

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

### 5.1 PROMOTERS AND SUBSTANTIAL SHAREHOLDERS

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

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

Promoters and Substantial Shareholders	Nationality / Country of Incorporation	Before our IPO				After our IPO			
		Direct		Indirect		Direct		Indirect	
		No. of Shares	<sup>(1)</sup> (%)	No. of Shares	<sup>(1)</sup> (%)	No. of Shares	<sup>(2)</sup> (%)	No. of Shares	<sup>(2)</sup> (%)
<b>Promoters and Substantial Shareholders</b>									
Tee Kim Chin	Malaysian	<sup>(3)</sup> 450,000,000	60.0	-	-	<sup>(3)</sup> 374,500,000	40.6	-	-
Tee Kim Yok	Malaysian	138,750,000	18.5	-	-	127,550,000	13.8	-	-
<b>Substantial Shareholder</b>									
Fortress	Malaysia	<sup>(4)</sup> 153,187,500	20.4	-	-	<sup>(4)</sup> 153,187,500	16.6	-	-

#### Notes:

- (1) Based on our issued Shares before our IPO of 750,000,000 Shares following the Pre-IPO Restructuring Exercise, details of which are set out in **Section 6.1.1** of this Prospectus.
- (2) Based on our enlarged issued Shares after our IPO of 923,000,000 Shares.
- (3) Tee Kim Chin has provided a pledge over her entire shareholding in Cape EMS in favour of AmIslamic Berhad ("**AmIslamic Bank**") for a Murabahah Tawarruq Term Financing-i ("**AmIslamic Facility**") she obtained, of which, 75,500,000 Shares will be released to facilitate the Offer for Sale. The remaining 374,500,000 Shares will continue to be pledged to AmIslamic Bank prior to the registration of this Prospectus with the SC. The said pledge will be uplifted upon settlement of the AmIslamic Facility by Tee Kim Chin using part of the proceeds from the Offer for Sale.
- (4) Held by Fortress on trust for its clients.

The Shares held by our Promoters and substantial shareholders do not have different voting rights from our other shareholders. Save for the above, there are no other persons who is able to, directly or indirectly, jointly or severally, exercise control over our Company. As at the LPD, there is no arrangement between our Company and the Promoters and our substantial shareholders with any third party which may result in a change in control of our Company at a date subsequent to our IPO and our Listing.

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

### 5.1.2 Profiles of Promoters and substantial shareholders

#### (i) Tee Kim Chin

*Promoter, substantial shareholder and Non-Independent Managing Director/Group Chief Executive Officer*

Tee Kim Chin, female, a Malaysian aged 55, is our Promoter, substantial shareholder and a member of the Risk Management Committee. She is our Managing Director/Group Chief Executive Officer and is primarily responsible for the overall strategy and corporate direction of our Group.

She obtained a Malaysian Higher School Certificate (STPM) in 1987. She also attended the Research and Advanced Study on Leadership at the School of Continuing Education, Tsinghua University, China in 2014.

She began her career in A&W (M) Sdn Bhd in 1988 as a management trainee and was later promoted to Marketing Assistant (1989), Personal Assistant to General Manager (1991) and finally as Ipoh Outlet Assistant Manager (1991).

In 1992, she left A&W (M) Sdn Bhd and joined Jangta Electronics (M) Sdn Bhd as a Storekeeper. She rose up the ranks to be the General Manager in 1999 where she was responsible for, amongst others, overseeing production planning, manpower planning, manufacturing management, business forecasts, company performance review and business development.

In 2002, she resigned from Jangta Electronics (M) Sdn Bhd and joined Crestar Printer (M) Sdn Bhd in the same year as General Manager where she was responsible for overseeing the company's operations which included reviewing the company's performance, business development, preparing business forecast and budgetary summary as well as reporting to the board of directors.

In 2004, she left Crestar Printer (M) Sdn Bhd and joined P.T Ultrakindo Crestec Indonesia as Managing Director responsible for the management of the factory and its manufacturing process as well as reporting to the board of directors.

In 2006, she left P.T Ultrakindo Crestec Indonesia to join Toyoplas Holdings Pte Ltd as a director. She was tasked to oversee the entire management and operation of various Toyoplas' factories. In 2007, she was appointed as the director and Chief Executive Officer of Toyoplas Manufacturing (M) Sdn Bhd. In 2010, she was appointed as a director of Toyoplas EMS Manufacturing (M) Sdn Bhd. In 2012 and 2013, she resigned as director of Toyoplas Manufacturing (M) Sdn Bhd and Toyoplas EMS Manufacturing (M) Sdn Bhd, respectively.

In 2013, she and Alex Miranda Juntado acquired the entire equity interest in Toyoplas EMS Manufacturing (M) Sdn Bhd (subsequently renamed as Cape EMS Manufacturing (M) Sdn Bhd). She then assumed the role as Chief Executive Officer of Cape EMS. In 2021, she assumed her present role as our Managing Director / Group Chief Executive Officer.

In 2013, she was appointed as a director of Cape Manufacturing. From 2014 to 2019, she increased her equity interest to 68% in Cape Manufacturing. She was appointed as a director of Cape Singapore in 2014 and acquired a 60% equity interest in Cape Singapore in 2015.

She is currently the President of the Malaysian International Chamber of Commerce and Industry ("MICCI"). She is the winner of the Star Outstanding Business Award (SOBA) 2021 for Meritorious Achievement under the Female Entrepreneur of the Year category organized by Star Media Group Bhd.

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

### (ii) Tee Kim Yok

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

Tee Kim Yok, female, a Malaysian aged 45, is our Promoter and substantial shareholder. She is also our Executive Director and is primarily responsible for government liaison and corporate social responsibility (CSR), and environment, social and governance of our Group.

She obtained a Malaysian Certificate of Education (SPM) in 1995.

She began her career in 1995 as an Administrative and Sales Coordinator with Langkah Bersatu (M) Sdn Bhd. She left Langkah Bersatu (M) Sdn Bhd in 2000 and joined Ornapaper Industry (Perak) Sdn Bhd as a Sales Executive. She was involved in the sales and marketing functions and assisted in building a new customer base for the company.

Subsequently, in 2003, she left Ornapaper Industry (Perak) Sdn Bhd to join Astin Resources Sdn Bhd as an Assistant Manager responsible for, amongst others, sales and marketing and leading the sales team. She left the company in 2008 and took a career break for personal reasons.

In 2010, she joined Digital Innovation Technologies (M) Sdn Bhd as a Sales Representative responsible for sales and marketing. She left the company in 2012 to set up her own business Eyetech Solutions selling office equipment such as photocopiers and security devices. She closed her sole proprietorship business in 2021.

In 2016, she set up a kindergarten business under Good Hope Edu Sdn Bhd (formerly known as Cape Smart Edu Sdn Bhd), which was subsequently sold in 2022.

In 2019, she joined Diamond Star Biotechnology Sdn Bhd as Finance/Human Resource Manager responsible for salary/payroll. In the same year, she left Diamond Star Biotechnology Sdn Bhd and joined our Company as the Accounts Payable Manager.

In 2020, she was appointed as our Director and a director of our subsidiary, Cape Manufacturing.

### (iii) Fortress Capital Asset Management (M) Sdn Bhd

*Substantial shareholder*

Fortress, a company incorporated on 19 November 2002 as a private limited company in Malaysia under the Act, is a substantial shareholder of our Company. The principal activity of Fortress Capital Asset Management (M) Sdn Bhd is asset management.

Fortress holds a capital markets services licence granted by the SC to carry out fund management in relation to portfolio management. As at LPD, there are 10 licensed representatives of Fortress who are responsible for the management of its investment portfolios.

As at the LPD, the issued share capital of Fortress is RM2,300,000.00 comprising of 2,030,000 ordinary shares.

The directors of Fortress as at LPD are Datuk Yong Peng Tak, Loo Kok Yuen and Geoffrey Ng Ching Fung.

The shareholders of Fortress and its respective direct and indirect shareholdings in Fortress as at LPD is as follows:

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

Substantial shareholder	Direct		Indirect	
	No. of shares	(%)	No. of shares	(%)
Fortress Capital Management	2,030,000	100.0	-	-
Datuk Yong Peng Tak	-	-	(1)2,030,000	100.0
Loo Kok Yuen	-	-	(1)2,030,000	100.0

**Note:**

- (1) Deemed interested pursuant to his/her substantial shareholdings in Fortress Capital Management pursuant to Section 8 of the Act.

As at the LPD, Fortress does not have any subsidiary or associated company.

Fortress' participation in our Company, being one of their investee companies, is solely for financial investment purposes only. Fortress does not participate in the day-to-day management and operations of our Group.

Fortress has full authority, power and discretion to exercise, on behalf of its clients, all voting and other rights relating to the securities held as part of the investment portfolios. As at the LPD, there are a total of 61 clients that have invested in our Group via Fortress ("Investors"). The Investors are diversely owned by Malaysian, foreigners, local and foreign companies.

As at 28 June 2022, Geoffrey Ng Ching Fung, our Non-Independent Non-Executive Director who is a representative of Fortress, indirectly holds 2,701,679 Shares representing approximately 0.4% of the existing issued share capital of our Company indirectly via Fortress as one of the Investors. None of the Investors have any control in any way in relation to the decision making of Fortress in our Group or the ability to participate in the management of Fortress or ultimately the Fortress' investee companies, including our Group.

Further, the Investors are not involved in the day-to-day management of our Group and they do not have control on the direction, allocation and usage of our Group's financial resources. The Investors do not have any family relationship with the Directors, Promoters, substantial shareholders and Key Senior Management.

The Investors' respective shareholdings in Cape EMS via Fortress is relatively small, ranging from 0.02% to 2.14% upon our Listing. As such, none of them are/will be promoters or substantial shareholders of our Company on an individual basis.

