share capital of 428,331,001 Shares after IPO.

<sup>(2)</sup> Deemed interest by virtue of the shareholdings of his spouse pursuant to Section 59(11)(c) of the Act.

**5.1.4 Persons exercising control over the corporation**

Save for our Promoters as set out in Section 5.1.1, there is no other person who is able to, directly or indirectly, jointly or severally, exercise control over our Company.

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

**5.2 DIRECTORS**

**5.2.1 Directors' shareholdings**

The shareholdings of our Directors in our Company before and after IPO assuming that our Directors will fully subscribe for their respective entitlements under the Pink Form Allocations are set out below:

Name	Designation/ Nationality	<sup>(1)</sup> Before IPO			<sup>(2)</sup> After IPO		
		Direct No. of Shares	Indirect No. of Shares	%	Direct No. of Shares	Indirect No. of Shares	%
Ng Fook San	Executive Chairman/ Malaysian	-	-	-	2,083,400	-	0.5
Sazali Bin Mohd Nor	Independent Non- Executive Deputy Chairman / Malaysian	-	-	-	416,700	-	0.1
Paul Heng Weng Seng	Non-Independent Non-Executive Director/ Malaysian	217,378,000	-	70.0	206,669,700	-	48.3
Lim Teik Hoe	Managing Director/ Malaysian	-	<sup>(3)</sup> 93,162,001	-	-	<sup>(3)</sup> 82,453,701	19.3
Ng Hong Kiat @ Ng Han Kiat	Independent Non- Executive Director/ Malaysian	-	-	-	1,500,000	-	0.4
Rusmin Alwani Binti Shukery	Independent Non- Executive Director/ Malaysian	-	-	-	208,400	-	<0.1

**Notes:**

<sup>(1)</sup> Based on the share capital of 310,540,001 Shares before IPO.

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

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- (2) Based on the enlarged share capital of 428,331,001 Shares after IPO.
- (3) Deemed interest by virtue of the shareholdings of his spouse pursuant to Section 59(11)(c) of the Act.

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

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### 5.2.2 Profiles of Directors

Save for the profiles of our Promoters Paul Heng Weng Seng and Lim Teik Hoe, which can be found in Section 5.1.2, the profiles of our Directors are as follows:

**Ng Fook San**, a Malaysian male aged 70, is our Executive Chairman. He was appointed to our Board on 3 May 2021. He is responsible for overseeing the activities of our Board and the engineering activities of our Group.

In June 1976, he graduated with a Bachelor of Electrical Engineering (Honours) from the University of Malaya. He is an industry veteran in the global semiconductor industry with more than 40 years of combined working experience in the field of engineering, manufacturing, sales, quality operations, and general management.

In 1976, he began his career in GEC (Radio and Television) Malaysia Sdn Bhd as an Engineer in quality and instrumentation engineering. He left the company in 1979.

He then joined Litronix Malaysia Sdn Bhd (now known as OSRAM Opto Semiconductors (Malaysia) Sdn Bhd) as a Quality Engineer in 1979. During his time with the company, he was involved in various departments such as manufacturing, engineering, quality, and sales and he held multiple positions including Production Manager and Engineering Manager. He left the company in 1997 as a Quality Manager.

In 1997, he joined Infineon Technologies Asia Pacific Pte Ltd, Singapore as the Vice President of Marketing. Infineon Technologies Asia Pacific Pte Ltd is the Singaporean branch of Infineon Technologies AG, a renowned semiconductor company headquartered in Germany, and listed on the Frankfurt Stock Exchange. As the Vice President of Marketing, he was responsible for developing new markets and marketing for the Asia Pacific region. In 1998, he became the Vice President of Sales and was involved in the expansion of the Infineon group in the Asian region.

He left the company in 2002 and in the same year, he joined OSRAM Opto Semiconductors (Malaysia) Sdn Bhd as the Vice President of Sales and Marketing. He was responsible for setting up the sales and marketing functions for Asia. He left the company in 2005.

In 2005, he re-joined Infineon Technologies AG and was appointed as the President and Managing Director of Infineon Technologies Asia Pacific Pte Ltd where he continued to spearhead the company's business expansion in the Asia Pacific region. In October 2005, he became the Group Vice President and General Manager of the Communication business group of Infineon Technologies AG where he was involved in overseeing the integrated semiconductors for communications business segment. He remained with the company until his retirement in 2007.

He was then appointed as the Chief Executive Officer and President of Achieva Limited, a company listed on the Main Board of the Singapore Stock Exchange in 2007 where he was involved in overseeing the operations of the company and liaising with the board of directors on the direction of the company's growth. He announced his retirement and left the company in 2010.

In 2012, he was appointed as a director of Dialight Penang Sdn Bhd, a subsidiary of Dialight PLC, a company listed on London Stock Exchange. He resigned as a director of the company in 2016.

He was appointed to the board of Coraza Systems in 2012 and was key to driving the company's growth in sheet metal fabrication and precision machining.

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

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He was appointed to the board of Coraza Holdings in 2015.

He was Independent Director of Renaissance United Limited, a company listed on the Singapore Stock Exchange from 2018 to 2020. He was also an Independent Director for various companies within the Renaissance United Limited group during that time.

Further details on Ng Fook San's appointment to the boards of other private limited and public listed companies can be found in Section 5.2.3.

**Sazali Bin Mohd Nor**, a Malaysian male aged 64 is our Independent Non-Executive Deputy Chairman. He was appointed to our Board on 3 May 2021. He is the Chairman of the Risk Management Committee and a member of the Audit as well as Nominating and Remuneration Committees.

He completed his Malaysia Education Certificate in 1974 from Methodist Boys' School Sentul, Kuala Lumpur.

Upon leaving school, he began assisting his step-father in setting up Kris Technics Sdn Bhd, a company involved in assembly of electronic parts. He was subsequently also involved in supplying various electronic parts to government agencies as a Bumiputera agent. He left the company in 1983 in order to establish his own business.

He established Matapena Sdn Bhd, a ball point pen manufacturer, in 1983. As Managing Director, he was responsible for overseeing the operations of the company, and also for implementing its business strategies.

In 1988, he exited from Matapena Sdn Bhd and sold his interest in the company. In 2013, he was subsequently appointed as the acting Chief Executive Officer of Pahang Technology Resources Sdn Bhd where he was involved in providing consulting and advisory services. He left the company in 2014.

He then joined Swift Port Sdn Bhd in 2014 as the Chief Executive Officer where he was also a shareholder and director. He was mainly involved in project study and business development for its port in Tanjung Agas, Pahang. He left the company in 2020.

