

**5. INFORMATION ON PROMOTER, SUBSTANTIAL SHAREHOLDER, DIRECTORS AND KEY SENIOR MANAGEMENT**

**5.1 PROMOTER AND SUBSTANTIAL SHAREHOLDER**

**5.1.1 Promoter's and substantial shareholder's shareholdings**

The details of our Promoter and substantial shareholder, and his respective shareholdings in our Company before and after our IPO are as follows:

	Nationality	Before our IPO		After our IPO					
		Direct	Indirect	Direct	Indirect				
		No. of Shares (a)(%)	No. of Shares (a)(%)	No. of Shares (b)(%)	No. of Shares (b)(%)				
<b><u>Promoter and substantial shareholder</u></b> Keoh Beng Huat	Malaysian	550,770,000	92.95	-	-	550,770,000	68.85	-	-

Notes:

- (a) Based on our issued share capital of 592,560,000 Shares after the Acquisitions but before our IPO.
- (b) Based on our enlarged issued share capital of 800,000,000 Shares after the Public Issue.

**5.1.2 Profile of Promoter and substantial shareholder**

**Keoh Beng Huat**  
*Promoter, substantial shareholder and Managing Director*

Keoh Beng Huat, a Malaysian, aged 53, is our Promoter, substantial shareholder and Managing Director. He was appointed to our Board on 16 August 2021 and is responsible for overseeing the business growth direction, strategic business planning, development and operations of our Group.

Keoh Beng Huat left Sekolah Menengah Kebangsaan Jelutong in 1983. He began his career in 1984 with Low Kim Teow Engineering Sdn Bhd as a machinist and was responsible for operating machineries involved in the manufacturing of precision metal parts. In 1991, he established Stampford Engineering, a partnership which was involved in the provision of lathe, milling, grinding and metal works. In 1998, he incorporated Stamp Ford Engineering Sdn Bhd to continue the business operations of Stampford Engineering under a private limited company, following which Stampford Engineering was terminated in 1999. In 2012, he co-founded Stampford Technology Sdn Bhd (now known as STSB), with his spouse, which was involved in sheet metal fabrication services and over the years has expanded its business activities to include CNC machining and mechanical assembly services.

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

As the Managing Director of our Group, he has been actively involved in the management and day-to-day business operations of our Group. He has more than 37 years of extensive experience and in-depth knowledge of the engineering services and support industry and this has enabled our Group to broaden our range of products and services towards becoming an integrated operation service provider.

**5.1.3 Changes in our Promoter's and substantial shareholder's shareholdings**

The changes in our Promoter's and substantial shareholder's shareholdings in our Company since incorporation up to the LPD are as follows:

	As at 8 February 2021 (Incorporation date)		After the Acquisitions (Before our IPO)		After our IPO	
	Direct	Indirect	Direct	Indirect	Direct	Indirect
	No. of Shares	No. of Shares	No. of Shares	No. of Shares	No. of Shares	No. of Shares
<b>Promoter and substantial shareholder</b>						
Keoh Beng Huat	-	-	(d)550,770,000	-	550,770,000	-
<b>Substantial shareholders</b>						
Carmen Lau Kar Mann	500	-	(d)-	-	-	-
Eddie Lau Kei Lung	500	-	(d)-	-	-	-
				(b)(%)	(c)(%)	(e)(%)
				92.95	68.85	-

Notes:

- (a) Based on our issued share capital of 1,000 Shares as at incorporation date.
- (b) Based on our issued share capital of 592,560,000 Shares after the Acquisitions but before our IPO.
- (c) Based on our enlarged issued share capital of 800,000,000 Shares after the Public Issue.
- (d) 1,000 Shares being subscribers' shares held by Carmen Lau Kar Mann and Eddie Lau Kei Lung were transferred to Keoh Beng Huat.

As at the LPD, our Promoter and substantial shareholder has the same voting rights as the other shareholders of our Company and there is no arrangement between SFP Tech and its shareholders with any third parties, the operation of which may at a subsequent date result in a change in control of SFP Tech.

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

### 5.1.4 Persons exercising control over the corporation

Save for our Promoter and substantial shareholder who holds approximately 68.85% of our enlarged number of issued share capital after the IPO, we are not aware of any other person who are able to, directly or indirectly, jointly or severally, exercise control over our Company.

### 5.1.5 Benefits paid or intended to be paid

Save for the aggregate remuneration and benefits paid or proposed to be paid to our Promoter and substantial shareholder for services rendered to our Group in all capacities for the FYE 2020 and FYE 2021 as set out in Section 5.4.1 of this Prospectus, there are no other amount or benefits that has been paid or intended to be paid to our Promoter and substantial shareholder within the 2 years preceding the date of this Prospectus.

## 5.2 DIRECTORS AND KEY SENIOR MANAGEMENT

### 5.2.1 Directors

Our Board comprises the following members:

Name	Age	Nationality	Date of appointment	Designation
Dato' Hamzah Bin Mohd Salleh (M)	72	Malaysian	16 August 2021	Independent Non-Executive Chairman
Keoh Beng Huat (M)	53	Malaysian	16 August 2021	Managing Director
Chang Chee Jia (M)	54	Malaysian	16 August 2021	Executive Director cum Chief Executive Officer
Dato' Cheok Lay Leng (M)	59	Malaysian	16 August 2021	Independent Non-Executive Director
Chan Foong Ping (F)	50	Malaysian	16 August 2021	Independent Non-Executive Director
Yeoh Su Hui (F)	48	Malaysian	16 August 2021	Independent Non-Executive Director

Notes:

(M) Male.

(F) Female.

None of our Directors represent any corporate shareholder on our Board. Further, there is no association or family relationships between our Directors.

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

### 5.2.2 Profiles of our Directors

The profiles of our Directors are as follows:

#### **Dato' Hamzah Bin Mohd Salleh**

*Independent Non-Executive Chairman*

Dato' Hamzah Bin Mohd Salleh, a Malaysian, aged 72, is our Independent Non-Executive Chairman. He was appointed to our Board on 16 August 2021.