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

### 5.1.3 Changes in shareholdings

Save for the Pre-IPO Restructuring Exercise as detailed in **Section 6.1.1** of this Prospectus and as disclosed below, there has been no change in the Promoters' and our substantial shareholders' shareholdings in our Company for the past three (3) years preceding 28 June 2022:

Promoters and Substantial Shareholders	As at 31 December 2019				As at 31 December 2020			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	<sup>(1)</sup> (%)	No. of Shares	<sup>(1)</sup> (%)	No. of Shares	<sup>(2)</sup> (%)	No. of Shares	<sup>(2)</sup> (%)
<b>Promoters and Substantial Shareholders</b>								
Tee Kim Chin	12,000,000	60.0	-	-	30,000,000	75.0	-	-
Tee Kim Yok	-	-	-	-	-	-	-	-
<b>Substantial Shareholders</b>								
Alex Miranda Juntado	8,000,000	40.0	-	-	10,000,000	25.0	-	-
Fortress	-	-	-	-	-	-	-	-
Promoters and Substantial Shareholders	As at 31 December 2021				As at 28 June 2022			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	<sup>(2)</sup> (%)	No. of Shares	<sup>(2)</sup> (%)	No. of Shares	<sup>(3)</sup> (%)	No. of Shares	<sup>(3)</sup> (%)
<b>Promoters and Substantial Shareholders</b>								
Tee Kim Chin	30,000,000	75.0	-	-	<sup>(4)</sup> 450,000,000	60.0	-	-
Tee Kim Yok	10,000,000	25.0	-	-	138,750,000	18.5	-	-
<b>Substantial Shareholders</b>								
Alex Miranda Juntado	-	-	-	-	-	-	-	-
Fortress	-	-	-	-	<sup>(5)</sup> 153,187,500	<sup>(5)</sup> 20.4	-	-

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

**Notes:**

- (1) Based on our total issued Shares of 20,000,000 Shares.
- (2) Based on our total issued Shares of 40,000,000 Shares.
- (3) Based on our total issued Shares before our IPO of 750,000,000 Shares following the Pre-IPO Restructuring Exercise, the details of which are set out in **Section 6.1.1** of this Prospectus.
- (4) Tee Kim Chin has provided a pledge over her entire shareholding in Cape EMS in favour of Amlslamic Bank for the Amlslamic Facility she obtained, of which, 75,500,000 Shares will be released to facilitate the Offer for Sale. The remaining 374,500,000 Shares will continue to be pledged to Amlslamic Bank prior to the registration of this Prospectus with the SC. The said pledge will be uplifted upon settlement of the Amlslamic Facility by Tee Kim Chin using part of the proceeds from the Offer for Sale.
- (5) The following changes in our substantial shareholder's shareholding are by virtue of the ICPS:

<b>Substantial Shareholder</b>	<b>As at 31 December 2019</b>				<b>As at 31 December 2020</b>			
	<b>Direct</b>		<b>Indirect</b>		<b>Direct</b>		<b>Indirect</b>	
	<b>No. of ICPS</b>	<b><sup>(1)</sup>(%)</b>	<b>No. of ICPS</b>	<b><sup>(1)</sup>(%)</b>	<b>No. of ICPS</b>	<b><sup>(1)</sup>(%)</b>	<b>No. of ICPS</b>	<b><sup>(1)</sup>(%)</b>
Fortress	-	-	-	-	-	-	-	-

  

<b>Substantial Shareholder</b>	<b>As at 31 December 2021</b>				<b>As at 28 June 2022</b>			
	<b>Direct</b>		<b>Indirect</b>		<b>Direct</b>		<b>Indirect</b>	
	<b>No. of ICPS</b>	<b><sup>(1)</sup>(%)</b>	<b>No. of ICPS</b>	<b><sup>(1)</sup>(%)</b>	<b>No. of ICPS</b>	<b><sup>(1)</sup>(%)</b>	<b>No. of ICPS</b>	<b><sup>(1)</sup>(%)</b>
Fortress	57,000,000	95.0	-	-	-	-	-	-

**Note:**

- (1) Based on our total issued ICPS of 60,000,000 ICPS.

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

### 5.1.4 Amounts or benefits paid or intended to be paid or given to our Promoters and substantial shareholders

Save for the dividends declared to our Promoters and substantial shareholders as set out in **Section 12.7** of this Prospectus and the aggregate amounts or benefits paid or intended to be paid or given to our Promoters and substantial shareholders for services rendered to our Group in all capacities as set out in **Section 5.2.4** of this Prospectus, there are no other amounts or benefits that have been paid or intended to be paid or given to our Promoters and substantial shareholders within the 2 years preceding the date of this Prospectus.

Our Company has no intention to declare any further dividends up to the completion of the Listing.

## 5.2 BOARD OF DIRECTORS

Our Board as at the LPD 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 follows:

<u>Name</u>	<u>Designation</u>	<u>Age (years)</u>	<u>Date of appointment</u>	<u>Date of expiration of the current term of office</u>	<u>Duration in office<sup>(3)</sup> (years)</u>
Datuk Mohd Rabin Bin Basir (M)	Independent Non-Executive Chairman	60	5 May 2022	At the AGM in the year of 2022 <sup>(2)</sup>	Less than 1
Tee Kim Chin (F)	Non-Independent Managing Director/Group Chief Executive Officer	55	31 May 2013	At the AGM in the year of 2022 <sup>(1)</sup>	9
Tee Kim Yok (F)	Non-Independent Executive Director	45	23 November 2020	At the AGM in the year of 2022 <sup>(2)</sup>	2
Lim Chue Wan (F)	Non-Independent Executive Director	55	16 March 2022	At the AGM in the year of 2022 <sup>(2)</sup> and 2023 <sup>(1)</sup>	Less than 1
Alex Miranda Juntado (M)	Non-Independent Executive Director	59	31 May 2013	At the AGM in the year of 2023 <sup>(1)</sup>	9
Geoffrey Ng Ching Fung (M)	Non-Independent Non-Executive Director	49	14 January 2022	At the AGM in the year of 2022 <sup>(2)</sup> and 2023 <sup>(1)</sup>	Less than 1
Tan Sik Hui (F)	Senior Independent Non-Executive Director	49	5 May 2022	At the AGM in the year of 2022 <sup>(2)</sup>	Less than 1

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

Name	Designation	Age (years)	Date of appointment	Date of expiration of the current term of office	Duration in office <sup>(3)</sup> (years)
Yau Yin Wee (M)	Independent Non-Executive Director	65	5 May 2022	At the AGM in the year of 2022 <sup>(2)</sup>	Less than 1
Chen Kok Seng (M)	Independent Non-Executive Director	68	5 May 2022	At the AGM in the year of 2022 <sup>(2)</sup>	Less than 1
Koh Beng San (M)	Independent Non-Executive Director	48	5 May 2022	At the AGM in the year of 2022 <sup>(2)</sup>	Less than 1

### Notes:

(M) Male.

(F) Female.

(1) In accordance with our Constitution, an election of Directors shall take place every year. At the first annual general meeting of the Company all the Directors shall retire from office, and at the annual general meeting in every subsequent year 1/3 of the Directors for the time being, or, if their number is not 3 or a multiple of 3, then the number nearest to 1/3 shall retire from office PROVIDED ALWAYS that all the 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/she retires.

(2) In accordance with our Constitution, the new director duly appointed by the Directors shall hold office only until the next following annual general meeting, and he shall then be eligible for re-election but shall not be taken into account in determining the Directors who are to retire by rotation at that meeting. This is provided always that the new additional Directors shall retire from office at the next following annual general meeting. The new Directors shall hold their office until the close of the next following annual general meeting.

(3) As at the LPD.

Our Directors who are deemed as Independent Directors, as defined in the Listing Requirements, shall be subject to re-appointment in the manner described above.

Our Company adopted recommendations under the MCCG as follows:

- (i) half of our Board comprises Independent Non-Executive Directors;
- (ii) our Chairman is not a member of our Audit Committee, Nominating Committee, Remuneration Committee or Risk Management Committee; and
- (iii) at least 30% of our Board comprises women directors.

Other than Geoffrey Ng Ching Fung who is a representative of our corporate shareholder, Fortress, none of our Directors represent any corporate shareholder on our Board. For details on the association of family relationship between our Promoters, Directors and Key Senior Management, please refer to **Section 5.6** of this Prospectus.



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

### 5.2.1 Profiles of Directors

Save for the profiles of Tee Kim Chin and Tee Kim Yok as set out in **Section 5.1.2** of this Prospectus, the profiles of our other Directors are as follows:

(i) **Datuk Mohd Rabin Bin Basir**  
*Independent Non-Executive Chairman*

Datuk Mohd Rabin Bin Basir, male, a Malaysian aged 60, is our Independent Non-Executive Chairman.

He graduated with a Bachelor of Arts in Southeast Asia Studies from University of Malaya in 1985. He later obtained a Diploma in Public Service Training from the Public Service Administration Centre in 1988. He obtained his Master of Arts (Defence Studies) (Honours) at the Universiti Kebangsaan Malaysia in 2006.

In 1985, after completing his studies, he began his career in Asia Commercial Finance (M) Berhad in the Statistic Department where he was assigned to prepare the statistical reports for the management of Asia Commercial Finance and to government agencies. He left Asia Commercial Finance in 1986 to further his studies in diploma.

After completing his diploma in 1988, he joined the Research Division of the Prime Minister's Department ("**PMD**") as Assistant Director. He was responsible for social and security affairs. From 1991 to 1993, he was posted to the Embassy of Malaysia in Phnom Penh, Cambodia as the Second Secretary. He then returned to Malaysia and assumed his original designation as the Assistant Director of the Research Division, PMD from 1993 to 1997.

Subsequently, in 1997 he was posted to Embassy of Malaysia in Yangon, Myanmar as the First Secretary. He returned to Malaysia in 2003 and was promoted to Deputy Director of the Research Division, PMD. In 2004, he was once again posted to Sydney, Australia as a Special Officer to the Embassy of Malaysia in Sydney.

He took study leave in 2005 to pursue a Master degree as mentioned above. After completing his Master degree in 2006, he was posted to the High Commission of Malaysia in New Delhi, India as the Consular. He returned to Malaysia in 2011 and was promoted to Principal Assistant Director of the Research Division, PMD. Subsequently, in 2012, he was promoted to Director of the Research Division, PMD. His responsibilities as the Director of the Research Division, PMD includes overseeing the social and security affairs department.

In 2017, he was appointed as the Director of Strategic Communication Department under the Malaysian National Security Council, PMD. He was mainly responsible for overseeing national security affairs. Subsequently in 2018, he was promoted to Deputy Director General of the Malaysian National Security Council, PMD. In 2019, he was again promoted to Director General of the Malaysian National Security Council, PMD. He was tasked to oversee national security.

In 2021, he left the Malaysian National Security Council to join the Legal Affairs Department, PMD as the Director General. He was mainly responsible for overseeing national legal affairs.

Datuk Mohd Rabin Bin Basir retired from his position as the Director General of the Legal Affairs Department, PMD in April 2022 after over 34 years of governmental service.

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

(ii) **Lim Chue Wan**  
*Non-Independent Executive Director*

Lim Chue Wan, female, a Malaysian aged 55, is our Non-Independent Executive Director and is primarily responsible for overseeing our Group's corporate, finance, treasury and accounting matters.

She obtained a Malaysian Higher School Certificate (STPM) in 1988 and graduated with Bachelor of Arts (Economics) (Honours) from University of Malaya in 1994.

She began her career in 1994 as a Branch Officer with United Merchant Finance Berhad where she was responsible for the overall daily operation of the branch which included the opening of bank accounts for customers, monitoring loan documentation, preparing monthly reports and daily cash balancing reports.

In 1996, she left United Merchant Finance Berhad to join Bestwind Pte Ltd, Singapore, as an Accounts and Administrative Executive. She was responsible for the overall general administrative matters and the preparation of accounts for the company.

She left Bestwind Pte Ltd, Singapore in 1997 to join Romewell (M) Sdn Bhd as an Accounts and Administrative Executive responsible for general administrative and human resource matters, preparation of accounts for the company and liaising with the auditors and bankers. She left Romewell (M) Sdn Bhd in 2000 to join Aiwa IPC (M) Sdn Bhd as an Accounts and Administrative Assistant Manager responsible for accounts and administrative matters. In 2002, Aiwa IPC (M) Sdn Bhd was acquired by Sony Logistics (Malaysia) Sdn Bhd and she assumed the position of Senior Officer with Sony Logistics (Malaysia) Sdn Bhd.