In 2016, he was appointed the Chief Executive Officer of Silk Road Development Sdn Bhd. He was mainly responsible for the business development and corporate strategy for port development in Terengganu with the Terengganu government. He left the company in 2019.

In 2017, he co-founded Solutions Research Intertech Sdn Bhd and was appointed as its Executive Chairman, a role he currently holds. He is involved in managing the overall operations of the company, which provides information technology solutions.

Concurrent with his role in Solutions Research Intertech Sdn Bhd, he also undertook the following additional roles:

- (a) In 2018, he was appointed as a Strategic Business Advisor at Mutiara Smart Sdn Bhd. As an advisor to the company, he is involved in its corporate strategy and was responsible for conducting a joint venture to develop a Halal e-commerce certification platform.
- (b) In 2019, he was appointed as an Independent Director of Renaissance United Limited, a company listed on the Singapore Stock Exchange.



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

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- (c) In 2021, he became the Executive Chairman of Rakyat Digital Sdn Bhd and is primarily responsible for overseeing the management of the company, which provides infrastructure for hosting, data processing services, as well as research and development.

As at LPD, he sits on the boards of several private limited companies as well as public listed companies as disclosed in Section 5.2.3.

**Ng Hong Kiat @ Ng Han Kiat**, a Malaysian male aged 70, is our Independent Non-Executive Director. He was first appointed to the board of Coraza Systems on 1 February 2021. Subsequently, he was appointed to our Board on 3 May 2021, and thereafter he resigned from the board of Coraza Systems on 2 June 2021. He is the Chairman of our Audit Committee. He is also a member of the Nominating and Remuneration Committee, as well as Risk Management Committee.

He completed his course for the Association of Chartered Certified Accountants, England in August 1979. He has been a member of the Association of Chartered Accountants since 1980 and a member of the Malaysian Institute of Accountants since 1983.

He began his career with Midgley & Co in London in 1977 as an Audit Assistant and was subsequently promoted to an Audit Manager in 1979. His responsibilities included preparation of accounts and conducting audits on various companies. He left the firm in 1980 to return to Malaysia.

He then joined Ernst & Whinney as an Audit Senior in 1980 where he was in charge of undertaking audits as well as supervising a team of auditors.

He left the firm in 1981 and subsequently joined Song Pang Seng Construction Sdn Bhd in the same year as an Accountant, where he was responsible for preparing accounts and financial statements as well as budgets and business plans. He held this position until 1982.

In 1982, he joined Associated Tile Works Sdn Bhd, a subsidiary of Hong Leong Industries Bhd, as an Accountant where he was involved in preparing financial statements and accounts, business plans, and cashflow management. He was transferred to Hong Leong Equipment Sdn Bhd as an Accountant in 1985 and was responsible for heading the Finance department. He was promoted to Manager-Branch Operations in the same year. His responsibilities included overseeing the operations and performance of 5 branches of the company. He was then seconded to Hong Leong Yamaha Motors Sdn Bhd in 1986 as an Accountant to head the Finance department, where he was responsible for preparing budgets and accounts, and cashflow management. He left the company in 1987.

He subsequently joined Perumahan Farlim Sdn Bhd as a Finance and Marketing Manager in 1987. He headed the Finance and Marketing department and was involved in preparing accounts and developing marketing strategies and marketing campaigns. In 1990, he was promoted to Senior Manager in Finance and Marketing and was responsible for preparing business plans, achieving annual sales, and overseeing a team of marketing staff. He was subsequently promoted to Deputy General Manager in 1992 where he was involved in the development and promotion of new product to improve profitability, business development, and sourcing for new landbank. In 1995, he was promoted to General Manager and was responsible for the business operations and developing policies.

He was subsequently promoted to Senior General Manager in 2000 and was involved in overseeing the performance of the Farlim group of companies. During this time, he was also appointed as the Chairman of the Management Committee. In 2018, he announced his retirement and relinquished his position from the company.

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

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As at LPD, he sits on the boards of several private limited companies as well as a public listed company, Emico Holdings Bhd, as disclosed in Section 5.3.2.

**Rusmin Alwani Binti Shukery**, a Malaysian female aged 48, is our Independent Non-Executive Director. She was appointed to our Board on 3 May 2021. She is the Chairwoman of our Nominating and Remuneration Committee. She is also a member of our Audit Committee and Risk Management Committee.

She graduated with a Bachelor of Laws from University of Malaya in 1997. She undertook her pupillage with Ghazi & Lim and was called to the Malaysian Bar on 1998. She is experienced in performing both general and civil litigation in multiple fields ranging from banking and finance law to contract law and company law.

She began her career at Shahrizat & Tan in April 1998 as a Legal Assistant where she was mainly involved in corporate and insolvency law, contract and commercial law, as well as general and civil litigation specialising in banking and finance litigation. In 2003, Shahrizat & Tan underwent a merger with Rashid & Lee and the resulting firm changed its name to Shahrizat Rashid & Lee. She was promoted to a Senior Associate in 2003 and was involved in heading the corporate banking and mortgage division of the firm. She left the firm in 2005.

In 2005, she became a Senior Partner at Rusmin Ida & Taryna. As a Senior Partner, she was involved in amongst others general and civil litigation including claims relating to fraud and asset recovery; company law; contract law including joint venture disputes and building contract disputes; as well as providing corporate advice.

As at LPD, she does not sit on the board of any other private limited or public listed companies.

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

**5.2.3 Principal business performed outside our Group**

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

**(a) Ng Fook San**

Company	Principal activities	Position held	Date of appointment	Date of cessation	% of shareholdings held	
					Direct	Indirect
<b>Past involvement</b>						
Coraza Precision Engineering Sdn Bhd	Dormant with no intended business activities	Director	7 February 2020	3 May 2021	-	-
Surface Technology Solutions Sdn Bhd	Finishing services	Director	23 November 2017	3 May 2021	-	-
Dialight Penang Sdn Bhd	Manufacturing, importers, exporters and dealers in LED lighting fixtures and LED components	Director	27 April 2012	2 February 2016	-	-
Coraza Holdings	Investment holding and the provision of management services	Director	19 June 2015	3 May 2021	-	-
Renaissance United Limited group of companies	Investment holding company, where its subsidiaries are in engineering and construction, investment securities trading, manufacturing of E&E components and provision of consultancy services	Director	19 January 2018	17 July 2020	-	-