He graduated with a Diploma in Management from Malaysian Institute of Management in 1980. Subsequently in 1989, he obtained a Master of Business Administration from University of Bath, United Kingdom.

He articulated at Price, Waterhouse & Co. (now known as PricewaterhouseCoopers) in 1969. He left Price, Waterhouse & Co. as an Audit Assistant in 1974 to join Pillar Naco Malaysia Sdn Bhd, a company involved in the fabrication of architectural metal as the Finance and Administration Manager in 1975. In 1981, he left Pillar Naco Malaysia Sdn Bhd to join Pernas Sime Darby group where he held several senior managerial positions within the Pernas Sime Darby group and the Sime Darby group of companies. His last position was the General Manager of Sime Swede Distribution Services Sdn Bhd before he left in September 1994. After a one-year break, he joined Malaysia Aica Berhad (now known as Sunsuria Berhad) as an Executive Director in 1995 and was redesignated as a Non-Executive Director in January 1997. He resigned as a Non-Executive Director of Malaysia Aica Berhad in 2001.

In April 1996, he was appointed as a Non-Executive Director of Spanco Sdn Bhd, a company involved in providing fleet management services and subsequently redesignated to Executive Director in February 1997 and currently is the Chief Executive Officer of the company.

He was appointed to the board of directors of companies that are listed on Bursa Securities, namely Techbond Group Berhad as the Independent Non-Executive Chairman on 2 January 2018, Rhone Ma Holdings Berhad on 1 April 2015 as the Independent Non-Executive Chairman and PRG Holdings Berhad on 21 July 2003 as Independent Non-Executive Director. On 27 December 2018, he resigned as the Independent Non-Executive Director of PRG Holdings Berhad. He also sits on the board of various other private limited companies based in Malaysia which are set out in Section 5.2.4 of this Prospectus.

#### **Keoh Beng Huat**

*Managing Director*

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

#### **Chang Chee Jia**

*Executive Director cum Chief Executive Officer*

Chang Chee Jia, a Malaysian, aged 54, is our Executive Director cum Chief Executive Officer. He was appointed to our Board on 16 August 2021.

He graduated with a Bachelor of Engineering from the Polytechnic of Huddersfield in 1991. Subsequently in 1992, he obtained his Masters of Science in Business Studies from the University of Salford and later obtained his Doctorate in Business Administration from University Sains Malaysia in 2007.

He began his career as a Sales Engineer with Varitronix Ltd, Hong Kong, in 1991 and was responsible for the global sales and marketing of the company. In 1995, he was seconded to Varitronix (Malaysia) Sdn Bhd as the Senior Marketing Manager and was mainly involved in global sales and marketing of the company in which he liaised with overseas counterparts. In 2004, he left Varitronix (Malaysia) Sdn Bhd to join LKT Industrial Bhd as the Sales and Marketing Vice President. He was responsible for the policy deployment and sales of the company. He later joined Excel Technology Asia Sdn Bhd in 2005 as the Vice President of Sales where he was involved in the company's Asia Pacific region sales and technical support for the laser processing production.

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

Upon leaving Excel Technology Asia Sdn Bhd in 2006, he joined OSRAM Technologies (Malaysia) Sdn Bhd, as the OLED Business Unit Marketing Director and was in-charge of the sales and pricing strategy of the products offered. In 2009, he was transferred to OSRAM OPTO Semiconductors (M) Sdn Bhd as the Senior Manager of the R&D department, focusing on competitor product benchmarking. In 2012, he undertook additional responsibilities of managing the company's subcontractor works across the Asia Pacific region. Subsequently, in 2019, upon the internal restructuring of the company, he was designated Director of the Sensing Business Unit and was responsible for the selection and performance of external subcontractor for the company before leaving the company in January 2021.

He joined our Group in February 2021 and is currently responsible for directing and executing strategic initiatives for the development of our Group.

He is also a director in another private limited company based in Malaysia of which is set out in Section 5.2.4 of this Prospectus.

### **Dato' Cheok Lay Leng**

*Independent Non-Executive Director*

Dato' Cheok Lay Leng, a Malaysian, aged 59, is our Independent Non-Executive Director. He was appointed to our Board on 16 August 2021. He is the Chairman of the Remuneration Committee as well as a member of the Audit and Risk Management Committee and the Nominating Committee.

He graduated with a Bachelor of Computer Science and Technology from Universiti Sains Malaysia in 1987. Subsequently in 2002, he obtained his Masters of Business Administration from Nottingham Trent University, United Kingdom.

He began his career as a design engineer with Intel Malaysia Sdn Bhd in 1987. During his tenure with Intel Malaysia Sdn Bhd, he was seconded to the USA and Japan where he held various development engineering, business and senior management positions. His last position held was the General Manager for Communications Infrastructure Group-Asia where he was responsible for managing the product business and engineering development centers in Asia and Europe.

Upon leaving Intel Malaysia Sdn Bhd in 2005, he joined Flexcomm Limited, Hong Kong as the President. He was involved in the business turnaround, as well as overseeing the management and operations of the company. In 2007, he joined Netronome Systems Inc., USA as the President of Asia Region and was responsible for spearheading the company's data center, network security and cloud infrastructure before leaving in April 2016.

He later co-founded Infinecs Systems Sdn Bhd, an engineering services company that delivers semiconductor and embedded system development services. In January 2017, he joined Perbadanan Bukit Bendera Pulau Pinang (Penang Hill Corporation), a Penang state statutory body, as the General Manager and is still with the corporation.

He was appointed as an Independent Non-Executive Director of Tenaga Nasional Berhad, a company listed on Bursa Securities, on 2 March 2020 and subsequently resigned on 1 October 2020. He is also a director in other private limited companies based in Malaysia which are set out in Section 5.2.4 of this Prospectus.

### **Chan Foong Ping**

*Independent Non-Executive Director*

Chan Foong Ping, a Malaysian, aged 50, is our Independent Non-Executive Director. She was appointed to our Board on 16 August 2021. She is the Chairman of the Audit and Risk Management Committee as well as a member of the Remuneration Committee and the Nominating Committee.