In 2003, she left Sony Logistics (Malaysia) Sdn Bhd to join Gapsoft Nonwoven (Malaysia) Sdn Bhd as the Finance Manager responsible for overseeing finance, accounts, human resource and administrative matters. She left Gapsoft Nonwoven (Malaysia) Sdn Bhd in 2004 and joined TN-Richland Logistics Services Sdn Bhd in 2005 as the Finance, Human Resource and Administrative Manager. She assumed similar responsibilities as her previous position in Gapsoft Nonwoven (Malaysia) Sdn Bhd. She was subsequently promoted to Senior Finance, Human Resource and Administrative Manager in 2006.

In 2008, she left TN-Richland Logistics Services Sdn Bhd and joined Toyoplas Manufacturing (Dongguan) Co. Ltd, China as the Deputy General Manager (Accounts, Finance, Administrative, Human Resource and Procurement Division) responsible for overseeing the company's finance and accounting matters as well as its human resource, administrative, procurement and environmental, safety and health functions.

In 2010, she left Toyoplas Manufacturing (Dongguan) Co. Ltd, China and in 2011 was appointed as a director of Pen-M (M) Sdn Bhd overseeing the accounting and administrative department.

In 2012, she resigned as a director of Pen-M (M) Sdn Bhd and joined Toyoplas Manufacturing (M) Sdn Bhd as the Deputy General Manager (Accounts, Finance, Administrative, Human Resource and Procurement Division). She resigned from Toyoplas Manufacturing (M) Sdn Bhd in 2014 and rejoined Pen-M (M) Sdn Bhd as an Accounts, Human Resource and Administrative Manager.

In 2020, she joined our Company as the Director of Corporate, Finance and Accounts. She assumed her present role as an Executive Director of the Company in 2022.

**5. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)****(iii) Alex Miranda Juntado**  
*Non-Independent Executive Director*

Alex Miranda Juntado, male, an American aged 59, is our Non-Independent Executive Director and is primarily responsible for the business development of our Group.

He obtained a High School Equivalency Certificate in 1992.

He began his career in 1985 as a Quality Inspector with Seagate Technology Plc responsible for workmanship and product quality. He rose through the ranks as Quality Leader (1986), Production Supervisor (1987) and Purchasing Officer (1992). Subsequently in 1995, he was promoted to Production Manager responsible for manufacturing management. He became the Program Manager in 1997 responsible for managing product development and production schedule.

In 1999, he left Seagate Technology Plc and joined GSS Array Technology Inc as a Program Manager responsible for manufacturing management and customer service. In the same year, he resigned from GSS Array Technology Inc and joined Flextronics Ltd (currently known as Flex Ltd) as a Program Manager responsible for manufacturing management and customer service. In 2001, he left Flextronics Ltd and joined 2Wire Inc as a Purchasing Officer responsible for supply chain management.

In 2009, he left 2Wire Inc to set up 2COZ Technology where he provided support to Toyoplas Manufacturing (M) Sdn Bhd and its customers in the USA. In 2010, he ceased his venture under 2COZ Technology and was appointed as the Director of Cape Manufacturing. In 2013, he was appointed as our Director. Currently, he is also the Senior Vice President of Business Development of our Company.

**(iv) Geoffrey Ng Ching Fung**  
*Non-Independent Non-Executive Director*

Geoffrey Ng Ching Fung, male, a Malaysian aged 49, is our Non-Independent, Non-Executive Director. He is also a member of our Nominating Committee.

He graduated with a Bachelor of Commerce (High Honours) from Carleton University, Ottawa, Canada in 1996. He obtained the Chartered Financial Analyst professional qualification in 1999 from the Association of Investment Management and Research (AIMR) (now known as CFA Institute). He also holds a certificate in Fintech: Future Commerce from Massachusetts Institute of Technology issued in 2016.

He joined RHB Asset Management Berhad as an Investment Officer in 1996 where he was mainly responsible for managing institutional and high net worth portfolios across various asset classes including equity, fixed income and balanced and income mandates.

He left RHB Asset Management Berhad to join Asset Management Business Intelligence Sdn Bhd as Practice Leader/Executive Director in 2001. He was responsible for management of the company's professional consultancy services.

In 2003, he left Asset Management Business Intelligence Sdn Bhd to join Pacific Mutual Fund Berhad as a Senior Investment Manager where he was subsequently promoted to Chief Investment Officer with overall responsibility for the firm's investment division and funds under management.

In 2005, he left Pacific Mutual Fund Berhad to join Dubai Investment Group LLC as a Vice President. He was subsequently promoted to Senior Vice President, Global Emerging Markets in 2007 where he was a senior team member of the global emerging markets investment team.

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

In 2009, he left Dubai Investment Group LLC and was appointed as the Managing Director of Alioth Capital LLC. He was responsible for the general management and business growth of the company. He left Alioth Capital LLC after 8 months.

In 2009, he was appointed as the Chief Executive Officer/Executive Director of Hong Leong Asset Management Bhd, a position he held until 2013. He was responsible for the overall management and strategic direction of the company. He was also a member of the Investment Committee, which oversees all investment-related decisions and investment risk management of the company.

In 2014, he was appointed to his current role as director of Fortress Capital Asset Management (M) Sdn Bhd (Fortress), and is a holder of Capital Markets Services Representative's license from the SC. He also acts as a member of Fortress' Investment Committee, which oversees all investment-related decisions and investment risk management of Fortress. In addition, he leads the strategic investment arm of Fortress.

He is also the Independent Non-Executive Director and Non-Executive Chairman of Kronologi Asia Berhad since 2019.

He has over 2 decades of corporate leadership and investment management experience. He is a Board Member of the Board of Governors, Chartered Financial Analyst Institute and a Fellow of the Institute of Corporate Directors Malaysia.

### (v) **Tan Sik Hui**

*Senior Independent Non-Executive Director*

Tan Sik Hui, a Malaysian, female, aged 49, is our Senior Independent Non-Executive Director. She is also our Chairperson of the Nominating Committee.

She obtained her Bachelor of Commerce from The University of Western Australia, Australia in 1995.

She began her career in 1995 in The Pacific Bank Berhad (now known as Malayan Banking Berhad) as a Credit and Risk Analyst in the "Privilege" Banking Division of the Gleneagles Branch which she was primarily responsible in preparing, analysing and proposing loan documentations for bank borrowers and the submission of credit or loan applications to the Executive Committee Board for approval as well as preparing and carrying out credit and risk analysis. She was then promoted to be the Assistant Branch Manager in 1996 and was responsible for overseeing the servicing of clients in the premier banking branch in Gleneagles.

In 1998, she left the company and joined HLG Securities Sdn Bhd (now known as Hong Leong Investment Bank Berhad) as an Analyst and was primarily involved in researching and analysing data in the oil and gas and timber sectors. After working as an Analyst for several months, she requested for an internal transfer to join the dealing team as a Dealer Representative for high net worth clients.

She left the company in 1999 to join PhileoAllied Bank (Malaysia) Berhad (now known as Malayan Banking Berhad) as a Manager where she assisted in the establishment of the new private banking department. She left the company in the same year.

Subsequently, from 1999 to 2001, she worked with Canadian Imperial Bank of Commerce, based in Singapore, as the Associate Director in the private banking department and was primarily responsible for product structuring and servicing of high net worth individuals in Malaysia, Singapore, Thailand, Hong Kong and Japan. She took a career break from 2001 to 2003.

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

In 2003, she joined Merrill Lynch (Asia Pacific) Limited (now known as Bank of America Corporation), based in Hong Kong and assumed the role of a Vice President in the Investment Advisory Department, Private/Institutional Clients in which she was primarily responsible for servicing investors, discussing and implementing investment strategies as well as leading trading activities. She was subsequently transferred to the Beijing branch in China in 2004 wherein she assumed the same role as Vice President in the Investment Advisory Department, Private/Institute Clients, where her role is mainly in advisory of equity investments and trading activities of Mainland China investors whose companies are listed in the United States of America or Hong Kong. She continued her role as Vice President until she left the company in 2015 and took a 2-month career break before she joined a boutique investment consulting firm in China named House of Qin Limited from 2016 to 2017 as the Executive Vice President for Equities. She was responsible for implementing investment funds' investment strategies and managing their portfolio trading activities.

In 2017, she co-founded M Academy China, an artist management company based in China and assumed the role of Chief Executive Officer. She was primarily responsible in planning and overseeing the business development of the company as well as handling the sourcing of artists and music ventures. She left M Academy China in 2020.

Upon returning to Malaysia in 2020, she joined Longhouse Films Sdn Bhd, a film investment and production company, as a Managing Director, a position she holds to-date. She is primarily responsible for planning and overseeing the corporate, financial and business development of the company.

**(vi) Yau Yin Wee**  
*Independent Non-Executive Director*

Yau Yin Wee, male, a Malaysian aged 65, is our Independent Non-Executive Director. He is the chairman of our Remuneration Committee and a member of our Nominating Committee and Audit Committee.

He graduated with a Bachelor of Science from the University of South Alabama, College of Business and Management Studies, USA, in 1983.

Upon graduation, he joined Hong Leong Finance Berhad in 1983 as a Marketing and Credit Executive. He was promoted to Branch Manager in 1987. In 1991, he was re-designated as Hire Purchase Centre Manager to set up the bank's automobile business in Perak. He was promoted to the position of Corporate and Commercial Manager (Senior Manager) in 1996.

In 2005, he left Hong Leong Bank Berhad to join AmBank (M) Berhad as Senior Manager responsible for business development and credit. In 2010, he was transferred to AmInvestment Bank Berhad's Corporate and Institutional Banking department as an Associate Director. He was transferred to Ambank (M) Berhad as Vice President of Corporate Banking in 2014.

In 2015, he left Ambank (M) Berhad to rejoin Hong Leong Bank Berhad as the General Manager of Retail Community Business. In the same year, he was appointed as Senior Regional Head (Southern Region) of the bank, a position he held until his retirement in 2021.

He has more than 30 years of experience in the banking industry. He was a committee member of Institut Bank-bank Malaysia (IBBM) (Perak and Johor Chapter) from 1992 to 2014. For some of these years, he also served as the Chairman. In 2021, he was appointed as a general committee for Malaysian International Chamber of Commerce and Industry.

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

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**(vii) Chen Kok Seng***Independent Non-Executive Director*

Chen Kok Seng, male, a Malaysian aged 68, is our Independent Non-Executive Director. He is the chairman of our Risk Management Committee and a member of our Audit Committee and Remuneration Committee.

He completed his secondary education and joined his family's partnership business Syarikat Lee Huat Plastic Industries ("**Lee Huat Plastic**") as an apprentice in 1971. As an apprentice, he worked on the factory floor as an operator and technician, and he was later involved in sales and marketing before assuming the overall management of the company. He rose through the ranks until he became a director in March 1981, where Lee Huat Plastic was terminated and his family incorporated a private limited company known as Lee Huat Plastics Industries Sdn Bhd (which subsequently changed its name to LH Plus Sdn Bhd in 2011).

He is the chief executive officer of Lee Huat Plastics Industries Sdn Bhd from 1998 to date. As the chief executive officer, he is responsible for the company's expansion and progress from Original Equipment Manufacturing (OEM) to Original Design Manufacturing (ODM) and Original Brand Manufacturing (OBM) in the plastics industry.

He contributes to the plastics industry as the President of Malaysian Plastics Manufacturers Association ("**MPMA**") from 1998 to 2004, and as its Honorary President, an advisory position he holds since 2004. From 1998 to present, he is also the Chairman of the Malaysian Plastics Design Centre ("**MPDC**") where he championed MPDC's mission to promote a design culture for the plastics industry. He was also a Council Member/Director of the Human Resource Development Corporation from 1998-2006.