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

**(b) Sazali Bin Mohd Nor**

Company	Principal activities	Position held	Date of appointment	Date of cessation	% of shareholdings held	
					Direct	Indirect
<b>Present involvement</b> Rakyat Digital Sdn Bhd	Research and development of information communication technology; activities of providing infrastructure for hosting, data processing services and related activities; computer programming activities	Director (Executive Chairman)/ Shareholder	2 March 2021	-	50.0	-
Renaissance United Limited group of companies	Investment holding company, where its subsidiaries are in engineering and construction, investment securities trading, manufacturing of E&E components and provision of consultancy services	Director	30 January 2019	-	-	-
Syarikat Bandar Neon (M) Sdn Bhd	Electrical contractor. Dissolved on 13 May 2016	Director/ Shareholder	21 April 1986	-	50.0	-
Solutions Research Intertech Sdn Bhd	Wholesaler, and information technology service activities	Director (Executive Chairman)/ Shareholder	18 August 2017	-	60.0	-
East West Catalyst Sdn Bhd	Port, harbours and piers operation services (Dormant)	Director/ Shareholder	29 August 2016	-	50.0	-
Seven Seas Global Sdn Bhd	Special purpose vehicle for joint venture (Dormant)	Director	25 February 2016	-	-	-

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

Company	Principal activities	Position held	Date of appointment	Date of cessation	% of shareholdings held	
					Direct	Indirect
Energy Capital Consortiumium Sdn Bhd	Independent power producers (Dormant)	Director	22 December 2014	-	-	-
Beyond Today Sdn Bhd	Investment holding for joint venture purpose (Dormant)	Director	22 December 2014	-	-	-
Biopharma Today Sdn Bhd	Dealers in bio pharmaceutical products (Dormant)	Director	22 December 2014	-	-	-
PowerH2O Sdn Bhd	Water energy and power producers (Dormant)	Director	22 December 2014	-	-	-
H2OEnergy Sdn Bhd	Water energy and power producers (Dormant)	Director	22 December 2014	-	-	-
SKALA H2O Sdn Bhd	Transmission, distribution and sales of electricity (Dormant)	Director	22 December 2014	-	-	-
SKALA Ventures Sdn Bhd	Independent power producers (Dormant)	Director	22 December 2014	-	-	-
Green Power Integration Sdn Bhd	Business in Diesel green technology (Dormant)	Director	22 December 2014	-	-	-
Agro Today Sdn Bhd	Oil palm estate (Dormant)	Director	22 December 2014	-	-	-

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

<b>Company</b>	<b>Principal activities</b>	<b>Position held</b>	<b>Date of appointment</b>	<b>Date of cessation</b>	<b>% of shareholdings held</b>	
					<b>Direct</b>	<b>Indirect</b>
<b><u>Past involvement</u></b>						
Silk Road Maritime Park Sdn Bhd	General trading	Director	1 November 2015	8 January 2019	-	-
Silk Road Development Sdn Bhd	Minerals trading	Director	1 June 2016	8 January 2019	-	-
Swiftrend Sdn Bhd	Other information technology service activities	Director	10 December 2018	1 November 2019	-	-
Digital Tjjarah Sdn Bhd	Other information technology service activities	Director	13 December 2018	1 November 2019	-	-
LE Venture Capital Sdn Bhd	Web portals	Director	1 November 2019	17 August 2020	-	-
Energy Today Sdn Bhd	Business in emusion fuel and green diesel. Dissolved on 8 June 2018	Director	22 December 2014	8 June 2018	-	-
Medical Today Sdn Bhd	Establishing and operating international medical research centre. Dissolved on 8 June 2018	Director	22 December 2014	8 June 2018	-	-
Jumpclass Malaysia Sdn Bhd	Primary education (public); consultancy services in public relation and communications; general wholesaler. Dissolved on 13 November 2020	Director/ Shareholder	19 August 2014	13 November 2020	33.33	-

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

<b>Company</b>	<b>Principal activities</b>	<b>Position held</b>	<b>Date of appointment</b>	<b>Date of cessation</b>	<b>% of shareholdings held</b>	
					<b>Direct</b>	<b>Indirect</b>
Swift Port Sdn Bhd	Forwarding of freight; export and import of other transport equipment; wholesale of a variety of goods. Dissolved on 13 November 2020	Director/ Shareholder	14 August 2014	13 November 2020	33.33	-
<b>(c) Lim Teik Hoe</b>						
<b>Company</b>	<b>Principal activities</b>	<b>Position held</b>	<b>Date of appointment</b>	<b>Date of cessation</b>	<b>Direct</b>	<b>Indirect</b>
<b>Present involvement</b>						
Yield Technology (M) Sdn Bhd	Real estate activities with own or leased property	Director/ Shareholder	30 May 2019	-	50.0	-
Viva Knowledge Sdn Bhd	Property investment holding and property letting	Director/ Shareholder	1 November 2010	-	25.0	-
Binary Decode Sdn Bhd	Property investment holding	Director/ Shareholder	16 September 1995	-	33.33	-
Kalungan Prestij Sdn Bhd <sup>(1)</sup>	Property investment holding	Director/ Shareholder	16 September 1995	-	50.0	50.0
Ex-Pack Technology Pte Ltd	Wholesale trade including import and export of electronic parts and accessories	Director/ Shareholder	14 March 2017	N/A	55.0	-
Fuciphagus Venture Sdn Bhd group of companies	Research and development on biotechnology; raising and breeding of swiftlet	Shareholder	N/A	N/A	15.0	-

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

Company	Principal activities	Position held	Date of appointment	Date of cessation	% of shareholdings held	
					Direct	Indirect
Coraza Holdings <sup>(1)</sup>	Investment holding and providing management services	N/A	N/A	N/A	-	30.0
<b><u>Past involvement</u></b>						
Coraza Precision Engineering Sdn Bhd <sup>(1)</sup>	Dormant with no intended business activities	Director/ Indirect shareholder	7 February 2020	3 May 2021	-	30.0
Coraza Technology (M) Sdn Bhd <sup>(1)</sup>	Dormant. Dissolved on 5 August 2019	Indirect shareholder	N/A	N/A	-	20.0
Coraza Automations Sdn Bhd <sup>(1)</sup>	Dormant. Dissolved on 29 May 2019	Indirect shareholder	N/A	N/A	-	20.0
Surface Technology Solutions Sdn Bhd <sup>(1)</sup>	Finishing services	Director/ Indirect shareholder	5 February 2016	3 May 2021	-	30.0
Winway Electronics (M) Sdn Bhd	Manufacturing and trading in all types of cables. Dissolved on 9 October 2020	Director/ Shareholder	14 November 2017	9 October 2020	50.0	-

**Note:**

<sup>(1)</sup> Deemed interested by virtue of the shareholdings of his spouse pursuant to Section 59(11)(c) of the Act.