She graduated with a Bachelor of Accountancy from Universiti Putra Malaysia in 1995. In 1998, she was admitted as a MIA member and was recognised as a Chartered Accountant in 2001.

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

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She began her career with Deloitte Touche Tohmatsu Kuala Lumpur in 1995 as an auditor. She assisted in audit works for both public listed and private companies in various industries. Subsequently, she joined Sepang Education Center Sdn Bhd as an Accounting Manager in 1998 where she was the bursar of the higher education college reporting to the holding company. She left Sepang Education Center Sdn Bhd in 2000 and joined Phillips Seafood (East Malaysia) Sdn Bhd, a subsidiary of Phillips Foods Inc. as the Financial Controller. She was mandated as the local company director and was in-charge of the overall financial and operational administration functions. In 2006, she was promoted within the Phillips Foods Inc. group of companies as the Executive Director of Phillips Foods International (Hong Kong) Limited and was responsible for overseeing the regional financial system of its 14 seafood processing plants covering 10 different countries.

She left Phillips Foods International (Hong Kong) Limited in 2011 and subsequently joined Resource Holding Management Limited, a public company then listed on the AIM Market of the London Stock Exchange ("LSE"), as Group Finance Director. After leaving Resource Holding Management Limited in 2014, she was appointed as corporate advisor of Swiss Biological Medicine Group Ltd. pursuing for a potential listing on LSE. In 2016, Swiss Biological Medicine Group Ltd became a subsidiary of Huapont Life Science Co. Ltd. which is listed on Shenzhen Exchange Board.

She was appointed to the board of directors of companies that are listed on Bursa Securities, namely Seremban Engineering Berhad on 22 April 2016 as the Independent Non-Executive Director and Success Transformer Corporation Berhad on 23 September 2016 as the Independent Non-Executive Director. She also sits on the board of various other private limited companies based in Malaysia of which are set out in Section 5.2.4 of this Prospectus.

**Yeoh Su Hui**

*Independent Non-Executive Director*

Yeoh Su Hui, a Malaysian, aged 48, is our Independent Non-Executive Director. She was appointed to our Board on 16 August 2021. She is the Chairman of the Nominating Committee as well as a member of the Audit and Risk Management Committee and Remuneration Committee.

She graduated with a Bachelor of Laws from University of Sheffield, United Kingdom in 1995. In 1996, she obtained her Certificate in Legal Practice and was called to the Malaysian Bar as an Advocate and Solicitor in 1997.

She began her career at Messrs Ghazi & Lim, Penang in 1997 as a legal assistant and was involved in spearheading the firm's Butterworth branch's conveyancing department. In 1999, she joined Messrs Lee Hishammuddin, Penang, as a legal assistant. She was responsible for housing development work. In 2002, she took a break from the corporate scene and lectured and tutored Business Law at Disted College, Penang, for its twinning program with University of Deakin, South Australia. In 2003, she joined Messrs Shahrizat Rashid & Lee as a Senior Associate. She was in charge of expanding the corporate and conveyancing department. Subsequently, she joined Messrs Mureli Navaratnam in 2006 as a Partner, a position she still holds to-date, heading the corporate and conveyancing department of the firm.

She is also a director in another private limited company based in Malaysia which is set out in Section 5.2.4 of this Prospectus.

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

**5.2.3 Directors' shareholdings**

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

Directors	Before our IPO / As at the LPD			After our IPO		
	Direct		Indirect	Direct		Indirect
	No. of Shares	(a)(%)	No. of Shares	(b)(%)	No. of Shares	(b)(%)
Dato' Hamzah Bin Mohd Salleh	-	-	-	(c)300,000	0.04	-
Keoh Beng Huat	550,770,000	92.95	-	550,770,000	68.85	-
Chang Chee Jia	-	-	-	(c)1,700,000	0.21	-
Dato' Cheok Lay Leng	-	-	-	(c)300,000	0.04	-
Chan Foong Ping	-	-	-	(c)300,000	0.04	-
Yeoh Su Hui	-	-	-	(c)300,000	0.04	-

Notes:

- (a) Based on our issued share capital of 592,560,000 Shares after the Acquisitions but before our IPO.
- (b) Based on our enlarged issued share capital of 800,000,000 Shares after the Public Issue.
- (c) Assuming that he / she will fully subscribe for his / her entitlements under the Pink Form Allocation.

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

**5.2.4 Principal business activities and directorships in other corporations for the past 5 years**

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

**(a) Dato Hamzah Bin Mohd Salleh**

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement:</u></b> Autofleet Sdn Bhd	Investment holding company <sup>(a)</sup>	Director	15 October 2008	-	-	-
Best Auctions Global Sdn Bhd	Retail sale of second-hand goods <sup>(a)</sup>	Director / shareholder	23 December 2008	-	20.00	-
Best Autofleet Sdn Bhd	Renting and operational leasing of passenger cars <sup>(a)</sup>	Director / shareholder	1 December 2008	-	21.00	-
Cinria Sdn Bhd	General traders, manufacturers, importers, exporters and distributors, investment lands, houses, buildings and plantations, investment shares, stocks and debentures <sup>(b)</sup>	Shareholder	-	-	20.00	-
Doz Construction Sendirian Berhad	Investment holding in construction related field	Director	2 February 1996	-	-	-
Fleet Insurance Agency Sdn Bhd	Insurance agent	Director	9 July 1998	-	-	-
Kah Hong Precision Tooling Sdn Bhd	Manufacturing of automotive components, metal components and their related products with transportation services	Director	1 July 2021	-	-	-
Matagoda Holdings Sdn Bhd	Activities of holding companies <sup>(a)</sup>	Director / shareholder	19 October 2017	-	70.00	-
Nor Lazuli Nutrition Sdn Bhd	Livestock feeds manufacturing and distribution	Director	11 August 2020	-	-	-