From 2000 to present, he is also the Secretary General of Asia Plastics Forum ("**APF**") which comprises 12-member countries – Bangladesh, China, India, Indonesia, Japan, Malaysia, Myanmar, Philippines, Singapore, Sri Lanka, Thailand and Vietnam. APF was established primarily to share and exchange information of the plastics industry concerning amongst others, the economics and issues related to the plastics industry. APF currently focuses on carbon footprint, carbon dioxide emission, sustainability, the 3R's concept (reduce, reuse and recycle), circular economy, environment, social and governance. As the Secretary General, he represents APF in the Global Plastics Alliance, engaging with various organisations such as the American Chemistry Council and Plastics Europe. He was also the Secretary-General of the ASEAN Federation of Plastics Industries from 1992 to 1994.

Since 2017, he is the president of Malaysian Consortium of Mid-Tier Companies. As a President of MCMTTC, he represents the MCMTTC in its dealings with outside parties such as the Ministries and its Agencies, Media and other Associations and Chamber of Commerce. He also provides leadership and mobilize the expertise and experience of members towards strategic alliance for sustainable growth and collaboration to increase business opportunities and transform Mid-Tier Companies (MTCs) to be regional and global champions.

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

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**(viii) Koh Beng San**  
*Independent Non-Executive Director*

Koh Beng San, male, a Malaysian aged 48, is our Independent Non-Executive Director. He is the Chairman of our Audit Committee and a member of our Risk Management Committee and Remuneration Committee.

He was admitted as an Association of Chartered Certified Accountants (ACCA) Member in 2001 and Fellow Member in 2006. He was also admitted as a Malaysian Institute of Accountants member in 2002 and an ASEAN Chartered Public Accountant (ASEAN CPA) member in 2021.

He began his career in 1998 as a Trainee Audit Assistant in JPL Wong & Co, Singapore. In 1999, he left JPL Wong & Co to join BDO Binder as an Audit Assistant. In 2002, he left BDO Binder to join Tru-Tech Engineering (M) Sdn Bhd as an Accountant responsible for finance and accounting.

He subsequently left the company and joined Southern Industrial Gas Sdn Bhd in 2003 as the Finance Manager (re-designated to Manager (Finance, Accounts, Strategies Management & Audits) in 2004). He was responsible for the group's treasury, accounting and finance functions. In 2015, he was promoted to Finance Director. In addition to his then current responsibilities, he was also put in charge of matters relating to the group's human resources, administration, procurement and information technology. While working for Southern Industrial Gas Sdn Bhd, he also sat on the board of Southern Nitrous Oxide Sdn Bhd, a related company of Southern Industrial Gas Sdn Bhd. He resigned from his position as a director of the company in 2019 and subsequently left Southern Industrial Gas Sdn Bhd in 2020.

In 2018, he founded Koh BS & Co, which provides company secretarial and accounting services. Koh BS & Co is registered with the Malaysian Institute of Accountants (MIA). In 2021, he also founded Elitnity Sdn Bhd which provides business advisory and consultancy services.

He is presently the Non-Executive Independent Director and the Chairman of the Audit Committee of Renaissance United Limited, a company listed on the Main Market of Singapore Stock Exchange.

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

### 5.2.2 Directors' shareholdings

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

Name	Before our IPO				After our IPO			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	(1)%	No. of Shares	(1)%	No. of Shares	(2)%	No. of Shares	(2)%
Datuk Mohd Rabin Bin Basir	-	-	-	-	<sup>(4)</sup> 280,000	<0.1	-	-
Tee Kim Chin	450,000,000	60.0	-	-	374,500,000	40.5	-	-
Tee Kim Yok	138,750,000	18.5	-	-	127,550,000	13.8	-	-
Lim Chue Wan	-	-	-	-	<sup>(4)</sup> 320,000	<0.1	-	-
Alex Miranda Juntado	-	-	-	-	-	-	-	-
Geoffrey Ng Ching Fung	-	-	<sup>(3)</sup> 2,701,679	0.4	<sup>(4)</sup> 280,000	<0.1	<sup>(3)</sup> 2,701,679	0.3
Tan Sik Hui	-	-	-	-	<sup>(4)</sup> 280,000	<0.1	-	-
Yau Yin Wee	-	-	-	-	<sup>(4)</sup> 280,000	<0.1	-	-
Chen Kok Seng	-	-	-	-	<sup>(4)</sup> 280,000	<0.1	-	-
Koh Beng San	-	-	-	-	<sup>(4)</sup> 280,000	<0.1	-	-

#### Notes:

- (1) Based on our issued Shares before our IPO of 750,000,000 Shares following the Pre-IPO Restructuring Exercise.
- (2) Based on our enlarged issued Shares after our IPO of 923,000,000 Shares.
- (3) Deemed interested by virtue of his interest via Fortress pursuant to Section 8 of the Act.
- (4) Assuming he/she will fully subscribe for his/her respective allocations under the Pink Form Allocation and assuming he/she does not apply for any excess IPO Shares.

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

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

The following table sets out the principal directorships and principal business activities of our Directors outside our Group as at the LPD and principal directorships outside our Group in the past 5 years preceding the LPD:

#### (i) Datuk Mohd Rabin Bin Basir

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Yayasan Bantuan Guaman Kebangsaan	This is a public company limited by guarantee. The nature of business of this company is to create and maintain a fund to be used for the purpose of funding the provision of legal aid in criminal proceedings to those needing legal aid and for other matters connected therewith, to provide the services of lawyers to represent those needing legal representation in criminal proceedings, to provide such assistance as may be necessary for the provision of legal representation to those needing legal aid.	Director	11 January 2022	-	-	-
<b><u>Past involvement</u></b>						
Maritime Institute of Malaysia	This is a public company limited by guarantee and does not have share capital. This company is a policy research institute set up by the Malaysian Government to deal specifically with national, regional and global maritime issues.	Director	21 October 2020	16 July 2021	-	-

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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Christee International Biz Vacation Pte Ltd	Online marketplaces for travel services	Director and shareholder	4 June 2018	-	40.0	-
Christee Holding Sdn Bhd	Investment in properties, investment holding, hotel management and operation	Director and shareholder	25 October 2017	-	60.0	-
Christee Vacation Management Sdn Bhd	Hotel management and vacation club management, tourism, timesharing business management and marketing services, investment holding company	Director and shareholder	12 October 2017	-	40.0	-
Christee Vacation Club Berhad	Vacation club membership, time-sharing vacation club and management services	Director	29 November 2017	-	-	60.0 <sup>(1)</sup>
Malaysian International Chamber of Commerce & Industry	This is a public company limited by guarantee. The nature of business of this company is activities of business and employers' membership organizations, forwarding of freight, courier activities other than national post activities.	Director	6 November 2015	-	-	-
Palmeco Technology Berhad	Mixed farming, growing of oil palm (estate), investment holding company <sup>(2)</sup>	Shareholder	-	-	<0.1	-
Octopustech Global Berhad	Investment holding <sup>(3)</sup>	Shareholder	-	-	1.5	-

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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
Restoran Helixuan Sdn Bhd	Restaurants	Director and shareholder	4 April 2019	-	7.5	-
Cape Integrated Sdn Bhd	Activities of holding companies <sup>(4)</sup>	Director and shareholder	24 November 2021	-	100.0	-
<b><u>Past involvement</u></b>						
3C Innovation Sdn Bhd (previously known as Cape Innovative Manufacturing (M) Sdn Bhd)	Manufacturer and assembler of motorcycles, mopeds and cycle fitted with an electric / auxiliary engine, scooters, parts and accessories for motorcycles, manufacturer of bicycles and invalid carriages	Director and shareholder	8 March 2017	5 January 2022	100.0	-
Ultimate Infratech Sdn Bhd (previously known as Cape Bsmart Solutions Sdn Bhd)	Dealing in activities of data processing and gathering system, wireless antenna and multimedia infrastructure equipment and products	Director and shareholder	17 July 2013	8 February 2022	60.0	-
GH Farming (M) Sdn Bhd (previously known as Cape Eco & Organic Farming (M) Sdn Bhd)	Research and development on biotechnology, fertilizers, manufacture of fertilizers, wholesale of fruits	Director and shareholder	14 April 2016	14 December 2021	60.0	-

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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
Good Hope Distribution Sdn Bhd (previously known as Cape Distribution Worldwide Sdn Bhd)	To carry on the business of distributors and dealers in food and beverages of all description and for that purpose to set up, install or service, lease or rent, or otherwise acquire all plant machinery and related equipment	Director	17 February 2017	30 September 2020	-	-
Good Hope Global Sdn Bhd (previously known as Cape Global (MMS) Sdn Bhd)	Distributing and trading in cosmetic and skin care products, distributing and trading in personal care hygiene and chemical products. Distributing and trading personal protective equipment	Director	27 August 2013	23 July 2020	-	-
Good Hope Edu Sdn Bhd (previously known as Cape Smart Edu Sdn Bhd)	Pre-primary education, tuition centre and child day-care services. Trading in books and stationery. Trading in educational toys	Director	2 March 2016	23 July 2020	-	-
Diamond Star Global Sdn Bhd	Dormant	Director	9 January 2019	23 September 2019	-	-
Diamond Star Biotechnology Sdn Bhd	Retail sale of any kind of product over the internet, manufacture of other general-purpose machinery not elsewhere classified, stores specialized in retail sale of perfumery, cosmetic and toilet articles	Director	9 January 2019	23 September 2019	-	-
GS Plus Mining (M) Sdn Bhd	Dissolved on 24 June 2021	Director and shareholder	4 July 2013	-	90.0	-

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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
Accutot Corporation Sdn Berhad	Dissolved on 24 February 2017	Director and shareholder	20 August 1997	2 December 2005	55.0	-
Sunnytoyo Chemical (Malaysia) Sdn Bhd	Dissolved on 24 February 2017	Director	9 March 2007	-	-	-
GS Minerals Sdn Bhd	Dissolved on 30 May 2017	Director and shareholder	9 July 2013	-	33.3	-
Annies Culture Club Cafe Sdn Bhd	Dissolved on 17 October 2017	Director and shareholder	29 August 2013	-	30.0	-

**Notes:**

- (1) Deemed interested by virtue of her direct shareholding in Christee Holding Sdn Bhd pursuant to Section 8 of the Act.
- (2) The principal activities of its subsidiaries include oil palm cultivation and investment holding, oil palm cultivator and also resort hotel operator, and investment holding.
- (3) The principal activities of its subsidiaries include information communication technology and mobile application for food and beverages orders and deliveries, delivery platform, providing information communication technology ("ICT") services for food delivery platform and business proposal consultation for information technology ("IT") services.
- (4) The business activity of Cape Integrated Sdn Bhd is not expected to give rise to any potential conflict of interest to our Group as this company has not commenced operation since its incorporation and there is no plan to embark on any future business. An application to strike off this company has been made on 23 May 2022.