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

**(d) Paul Heng Weng Seng**

Company	Principal activities	Position held	Date of appointment	Date of cessation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
iMedrix Incorporated	Medical technology company providing data analytics using artificial intelligence	Director/ Shareholder	10 June 2015	-	10.0	-
Coraza Holdings	Investment holding and providing management services	Director/ Shareholder	23 August 2002	-	70.0	-
Coraza Precision Engineering Sdn Bhd	Dormant with no intended business activities	Indirect shareholder	N/A	N/A	-	70.0 <sup>(1)</sup>
Surface Technology Solutions Sdn Bhd	Finishing services	Indirect shareholder	N/A	N/A	-	70.0 <sup>(1)</sup>
Unigen (HK) Limited	Procurement of memory products	Director/ Shareholder	14 July 2005	-	100.0	-
Unigen Shenzhen	Procurement of memory products	Director/ Shareholder	12 October 2007	-	100.0	-
Unigen Corporation group of companies	Industrial-focused memory modules and storage solutions manufacturer	Director/ Shareholder	23 September 1991	-	100.0	-
<b><u>Past involvement</u></b>						
Designex 3D Sdn Bhd	Trading in 3D printers. Dissolved on 21 August 2020	Director/ Shareholder	1 July 2014	21 August 2020	50.0	-
Coraza Technology (M) Sdn Bhd	Dormant. Dissolved on 5 August 2019	Director/ Shareholder	29 December 2006	5 August 2019	50.0	-

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

Company	Principal activities	Position held	Date of appointment	Date of cessation	% of shareholdings held	
					Direct	Indirect
Coraza Automations Sdn Bhd	Dormant. Dissolved on 29 May 2019	Director/ Shareholder	17 April 2007	29 May 2019	50.0	-

**Note:**

(1) Deemed interested by virtue of his shareholdings in Coraza Holdings pursuant to Section 8 of the Act.

**(e) Ng Hong Kiat @ Ng Han Kiat**

Company	Principal activities	Position held	Date of appointment	Date of cessation	% of shareholdings held	
					Direct	Indirect

**Present involvement**

3SCAPE Construction Sdn Bhd	Construction of buildings; landscaping care and maintenance service activities	Director/ Shareholder	19 August 2019	-	50.0	-
Properman Property Management Services Sdn Bhd	Property management	Director/ Shareholder	12 October 2018	-	50.0	-
Emico Holdings Berhad	Investment holding, where its subsidiaries are involved in manufacturing and sales of trophies and awards, property development, contract manufacturing, trading and sourcing of furniture and home furnishing products	Director	5 September 2017	-	-	-
FASMAG Engineering Sdn Bhd	Engaged in servicing, repairing and installing of lifts, elevators, escalators in building and other construction projects	Director/ Shareholder	1 December 2015	-	40.0	-

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

Company	Principal activities	Position held	Date of appointment	Date of cessation	% of shareholdings held	
					Direct	Indirect
FASMAG Services Sdn Bhd	Engaged in provision of general building maintenance, mechanical and electrical maintenance services	Director/ Shareholder	6 November 2015	-	50.0	-
Neatlink Sdn Bhd	Insurance agency	Director/ Shareholder	5 August 2003	-	50.0	-
<b><u>Past involvement</u></b>						
Baka Suci Sdn Bhd	Construction of buildings	Director	3 January 2012	12 January 2017	-	-
Perumahan Farlim Sdn Bhd	Property development	Director	3 January 2012	12 January 2017	-	-
Angkatan Wawasan Sdn Bhd	Property investment holding	Director	3 January 2012	12 January 2017	-	-
JM Aquatic Sdn Bhd	Marine aquaculture. Dissolved on 7 February 2020	Director/ Shareholder	28 December 2005	7 February 2020	25.0	-
Bumiputera and Technology Venture Capital Sdn Bhd	To provide venture capital to bumiputera and other joint venture companies. In the process of winding-up	Alternate Director	16 March 2004	-	-	-
Ria Bahagia Sdn Bhd	Retail sales. Dissolved on 12 January 2017	Director	22 September 1999	12 January 2017	-	-
Farlim Jaya Sdn Bhd	Property development	Director	22 September 1999	12 January 2017	-	-
Farlim Management Sdn Bhd	Provision of management and consultancy services	Director	22 September 1999	12 January 2017	-	-

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

<b>Company</b>	<b>Principal activities</b>	<b>Position held</b>	<b>Date of appointment</b>	<b>Date of cessation</b>	<b>% of shareholdings held</b>	
					<b>Direct</b>	<b>Indirect</b>
Kertih-Paka Country & Golf Resorts Sdn Bhd	Real estate activities with own or leased property	Director	22 September 1999	12 January 2017	-	-
Saga Realty & Development Sdn Bhd	Property development	Director	6 August 1999	12 January 2017	-	-
Noble Bliss Sdn Bhd	Property management	Director	1 July 1999	1 July 2017	-	-
Macro Synergy Sdn Bhd	Property management	Director	1 July 1999	1 July 2017	-	-
Macro Concept Sdn Bhd	Property management	Director	1 July 1999	1 July 2017	-	-
Gema Nusa Sdn Bhd	Property management	Director	1 July 1999	1 July 2017	-	-
LJ Harta Sdn Bhd	Property development	Director	30 June 1996	7 September 2016	-	-
Bandar Baru Ayer Itam Management Sdn Bhd	Property management, letting of properties and investment holding	Director	1 June 1989	1 July 2017	-	-

**(e) Rusmin Alwani Binti Shukery**

<b>Company</b>	<b>Principal activities</b>	<b>Position held</b>	<b>Date of appointment</b>	<b>Date of cessation</b>	<b>% of shareholdings held</b>	
					<b>Direct</b>	<b>Indirect</b>
<b>Present involvement</b>						
Rusmin Ida & Taryna	Advocate and solicitor firm	Senior Partner	1 September 2005	-	50.0	50.0

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

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

Save as disclosed in Section 11, the involvement of our Directors in those business activities outside our Group does not give rise to any conflict of interest situation with our business. The involvement of our Executive Directors in those business activities does not require significant amount of time, and hence does not affect their ability to perform their executive roles and responsibilities to our Group.