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

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
Nor Livestock Farm Sdn Bhd	Raising, breeding and production of semi-domesticated animals and business of dairy farming	Director	11 August 2020	-	-	-
One Lazuli Sdn Bhd	Wholesale and distribution of pharmaceutical and veterinary products including animal feeds	Director	11 August 2020	-	-	-
Rhone Ma Holdings Berhad	Investment holding of non-listed shares of its subsidiary companies principally involved in providing end-to-end animal health solution, integrating the provision of animal health services, as well as the manufacturing and distribution of animal products focused mainly on the livestock industry <sup>(c)</sup>	Director	1 April 2015	-	-	-
Spanco Sdn Bhd	Investment holding and provision of fleet management involving the supply and lease of saloon vehicles	Director	2 April 1996	-	-	-
Techbond Group Berhad	Investment holding of non-listed shares of its subsidiary companies principally involved in developing, manufacturing and trading of industrial adhesives and sealants and providing supporting products and services <sup>(c)</sup>	Director / shareholder	2 January 2018	-	0.04	-

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

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Past involvement:</u></b> Harmin Delight Sdn Bhd	Dissolved on 4 December 2020	Director	28 August 2019	-	-	-
Mayang Ulung Sdn Bhd	Dissolved on 24 February 2017	Director	15 January 1996	-	-	-
PRG Holdings Berhad	Investment holding of non-listed shares of its subsidiary companies principally involved in manufacture and sale and marketing webbings, yarn, furniture components, rubber strips and fabrics, as well as being involved in the property development, construction, retail and healthcare industry <sup>(c)</sup>	Director	21 July 2003	27 December 2018	-	-

**(b) Keoh Beng Huat**

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement:</u></b> Stamp Ford Engineering Sdn Bhd	Manufacturing of metal turn parts <sup>(d)</sup>	Director / shareholder	6 August 1998	-	95.00	-
<b><u>Past involvement:</u></b> FAS Integration (Malaysia) Sdn Bhd	Fabrication of machine parts, sheet metal, precision machining and any other related products	Director	25 July 2013	12 March 2021	-	-
Laser Ford Engineering Sdn Bhd	Dissolved on 18 January 2019	Director / shareholder	27 February 2002	-	80.00	20.00 <sup>(e)</sup>
SFP Setia Sdn Bhd	Dissolved on 8 June 2018	Director	28 October 2013	-	-	-

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

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
Straits Fabrication Partner Sdn Bhd	Provision of mechanical manufacturing services, original equipment manufacturing and precision engineering services	Director	15 June 2017	5 July 2021	-	-

**(c) Chang Chee Jia**

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<u>Present involvement:</u> Professional Golf Company Sdn Bhd	Trading of golf balls	Director / shareholder	14 May 2007	-	5.00	-

**(d) Dato' Cheok Lay Leng**

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<u>Present involvement:</u> BSmart Technology Sdn Bhd	Providing research and development services related to telecommunication and information technology <sup>(b)</sup>	Shareholder	-	-	13.23	-
Infiness Systems Sdn Bhd	Other information technology services activities, research and development on engineering and technology, research and development on information communication technology human resource consultancy services	Director / shareholder	27 April 2016	-	50.00	-

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

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
Olympic Cartel Sdn Bhd	Activities of holding companies	Director / shareholder	22 July 2010	-	57.13	-
Penang Tech Centre Bhd	To promote innovation, discovery and inspirational science and technology, to set up a technological centre and to encourage the next generation to develop skills and interest in science and technology and nature young scientific entrepreneurs	Director	5 September 2017	-	-	-
<b><u>Past involvement:</u></b> Tenaga Nasional Berhad	Investment holding of non-listed shares of its subsidiary companies principally involved in generation, transmission, distribution and sales of electricity <sup>(c)</sup>	Director	2 March 2020	1 October 2020	-	-
Pensilicon Sdn Bhd	Dissolved on 18 November 2016	Director / liquidator	16 July 2009	-	50.00	-
E-Fuelcell Technologies Sdn Bhd	Dissolved on 11 April 2017	Shareholder	-	-	*	-
Netronome Malaysia Sdn Bhd	Dissolved on 30 June 2017	Director	10 August 2007	-	-	-
Adamas Consultants Sdn Bhd	Dissolved on 30 April 2020	Director / shareholder	6 April 2007	-	40.00	-

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

**(e) Chan Foong Ping**

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<p><b><u>Present involvement:</u></b> PT Resources Holdings Berhad</p>	Investment holding and provision of management services	Director	11 November 2020	-	-	-
Seremban Engineering Berhad	Investment holding of non-listed shares of its subsidiary companies principally involved in fabrication of process equipment and metal structures and the provision of maintenance, repair and shutdown works <sup>(c)</sup>	Director	22 April 2016	-	-	-
Success Transformer Corporation Berhad	Investment holding of non-listed shares of its subsidiary companies principally involved in distribution of electrical apparatus and industrial lighting <sup>(c)</sup>	Director	23 September 2016	-	-	-
Paracelsus Biomedicine GmbH	Trading, biological medicine business development and product distribution, patient services call centre	Director	13 September 2016	-	-	-
<p><b><u>Past involvement:</u></b> Bionano Diagnostic System Sdn Bhd</p>	Dissolved on 30 May 2017	Director / shareholder	27 January 2015	-	*	-

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

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
Wegmans Holdings Berhad	Investment holding of non-listed shares of its subsidiary companies principally involved in design, manufacture and sale of home furniture products <sup>(e)</sup>	Director / shareholder	29 May 2017	29 July 2020	*	-

**(f) Yeoh Su Hui**

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Present involvement:</u></b> Edtech Associates Sdn Bhd	Provision of analytical laboratory services	Director / shareholder	21 March 2005	-	3.40	-

Notes:

- \* Negligible
- (a) Dormant.
- (b) In the process of members' voluntary winding up.
- (c) Company listed on Bursa Securities.
- (d) In the process of liquidation.
- (e) Deemed interested by virtue of his spouse's direct shareholding in Laser Ford Engineering Sdn Bhd pursuant to Section 8 of the Act.

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

### 5.2.5 Involvement of our Directors in other businesses or corporations

Save as disclosed in Section 5.2.4 of this Prospectus, our Directors are not involved in other businesses or corporations.