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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Christee Vacation Club Berhad	Vacation club membership, time-sharing vacation club and management services	Director	31 December 2021	-	-	40.0 <sup>(1)</sup>
Christee Vacation Management Sdn Bhd	Hotel management and vacation club management, tourism, timesharing business management and marketing services, investment holding company	Director and shareholder	31 December 2021	-	60.0	-
Christee Holding Sdn Bhd	Investment in properties, investment holding, hotel management and operation	Director and shareholder	31 December 2021	-	40.0	-
Octopustech Global Berhad	Investment holding <sup>(2)</sup>	Shareholder	-	-	0.4	-
Christee Suites Hotel	Hotel / lodging with 46 family suites rooms	Sole proprietor	1 January 2022	-	-	-
<b><u>Past involvement</u></b>						
Good Hope Distribution Sdn Bhd (previously known as Cape Distribution Worldwide Sdn Bhd)	To carry on the business of distributors and dealers in food and beverages of all description and for that purpose to set up, install or service, lease or rent, or otherwise acquire all plant machinery and related equipment	Director and shareholder	8 August 2018	3 January 2022	80.0	-

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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
Good Hope Global Sdn Bhd (previously known as Cape Global (MMS) Sdn Bhd)	Distributing and trading in cosmetic and skin care products, distributing and trading in personal care hygiene and chemical products. Distributing and trading personal protective equipment	Director and shareholder	4 May 2018	11 January 2022	80.0	-
Good Hope Edu Sdn Bhd (previously known as Cape Smart Edu Sdn Bhd)	Pre-primary education, tuition centre and child day-care services. Trading in books and stationery. Trading in educational toys	Director and shareholder	1 April 2016	31 December 2021	50.0	-
Eyetech Solutions	CCTV, office equipment supply, security products	Sole proprietor	6 November 2012	17 November 2021	-	-
Irina Beauty Perfume House	Beauty saloon and perfume	Sole proprietor	29 March 2021	1 April 2022	-	-
Little Planet Tuition Centre	Tuition centre	Sole proprietor	27 April 2021	1 April 2022	-	-
Pusat Perkembangan Kanak Ceria Ideal	Children development centre	Sole proprietor	20 June 2016	1 April 2022	-	-
Protech Renovation & Services	Renovation works, electrical wiring services, build-in kitchen cabinet, plaster ceiling, air-conditioner installation and services, flooring works	Partner	26 August 2015	1 April 2022	-	-

**Notes:**

- (1) Deemed interested by virtue of her direct shareholding in Christee Holding Sdn Bhd pursuant to Section 8 of the Act.
- (2) The principal activities of its subsidiaries include information communication technology and mobile application for food and beverages orders and deliveries, delivery platform, providing ICT services for food delivery platform and business proposal consultation for IT services.

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

Lim Chue Wan does not have any principal business activities including principal directorships outside our Group as at the LPD and did not have any principal business activities including principal directorships outside our Group in the past 5 years preceding the LPD.

**(v) Alex Miranda Juntado**

Alex Miranda Juntado does not have any principal business activities including principal directorships outside our Group as at the LPD and did not have any principal business activities including principal directorships outside our Group in the past 5 years preceding the LPD.

**(vi) Geoffrey Ng Ching Fung**

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Fortress	Asset management	Director	28 July 2015	-	-	-
Bristol Academy Sdn Bhd	Professional training	Director and shareholder	14 April 2017	-	10.0	-
FMX (M) Sdn Bhd	Providing courier, parcels and packages delivery and related services	Director	1 August 2021	-	-	-
Kronologi Asia Berhad	Investment holding <sup>(1)</sup> and the provisions of business consulting, designing of solutions and research and development relating to new and emerging information technology software, applications, multimedia development, information systems, data management software, data protection solutions and processes	Director	1 January 2019	-	-	-
Nutrition Capital Partners Pte Ltd	Trusts, funds and similar financial entities (e.g. collective portfolio investment funds (excluding those with rental income))	Director and shareholder	11 November 2019	-	33.3	-



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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
Miyahealth Pte Ltd	Management consultancy services for healthcare organisations, healthcare data analytics, healthcare consulting, healthcare risk management	Director	19 May 2020	-	-	33.3 <sup>(2)</sup>
Tactilis Pte Ltd	Manufacture of computers and peripheral equipment not elsewhere classified, other information technology ad computer service activities (e.g. disaster recovery services)	Director	5 April 2018	-	-	-
<b><u>Past involvement</u></b>						
Optimum Bay Sdn Bhd	Dissolved on 7 October 2019	Director and shareholder	3 September 2013	-	50.0	-
Kronologi Asia Berhad	Investment holding <sup>(2)</sup> and the provisions of business consulting, designing of solutions and research and development relating to new and emerging information, technology software, applications, multimedia development, information systems, data management software, data protection solutions and processes	Director	19 October 2015	31 January 2018	-	-

**Notes:**

- (1) The principal activities of its subsidiaries include infrastructure technology business providing data protection, hardware and software solutions to enterprises, managed services business providing a holistic comprehensive and automated daily backup targeted at medium sized enterprises, investment holding and distribution and reselling of computers, related products.
- (2) Deemed interested by virtue of his direct shareholding in Nutrion Capital Partners Pte Ltd pursuant to Section 8 of the Act.

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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Paragrene Land Berhad	Investment holding <sup>(1)</sup>	Director	3 August 2021	-	-	-
MFG Entertainment Sdn Bhd	Creative, arts and entertainment activities not elsewhere classified	Director and shareholder	30 November 2020	-	100.0	-
<b><u>Past involvement</u></b>						
Ideal View Sdn Bhd	Dissolved on 8 June 2018	Director and shareholder	10 October 1991	-	10.0	-
Penarik Fishermen's Wharf Resorts Sdn Bhd	Dissolved on 18 January 2019	Director and shareholder	13 April 1993	-	2.5	-

**Note:**

(1) The principal activities of its subsidiaries include property development, investment holding and sales gallery management.

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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Business Legion Sdn Bhd	Property investment	Director and shareholder	8 July 2021	-	<0.1	-
I Reit Managers Sdn Bhd	Property Unit Trust (REITS)	Director	1 April 2022	-	-	-

Yau Yin Wee did not have any principal business activities including principal directorships outside our Group in the past 5 years preceding the LPD.

**(ix) Chen Kok Seng**

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
LH Plus Sdn Bhd	Manufacturer of plastic injection moulding goods for the food, healthcare & medical, electrical and automotive industries	Director	14 March 1981	-	-	-
Lambang Mesra Sdn Bhd	Letting of premises owned by the company	Director and shareholder	22 January 1987	-	25.0	-
Malaysian Plastic Design Centre	This is a public company limited by guarantee with principal activity in plastics products	Director	7 December 2007	-	-	-
Click Cap Tech Sdn Bhd	Engaged in research and development on bottle caps, metal and plastic closure and related products	Director and shareholder	13 May 2009	-	50.0	-

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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
Lush Plus Sdn Bhd	General trading <sup>(1)</sup>	Director	14 November 2017	-	-	-
Kesan Pujaan Sdn Bhd	Investment holding company <sup>(2)</sup>	Shareholder	-	-	50.0	-
Columbus Calculus Sdn Bhd	Retail sale of household appliances, wholesale of household appliances	Director	15 October 2018	-	-	-
Logic Foods Sdn Bhd	Wholesale of rice, other grains, flour and sugars, manufacture of sugar, and wholesale of other food stuffs	Director and shareholder	2 July 2019	-	70.0	-
<b><u>Past involvement</u></b>						
The Under Shop Sdn Bhd	Trading in men's underwear and garments	Director	25 May 1983	3 January 2018	-	-
MPMA Holdings Sdn Berhad	Dissolved on 17 April 2018	Director and shareholder	28 March 1988	-	33.3	-
Halo + Agency Sdn Bhd	Dissolved on 24 February 2017	Director and shareholder	8 August 1983	-	80.0	-
Novatree Sdn Bhd	Dissolved on 13 November 2020	Director and shareholder	3 October 1987	-	37.5	-
ESPD Garment Corporation Sdn Bhd	To carry on the business of wholesaler and retailer, importer and exporter in all textile fabrics of all kinds, distributor of garments and related products, to conduct e-commerce activities and any other related online services, general trading	Director	19 September 1995	4 January 2018	-	-

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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
Young Master Garment Corporation Sdn Bhd	Manufacturing and trading in men's garments	Director	19 September 1983	3 January 2018	-	-
Intermoda Bhd	Trading of garment goods	Director	13 February 1992	3 January 2018	-	-
Tonywear Fashion (M) Sdn Bhd	Dissolved on 24 December 2020	Director	21 May 2008	3 January 2018	-	-
Laurus Comercium Sdn Bhd	Dissolved on 22 February 2018	Director and shareholder	23 August 2013	-	5.0	-
Top Designer Garment Manufacturing Sdn Bhd	Wholesaling, retailing, import and export of all kinds of garments	Director	8 May 2013	3 January 2018	-	-
Kesan Pujaan Sdn Bhd	Investment holding company <sup>(2)</sup>	Director	20 November 1986	9 October 2019	-	-

**Notes:**

- (1) Lush Plus Sdn Bhd does not carry out any trading.
- (2) The principal activity involves renting of real estate.

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

(x) Koh Beng San

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Sing Hoh Realty Sdn Bhd	Real estate activities with own or leased property not elsewhere classified	Director and shareholder	27 July 2021	-	<0.1	-
Renaissance United Limited	Investment holding <sup>(1)</sup>	Director	13 October 2020	-	-	-
SSB Cryogenic Equipment Sdn Bhd	Wholesale of other solid, liquid and gaseous fuels and related products not elsewhere classified, activities of holding companies, other service activities incidental to water transportation not elsewhere classified	Director	15 June 2020	-	-	-
Renaissance United Group Sdn Bhd	Civil engineering contractor	Director	30 November 2020	-	-	-
Elitnity Sdn Bhd	Business consulting services, internal auditing services, other advisory services and wholesale of a variety of goods without any particular specialization not elsewhere classified	Director and shareholder	23 March 2021	-	60.0	-
Chico Auto Supply Sdn Bhd	General dealers of motor vehicles parts	Shareholder	-	-	<0.1	-
Koh BS & Co	Providing company secretary and accounting services	Sole proprietor	22 November 2018	-	-	-

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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Past involvement</u></b>						
Southern Industrial Gas Sdn Bhd	Manufacturers, wholesalers, refillers, traders, distributors, importers and exporters of all kinds of industrial gases, gas mixtures, speciality gases, refrigerants, welding and cutting equipment and other gas related products and provision of transportation	Director	20 January 2015	31 January 2020	-	-
Southern Nitrous Oxide Sdn Bhd	Dissolved on 14 April 2021	Director	2 November 2016	31 October 2019	-	-

**Note:**

- (1) The principal activities of its subsidiaries include manufacturers, assemblers, installers, maintainers, repairers of and dealers in electronic components, residential estate development, investment holding, providing management services, natural gas distribution, transportation of natural gas.

The involvement of our Directors mentioned above in the other principal business activities outside our Group does not preclude them from allocating or committing their time and effort to our Group in their respective roles as our Directors, as:

- (i) our Non-Executive Directors are not involved in the day-to-day operations of our Group. Their involvement in other business activities outside our Company will not affect their contributions to our Group as the principal activities of those companies are not similar to our Group's business; and
- (ii) our Executive Directors are not involved in the management and day-to-day operations of these businesses, other than attending meetings of the board of Directors on which they serve. Such businesses do not require their involvement on a daily basis as these businesses are managed by their respective management. Our Executive Directors are of the view that although they are involved in other businesses outside our Group, they are able to devote sufficient time and attention to the affairs of the Group to carry out their respective duties.