**5.2.4 Directors remuneration and benefits**

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

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

	Directors' fees	Salaries	Bonuses	Other emoluments	Benefits-in-kind	Total
			RM'000			
<b>FYE 2020</b>						
Ng Fook San	50	-	-	200	-	250
Lim Teik Hoe	30	300	662	43	-	1,035
Paul Heng Weng Seng	30	-	-	-	-	30
<b>Proposed for FYE 2021</b>						
Ng Fook San	30	183	(2)	8	-	221
Sazali Bin Mohd Nor	(1)27	-	-	-	-	27
Lim Teik Hoe	30	360	(2)	15	-	405
Paul Heng Weng Seng	(1)37	-	-	-	-	37
Ng Hong Kiat @ Ng Han Kiat	(1)27	-	-	-	-	27
Rusmin Alwani Binti Shukery	(1)27	-	-	-	-	27

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

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**Notes:**

(1) Pro-rated based on their respective appointment dates.

(2) The bonuses for FYE 2021 are not included. Such bonuses, if any, will be determined at a later date based on our Group's performance, and will be subject to recommendation of our Remuneration Committee and approval by our Board.

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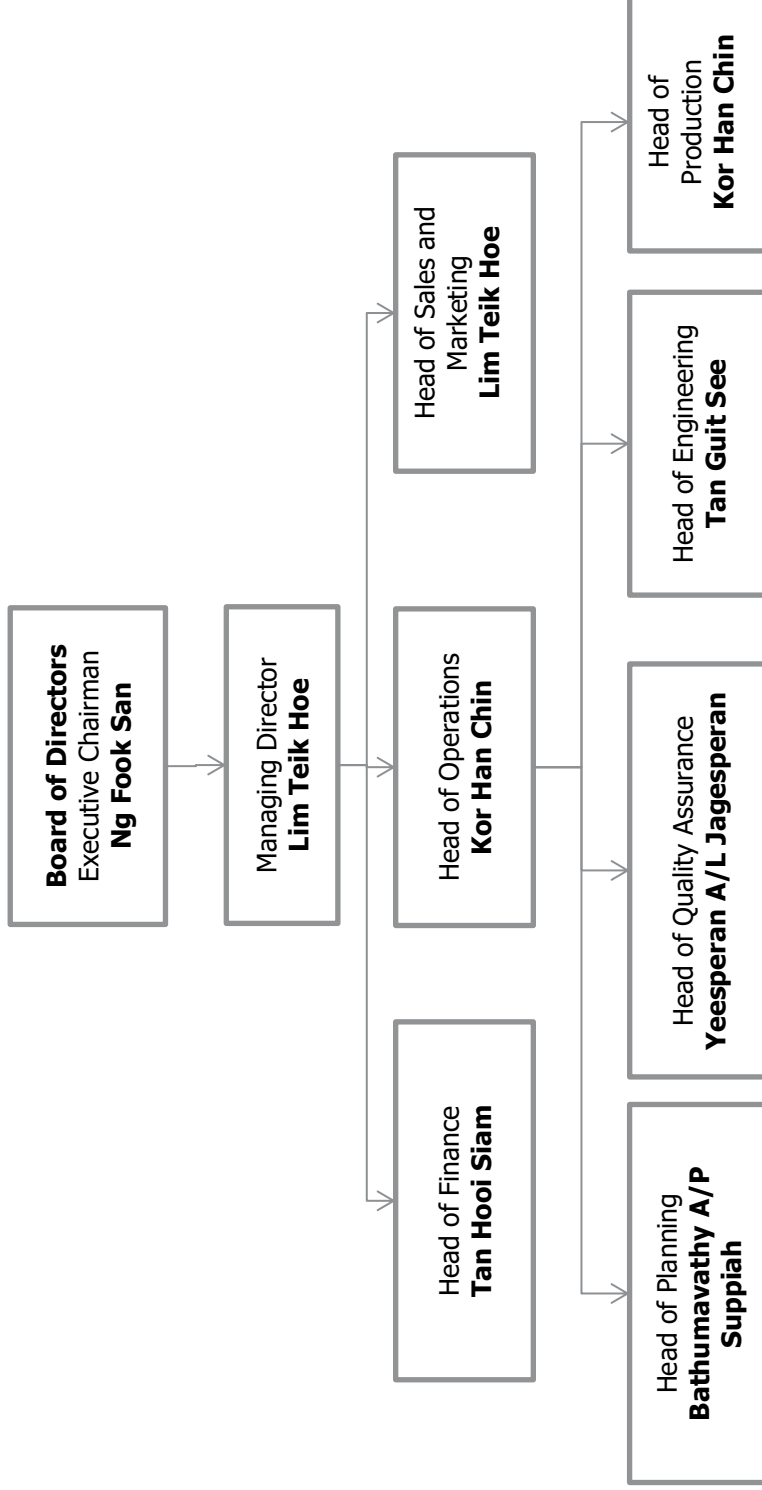
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**5. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY MANAGEMENT (Cont'd)**

**5.3 KEY MANAGEMENT**

**5.3.1 Management structure**

The management reporting structure of our Group is as follows:



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

**5.3.2 Key management shareholdings**

The shareholdings of our key management in our Company before and after IPO, save for Ng Fook San and Lim Teik Hoe, which are disclosed in Section 5.2.1, assuming that they will fully subscribe for their respective entitlements under the Pink Form Allocations are set out below:

Name	Designation/ Nationality	Before IPO			<sup>(1)</sup> After IPO		
		Direct		Indirect	Direct		Indirect
		No. of Shares	%	No. of Shares	No. of Shares	%	No. of Shares
Kor Han Chin	Head of Operations and Head of Production / Malaysian	-	-	-	208,400	<0.1	-
Tan Hooi Siam	Head of Finance / Malaysian	-	-	-	208,400	<0.1	-
Bathumavathy A/P Suppiah	Head of Planning / Malaysian	-	-	-	208,400	<0.1	-
Tan Guit See	Head of Engineering / Malaysian	-	-	-	208,400	<0.1	-
Yeesperan A/L Jagesperan	Head of Quality Assurance / Malaysian	-	-	-	208,400	<0.1	-

**Note:**

<sup>(1)</sup> Based on the enlarged share capital of 428,331,001 Shares after IPO.



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

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### 5.3.3 Profiles of key management

Save for the profiles of Ng Fook San and Lim Teik Hoe, which are set out in Section 5.2.2, the profiles of the other key management of our Group are as follows:

**Kor Han Chin**, a Malaysian male aged 48, is our Head of Operations as well as Head of Production. He is responsible for overseeing the manufacturing, quality, production planning, supply chain, and engineering activities of our Group. He is also involved in managing the maintenance of the production factory and engaging with customers for new projects acquisition.

He obtained a Diploma in Engineering from INTI University College (now known as INTI International University and Colleges) in 1993. He graduated with a Bachelor of Arts in Business Management from Ottawa University, Kansas, USA in 1997. He subsequently graduated with a Master of Business Administration from the University of Portsmouth, UK in 2000.