The involvement of our Executive Director in other directorship or business activity outside our Group is not expected to require a significant amount of his time or attention as he is not involved in the management and day-to-day operations of the business, other than attending the board of directors' meetings on which he serves. The business operations of the company is managed by its other directors and shareholders. As such, his involvement in the business activity outside our Group will not affect his ability to perform his roles and responsibilities, as well as his contribution to our Group.

The involvement of our Independent Non-Executive Chairman and Independent Non-Executive Directors in other directorships or business activities outside our Group are not expected to affect their contribution to our Group as they are not involved in our Group's day-to-day operations.

### 5.2.6 Key Senior Management

Our Key Senior Management comprises the following:

Name	Designation
Thiang Koe Tat (M)	Chief Financial Officer
Hong Lai Guan (M)	Chief Technical Officer
Ooi Chong Soon (M)	Head of Sales and Marketing
Foo Yee Chung (M)	Head of Engineering

Note:

(M) Male.

### 5.2.7 Key Senior Management's shareholdings

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

Name	Before our IPO / As at the LPD				After our IPO			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	<sup>(a)</sup> (%)	No. of Shares	<sup>(a)</sup> (%)	No. of Shares	<sup>(b)</sup> (%)	No. of Shares	<sup>(b)</sup> (%)
Thiang Koe Tat	-	-	-	-	<sup>(c)</sup> 1,200,000	0.15	-	-
Hong Lai Guan	14,626,500	2.47	-	-	14,626,500	1.83	-	-
Ooi Chong Soon	14,626,500	2.47	-	-	14,626,500	1.83	-	-
Foo Yee Chung	-	-	-	-	<sup>(c)</sup> 800,000	0.10	-	-

Notes:

- Based on our issued share capital of 592,560,000 Shares after the Acquisitions but before our IPO.
- Based on our enlarged issued share capital of 800,000,000 Shares after the Public Issue.
- Assuming that he will fully subscribe for his entitlements under the Pink Form Allocations.

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

### 5.2.8 Profiles of our Key Senior Management

The profiles of the Key Senior Management of our Group are as follows:

#### **Thiang Koe Tat**

*Chief Financial Officer*

Thiang Koe Tat, a Malaysian, aged 51, is our Chief Financial Officer. He graduated from Deakin University, Australia, with a Bachelor of Commerce in 1994. He became a member of the Certified Practising Accountant of Australia in 1997 and is a member of the MIA since 2001. Subsequently in 2003, he obtained his Master's in Business Administration / Management from Heriot-Watt University.

He began his career with Cooper & Lybrand (now known as PricewaterhouseCoopers) in 1995 as an Audit Assistant where he was involved in audit assignments of private and public listed companies. In 1996, he left Cooper & Lybrand to join Intel Technologies Sdn Bhd as a Finance Analyst where he was responsible for the budgeting and planning process for the company's Penang and Manila manufacturing factories. He then left Intel Technologies Sdn Bhd in 2000 to join Silterra (Malaysia) Sdn Bhd as the Finance Manager. He was responsible for the budgeting and accounting functions of the company. He left Silterra (Malaysia) Sdn Bhd in 2003 and subsequently joined Agilent Technologies Sdn Bhd as the Strategic Alliance / Commodity Manager. He was principally involved in cost management initiatives in contract manufacturer and sourcing of raw materials for the company's manufacturing activities. In 2006, he joined Marvell Semiconductor Sdn Bhd as the Financial Controller where he was responsible for overseeing the company's accounting and finance functions.

In 2007, he took up the Costing Manager position in Plexus Manufacturing Sdn Bhd where he was responsible for preparing and analysing cost and customer pricing strategy. He was later promoted to Costing Director in 2009 and was responsible for the company's pricing modelling and costing strategy. In 2015, he was promoted as the Asia Region Director of Operational Finance and was given the responsibility of overseeing the finance and operations of the company's factories in China and Malaysia. Upon leaving Plexus Manufacturing Sdn Bhd in 2017, he joined Aspion Sdn Bhd as the group Finance Director, providing financial guidance in cost management and cost reduction initiatives. He subsequently joined Ultra Clean Technologies Asia Pacific Pte Ltd as the Vice President of Finance Asia in 2018. He was responsible for providing financial leadership in cost optimisation strategies and improving the financial performance of the companies under Ultra Clean Technologies Asia Pacific Pte Ltd. In April 2020, he joined Comet Malaysia Sdn Bhd as the General Manager, in which he was responsible for supervising and assisting the company in setting up its operations.

He joined our Group in December 2020 and is currently responsible for overseeing the accounting and finance functions of our Group.

#### **Hong Lai Guan**

*Chief Technical Officer*

Hong Lai Guan, a Malaysian, aged 45, is our Chief Technical Officer. He graduated with a Diploma in Robotics Engineering from Institut First Robotics Industrial Science in 1996. Subsequently in 2008, he obtained his Master's in Business Administration from Edision University of Technology.

Upon completing his Diploma, he began his career with Pentamaster Technology (M) Sdn Bhd as a Technician. He was responsible for performing diagnostic tests on the assembly, test and support machineries. Within Pentamaster Technology (M) Sdn Bhd, he was promoted to Mechanical Designer in 1996, Senior Mechanical Designer in 1999, Section Manager in 2001, Senior Section Manager in 2002 and Department Manager in 2004. During his tenure with the company, he was responsible for the research and development of design and development of machines, as well as the sales and engineering activities of the company. In 2009, he was transferred within the Pentamaster group of companies to Pentamaster Engineering (M) Sdn Bhd and was promoted to Senior Department Manager where he was responsible for overseeing the department's production operations. Subsequently, he was promoted to Division Manager in 2010. He was responsible for overseeing the operations of the company which includes the production, sales and engineering activities.