There is no conflict of interest or potential conflict of interest identified based on the present involvement of our Directors outside of our Group as set out above.

**5. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)****5.2.4 Directors' remuneration and material benefits in-kind**

The details of the remuneration and material benefits in-kind paid and proposed to be paid to our Directors for services rendered to our Group in all capacities for the FYE 2021 and FYE 2022 are as follows:

<b>FYE 2021 (paid)</b>	<b>Salaries</b>	<b>Fees</b>	<b>Bonus</b>	<b>EPF and Social Security Organisation</b>	<b>Allowances</b>	<b>Benefits-in-kind</b>	<b>Total</b>
	<b>(RM)</b>	<b>(RM)</b>	<b>(RM)</b>	<b>(RM)</b>	<b>(RM)</b>	<b>(RM)</b>	<b>(RM)</b>
Datuk Mohd Rabin Bin Basir	-	-	-	-	-	-	-
Tee Kim Chin	1,176,000	-	-	136,000	-	-	1,312,000
Tee Kim Yok	130,000	-	-	17,000	-	-	147,000
Lim Chue Wan	166,000	-	-	21,000	-	-	187,000
Alex Miranda Juntado	-	204,000	-	-	114,000	-	318,000
Geoffrey Ng Ching Fung	-	-	-	-	-	-	-
Tan Sik Hui	-	-	-	-	-	-	-
Yau Yin Wee	-	-	-	-	-	-	-
Chen Kok Seng	-	-	-	-	-	-	-
Koh Beng San	-	-	-	-	-	-	-



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

<u>FYE 2022 (proposed)</u>	<u>Salaries</u>	<u>Fees</u>	<u>Bonus</u>	<u>EPF and Social Security Organisation</u>	<u>Allowances</u>	<u>Benefits-in-kind</u>	<u>Total</u>
	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)	(RM)
Datuk Mohd Rabin Bin Basir	-	(3)41,000	-	-	(3)15,000	-	56,000
Tee Kim Chin	1,229,000	-	-	149,000	-	-	(2)1,378,000
Tee Kim Yok	233,000	-	-	29,000	-	-	(2)262,000
Lim Chue Wan <sup>(1)</sup>	389,000	-	-	48,000	-	-	(2)437,000
Alex Miranda Juntado	-	533,000	-	-	-	-	(2)533,000
Geoffrey Ng Ching Fung	-	(3)35,000	-	-	(3)15,000	-	50,000
Tan Sik Hui	-	(3)35,000	-	-	(3)15,000	-	50,000
Yau Yin Wee	-	(3)35,000	-	-	(3)15,000	-	50,000
Chen Kok Seng	-	(3)35,000	-	-	(3)15,000	-	50,000
Koh Beng San	-	(3)35,000	-	-	(3)15,000	-	50,000

**Notes:**

- (1) Appointed on 16 March 2022.
- (2) Excludes bonuses which will be paid to our Executive Directors on a discretionary basis.
- (3) The fees are pro-rated from 1 June 2022.

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

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

### 5.2.5 Board practices

Our Board is committed to inculcating good corporate governance practices in our Group from time to time in accordance with the practices and guidance based on the MCCG. Our Board believes that corporate governance is extremely important to the success of our Group's business. The members of our Board are as set out in **Section 5.2** of this Prospectus.

#### 5.2.5.1 Responsibility of our Board

Subject to the limitations of our Constitution, our Board has adopted a charter ("**Board Charter**"), which sets out, among others the following principal responsibilities of our Board for effective discharge of its functions:

- (i) adopting and reviewing a strategic plan, as developed by our Management, taking into account the sustainability and long-term value creation of our Group's business and strategic, with attention given to the economic, environmental, social considerations underpinning sustainability and governance aspects of the business;
- (ii) adopting a sustainability policy to oversight on ESG strategy of our Company and strategic management of risks and opportunities and the materiality of ESG matters to ensure our Company remains resilient, is able to meet sustainability goals and maintain the confidence of its stakeholders.
- (iii) reviewing, challenging and deciding on our Management's proposals on matters for the Company including, but not limited to, corporate strategy, business plan and budget, and monitor the implementation by our Management;
- (iv) supervising and overseeing the conduct of the Company's business, including assessing and monitoring the performance of our Management to determine whether the business is being properly managed;
- (v) identifying and assessing principal business risks faced by our Group and ensuring the implementation of appropriate internal controls and mitigating measures to manage such risks;
- (vi) setting the risk appetite within which the Board expects our Management to operate and ensure that there is an appropriate annual review and periodic testing of our Company's internal control and risk management framework to identify, analyse, evaluate, manage and monitor significant financial and non-financial risks. The framework adopted by the internal auditors of our Group will be based on an internationally recognised risk management framework;
- (vii) adopting a succession planning policy of our Board and the senior management and reviewing from time to time the succession plan of the group, including appointing, training, compensating and where appropriate, to provide for the orderly succession of senior management;
- (viii) establishing a corporate disclosure policy and overseeing the implementation of the shareholders communication policy and an investor relations programme for our Company;
- (ix) together with senior management to promote good corporate governance culture by reinforcing the accountability, transparency, integrity, professionalism and responsible conduct ethical, prudent and professional behaviour;
- (x) ensure that our Company has in place procedures to enable effective communication with stakeholders;

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

- (xi) ensure the integrity of our Company's financial and non-financial reporting. Courts have held that it is the duty of every director to read the financial statement of our company and carefully consider whether what they disclose is consistent with the director's own knowledge of the company's affairs; and
- (xii) ensuring that governance in our Group is implemented holistically through a group governance framework and overseeing the Group's adherence to our Group's policies.

### 5.2.5.2 Audit Committee

Our Audit Committee comprises the following members:

<u>Name</u>	<u>Designation</u>	<u>Directorship</u>
Koh Beng San	Chairman	Independent Non-Executive Director
Chen Kok Seng	Member	Independent Non-Executive Director
Yau Yin Wee	Member	Independent Non-Executive Director

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, among others, the following:

- (i) to review the following and report the same to our Board:
  - (a) with the external auditor, the audit plan;
  - (b) with the external auditor, his evaluation of the system of internal controls;
  - (c) with the external auditor, his audit report; and
  - (d) the assistance given by the employees of our Group to the external auditor.
- (ii) to do the following and report the same to our Board, in relation to the internal audit function:
  - (a) review the adequacy of the scope, functions, competency, resources and budget of the internal audit function, and that it has the necessary authority to carry out its work;
  - (b) review the internal audit plan, processes and results of the internal audit plan, the effectiveness of the internal audit function, processes or investigation undertaken and, where necessary, ensure that appropriate action is taken on the recommendations of the internal audit function;
  - (c) review any appraisal or assessment of the internal audit personnel on their independence, qualification, experience, and competency, performance, audit fees and continuous professional development.
  - (d) approve any appointment or termination of senior staff members of the internal audit function; and
  - (e) take cognisance of resignations of internal audit staff members and provide the resigning staff member an opportunity to submit his reasons for resigning.

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

- (iii) to review the quarterly results and annual financial statements of our Group with both the external auditors and Management prior to the approval by our Board, focusing particularly on:
  - (a) any changes in or implementation of accounting policies and practices;
  - (b) any significant adjustments arising from the audit;
  - (c) any significant matters highlighted including financial reporting issues, significant judgements made by management and how these matters are addressed;
  - (d) significant and unusual events or transactions;
  - (e) the going concern assumption; and
  - (f) compliance with applicable accounting standards and other legal requirements.
- (iv) to consider and review any related-party transactions and potential conflict of interest situations that may arise within our Group including any transaction, procedure or course of conduct that raises questions of management integrity;
- (v) to ensure that they are fully informed about significant matters related to the Company's audit and its financial statements;
- (vi) to discuss problems and reservations arising from the interim and final audits and any matter the auditor may wish to discuss (in the absence of Management where necessary);
- (vii) to communicate their insights, views and concerns about relevant transactions and events to internal and external auditors;
- (viii) to ensure there is co-ordination between internal and external auditors;
- (ix) to consider and report the same to our Board the appointment, nomination, resignation and dismissal of external auditors based on the policies and procedures for assessment of suitability, objectivity and independence of external auditors and their respective audit fees;
- (x) to consider the report, major findings and management's response thereto on any internal investigations carried out by the internal auditors;
- (xi) to review the allocation of options / shares granted pursuant to the employees' share Option scheme / employee share grant plan and make such statement to be included in the annual report of our Company in relation to a share scheme for employees; and
- (xii) any such other functions as may be agreed by the Committee and our Board as may be required under the Listing Requirements or other regulatory requirements.

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

### 5.2.5.3 Risk Management Committee

Our Risk Management Committee comprises the following members:

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Chen Kok Seng	Chairman	Independent Non-Executive Director
Koh Beng San	Member	Independent Non-Executive Director
Tee Kim Chin	Member	Non-Independent Managing Director/ Group Chief Executive Officer

Our Board together with management takes responsibility for the governance of sustainability in our Company including setting the Company's sustainability strategies, priorities and targets. Our Board has the overall responsibility for risk oversight and risk management within our Group. However, as a committee of our Board, our Risk Management Committee shall lead our strategic direction in the management of our business and sustainability risks and opportunity, including oversight on the establishment and implementation of a risk management framework and reviewing the effectiveness of the risk management framework in identifying and managing risks and internal processes which include but are not limited to ensuring the adequacy of risk management policy and infrastructure to facilitate the implementation of action plans for risk management.

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

- (i) to oversee and recommend the risk management strategies and policies and risk tolerance levels for our Board's approval;
- (ii) to ensure that the risk management framework and policy are embedded in and functions effectively throughout our Group and is within the parameters established by our Board and to ensure that the risk management framework is based on an internationally recognised risk management framework;
- (iii) to conduct a periodic review and testing of the risk management framework;
- (iv) to identify and measure the potential risks and to formulate mitigation action plan(s) to manage and monitor the risks identified within the risk appetite of our Group, and to ensure that corrective measures are undertaken to remedy failings and/or weaknesses;
- (v) to review the adequacy and effectiveness of the enterprise risk management of our Group to ensure that the key risk registers and the risk dashboard of the Group compiled therefrom remains relevant taking into consideration any changes in internal business processes, business strategies or external environment;
- (vi) to provide awareness and education on risk management to all level of the Group;
- (vii) to ensure infrastructure, resources and systems are in place for risk management i.e. ensuring that the staff responsible for implementing risk management systems perform those duties independently of our Group's risk taking activities;
- (viii) to report the risk management activities and updated key risk registers and the risk dashboard of our Group compiled therefrom to our Board on periodical basis (at least annually) or on a timely manner (if there are substantial changes in internal business processes, business strategies or external environment) for their independent review;
- (ix) to perform risk identification and assessment in relation to major asset/business acquisition or divestment or business diversification or business consolidation and to report the results of the assessment to the Board for strategic decision making;

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

- (x) to perform risk identification and assessment in relation to the environmental, social and governance issues, sustainability issues relevant to our Company including health and safety, data governance and privacy as well as climate-related risks;
- (xi) to perform a regular review, to monitor and conduct an assessment on the performance, efficiency and effectiveness of the anti-bribery programme of our Group to ensure the programme is monitored and enforced. Such reviews may take the form of an internal audit, or an audit carried out by an external party. The reviews shall form the basis for any efforts to improve existing anti-bribery anti-corruption controls;
- (xii) to review the statements to be included in the Annual Report concerning internal controls and risk management;
- (xiii) to review the effectiveness of our Group's risk management systems; and recommend, as appropriate, for the Board's endorsement of the Statement on Risk Management and Internal Control to be included in our Company's annual report; and
- (xiv) to consider and examine such other matters as the Committee considers appropriate or as defined by or Board.