He began his career in 1998 with AE Technology Sdn Bhd as a Programme Manager where he was involved in sourcing, costing, project management and customer service. During his time with the company, he was also involved in setting up a turret and laser sheet metal forming facility in the northern region of Malaysia as well as setting up a regional and field service office in Pulau Pinang to provide sheet metal fabrication services to global customers. He left the company in 2007.

In the same year, he joined Ulbrich Asia Metals Malaysia Sdn as an Operations Manager. He was involved in various activities such as supply chain management, customer service, and overseeing production and warehousing. He was also involved in setting up a facility for fabricating stainless steel products for the medical and life sciences industry. He held this position until 2010.

He subsequently joined Interplex Electronics Malaysia Sdn Bhd in 2011 as a Supply Chain/ Operation Director where he was in charge of setting up a facility in Pulau Pinang and transferring projects from the facility in Singapore to the new facility in Pulau Pinang. He was also involved in liaising with various customers on the transfers and leading them through the transition. He left the company in 2014.

He then joined Alpha Precision Turning & Engineering Sdn Bhd in the same year as a General Manager, where he was involved in various departments such as production, supply chain, logistics and warehousing, and engineering. He was also involved in reorganising the company and introducing CAD technology to improve operational efficiency.

He left the company in 2021 to join our Group where he assumed his current position.

**Tan Hooi Siam**, a Malaysian female aged 51, is our Head of Finance. She is responsible for our financial management and reporting.

She graduated from Deakin University, Australia in 1995 with a Bachelor of Commerce. She has been a member of CPA Australia since 2002.

She began her career in 1995 at Mayban Factoring Berhad as a Business Development Executive. She was involved in conducting promotional activities to recruit clients, conducting credit investigation and credit analysis on potential clients, and preparing credit investigation reports for the management and board committees. She left the company in 1999.

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

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She then joined JB Lau & Associates in 2000 as an Audit Assistant where she was involved in conducting audits, preparing consolidated audited reports, as well as tax compliance works. She was promoted to Audit Supervisor in 2004 and was involved in planning, supervising and monitoring, as well as reviewing audit work.

She left JB Lau & Associates in 2005 and subsequently joined Copthorne Orchid Hotel Penang as an Accountant. She was responsible for managing cash flow, preparing monthly and quarterly management accounts, as well as related banking and taxation matters. She left her position in 2006.

In 2006, she joined D'nonce (M) Sdn Bhd as an Assistant Finance Manager where she was involved in reviewing the monthly financial performance of the company, reviewing and approving trade and non-trade supplier invoices, and reviewing documents for payment and expenditures. In 2008, she was promoted to Finance Manager and was responsible for reviewing and analysing monthly financial statements, preparing annual budgets, and liaising with government departments. She was promoted to Senior Finance Manager in 2014 and was responsible for overseeing the registration of the goods and services tax for the D'nonce group of companies in addition to preparing budgets and reviewing and analysing financial statements. She left her position in 2017.

She subsequently joined Coraza Systems in 2017 where she assumed her current role as Head of Finance.

**Bathumavathy A/P Suppiah**, a Malaysian female aged 49, is our Head of Planning. She is involved in monitoring, reviewing, and improving the efficiency our business operations.

She graduated from Universiti Sains Malaysia, Pulau Pinang in 1996 with a Bachelor of Arts. She obtained the APICS Certificate in Basics of Supply Chain Management from the Association for Operations Management in 2012. She obtained a Master of Business Administration from City University (formerly known as City University College of Science and Technology), Selangor in December 2020.

In 1996, she started her career with Kong Guan Sauce & Food Mfg. Co Sdn Bhd as a Human Resource and Admin Executive. She was responsible for carrying out human resources administrative matters as well as manpower planning. She was promoted to Marketing Assistant in 1999 and was involved in managing orders and shipments to distributors in East Malaysia, Brunei, and Singapore. She left her position in 2001.

She then joined Paradigm Metal Industries Sdn Bhd in 2002 as a Senior Planning Executive. She was involved in planning and scheduling production and liaising with the engineering team to ensure sufficient materials required for production are available.

She left the company in 2010 and subsequently joined Coraza Systems as a Planner, where she was responsible for overseeing and supervising planning for the production processes. This included monitoring levels of necessary materials, planning orders and shipments for production, as well as liaising with other internal departments and third-party vendors. She was promoted to Assistant Manager in the Planning department in 2013, where she was responsible for the master production schedule and material requirement planning, ensuring that operations were utilised effectively and with minimal delays. She was also involved in managing warehousing and logistics operations, including liaising with the relevant authorities regarding legal requirements.

She was then promoted to Manager I in the same department in 2016 and was responsible for improving production planning and forecasting as well as driving a plant-wide initiative to ensure on-time delivery of products to meet customer demands. She was promoted in 2019 to Manager II in the Planning department and was subsequently transferred to the Continuous Improvement department. During this time, she was involved in improving our production processes to improve production efficiency. In 2020, she was promoted to her current position.

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

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**Tan Guit See**, a Malaysian female aged 49, is our Head of Engineering. She is responsible for overseeing our engineering functions as well as developing engineering strategies to support our operational requirements.

She completed her secondary education at Sekolah Menengah Kebangsaan Tun Syed Sheh Barakbah in Pulau Pinang and obtained her Sijil Pelajaran Malaysia in 1990.

Upon leaving school, she joined Genting Malaysia Berhad as a Casino Croupier in 1991, where she was involved in dealing cards for various card games such as baccarat and blackjack. She left the company in 1992.

She then joined a company involved in electronics in Singapore in 1992 as a Quality Control Personnel where she conducted quality control checks on products on the surface-mount technology production line, such as printed circuit boards, to ensure they meet the necessary specifications. She left her position in 1995.

She joined ACE Enclosures Sdn Bhd in 1995 as a Quality Control Supervisor. She was involved in conducting quality control checks to ensure that products meet the customers' specifications as well as to respond to quality issues faced by customers. She was promoted to Document Control Executive in 1996 where she was involved in organising documentation required for ISO certification such as quality manuals and standard operating procedures. She was also involved in conducting internal quality audits. In 1999, she was promoted to Sales and Marketing Executive where she was responsible for preparing monthly sales reports, liaising with customers on their orders, liaising with others to develop the production forecast. She was then promoted to Product Development and Design Engineer in 2001. She was involved in designing and developing new products such as carrying out 3D modelling drawings, drawings for CNC punching, building samples, and testing product quality. In 2005, she was promoted to a Back End Assistant Manager where she was in charge of painting, finishing, and assembly production. She was also involved in monitoring stock levels to ensure the production schedule runs smoothly. She was then promoted to a Material Manager in 2008. Her responsibilities included overseeing the receiving and warehousing of goods, material planning as well as supply chain and logistics. She left the company in 2010.