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

Upon leaving Pentamaster Engineering (M) Sdn Bhd in 2011, he founded Mecades Technologies Sdn Bhd (now known as Ceneric Technologies Sdn Bhd) and was the Director of Design. The company was principally involved in the installation of industrial machinery and equipment. He later joined Marc16 Equipment Manufacturing Sdn Bhd in 2012 as the Business Development Manager and was promoted to Engineering Manager in 2015. The company was principally involved in trading, design and supplying machines while he was responsible for overseeing the company's engineering operations. In 2016, he left Marc16 Equipment Manufacturing Sdn Bhd and joined EEASB as the Director of Operation, mainly involved in the design and production operations of the company. In the same year, he engaged in a management buyout and became a major shareholder of EEASB. He assumed the role of Chief Technical Officer of our Group in 2021 and is responsible for our technical and integration works, as well as our Group's product design and development.

**Ooi Chong Soon**

*Head of Sales & Marketing*

Ooi Chong Soon, a Malaysian, aged 49, is our Head of Sales & Marketing. He graduated from Sultan Abdul Halim Muadzam Shah Polytechnic with a Certificate in Manufacturing Technology in 1993 and Diploma in Manufacturing Technology in 1995. Subsequently in 2007, he obtained his Master of Business Administration from Paramount University of Technology, USA.

Upon completing his Diploma in 1995, he began his career as a Mechanical Designer in the Mechanical Design Department of Pentamaster Technology (M) Sdn Bhd. He was responsible for the mechanical design of semiconductor equipment, as well as jigs and fixtures. In 2000, he was promoted to Section Manager where he led a team of design engineers. Subsequently, he was promoted to Senior Section Manager in 2005 and was responsible for the operations and research and development projects of the Mechanical Design Department. He was later transferred within the Pentamaster group of companies to Pentamaster Engineering (M) Sdn Bhd in 2002 and retained his existing position and responsibilities. During his tenure with Pentamaster Engineering (M) Sdn Bhd, he was promoted to Department Manager in 2003, Senior Department Manager of the Mechanical Design Department in 2005, before being promoted to Engineering Division Manager in 2008. He was mainly responsible for overseeing the operations of the department, as well as implementing quality management systems. In 2018, he was transferred back to Pentamaster Technology (M) Sdn Bhd as the Technology Division Manager. He was responsible for the department's operations, as well as implementation of ISO procedures and cost reduction initiatives.

Upon leaving in 2010, he joined Marc16 Equipment Manufacturing Sdn Bhd as a Director and Operation Manager. He was responsible for the sales and operations of the company. Subsequently, he joined Simplicity Automation Sdn Bhd in 2015 as the Automation Industries Operation Manager and was involved in expanding the company's overseas presence. He left the company in 2017 to join EEASB as a Director and became a shareholder of EEASB by acquiring shares in the company. He is in charge of the sales and marketing of the company. He assumed the role as Head of Sales & Marketing of our Group in 2021 and is responsible for overseeing the sales and marketing operations, as well as our Group's product and sales expansion plans.

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

**Foo Yee Chung**  
*Head of Engineering*

Foo Yee Chung, a Malaysian, aged 53, is our Head of Engineering. He graduated from the University of Canterbury, New Zealand, with a Bachelor of Mechanical Engineering in 1991. Subsequently in 2008, he obtained his Master in Business Administration from Heriot-Watt University, United Kingdom.

He started his career with Applied Magnetics (M) Sdn Bhd in 1991 as a Development Engineer where he was involved in the enhancement of the company's production line system. He then joined Read-Rite (M) Sdn Bhd in 1994 as a Senior Tooling Engineer and was involved in the research and development of tools, jig and fixtures for production usage. In 1995, he left Read-Rite (M) Sdn Bhd and joined Penang Seagate Industries (M) Sdn Bhd as a Staff Engineer and was involved in the research and development of tools, jig and fixtures used for production activities. Within Penang Seagate Industries (M) Sdn Bhd, he was promoted to Senior Staff Engineer in 2006 and Senior Engineering Manager in 2014. During his tenure with Penang Seagate Industries (M) Sdn Bhd, he was responsible for product development and integration, as well as the project cost budgeting.

He left Penang Seagate Industries (M) Sdn Bhd to join our Group in 2017 as our Technical Business Manager. On 1 July 2021, he was promoted to Head of Engineering of our Group and is primarily responsible for overseeing the production and engineering operations, as well as our Group's engineering activities expansion plans.

**5.2.9 Involvement of our Key Senior Management in other businesses or corporations**

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

**(a) Hong Lai Guan**

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b>Past involvement:</b> CNE Holdings Sdn Bhd	Wholesale and installation of industrial machinery, equipment and supplies	Director	14 February 2020	24 December 2020	-	-
EST Exhibit Technology Sdn Bhd	Provision of machinery, equipment, material and automation design	Director	16 June 2017	24 June 2021	-	-
Plustech Engineering and Construction Sdn Bhd	Investment holding company	Director	5 January 2015	5 January 2017	-	-

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

**(b) Ooi Chong Soon**

Company	Principal activities	Involvement in business activities	Date of appointment	Date of resignation	% of shareholdings held	
					Direct	Indirect
<b><u>Past involvement:</u></b> EST Exhibit Technology Sdn Bhd	Provision of machinery, equipment, material and automation design	Director	16 June 2017	24 June 2021	-	-

**5.3 BOARD PRACTICES**

**5.3.1 Directorship**

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

Name	Designation	Date of expiration of the current term of office	No. of years in office
Dato' Hamzah Bin Mohd Salleh	Independent Non-Executive Chairman	At the 1 <sup>st</sup> AGM of our Company	Less than 1 year
Keoh Beng Huat	Managing Director	At the 1 <sup>st</sup> AGM of our Company	Less than 1 year
Chang Chee Jia	Executive Director cum Chief Executive Officer	At the 1 <sup>st</sup> AGM of our Company	Less than 1 year
Dato' Cheok Lay Leng	Independent Non-Executive Director	At the 1 <sup>st</sup> AGM of our Company	Less than 1 year
Chan Foong Ping	Independent Non-Executive Director	At the 1 <sup>st</sup> AGM of our Company	Less than 1 year
Yeoh Su Hui	Independent Non-Executive Director	At the 1 <sup>st</sup> AGM of our Company	Less than 1 year

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

In accordance with our Company's Constitution, all the Directors shall retire from office at the first AGM of our Company and 1/3 (or the number nearest to 1/3) of our Directors for the time being, shall retire by rotation at the AGM of our Company in every subsequent year and shall be eligible for re-election provided always that all the Directors shall retire at least once in each 3 years but shall be eligible for re-election. Any Director appointed either to fill a casual vacancy or as an addition to the existing Directors shall hold office only until the next AGM and shall then be eligible for re-election. None of our Directors has been appointed for a fixed term.