### 5.2.5.4 Nominating Committee

Our Nominating Committee comprises the following members:

<u>Name</u>	<u>Designation</u>	<u>Directorship</u>
Tan Sik Hui	Chairperson	Senior Independent Non-Executive Director
Geoffrey Ng Ching Fung	Member	Non-Independent Non-Executive Director
Yau Yin Wee	Member	Independent Non-Executive Director

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

- (i) to establish an appropriate (fit and proper) selection criteria and processes, recruitment process and to recommend to the Board, candidates for all directorships of our Company and members of the relevant Board Committees;
- (ii) to oversee and shape our Group's governance policies and practices to put in place the succession planning of our Directors and senior management and to achieve the board effectiveness and governance;
- (iii) to integrate ESG considerations into nomination processes such as training criteria and ESG experience in order to recruit directors that will bring ESG expertise to our Board;
- (iv) to ensure sufficient diversity and independence in our Board in order to achieve greater depth and breadth in the decision-making process;
- (v) the Chairperson of the Nominating Committee shall refer the succession planning policy duly approved by our Board to lead the succession planning for Directors and senior management and appointment of members of our Board and senior management and oversee the development of a diverse pipeline for our Board and management succession, including the future Chairperson and the Managing Director;

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

- (vi) to establish the mechanisms for the formal assessment on an annual basis on the effectiveness of the Board as a whole, the effectiveness of each Directors; the effectiveness of our Board of Committees and senior management; the performance of our Directors and senior management and the need to bring new skills and perspective to our Board and the senior management. Performance evaluations of our Board and Senior Management include a review of the performance of our Board and senior management in addressing our Company's material sustainability risks and opportunities;
- (xv) to utilise the annual evaluation forms duly approved by our Board to assess the effectiveness of our Board, our Board Committees and the contribution and performance of each individual Director and the Chairperson and to disclose the annual evaluation methodology and results in the Corporate Governance Report of our Company;
- (xvi) to review on annual basis, the term of office and performance of our Audit Committee and each of its members to determine whether our Audit Committee and members have carried out their duties in accordance with the terms of reference of our Audit Committee;
- (xvii) to assess our Independent Non-Executive Directors their independence and ability to discharge their responsibilities or functions and exercise of the independent judgement or the ability to act in the best interest of our Company;
- (xviii) to review on an annual basis, the length of service of each Independent Non-Executive Director. The tenure of an independent director does not exceed a term limit of nine (9) years;
- (xix) to review from time to time the requirements or criteria to be used in the annual review of the diversity and required mix of skills gender diversity and experience and other qualities, including core competencies which Directors and senior management should have;
- (xx) to review from time to time the requirements or criteria to be used in the annual assessment as to ascertain the Independent Non-Executive Director is conform to the definition under the Listing Requirements and any other regulations;
- (xxi) to recommend to our Board the removal of a Director including the Managing Director and senior management if he is ineffective, errant or negligent in discharging his responsibilities;
- (xxii) to develop and continually review an appropriate framework and oversee the succession planning for the Chairperson, the Board, including the Managing Director, Executive Directors, and senior management;
- (xxiii) to assist our Board to assess and evaluate circumstances where Director's involvement outside our Group may give rise to a potential conflict of interest with our Group's businesses, upon receiving the declaration of the same. After deliberation with our Audit Committee, to recommend to our Board on the necessary actions to be taken in the circumstances where there is a conflict of interest. To ensure that the individual candidate standing for election should be transparent and make the necessary declaration of the potential conflict of interest to our Board and shareholders;
- (xxiv) to provide shareholders of our Company the information they require to make an informed decision on the appointment and/or re-appointment of a director. The information should be included in the notes accompanying the notice of the general meeting;
- (xxv) to report summary activities of our Nominating Committee for the year which include the application of Fit and Proper Policy in compliance with the Malaysian Code on Corporate Governance, Listing Requirements and any relevant regulations; and
- (xxvi) to carry out such other functions or assignments as may be delegated by our Board from time to time within the scope of our Nominating Committee or as may be required under the Listing Requirements.

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

### 5.2.5.5 Remuneration Committee

Our Remuneration Committee comprises the following members:

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Yau Yin Wee	Chairman	Independent Non-Executive Director
Koh Beng San	Member	Independent Non-Executive Director
Chen Kok Seng	Member	Independent Non-Executive Director

The main function of our Remuneration Committee is to support our Board in actively overseeing the design and operation of the Group's remuneration system to ensure corporate accountability and governance. The Remuneration Committee's duties and responsibilities as stated in its terms of reference include, among others, the following:

- (i) support our Board in actively overseeing the design and operation of our Group's remuneration system to ensure corporate accountability and governance;
- (ii) to develop and administer a fair and transparent remuneration policy and procedure, including the fee structure and level of remuneration for Directors and senior management, taking into account the demands, complexities and performance of our Company in managing material sustainability risks and opportunities as well as skills and experience required. The remuneration policies and practices should appropriately reflect the different roles and responsibilities of each Directors and senior management and the basis of our Directors' and senior management's merit, qualification and competence, while having regard to our Company's operating results, individual performance and comparable market statistics. Our Board determines who makes up senior management and if any other group of employees should be covered by the remuneration policy and procedures. The policy and procedure shall be reviewed periodically to ensure relevance to our Group and made available on our Company's website;
- (iii) to implement the remuneration policies and procedures including reviewing and recommending to our Board on the total individual remuneration package for Directors and Senior Management personnel including, where appropriate, salaries, bonuses, directors' fee, allowances, incentive payments, options or benefit-in-kinds within the terms of agreed remuneration policy and based on individual contributions to our Company's overall performance and value instead of dependent on short term performance to avoid any incentives for excessive risk-taking, with reference to the Company's remuneration policy and procedure;
- (iv) ensuring the establishment of a formal and transparent procedure for developing policies, strategies and framework for the remuneration of our Executive Directors and the senior management. The framework should encourage Executive Directors to act in ways that enhance our Company's long-term objectives and value implement the policies and procedures on remuneration including reviewing and recommending matters relating to the remuneration of our Board and our Senior Management;
- (v) when recommending the fee and other benefits for our Independent Directors, our Remuneration Committee shall ensure it does not conflict with our Independent Directors' obligation to bring objectivity and independent judgment on matters discussed at Board meetings;
- (vi) to consider and examine such other matters as the Remuneration Committee considers appropriate;



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

- (vii) to establish frequent communication with other board committees, namely Nominating Committee, to align remuneration policies and procedures to succession plans and talent management of executives, and Risk Management Committee to ensure risk outcomes are adequately considered in the design of remuneration policies and procedures;
- (viii) to table separate resolutions on the approval of the fees of each Non-Executive Directors of our Company and to provide clarification to shareholders during general meetings on matters pertaining to remuneration of directors and senior management as well as the overall remuneration framework of our Company; and
- (ix) to carry out such other functions or assignments as may be delegated by our Board from time to time in the area of remuneration of Directors and/or senior management.

### 5.3 KEY SENIOR MANAGEMENT

Our Key Senior Management comprises the following:

Name	Age	Nationality	Designation
Tan Zong Yuan (M)	35	Malaysian	Group Chief Financial Officer
Teo Hui Seng (M)	51	Malaysian	Vice President of Operations
Yew Seow Kuen (F)	51	Malaysian	Vice President of Supply Chain
Salehaldin Bin Nasron (M)	60	Malaysian	Vice President of Corporate Affairs

#### Notes:

(M) Male.

(F) Female.

#### 5.3.1 Key Senior Management's shareholdings

The direct and indirect shareholdings of our Key Senior Management before and after our IPO are as follows:

Name	Before our IPO				After our IPO			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	(1)%	No. of Shares	(1)%	No. of Shares	(2)%	No. of Shares	(2)%
Tan Zong Yuan (M)	-	-	-	-	<sup>(3)</sup> 100,000	<0.1	-	-
Teo Hui Seng (M)	-	-	-	-	<sup>(3)</sup> 100,000	<0.1	-	-
Yew Seow Kuen (F)	-	-	-	-	<sup>(3)</sup> 100,000	<0.1	-	-
Salehaldin Bin Nasron (M)	-	-	-	-	<sup>(3)</sup> 100,000	<0.1	-	-

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

### Notes:

- (1) Based on our issued Shares before our IPO of 750,000,000 Shares following the Pre-IPO Restructuring Exercise, details of which are set out in **Section 6.1.1** of this Prospectus.
- (2) Based on our enlarged issued Shares after our IPO of 923,000,000 Shares.
- (3) Assuming he/she will fully subscribe for his/her respective allocations under the Pink Form Allocation and assuming he/she does not apply for any excess IPO Shares.

### 5.3.2 Profiles of Key Senior Management

The profiles of our Key Senior Management are as follows:

**(i) Tan Zong Yuan**  
*Group Chief Financial Officer*

Tan Zong Yuan, male, a Malaysian aged 35 is our Group Chief Financial Officer. He heads the Accounting and Finance Department of our Group and is responsible for managing the finance functions of our Group, which include financial planning and review, cash flow management and financial reporting.

He graduated with a Bachelor of Science in Applied Accounting from Oxford Brookes University, United Kingdom in 2012, and was admitted as a member of the Association of Chartered Certified Accountants (ACCA) in 2015. In 2020, he was admitted as a fellow of the ACCA (FCCA). He has been a member of the Malaysian Institute of Accountants as a Chartered Accountant since 2021.

He began his career as an Account Assistant at Crescendo Corporation Berhad in 2008. He left Crescendo Corporation Berhad and joined Deloitte KassimChan in 2012 as an Audit Assistant responsible for undertaking auditing of various companies. He left Deloitte KassimChan as Audit Senior in 2014 to join PricewaterhouseCoopers LLP, Singapore as Senior Associate. His role in PricewaterhouseCoopers LLP, Singapore included managing a portfolio of multinational groups and local companies in industries such as property investment, manufacturing, trading and construction. His last position at PricewaterhouseCoopers LLP, Singapore was Manager with the Assurance and Advisory Business Services in 2017.

He then joined IFFCO (Malaysia) Sdn Bhd in 2018 as an associate manager, and subsequently joined MJK Group Sdn Bhd in 2019 as a financial controller. During his tenure with the aforementioned companies, he was responsible for the preparation and monitoring of annual budget and forecast, preparation of management reports, as well as the review and improvement of internal controls and procedures. In 2020, he took up the position of financial controller in Versa Manufacturing Sdn Bhd, which is in the electronics manufacturing services industry and was responsible for directing the management of the finance and accounting teams, treasury management, and overseeing human resources and IT related processes.

He joined our Company as Chief Financial Officer in 2021 and assumed his present role as our Group Chief Financial Officer in 2022.

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

**(ii) Teo Hui Seng**  
*Vice President of Operations*

Teo Hui Seng, male, a Malaysian aged 51, is our Vice President of Operations and is primarily responsible for the operation functions of our Group.