She subsequently joined Coraza Systems in 2010 as an Engineer II. She was involved in preparation of first article (FA) documentation as well as building the FA to meet customers' demands. She was then promoted to Senior Engineer in 2014 and was responsible for training and leading new engineers and working with new product introduction (NPI) engineers to ensure the FA built meets the customers' specifications.

She was then promoted to Assistant Manager in 2015 where she was involved in monitoring FA build performance, monitoring subcontracted finishing processes, and managing customer accounts. In 2016, she was promoted to Manager I and was in charge of overseeing overall functions of NPI engineering and introduction of new products in collaboration with customers. She was promoted to her current role, ranked as Manager II in 2017.

**Yeesperan A/L Jagesperan**, a Malaysian male aged 43, is our Head of Quality Assurance. He is responsible for overseeing the operations of the quality assurance department such as incoming quality assurance, in-process quality assurance, and outgoing quality assurance. He is also involved in establishing objectives for customer satisfaction.

He obtained a Diploma in Electrical-Electronic Engineering in 1998 from Kolej Utara, Pulau Pinang. He graduated with a Bachelor of Engineering in Electrical and Electronics from the University of Southern Queensland, Australia in March 2004. In 2018, he obtained his Master of Business Administration from Anglia Ruskin University, England, UK.

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

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He began his career in 1999 with Allied Stamping Corporation Sdn Bhd as a Quality Engineer and was involved in handling customer quality issues, working with other teams to monitor product defects, and defining quality control procedures for in-house technicians and operators. He left the company in 2002.

He then joined Motorola Technology Sdn Bhd in 2002 as a Quality Engineer. He was responsible for improving yield performance and providing customer support for issues they faced. He was also involved in performing inspection for faulty units gathered by customers and determining the root cause of failure. He held his position until 2008.

In the same year, he joined Philips Lighting Malaysia Sdn Bhd (now known as Lumileds Malaysia Sdn Bhd) as a Senior Quality Engineer. He was in charge of implementing an in-house quality/ reliability monitoring programme to ensure that no defective products are shipped to customers, the corrective action system is implemented, and to rectify customer complaints in a timely manner. He was also involved in providing training to quality control technicians whenever products were revised.

He left the company in 2011 to join Integrated Device Technology (Malaysia) Sdn Bhd as a Staff Engineer of Manufacturing & Supplier Quality. His responsibilities included auditing subcontractors' work to ensure that the company and the customer requirements are met, auditing suppliers to ensure materials purchased meet the company standards, as well as assisting the quality management representative with the quality management system. He left the company in 2017.

He subsequently joined Western Digital Malaysia Sdn Bhd in the same year as a Principal Quality Engineer where he was responsible for developing and strategising the quality objective and quality policy set by the management to meet ISO 9001 standards. He was also involved in conducting reviews and assessments of programme performance against customer and internal requirements to address potential issues before they occur. He left the company in 2019.

In the same year, he joined Honeywell International Sdn Bhd as a Manager of Manufacturing and Supplier Quality. He was responsible for supporting customers in the ASEAN region such as providing on-site support when necessary and managing suppliers across the ASEAN region. He was also involved in planning and coordinating quality assurance programmes and formulating quality control policies to improve efficiency and profitability.

He left the company in 2020 to join Coraza Systems and assumed his current position.

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

**5.3.4 Principal business performed outside our Group**

Save as disclosed in Section 5.2.3 and below, none of our key management has any other principal directorship and/or principal business activities performed outside our Group as at LPD:

**(a) Kor Han Chin**

<b>Company</b>	<b>Principal activities</b>	<b>Position held</b>	<b>Date of appointment</b>	<b>Date of cessation</b>	<b>% of shareholdings held</b>	
					<b>Direct</b>	<b>Indirect</b>
BMARK Agro & Industrial Chemicals Sdn Bhd <sup>(1)</sup>	Wholesale of fertilizers and agrochemical products, other building and industrial cleaning activities, landscape care and maintenance service activities	Director/ Shareholder	8 September 2016	-	80.0	-

**Note:**

- (1) Despite his directorship and 80.0% shareholdings in the company, its operations are run by the other shareholder and he is not actively involved.
- The involvement of our key management in those business activities outside our Group does not give rise to any conflict of interest situation with our business. Their involvement in those business activities does not require significant amount of time, and hence does not affect their ability to perform their executive roles and responsibilities to our Group.

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

### 5.3.5 Key management remuneration and benefits

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

The aggregate remuneration and material benefits-in-kind (in bands of RM50,000) paid and proposed to be paid to our key management (save for our Directors which are disclosed in Section 5.2.4) for services rendered in all capacities to our Group for FYE 2020 and 2021 are as follows:

	<sup>(1)</sup> Remuneration band	
	<sup>(1)</sup> FYE 2020 (Paid)	<sup>(2)</sup> FYE 2021 (Proposed)
	RM'000	
Kor Han Chin	_ <sup>(3)</sup>	200 - 250
Tan Hooi Siam	250 - 300	150 - 200
Bathumavathy A/P Suppiah	100 - 150	100 - 150
Tan Guit See	100 - 150	100 - 150
Yeesperan A/L Jagesperan	0 - 50 <sup>(4)</sup>	100 - 150

#### Notes:

- (1) The remuneration for key management includes salaries, bonuses, allowances and other emoluments.
- (2) The bonuses for FYE 2021 are not included. Such bonuses, if any, will be determined at a later date based on our Group's performance, and will be subject to recommendation of our Remuneration Committee and approval by our Board.
- (3) Joined Coraza Systems on 3 May 2021.
- (4) Joined Coraza Systems on 7 December 2020.

## 5.4 BOARD PRACTICE

### 5.4.1 Board

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

- (a) To provide leadership and oversee the overall conduct of our Group's businesses, including the formulation of strategy and performance objectives, control and accountability systems, corporate governance framework, risk management practices and human capital management;
- (b) To review, challenge and approve strategic plans for our Group and to ensure that such strategic plans supports long-term value creation and includes strategies on economic, environmental, safety & health, social and governance considerations underpinning sustainability;
- (c) Promote together with key management, good corporate governance culture within our Group which reinforces ethical, prudent and professional behaviour;

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

- (d) Identify principal risks and ensuring the implementation of appropriate internal controls and mitigation measures;
- (e) To ensure that key management has the necessary skills and experience, and there are measures in place to provide for the orderly succession of board and key management;
- (f) Overseeing the development and implementation of a stakeholder communications policy for our Group; and
- (g) To ensure the adequacy and the integrity of the management information and internal control systems of our Group.

In accordance with our Constitution, at the first annual general meeting of the Company, all the Directors shall retire from the office and be eligible for re-election and an election of Directors shall take place each year at the annual general meeting of our Company, where one-third of our Directors for the time being, or, if their number is not 3 or a multiple of 3, then the number nearest to one-third shall retire from office. This is provided always that all Directors shall retire from office once at least in each 3 years but shall be eligible for re-election. A retiring Director shall retain office until the close of the meeting at which he retires.

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

<b>Name</b>	<b>Date of appointment as Director</b>	<b>Date of expiration of the current term in office</b>	<b>Approximate no. of months in office as at LPD</b>
Ng Fook San	3 May 2021	At the 2021 Annual General Meeting of our Company	1
Sazali Bin Mohd Nor	3 May 2021	At the 2021 Annual General Meeting of our Company	1
Lim Teik Hoe	30 November 2020	At the 2021 Annual General Meeting of our Company	6
Paul Heng Weng Seng	3 May 2021	At the 2021 Annual General Meeting of our Company	1
Ng Hong Kiat @ Ng Han Kiat	3 May 2021	At the 2021 Annual General Meeting of our Company	1
Rusmin Alwani Binti Shukery	3 May 2021	At the 2021 Annual General Meeting of our Company	1

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

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

### 5.4.2 Audit Committee

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

- (a) To review the engagement, compensation, performance, qualifications and independence of our external auditors, its conduct of the annual statutory audit of our financial statements, and the engagement of external auditors for all other services;
- (b) To review and approve our quarterly and annual financial statements for recommendation to our Board, focusing in particular on any changes in or implementation of major accounting policies and practices, significant and unusual events, significant adjustments arising from the audit, going concern assumption and compliance with accounting standards and other regulatory or legal requirements;
- (c) To review any related party transactions entered into by our Group and any conflict of interest situations that may arise within our Group; and
- (d) To consider the major findings of internal investigations and management's response.

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

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

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Ng Hong Kiat @ Ng Han Kiat	Chairman	Independent Non-Executive Director
Sazali Bin Mohd Nor	Member	Independent Non-Executive Deputy Chairman
Rusmin Alwani Binti Shukery	Member	Independent Non-Executive Director

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

### 5.4.3 Nominating and Remuneration Committee

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

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Rusmin Alwani Binti Shukery	Chairwoman	Independent Non-Executive Director
Ng Hong Kiat @ Ng Han Kiat	Member	Independent Non-Executive Director
Sazali Bin Mohd Nor	Member	Independent Non-Executive Deputy Chairman



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

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

**(i) Nominating**

- (a) To assist our Board in ensuring that our Board is of an effective composition, size and commitment to adequately discharge its responsibilities and duties;
- (b) To ensure appropriate selection criteria and processes and to identify and recommend to our Board, candidates for directorships of our Company and members of the relevant Board committees;
- (c) To evaluate the effectiveness of our Board and the relevant Board committees;
- (d) To establish the mechanisms for the formal assessment on the effectiveness of the Board as a whole and the effectiveness of each Director;
- (e) To ensure that all Directors receive appropriate continuous training in order to broaden their perspectives and to keep abreast with developments in the market place and with changes in new statutory and regulatory requirements;
- (f) To assist our Board to assess and evaluate circumstances where a Director's involvement outside our Group may give rise to a potential conflict of interest with our Group's businesses, upon receiving declaration of the same from our Director and thereafter, to inform our Audit Committee of the same. After deliberation with our Audit Committee, to recommend to our Board the necessary actions to be taken in circumstances where there is a conflict of interest; and
- (g) To ensure an appropriate framework and succession planning for our Board, including our Managing Director and Executive Directors.

**(ii) Remuneration**

- (a) To formulate or review the policy and procedures for remuneration of the Chairman, Board members and key management, to be aligned with their responsibilities and contributions including scope of service agreements, terms of employment or contract of employment/service, benefits, pension or incentive scheme entitlement, bonuses, fees and expenses and any compensation payable on termination of employment/service contract by the Company and/or our Group and to review for changes to the policy, as necessary, and recommend the same to our Board for approval;
- (b) To review and recommend the remuneration package of the Non-Executive Directors including Non-Executive Chairman to the Board. The individuals concerned shall abstain from discussion of their own remuneration;
- (c) To ensure that the remuneration framework for key management and other employees are in place and structured to ensure that reward is measurably linked to individual's performance, skills, experience and level of responsibilities; and

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

- (d) To implement the policies and procedures on remuneration including reviewing and recommending matters relating to the remuneration of our Board and key management.

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

### 5.4.4 Risk Management Committee

Our Risk Management Committee is primarily responsible for assisting the Board in overseeing the risks management framework and policies within our Group and reviews the efficacy of internal controls within our Group.

The duties and responsibilities as stated in the terms of reference of our Risk Management Committee include the following:

- (a) To oversee and recommend the risk management policies and procedures of our Group;
- (b) To review and recommend changes as needed to ensure that our Group has in place at all times a risk management policy which addresses the strategic, operational, financial and compliance risks;
- (c) To implement and maintain a sound risk management framework which identifies, assesses, manages and monitors our Group's business risks;
- (d) To review all major investment and project business cases, including the risks associated with costs, funding, financial and operational performance and recommend to the board on the appropriate decisions to be made;
- (e) To review the adequacy of management response to issues identified in risk registers, ensuring that our risks are managed within our Group's risk appetite; and
- (f) To review and discuss with management and the internal auditor the key guidelines and policies governing our Group's significant processes for risk assessment and risk management, the validity of the identified risks, and ensuring that appropriate actions are taken to mitigate the risks.

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

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

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Sazali Bin Mohd Nor	Chairman	Independent Non-Executive Deputy Chairman
Lim Teik Hoe	Member	Managing Director
Rusmin Alwani Binti Shukery	Member	Independent Non-Executive Director
Ng Hong Kiat @ Ng Han Kiat	Member	Independent Non-Executive Director

## 5.5 RELATIONSHIPS AND/OR ASSOCIATIONS

Liew Sow Ying and Lim Teik Hoe who are both our Promoters and substantial shareholders are spouses.

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

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Save as disclosed above, there are no family relationships or association between or amongst our Promoters, substantial shareholders, Directors and key management as at LPD.

**5.6 EXISTING OR PROPOSED SERVICE AGREEMENTS**

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

**5.7 DECLARATION FROM PROMOTERS, DIRECTORS AND KEY MANAGEMENT**

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

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

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