### 5.3.2 Audit and Risk Management Committee

Our Audit and Risk Management Committee was established on 10 September 2021 and its members are appointed by our Board. Our Audit and Risk Management Committee comprises the following members:

Name	Designation	Directorship
Chan Foong Ping	Chairman	Independent Non-Executive Director
Dato' Cheok Lay Leng	Member	Independent Non-Executive Director
Yeoh Su Hui	Member	Independent Non-Executive Director

The main functions of the Audit and Risk Management Committee include:

- (a) to review major audit findings and management's response during the year with external auditors and internal auditors, including the status of previous audit recommendation;
- (b) to review the quarterly results to Bursa Securities and year-end financial statements of our Group before submission to our Board;
- (c) to consider the nomination and appointment of external auditors and, if found appropriate, to recommend their appointment and their audit fee;
- (d) to discuss with the external auditors, prior to the commencement of audit, their audit plan, which shall state the nature of the audit, and to ensure an effective co-ordination of audit, where more than one audit firm is involved;
- (e) to review, in respect of internal audit functions, amongst others, the adequacy of the audit scope, functions, competency and resources of the internal audit function and that it has the necessary authority to carry out its functions;
- (f) to monitor any related party transactions and situations where a conflict of interest may arise within our Group, including any transaction, procedure or course of conduct that raises questions of management integrity, as well as to assess the financial risks relating to such transactions, and to ensure that our Directors report such transactions annually to our shareholders via the annual report;
- (g) to review the reports in relation to the adequacy and integrity of our Group's internal control system and to review the results of the annual review done on the system of internal control and the risk management framework;
- (h) to discuss issues and matters arising from the interim and final external audits, and any matters the external auditors and / or internal auditors may wish to discuss (in the absence of management, where necessary);
- (i) to oversee the Group's overall risk management framework and policies, and to assess the effectiveness of the risk management framework, review and monitor risk reporting;
- (j) to report promptly to Bursa Securities and / or to SC on any matter reported to our Board, which has not been satisfactorily resolved resulting in the breach of the Listing Requirements, rules and guidelines issued by Bursa Securities and / or the SC;

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

- (k) to review and re-assess the adequacy of its terms of reference annually, and when necessary, make recommendation to the Board to modify; and
- (l) to consider other matters as may be directed by our Board from time to time.

### 5.3.3 Remuneration Committee

Our Remuneration Committee was established on 10 September 2021 and its members are appointed by our Board. Our Remuneration Committee comprises the following members:

Name	Designation	Directorship
Dato' Cheok Lay Leng	Chairman	Independent Non-Executive Director
Chan Foong Ping	Member	Independent Non-Executive Director
Yeoh Su Hui	Member	Independent Non-Executive Director

The main functions of the Remuneration Committee include:

- (a) review and implement Group's policy and procedures on remuneration including reviewing and recommending matters relating to the remuneration of Directors and senior management of the Group;
- (b) review the remuneration packages, annual salary increments and bonuses of Executive Directors and senior management, having regard to among others, Company's performance in managing material sustainability risks and opportunities, the Group's operating results, individual performance and comparable market statistics, and recommend to the Board for approval;
- (c) align remuneration with business strategy and long-term business objectives of the Group;
- (d) review compensation policy of Directors and senior management, and compensations offered are in line with market practice;
- (e) ensure fees and benefits payable to the Directors, and any compensation for loss of employment of executive Directors are approved by the shareholders at General Meetings;
- (f) recommend the engagement of external professional advisors to assist and / or advise the Committee, on remuneration matters, where necessary;
- (g) to carry out other responsibilities, functions or assignments as may be agreed by the Board from time to time; and
- (h) review and report to the Board the statement with regard to the state of remuneration committee and beneficiaries for inclusion in the annual report of the company.

### 5.3.4 Nominating Committee

Our Nominating Committee was established on 10 September 2021 and its members are appointed by our Board. Our Nominating Committee comprises the following members:

Name	Designation	Directorship
Yeoh Su Hui	Chairman	Independent Non-Executive Director
Dato' Cheok Lay Leng	Member	Independent Non-Executive Director
Chan Foong Ping	Member	Independent Non-Executive Director

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

The main functions of the Nominating Committee include:

- (a) to recommend to the Board new candidate(s) for appointment (taking into account gender diversity) and to recommend to the Board re-appointment / re-election of Directors. In making a recommendation to the Board on the candidate(s) for directorship, the Nominating Committee will consider the skills, knowledge, ability, expertise, experience, professionalism and integrity of the candidate(s), and any potential conflict of interest. In the case of candidates for the position of independent non-executive directors, the Nominating Committee will also evaluate the candidates' ability to discharge such responsibilities or functions as expected from independent non-executive directors;
- (b) to conduct annual assessment on Board, Board Committees and individual Directors and to annually review, or as required, the required mix of skills, diversity, business and professional experiences that should be added to the Board;
- (c) to appraise each individual Director in terms of his experience, knowledge, credibility and credential, and assess their effectiveness and contribution in carrying out their obligations and duties as a Board member;
- (d) to examine the ability of each Director in contributing to the effective decision making process of the Board and ensure that the Board and Board Committees are functioning actively, efficiently and effectively in all its decision making;
- (e) to review, the independence of its Independent Directors and to review, when necessary, the criteria to assess independence of the Independent Directors of the Company;
- (f) to assess the effectiveness of the Board as a whole and the Committees of the Board;
- (g) to annually review the term of office and performance of the Audit and Risk Management Committee;
- (h) to review annually the Board diversity including gender, age, experience and ethnicity;
- (i) to review annually its own performance and Terms of Reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval;
- (j) to review the Board and management's succession plans from time to time, taking into account the challenges faced by and / or opportunities available to the Company, the skills and knowledge, including diversity needed by the Board in future; and
- (k) to ensure orientation and educational programmes are provided for new members of the Board, and to review / evaluate and / or determine the Directors' continuing education programmes to aid the Directors in the discharge of their duties.