He graduated from the Malaysian Institute of Management with a Diploma in Management in 2007.

He began his career in Matsushita Audio Video (M) Sdn Bhd in 1993 as a Purchasing Assistant at the Purchasing Department and was promoted to Supervisor (1996) at the Sourcing and Development Section of the Purchasing Department and Junior Officer (1998) at the Sourcing and Development Section of the Purchasing Department. He was involved in the sourcing and development of projects and strategic planning for annual purchases.

He left Matsushita Audio Video (M) Sdn Bhd and joined Winsheng Plastic Industry Sdn Bhd as an Assistant Engineer at the Engineering Department in 2001. In 2001, he was promoted to Assistant Manager at the Material Control Department. In 2002, he was promoted to Senior Manager at the same department where he was responsible for handling project management contracts, production planning, material control, purchasing, shipping and sales support.

He left Winsheng Plastic Industry Sdn Bhd and joined DTP Manufacturing (HK) Co. Ltd as the Deputy General Manager in 2005. He was responsible for overseeing the operations of 3 factories. Subsequently he resigned from DTP Manufacturing (HK) Co. Ltd and joined Toyoplas Manufacturing (Malaysia) Sdn Bhd as the Senior Manager, Program Management in 2008. He was responsible for sales, business development and project management.

He left the company and joined Cape Manufacturing (M) Sdn Bhd in 2013 as General Manager and was promoted to Vice President of Management and Business Development in 2019 and was redesignated as Vice President of Operation in 2021.

**(iii) Yew Seow Kuen**  
*Vice President of Supply Chain*

Yew Seow Kuen, female, a Malaysian aged 51, is our Vice President of Supply Chain and is primarily responsible for planning the supply chain, supplier selection, purchasing, material inventory and management and logistics.

She obtained several Certificates in Electronic Servicing from the Institute of Technical Education, Singapore from 1991 to 1993. In 2019, she obtained her International Executive Master of Business Administration from the Mantissa College, in collaboration with Paris Graduate School of Management.

She began her career in 1991 with Conner Peripheral Pte Ltd, Singapore as a Technician in the Engineering department. She was responsible for samples inspection from vendors and failures analysing with suppliers. She left Conner Peripheral Pte Ltd and joined Cam Precision Components (Johor) Sdn Bhd as Quality Engineer in 1993. She was responsible for maintaining and improving supplier qualification process, evaluating and recommending quality assurance sampling plans, and controlling of inspections and materials.

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

In 1996, she left Cam Precision Components (Johor) Sdn Bhd and joined SPI Plastic Industries (M) Sdn Bhd as Engineer in the Engineering Department. She was responsible for leading new project, analysing and ensuring compliance of customer requirement, supervising all material and cost engineering activities, providing training of inspection criteria to all internal in- process quality control and quality assurance department. In 2001, she left SPI Plastic Industries (M) Sdn Bhd and joined Kyotech (M) Sdn Bhd as Assistant Manager of the Customer Service Department. She was responsible for developing new plans to build business with specific target customers, coordinating with internal and external customers, leading and managing projects, and maintaining high level contact with customers.

In 2002, she left Kyotech (M) Sdn Bhd and joined MTP Engineering (M) Sdn Bhd (now known as Toyoplas Manufacturing (M) Sdn Bhd) as Quality Assurance and Engineering Manager. She was responsible for the management of the quality assurance department and ensuring that the project timelines were complied with.

She left Toyoplas Manufacturing (M) Sdn Bhd and joined Flextronics Technology (M) Sdn Bhd as an Assistant Manager, Procurement in 2006. She was responsible for the sourcing of material supplies, material price comparison and the management of material costs.

Subsequently, she left Flextronics Technology (M) Sdn Bhd in 2009 and joined Lucas Automotive Sdn Bhd as the Supply Chain Manager in 2010. She was responsible for inventory and warehouse management, overseeing supply chain and fulfilment of customers' orders. She was promoted as the Supply Chain Senior Manager in 2014.

In 2017, she left Lucas Automotive Sdn Bhd and joined Flextronics Shah Alam Sdn Bhd as Senior Materials Manager at the Material Department. She was responsible for leading the respective global material teams in Malaysia and India on material supplies, qualifying suppliers and overseeing the materials planning process.

In 2018, she joined our Company as a Vice President of Management. In 2021, she assumed her present role as the Vice President of Supply Chain of our Company.

### (iv) **Salehaldin Bin Nasron**

*Vice President of Corporate Affairs*

Salehaldin Bin Nasron, male, a Malaysian aged 60 is our Vice President of Corporate Affairs and is primarily responsible for corporate communications, government liaison and corporate governance of our Group.

He obtained his Diploma in Banking Studies from MARA Institute of Technology (now University of Technology MARA) in 1983 and Bachelor of Business Administration from the Ohio University, United States in 1985. In 2012, he graduated with a Master of Business Administration from the University of Manchester, United Kingdom.

He started his career in 1985 as Accountant in the Finance Division of Goodyear Malaysia Berhad and was promoted to Manager, Treasury Operations (1992), Accounting Manager (1995), Corporate Accounting Manager (1997), Comptroller (2000) and General Manager Finance and Information System Develop (2002). During his tenure in Goodyear Malaysia Berhad, he was primarily responsible for accounting, financial and company secretarial matters.

From 2003 to 2006, he was the Financial Advisor and Controller for PT Goodyear Indonesia Terbuka, a subsidiary of The Goodyear Tire and Rubber Company, USA. He was primarily responsible for financial accounting, costing, credit control and budgeting.

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

From 2006 to 2008, he was the Chief Financial Officer for the Asia Pacific based office in Kuala Lumpur for Cognis Oleochemicals (M) Sdn Bhd, a joint venture company between Cognis GmbH Germany and Malaysia's Golden Hope Plantations Berhad. He was responsible for the overall finance, purchasing and information technology matters in the company.

He left Cognis Oleochemicals (M) Sdn Bhd and joined PT Titan Kimia Nusantara Tbk (now known as PT Lotte Chemical Titan Nusantara) as the Finance Director in 2008, where he was responsible for finance matters.

He joined Titan Petchem (M) Sdn Bhd (currently known as Lotte Chemical Titan (M) Sdn Bhd) as Treasurer in 2009, where he was primarily responsible for treasury and credit control. He was later redesignated as the Vice President of Corporate Affairs in 2010, where he was primarily responsible for government relation, corporate communication and public relations. He was redesignated as Treasurer and Vice President of Corporate Affairs (2012), Treasurer and Vice President of Government Affairs (2014), Treasurer and Vice President of Corporate Affairs (2015).

He joined Lotte Chemical Titan Corporation Sdn Bhd as the Vice President of Corporate Affairs and Chief Information officer in 2017 and was redesignated as Vice President, Human Resources, Admin, IT, and Plant Government Affairs in 2018. He was primarily responsible for human resources, admin, IT, and plant government affairs.

In 2020, he joined our Company as Group Corporate Affairs Director and was redesignated as the Vice President of Corporate Affairs in 2021.

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

### 5.3.3 Involvement of our Key Senior Management in other businesses/ corporations

The following table sets out the principal directorships and principal business activities of our Key Senior Management outside our Group as at the LPD and principal directorships outside our Group in the past 5 years preceding the LPD:

#### (i) Tan Zong Yuan

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Golt Properties Sdn Bhd	Real estate activities with own or leased property	Director and shareholder	9 December 2019	-	25.0	-
<b><u>Past involvement</u></b>						
Tang Tang Food & Beverage Enterprise	Food stalls / hawkers	Sole proprietor <sup>(1)</sup>	17 August 2020	17 April 2022	-	-

**Note:**

- (1) The business was transferred to Tan Zong Yuan's spouse on 17 April 2022, who has always been involved in its day-to-day operations. Tan Zong Yuan's involvement only limits to the initial set-up capital contribution and strategic decision on the business.

#### (ii) Teo Hui Seng

Teo Hui Seng does not have any principal business activities including principal directorships outside our Group as at the LPD and did not have any principal business activities including principal directorships outside our Group in the past 5 years preceding the LPD.

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

Company	Principal activities	Involvement	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement</u></b>						
Valsync Manufacturing (M) Sdn Bhd	Manufacturing of plastic tableware, kitchenware and toilet articles	Director and shareholder	7 November 2019	-	10.0	-
Infinite Supplies	Retail sale of souvenirs, craft works and religious articles	Partner	15 July 2018	-	-	-
<b><u>Past involvement</u></b>						
Food in Garden Sdn Bhd	Restaurant	Director and shareholder	5 April 2017	30 September 2019	13.5	-

**(iv) Salehaldin Bin Nasron**

Salehaldin Bin Nasron does not have any principal business activities including principal directorships outside our Group as at the LPD and did not have any principal business activities including principal directorships outside our Group in the past 5 years preceding the LPD.

There is no conflict of interest of potential conflict of interest identified based on the present involvement of our Key Senior Management outside our Group.

The involvement of our Key Senior Management mentioned above in the other principal business activities outside our Group does not preclude them from allocating or committing their time and effort to our Group in their respective roles as our Key Senior Management, as they are not involved in the management and day-to-day operations of these businesses, other than attending meetings of the board of directors on which they serve. Such businesses do not require their involvement on a daily basis as these businesses are managed by their respective management.

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

### 5.3.4 Key Senior Management's remuneration and material benefits in-kind

The aggregate remuneration and material benefits-in-kind (including any contingent or deferred compensation) paid or proposed to be paid to our other Key Senior Management for services rendered in all capacities to our Group for the FYE 2021 and FYE 2022 are as follows:

Key Senior Management	Remuneration band	
	FYE 2021 (paid) RM	FYE 2022 (proposed) RM
Tan Zong Yuan	<sup>(1)</sup> 0 – 50,000	250,000 – 300,000
Teo Hui Seng	200,000 – 250,000	200,000 – 250,000
Yew Seow Kuen	250,000 – 300,000	300,000 – 350,000
Salehaldin Bin Nasron	100,000 – 150,000	200,000 – 250,000

**Note:**

(1) He joined our Group in December 2021.

The remuneration of our Key Senior Management, which includes salaries, bonus, fees and allowances as well as other benefits, must be considered and recommended by our Nominating Committee, Remuneration Committee and subsequently approved by our Board.

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

**5.4 MANAGEMENT REPORTING STRUCTURE**

Our management reporting structure is as follows:



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**5. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (Cont'd)****5.5 DECLARATIONS BY OUR PROMOTERS, DIRECTORS AND KEY SENIOR MANAGEMENT**

None of our Promoters, Directors and Key Senior Management is or was involved in any of the following events, whether within or outside Malaysia:

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

**5.6 FAMILY RELATIONSHIPS AND ASSOCIATIONS**

Tee Kim Chin and Tee Kim Yok, both of whom are our Promoters, substantial shareholders and Non-Independent Executive Directors, are sisters.

Save as disclosed above, there are no family relationships and associations among our Promoters, substantial shareholders, Directors and Key Senior Management as at the LPD.

**5.7 SERVICE AGREEMENTS**

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

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

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**5.8 MANAGEMENT SUCCESSION PLAN**

Our Group has implemented a management succession plan, where we have put in place a process to groom selected employees 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;
- (ii) career development and progression, which is done through on-the-job training as well as mentoring, coaching and training programs. Our senior key 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 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.

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