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

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

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

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

<b>FYE 2020 (Actual)</b>	<b>Fees (RM)</b>	<b>Salary (RM)</b>	<b>Bonus (RM)</b>	<b>Allowances (RM)</b>	<b>Statutory contributions (EPF, SOCSO and EIS) (RM)</b>	<b>Benefits in- kind (RM)</b>	<b>Total (RM)</b>
<b><u>Executive Directors:</u></b>							
Keoh Beng Huat	-	492,000	-	-	61,487	-	553,487
Chang Chee Jia <sup>(a)</sup>	-	-	-	-	-	-	-
<b><u>Independent Directors:</u></b>							
Dato' Hamzah Bin Mohd Salleh <sup>(b)</sup>	-	-	-	-	-	-	-
Dato' Cheok Lay Leng <sup>(b)</sup>	-	-	-	-	-	-	-
Chan Foong Ping <sup>(b)</sup>	-	-	-	-	-	-	-
Yeoh Su Hui <sup>(b)</sup>	-	-	-	-	-	-	-

Notes:

- (a) Joined our Group in February 2021.
- (b) Appointed on 16 August 2021.

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

FYE 2021 (Proposed)	Fees (RM)	Salary (RM)	Bonus (RM)	Allowances (RM)	Statutory contributions (EPF, SOCSO and EIS) (RM)	Benefits in- kind (RM)	Total (RM)
<b><u>Executive Directors:</u></b>							
Keoh Beng Huat	-	1,080,000	(a)-	-	130,523	-	1,210,523
Chang Chee Jia	-	275,000	(a)-	22,000	36,486	-	333,486
<b><u>Independent Directors:</u></b>							
Dato' Hamzah Bin Mohd Salleh	(b)22,500	-	-	-	-	-	22,500
Dato' Cheok Lay Leng	(b)18,000	-	-	-	-	-	18,000
Chan Foong Ping	(b)18,000	-	-	-	-	-	18,000
Yeoh Su Hui	(b)18,000	-	-	-	-	-	18,000

Notes:

- (a) Final bonuses will be determined later based on the individual's performance as well as our Group's performance at the time of assessment.
- (b) The fees are pro-rated from 16 August 2021, being the date of their appointment to our Board.

The remuneration, which includes our Directors' salaries, bonuses, fees 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 PROMOTER, SUBSTANTIAL SHAREHOLDER, DIRECTORS AND KEY SENIOR MANAGEMENT *(Cont'd)*

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

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

Key Senior Management	Remuneration band	
	FYE 2020	<sup>(a)</sup> Proposed for the FYE 2021
	(RM'000)	(RM'000)
Thiang Koe Tat <sup>(b)</sup>	Nil to 50	250 to 300
Hong Lai Guan <sup>(c)</sup>	-	100 to 150
Ooi Chong Soon <sup>(c)</sup>	-	100 to 150
Foo Yee Chung	100 to 150	100 to 150

Notes:

- (a) Bonuses, if any, will be determined later based on the individual's performance as well as our Group's performance at the time of assessment.
- (b) Joined our Group in December 2020.
- (c) The remuneration are pro-rated from 3 August 2021, being the date of signing of the conditional share sale agreement for the Acquisition of EEASB.

### 5.5 DECLARATIONS BY EACH PROMOTER, DIRECTOR AND KEY SENIOR MANAGEMENT

Save as disclosed below, none of our Promoter, Directors and Key Senior Management is or was involved in any of the following events, whether within or outside Malaysia:

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

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

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- (h) any unsatisfied judgment against him.

Our Managing Director, Keoh Beng Huat, is a director of Stamp Ford Engineering Sdn Bhd (“SFE”). SFE was served with a winding-up order by the High Court of Malaya on 13 May 2013 pursuant to legal action by a creditor. Subsequent to the appointment of a liquidator, SFE has since been undergoing liquidation. We are confident that this does not affect Keoh Beng Huat’s ability to discharge his duties and we believe that he is competent of executing his obligations and responsibilities as our Managing Director.

**5.6 FAMILY RELATIONSHIPS AND ASSOCIATIONS**

There are no family relationships or associations between our substantial shareholder, Promoter, Directors and Key Senior Management.

**5.7 SERVICE AGREEMENTS**

As at the LPD, save for the service contracts of Chang Chee Jia as our Chief Executive Officer and Thiang Koe Tat as our Chief Financial Officer as disclosed below, none of our Directors and / or Key Senior Management have any existing or proposed service agreement with our Group.

- (a) The salient terms of the service contract of Chang Chee Jia as our Chief Executive Officer are as follows:
- (i) The duration of the service contract shall commence on 1 February 2021 and shall terminate on 31 January 2024 (“**Chief Executive Officer Service Period**”). The service contract of the Chief Executive Officer shall be extended for successive one-year periods or such other contract duration mutually agreed, unless either party serves notice to the other party of its intention not to extend the Chief Executive Officer Service Period; and
  - (ii) The service contract may be terminated by either party giving to their 6 months’ notice in writing or 6 months’ salary in lieu of such notice.
- (b) The salient terms of the service contract of Thiang Koe Tat as our Chief Financial Officer are as follows:
- (i) The duration of the service contract shall commence on 1 December 2020 and shall terminate on 30 November 2023 (“**Chief Financial Officer Service Period**”). The service contract of the Chief Financial Officer shall be extended for successive one-year periods or such other contract duration mutually agreed, unless either party serves notice to the other party of its intention not to extend the Chief Financial Officer Service Period; and
  - (ii) The service contract may be terminated by either party giving to their 6 months’ notice in writing or 6 months’ salary in lieu of such notice.

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

**5.8 MANAGEMENT REPORTING STRUCTURE**

The management reporting structure of our Group is as follows:

