

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

### 5.1 PROMOTERS AND SUBSTANTIAL SHAREHOLDERS

#### 5.1.1 Shareholdings of Promoters and Substantial Shareholders

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

	Nationality / Country of Incorporation	<sup>(1)</sup> Before our IPO / After the Acquisitions				<sup>(2)</sup> After our IPO			
		Direct		Indirect		Direct		Indirect	
		No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
<b>Promoters and substantial shareholders</b>									
Siang Hai Yong	Malaysian	11,994,000	7.49	<sup>(3)(4)</sup> 16,549,000	10.34	<sup>(7)</sup> 12,294,000	5.85	<sup>(3)(4)</sup> 16,549,000	7.88
Kee Wan Chum	Malaysian	-	-	<sup>(3)</sup> 13,884,000	8.67	<sup>(7)</sup> 200,000	0.10	<sup>(3)</sup> 13,884,000	6.61
<b>Promoter</b>									
Kan Swee Koh	Malaysian	-	-	-	-	<sup>(7)</sup> 200,000	0.10	-	-
<b>Substantial shareholders</b>									
Treasure Gain	Malaysia	51,840,300	32.38	-	-	51,840,300	24.67	-	-
Untung Besar	Malaysia	34,649,000	21.64	-	-	34,649,000	16.49	-	-
Sierra Mode	Malaysia	13,884,000	8.67	-	-	13,884,000	6.61	-	-
Dato' Sri Chia Hooi Huak	Malaysian	13,642,000	8.52	-	-	<sup>(7)</sup> 13,692,000	6.51	-	-
Law Chee Kheong	Malaysian	9,524,700	5.95	<sup>(3)</sup> 13,884,000	8.67	<sup>(7)</sup> 9,574,700	4.55	<sup>(3)</sup> 13,884,000	6.61
Heah Theare Haw	Malaysian	8,526,000	5.33	-	-	8,526,000	4.06	-	-
Darmanto	Indonesian	-	-	<sup>(5)</sup> 51,840,300	32.38	-	-	<sup>(5)</sup> 51,840,300	24.67
Lee Siok Ming	Malaysian	-	-	<sup>(6)</sup> 34,649,000	21.64	-	-	<sup>(6)</sup> 34,649,000	16.49
Tan Eng Aun	Malaysian	-	-	<sup>(6)</sup> 34,649,000	21.64	-	-	<sup>(6)</sup> 34,649,000	16.49

#### Notes:-

- (1) Based on our issued share capital of 160,096,000 Shares before our IPO but after the Acquisitions.
- (2) Based on our enlarged issued share capital of 210,146,000 Shares after our IPO.
- (3) Deemed interested by virtue of his/her shareholdings in Sierra Mode pursuant to Section 8 of the Act.
- (4) Deemed interested by virtue of the shareholding of his spouse, Chia Siew Lee in our Company.

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

- (5) Deemed interested by virtue of his shareholdings in Treasure Gain pursuant to Section 8 of the Act.
- (6) Deemed interested by virtue of his shareholdings in Untung Besar pursuant to Section 8 of the Act.
- (7) Based on the assumption that all our IPO Shares allocated to the Eligible Parties under the Pink Form Allocation are fully subscribed.

Our Promoters and substantial shareholders do not have different voting rights from the other shareholders of our Company and there is no arrangement with any third parties which may result in a change in control of our Company.

Save as disclosed above, we are not aware of any other person who can, directly or indirectly, jointly or severally, exercise control over our Company.

**5.1.2 Changes in Promoters' and Substantial Shareholders' Shareholdings**

Save as disclosed below, the changes in the shareholdings of our Promoters and substantial shareholders in our Company since the LPD are as follows:-

	As at the LPD				<sup>(2)</sup> Before our IPO / After the Acquisitions				<sup>(3)</sup> 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>Promoters and substantial shareholders</b>												
Siang Hai Yong	-	-	-	-	11,994,000	7.49	<sup>(4)(5)</sup> 16,549,000	10.34	<sup>(8)</sup> 12,294,000	5.85	<sup>(4)(5)</sup> 16,549,000	7.88
Kee Wan Chum	-	-	-	-	-	-	<sup>(4)</sup> 13,884,000	8.67	<sup>(8)</sup> 200,000	0.10	<sup>(4)</sup> 13,884,000	6.61
<b>Promoter</b>												
Kan Swee Koh	-	-	-	-	-	-	-	-	<sup>(8)</sup> 200,000	0.10	-	-
<b>Substantial shareholders</b>												
Lim Laang Feng <sup>(1)</sup>	1	100.00	-	-	-	-	-	-	-	-	-	-
Treasure Gain	-	-	-	-	51,840,300	32.38	-	-	51,840,300	24.67	-	-
Untung Besar	-	-	-	-	34,649,000	21.64	-	-	34,649,000	16.49	-	-
Sierra Mode	-	-	-	-	13,884,000	8.67	-	-	13,884,000	6.61	-	-
Dato' Sri Chia Hooi Huak	-	-	-	-	13,642,000	8.52	-	-	<sup>(8)</sup> 13,692,000	6.51	-	-
Law Chee Kheong	-	-	-	-	9,524,700	5.95	<sup>(4)</sup> 13,884,000	8.67	<sup>(8)</sup> 9,574,700	4.55	<sup>(4)</sup> 13,884,000	6.61
Heah Theare Haw	-	-	-	-	8,526,000	5.33	-	-	8,526,000	4.06	-	-
Darmanto	-	-	-	-	-	-	<sup>(6)</sup> 51,840,300	32.28	-	-	<sup>(6)</sup> 51,840,300	24.67
Lee Siok Ming	-	-	-	-	-	-	<sup>(7)</sup> 34,649,000	21.64	-	-	<sup>(7)</sup> 34,649,000	16.49
Tan Eng Aun	-	-	-	-	-	-	<sup>(7)</sup> 34,649,000	21.64	-	-	<sup>(7)</sup> 34,649,000	16.49

---

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

---

**Notes:-**

- (1) As at the date of incorporation, the sole shareholder of the Company is Law Chee Kheong. Subsequently on 23 May 2023, the subscriber share was transferred to Lim Laang Feng.
- (2) Based on our issued share capital of 160,096,000 Shares before our IPO but after the Acquisitions.
- (3) Based on our enlarged issued share capital of 210,146,000 Shares after our IPO.
- (4) Deemed interested by virtue of his/her shareholdings in Sierra Mode pursuant to Section 8 of the Act.
- (5) Deemed interested by virtue of the shareholding of his spouse, Chia Siew Lee in our Company.
- (6) Deemed interested by virtue of his shareholdings in Treasure Gain pursuant to Section 8 of the Act.
- (7) Deemed interested by virtue of his shareholdings in Untung Besar pursuant to Section 8 of the Act.
- (8) Based on the assumption that all our IPO Shares allocated to the Eligible Parties under Pink Form Allocation are fully subscribed.

[The rest of this page has been intentionally left blank]

---

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

---

**5.1.3 Profiles of our Promoters and Substantial Shareholders**

The profiles of our Promoters and substantial shareholders are as follows:-

**(i) Siang Hai Yong**

Siang Hai Yong, a Malaysian, age 61, is our Executive Director, Promoter and substantial shareholder. He was appointed to our Board on 10 August 2023. He is responsible for overseeing our Group's strategic planning, development and overall business operations.

He completed his primary school education from Sekolah Jenis Kebangsaan (Cina) Hai Ping in 1975. In order to support his family, he started fishing and selling seafood products in Kampung Sungai Burung on a small-time basis in 1976. He later assisted to operate a fishing vessel and in 1981, he moved to Kuantan and continued fishing and selling seafood products on a small-time basis.

With the experience and expertise gained in the fishing industry, he co-founded Yin Li Fishery, with Chia Siew Lee in August 1995. At the time, Yin Li Fishery was principally involved in the wholesale of fish and seafood products in Pasar Besar Selayang. In March 2012, he handed over the business operations of Yin Li Fishery to his son, Siang Chun Sai, in order to focus on OFS Products.

Siang Hai Yong was appointed as a director of OFS Products in 2002 and was in charge of supply chain management given his experience in the fishing industry. With his understanding of the fishery industry and experience in supply chain management, he saw a need to ensure consistent supply and quality of seafood supplies to fulfil customers' orders throughout the years. He thus co-founded OF Trading in May 2009 with Kee Yow Lee, to focus on widening OFS Products' network of suppliers and inspecting seafood supplies to ensure its quality. In June 2013, Siang Hai Yong took over the role to oversee OFS Products' strategic direction and business development. Since then, Siang Hai Yong has been key to OFS Products' growth of the frozen seafood processing business over the years. He later set up East Ocean in March 2017 with Chew Meng Chung, to focus on ensuring the quality of local seafood supplies sourced from suppliers based in Sabah.

He does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company.

As at the LPD, he is also the director and/or shareholder of several private limited companies as disclosed in Section 5.2.3 (i) of this Prospectus.

**(ii) Kee Wan Chum**

Kee Wan Chum, a Malaysian, age 38, is our Promoter and Executive Director / Head of Operations. She was appointed to our Board on 1 October 2023.

She is responsible for our Group's daily business operating activities and managing our employees to ensure smooth operations of our business. In addition, she is also responsible to identify new business opportunities, handle procurement of supplies and drive our Group's sales as well as to develop new systems and procedures to improve operational efficiency for our Group.

---

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

---

She graduated from University Putra Malaysia with a Bachelor of Engineering in Process and Food in June 2009.

She joined Lianli Huat as QC personnel in June 2009, where she was responsible for ensuring the company's compliance to various QC certificates and regulations, particularly HACCP certificate and HALAL standards as well as managing the construction of the company's business premises. In January 2011, she was transferred and redesignated to Marketing Executive of OFS Products, where she assisted in the sales and marketing as well as logistics and shipping of seafood products. She was subsequently promoted in May 2013 to Senior Marketing Executive cum QC Coordinator, where in addition to her existing responsibilities, she also assisted in ensuring the company's compliance to various QC certifications and regulations.

In March 2014, she was promoted to Marketing Manager, where she was responsible for maintaining customer relationships as well as developing new marketing strategies to help achieve the sales target of the company. In June 2015, she was redesignated to QC Manager, where she was in charge of ensuring compliance and maintenance of the certifications held by the company as well as leading the QA/QC team in ensuring that the quality and safety standards of the seafood products are met. In August 2016, she was redesignated to QC cum Purchasing Manager. In addition to her existing responsibilities, she was also in charge of overseeing the company's procurement and sourcing activities related to raw materials as well as overseeing the activities of the sales team. In March 2017, she was promoted to Assistant General Manager of Marketing, where she was responsible for monitoring the cost of raw materials, driving sales growth, obtaining new suppliers and customers as well as leading the QA/QC team to ensure the company's certifications are maintained and regulations are complied with.

In January 2021, she was promoted to General Manager, where she was in charge of the daily business operating activities of the company, including managing operational costs, performance and capacity-related activities; analysing data based on sales and demand for procurement purposes; identifying new business opportunities and driving sales as well as developing new systems and procedures to improve operational efficiency for the company.

In December 2021, she was appointed as director of OFS Products. Subsequently on 1 October 2023, she was appointed as Executive Director / Head of Operations of our Group. She does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company. As at the LPD, she is also a director and shareholder of Sierra Mode, a Specified Shareholder, the profile of which is disclosed in Section 5.1.3 (vi) of this Prospectus. The details of her past directorship outside our Group as at the LPD are disclosed in Section 5.2.3(iv) of this Prospectus.

The profile of our other Promoter is as follows:-

**(iii) Kan Swee Koh**

Kan Swee Koh, a Malaysian, age 47, is our Promoter and General Manager for Administration & Human Resources. She is responsible in our Group's overall human resources and administrative functions.

She completed her LCCI Group Diploma Studies covering Accounting, Cost Accounting, Management Accounting and Business Statistics from Saga Institute in June 1996.

---

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

---

She began her career in April 1996 with Messrs S.P. Kong & Co as Office Administration and Accounts Clerk, where she was involved in assisting audit, taxation and accounting related activities as well as managing administrative and data processing related matters. In August 1997, she resigned from Messrs S.P. Kong & Co and joined Nagakota Marble Works Sdn Bhd in September 1997 as Account Clerk, where she was involved in the preparation of accounts, payroll and administrative matters of the company. In October 1998, she resigned from Nagakota Marble Works Sdn Bhd and joined Hon Soon Motor as Account Clerk in November 1998. She left Hon Soon Motor in the subsequent month and took a break from her career. In February 1999, she resumed her career and joined Messrs SPAN & Co as Audit Assistant, where she was involved in assisting in the field of audit, financial reporting and tax compliance. In July 2002, she left Messrs SPAN & Co.

In August 2002, she joined OFS Products as Account Executive, where she was responsible for handling the company's daily finance and administrative functions. In January 2008, she was promoted to Finance Manager and in February 2011, she was subsequently promoted to Assistant General Manager of OFS Products. In September 2023, she was promoted to her present position as General Manager for Administration & Human Resources of the company. For clarity, prior to the joining of Chong Der Woei as our Group's Accountant, she is fully responsible for the finance and accounting functions of our Group.

She does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company. As at the LPD, she is also a director of Sierra Mode, a Specified Shareholder, the profile of which is disclosed in Section 5.1.3 (iv) of this Prospectus. The details of her past directorship outside our Group as at the LPD are disclosed in Section 5.5.4 (ii) of this Prospectus.

The profile of our substantial shareholders are as follows:-

**(iv) Treasure Gain**

Treasure Gain is our substantial shareholder.

Treasure Gain was incorporated on 4 October 2007 under the Act as a private limited company. Treasure Gain is principally an investment holding company. As at the LPD, the issued share capital of Treasure Gain is RM1,180,000 comprising 1,180,000 ordinary shares. As at the LPD, the sole shareholder of Treasure Gain is Darmanto whilst the director of Treasure Gain is Dato' Sri Chia Hooi Huak.

As at the LPD, Treasure Gain does not have any subsidiary and/or associated company, other than the 32.38% equity interest held in OFS Products. Save for Teo Chee Han, who is the Executive Director of our Company, being the son of Darmanto and son-in-law of Dato' Sri Chia Hooi Huak, none of the director and shareholder of Treasure Gain has any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company.

**(v) Untung Besar**

Untung Besar is our substantial shareholder.

Untung Besar was incorporated on 5 November 2007 under the Act as a private limited company. Untung Besar is principally an investment holding company. As at the LPD, the issued share capital of Untung Besar is RM6,170,000 comprising 6,170,000 ordinary shares. As at the LPD, the shareholders and directors of Untung Besar are as follows:-

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

Name	Nature of involvement	Direct		Indirect	
		No. of ordinary shares	%	No. of ordinary shares	%
Tan Eng Aun	Shareholder	2,685,000	43.52	-	-
Lee Siok Ming	Shareholder and director	3,485,000	56.48	-	-
Siang Hai Yong	Director	-	-	-	-

As at the LPD, Untung Besar does not have any subsidiary and/or associated company, other than the 21.64% equity interest held in OFS Products. As at the LPD, none of the director and shareholders of Untung Besar has any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company.

**(vi) Sierra Mode**

Sierra Mode is our substantial shareholder.

Sierra Mode was incorporated on 23 December 2021 under the Act as a private limited company. Sierra Mode is principally involved in the provision of business management consultancy services, other business support services activities and activities of head offices. For clarity, as at the LPD, Sierra Mode is dormant and is only holding OFB Shares. As at the LPD, the issued share capital of Sierra Mode is RM100 comprising 100 ordinary shares. As at the LPD, the shareholders and directors of Sierra Mode are as follows:-

Name	Nature of involvement	Direct		Indirect	
		No. of ordinary shares	%	No. of ordinary shares	%
Kee Wan Chum	Shareholder and director	30	30.00	-	-
Siang Hai Yong	Shareholder and director	20	20.00	-	-
Kan Swee Koh	Shareholder and director	10	10.00	-	-
Law Chee Kheong	Shareholder	20	20.00	-	-
Lain Wui Hiung	Shareholder	10	10.00	-	-
Teo Chee Han	Shareholder	10	10.00	-	-

As at the LPD, Sierra Mode does not have any subsidiary and/or associated company, other than the 8.67% equity interest held in OFS Products. Save for Teo Chee Han, who is our Executive Director, being the son of Darmanto and son-in-law of Dato' Sri Chia Hooi Huak, none of the director and shareholders of Sierra Mode has any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company.

**(vii) Dato' Sri Chia Hooi Huak**

Dato' Sri Chia Hooi Huak, a Malaysian, age 45, is our Non-Independent Non-Executive Director and substantial shareholder. He was appointed to our Board on 1 October 2023.

He completed his primary school education from Sekolah Jenis Kebangsaan (Cina) Phooi Tee in 1990. He then attended secondary education at Sekolah Menengah Kebangsaan Ungku Aziz in Sabak Bernam until 1994.

---

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

---

Upon completing his education, he began helping out at Soon Guang Enterprise, a family business which was principally involved in the seafood trading business to wholesalers at Pasar Borong Selayang. Upon gaining experience in the trading business at Pasar Borong Selayang, he moved to Kuala Pilah in 1996 to assist with another family business, which was principally involved in the retail of seafood. Within the same year, he moved back to Sungai Besar to continue his career with Soon Guang Enterprise. During his tenure there, he also founded Soon Huak Trading, a sole proprietorship, in October 1999 when he saw the opportunity to venture into the distribution business of alcoholic beverages and soft drinks in Sungai Besar.

With his involvement in Soon Guang Enterprise, the business expanded and began to import seafood products from Indonesia for onward sale to local wholesalers. The business also involved minor processing activities such as organisation of seafood products by type, followed by weighing, chilling and packaging activities. In 2007, he left Soon Guang Enterprise to focus on various investment activities, where he has held directorships of companies involved in a variety of businesses, such as trading of seafood products, investment holding, trading of bird nest products, processing of seafood products and trading of furniture.

Between 2007 and 2012, he was appointed as director of Lianli Huat in October 2007, Treasure Gain in November 2007, director of Rich Prolific Sdn Bhd in June 2008, director of OFS Products in February 2009 and Annex Venture Sdn Bhd in July 2012.

In March 2013, he joined Huan Jia Sdn Bhd, a company focused on the provision of entertainment services, as Chief Executive Officer, where he was responsible for the strategic direction and growth of the business. In July 2019, he left Huan Jia Sdn Bhd. In August 2019, he concurrently joined both Annex Design Sdn Bhd and Annex Sofa Sdn Bhd as Regional Manager, where he was involved in overseeing and managing the business operations of both companies. In July 2022, he subsequently joined Majestic BB Club Sdn Bhd, a company focused on the provision of entertainment services, as Chief Executive Officer, where he is also responsible for the strategic direction and growth of the business. In August 2023, he resigned from Annex Sofa Sdn Bhd.

In 2007, Dato' Sri Chia Hooi Huak, together with Law Chee Kheong, invested in OFS Products through Treasure Gain which owns 40.0% equity interests in OFS Products.

He does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company, save for his son-in-law, Teo Chee Han.

As at the LPD, he is also the director and/or shareholder of several private limited companies as disclosed in Section 5.2.3 (iii) of this Prospectus.

**(viii) Law Chee Kheong**

Law Chee Kheong, a Malaysian, age 62, is our Non-Independent Non-Executive Chairman and substantial shareholder. He was appointed to our Board on 22 May 2023.

He graduated with a Bachelor of Science in Engineering from King's College, United Kingdom in August 1983. In January 1988, he completed his Master of Business Administration (MBA) from Columbia University, United States of America.



---

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


---

Upon obtaining his bachelor's degree, Law Chee Kheong began his career as Development Executive with Bandar Raya Developments Berhad (currently known as BRDB Developments Sdn Bhd) in October 1983, where he was involved in assisting the development of the company's projects. In August 1986, he left Bandar Raya Developments Berhad to pursue his Master of Business Administration degree. Upon obtaining his Master's degree, he joined IGB Corporation Berhad as Manager, Corporate Affairs, in February 1988, where he was responsible for overseeing matters relating to corporate finance. In August 1990, he resigned from IGB Corporation Berhad and joined M&A Capital Corporation Sdn Bhd as Director in September 1990. During his tenure there, he was responsible for seeking investment opportunities within Malaysia. In September 1991, he resigned from M&A Capital Corporation Sdn Bhd. In October 1991, he joined Inter-Pacific Securities Sdn Bhd as General Manager, where he was in charge of institutional dealings of the company. In October 1993, he left Inter-Pacific Securities Sdn Bhd and took a short career break.

In January 1994, he joined Jupiter Securities Sdn Bhd as remisier where he was involved in trading of share transactions for retail clients. He subsequently resigned from Jupiter Securities Sdn Bhd and joined Kestrel Securities Sdn Bhd (currently known as Avenue Kestrel Sdn Bhd) as Chief Executive Officer in April 1996, where he was in charge of overseeing the overall business operations of the company. In September 2002, Kestrel Securities Sdn Bhd (currently known as Avenue Kestrel Sdn Bhd) was acquired by Avenue Securities Sdn Bhd (currently known as ECM Libra Avenue Bhd) and he was redesignated to Head of Branch, where he was in charge of the Muar branch. In October 2003, he was redesignated to oversee the business development division, where he was responsible for sourcing of new clients. In March 2005, he was redesignated to the position of dealer, where he was involved in institutional business of the company. In October 2005, he resigned from Avenue Securities Sdn Bhd and subsequently retired from his career.

In 2007, Law Chee Kheong, together with Dato' Sri Chia Hooi Huak, invested in OFS Products through Treasure Gain which owns 40.0% equity interests in OFS Products.

In October 2007, he was appointed as director of OFS Products. Subsequently on 1 October 2023, he was appointed as the Non-Independent Non-Executive Chairman of our Company. He does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company.

As at the LPD, he is also the director and/or shareholder of several private limited companies as disclosed in Section 5.2.3 (ii) of this Prospectus.

(ix) **Heah Theare Haw**

Heah Theare Haw, a Malaysian, age 75, is our substantial shareholder.

He received his secondary education in Han Chiang High School from 1960 to 1965.

In 1967, he began working at Beh Kwang Chee Medical Factory, which was involved in retailing of herbal drinks. At the time, he worked as a salesman, where he was responsible for selling herbal drinks. In 1970, he moved to Singapore and joined Thong Soon Pte Ltd, an import and export company, as sales personnel, where he was involved in handling the sales of the company. In 1974, he returned to Malaysia and joined Tai Tong Hang (M) Sdn Bhd, a company involved in the import and export of food products, as director. During his tenure there, he was in charge of overseeing the daily business operations and appointing distributors for the company. In 1976, he subsequently joined Etton (M) Sdn Bhd, a company involved in the import and distribution of cigarettes, as director, where he is currently in charge of overseeing the daily business operations and appointing distributors for the company.

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

Heah Theare Haw has set up and grown various businesses over the years. In June 1988, he founded Golden Globe Cigarette Manufacturing Sdn Bhd, a company involved in the manufacturing of cigarettes. In March 1999, he co-founded 3Tak Holdings Sdn Bhd, a property investment holding company, together with Heah Kai Tak. He subsequently founded Papyrus Resources Sdn Bhd, a company involved in the trading of paper and paper products in July 2011. In November 2017, he founded Agro Intan Sdn Bhd, a company involved in the growing of durians, and Intan Spring Sdn Bhd, a company involved in the growing of oil palm.

In 2008, Heah Theare Haw invested in OFS Products through Treasure Gain which owns 40.0% equity interests in OFS Products. Thereafter, through the distributions by Treasure Gain of part of its equity interests in OFS Products to its shareholders in January 2022 (as further elaborated in Section 6.1.1 of this Prospectus), Heah Theare Haw received his portion of 5.33% equity interest or 8,526,000 ordinary shares of OFS Products. As at the LPD, he is also a shareholder and director of various companies including Homestar Manufacturing Sdn Bhd, Solidfeed (M) Sdn Bhd, Far East Medical Sdn Bhd, Greenpart Sdn Bhd, Transmode Centre Sdn Bhd, Penang Han Chiang Associated Chinese Schools Association, Poly Apex Sdn Bhd, HJU International College Sdn Bhd, and Han Chaing Learning Sdn Bhd.

He does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company.

**(x) Darmanto**

Darmanto, an Indonesian, age 67, is our substantial shareholder by virtue of his shareholdings in Treasure Gain. As at the LPD, he is the sole shareholder of Treasure Gain, the details of which are as shown in Section 5.1.3(iv) of this Prospectus.

Darmanto spent his early life in Indonesia. In order to assist his family financially, he began working part-time at an early age and did not receive any education.

Darmanto built his experience as an entrepreneur, particularly in the real estate by investing in various properties in Malaysia and logistic industries in Singapore, and invested in several businesses over the years. Currently, he is a director of Indah Harum Sdn Bhd, a company involved in real estate properties since December 1994 and Bukit Wawasan Development Sdn Bhd, a company involved in property development since October 2002. He is also a director of Ohana Investment Holding Pte Ltd, a company which principally involved in letting of self-owned or leased real estate property in Singapore, since October 2010. He is also currently a director of Majestic Fast Ferry Pte Ltd, a company which operates passenger ferry services and travel agencies and tour operators, since December 2016.

In May 2008, he invested in Treasure Gain and became a substantial shareholder of our Group. He does not hold any directorship or executive position in our Group. Save for the above, he does not hold any other directorships or shareholdings in other companies.

Save for Dato' Sri Chia Hooi Huak and Teo Chee Han, he does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company.

**(xi) Lee Siok Ming**

Lee Siok Ming, a Malaysian, age 45, is our substantial shareholder by virtue of her shareholdings in Untung Besar. As at the LPD, she holds 43.51% direct equity interest in Untung Besar, the details of which are as shown in Section 5.1.3(v) of this Prospectus.

---

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

---

She received her secondary education in Penang Chinese Girls' High School from 1990 to 1993. In 1993, she halted her education to assist her family business in Penang, which was involved in trading of building materials. In 2002, she co-founded SML Resources Sdn Bhd, a company involved in the trading of building materials, and assumed the position of Director, where she was involved in overseeing the daily business operations and handling paperwork. She then continued to invest in various companies in Penang, relating to construction and project development, as a passive investor.

In February 2006, she co-founded Hong She Sdn Bhd, which was involved in the provision of money lending services. She subsequently set up United Sands Sdn Bhd, a company involved in trading of building materials, together with Tan Eng Aun in February 2013. In December 2014, she co-founded Fixel Sdn Bhd, a company involved in the distribution and sale of beauty skincare products, with Tan Eng Aun.

She is currently holding directorships in two (2) companies involved in property development, namely Leva Land Sdn Bhd and Canivest Corporation Sdn Bhd. She is also a shareholder of PS Total Solution Sdn Bhd, Urban Paradigm Sdn Bhd and Ladang Oasis Sdn Bhd. She is a shareholder and director of Bleu Property Sdn Bhd, Prima Mutiara Properties Sdn Bhd and Mingshe Sdn Bhd.

She does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company.

**(xii) Tan Eng Aun**

Tan Eng Aun, a Malaysian, age 57, is our substantial shareholder by virtue of his shareholdings in Untung Besar. As at the LPD, he holds 56.49% direct equity interest in Untung Besar, the details of which are as shown in Section 5.1.3(v) of this Prospectus.

He received his primary education in SJK(C) Han Chiang from 1973 to 1979. Since 1981, he began working at his family business in Penang, which was involved in the trading of steel. At the time, he was responsible for overseeing and managing the business operations. In 1996, he left the family business and subsequently moved to Kuala Lumpur, where he is currently a passive investor for various companies.

In February 2013, he co-founded United Sands Sdn Bhd, a company involved in trading of building materials, with Lee Siok Ming. In December 2014, he incorporated Fixel Sdn Bhd, a company involved in the distribution and sale of beauty skincare products, together with Lee Siok Ming.

He is currently a shareholder and director Tropicap Development Sdn Bhd and Prima Mutiara Properties Sdn Bhd.

He does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company.

**5.1.4 Promoters' and/or Substantial Shareholders' Remuneration and Benefits**

Save for the aggregate remuneration and benefits paid and proposed to be paid to certain Promoters and/or substantial shareholders for services rendered to our Group in all capacities for the FYE 2022 and FYE 2023 as set out in Sections 5.2.4 and 5.5.3 of this Prospectus, there are no other amount or benefits that have been paid or intended to be paid to our other Promoters and/or substantial shareholders within the two (2) years preceding the date of this Prospectus.

**5. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)****5.2 DIRECTORS****5.2.1 Shareholdings of Directors**

The details of our Directors and their respective shareholdings in our Company before and after our IPO are as follows:-

Directors	Designation	<sup>(1)</sup> Before our IPO / After the Acquisitions				<sup>(2)</sup> After our IPO			
		Direct		Indirect		Direct		Indirect	
		No. of Shares	%	No. of Shares	%	<sup>(3)</sup> No. of Shares	%	No. of Shares	%
Law Chee Kheong	Non-Independent Non-Executive Chairman	9,524,700	5.95	<sup>(4)</sup> 13,884,000	8.67	9,574,700	4.55	<sup>(4)</sup> 13,884,000	6.61
Siang Hai Yong	Executive Director	11,994,000	7.49	<sup>(4)(5)</sup> 16,549,000	10.34	12,294,000	5.85	<sup>(4)(5)</sup> 16,549,000	7.88
Teo Chee Han	Executive Director	-	-	-	-	200,000	0.10	-	-
Kee Wan Chum	Executive Director	-	-	<sup>(4)</sup> 13,884,000	8.67	200,000	0.10	<sup>(4)</sup> 13,884,000	6.61
Dato' Sri Chia Hooi Huak	Non-Independent Non-Executive Director	13,642,000	8.52	-	-	13,692,000	6.51	-	-
Chan Kee Eng	Senior Independent Non-Executive Director	-	-	-	-	40,000	0.02	-	-
Syed Razif Al-Idid B. Syed Sidi Al-Idid	Independent Non-Executive Director	-	-	-	-	50,000	0.02	-	-
Ng Lai Hock	Independent Non-Executive Director	-	-	-	-	40,000	0.02	-	-
Yap Lee Teng	Independent Non-Executive Director	-	-	-	-	40,000	0.02	-	-
Go Sin Sin	Independent Non-Executive Director	-	-	-	-	40,000	0.02	-	-

**Notes:-**

- (1) Based on our issued share capital of 160,096,000 Shares before our IPO but after the Acquisitions.
- (2) Based on our enlarged issued share capital of 210,146,000 Shares after our IPO.
- (3) Based on the assumption that all our IPO Shares allocated to the Directors under the Pink Form Allocation are fully subscribed.
- (4) Deemed interested by virtue of her/his shareholdings in Sierra Mode pursuant to Section 8 of the Act.
- (5) Deemed interested by virtue of the shareholding of his spouse, Chia Siew Lee in our Company.

[The rest of this page has been intentionally left blank]

---

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


---

**5.2.2 Profiles of Directors**

The profiles of our Directors, Siang Hai Yong, Kee Wan Chum, Dato' Sri Chia Hooi Huak, and Law Chee Kheong have been disclosed in Section 5.1.3 of this Prospectus. The profiles of our other Directors are as follows:-

**(i) Teo Chee Han**

Teo Chee Han, a Singaporean, age 32, is the Executive Director of our Company. He was appointed to our Board on 1 October 2023. He is responsible for managing our Group's international business development activities and corporate affairs.

He completed his secondary education in Broadrick Secondary School, Singapore in December 2007.

Upon completing his studies in 2007, he moved to Australia to explore business opportunities until May 2013 and eventually co-founded LuxProperty.com Pty Ltd, an Australian company involved in the management of an online directory listings for real estate properties in Sydney, Australia. In June 2013. At the time, he was responsible for the company's business development activities. In May 2014, he stepped down from LuxProperty.com Pty Ltd, and returned to Singapore, where he subsequently joined Lucky Bloom Pte Ltd, a Singaporean company involved in coal trading. During his tenure there, he assumed the position of Vice President of Trading, where he was involved in building and maintaining relationships with coal suppliers and customers as well as identifying and procuring new suppliers and customers. In August 2017, he resigned from Lucky Bloom Pte Ltd. In September 2017, he joined Majestic Fast Ferry Pte Ltd, a Singaporean company involved in the provision of logistics services, as Marketing Director. During his tenure there, he was responsible for driving the marketing activities of the company. In December 2022, he resigned from Majestic Fast Ferry Pte Ltd and subsequently came to Malaysia.

In December 2021, he was appointed as director of OFS Products. Subsequently on 1 October 2023, he was appointed to his present position as Executive Director.

Teo Chee Han is the son of Darmanto, a substantial shareholder of our Company by virtue of his shareholdings in Treasure Gain. He is also the son-in-law of Dato' Sri Chia Hooi Huak, the Non-Independent Non-Executive Director and substantial shareholder of our Company.

As at the LPD, he is also the director and/or shareholder of several private limited companies as disclosed in Section 5.2.3 (v) of this Prospectus.

**(ii) Chan Kee Eng**

Chan Kee Eng, a Malaysian, age 66, is the Senior Independent Non-Executive Director of our Company. She was appointed to our Board on 18 March 2024.

She graduated with a Diploma in Management from Malaysian Institute of Management ("**Diploma**") in February 2001. She then graduated with a Bachelor of Business (Business Administration) from Royal Melbourne Institute of Technology, Australia ("**Degree**") in March 2002.

She began her career with Hong Leong Finance Berhad in August 1977, as Secretary to the Finance Manager. During her tenure there, she was involved in carrying out administrative and secretarial work in the finance department. In May 1984, she left Hong Leong Finance Berhad and joined MUI Finance Berhad as Confidential Secretary, where she was involved in carrying out administrative and secretarial work for the Assistant General Manager.

---

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

---

In September 1988, she was transferred to the loans department, where she assumed the position of Loans Officer, whereby she assisted in loan recovery as well as the drafting of loan proposals for the clients. In January 1998, under United Merchant Finance Berhad (which acquired MUI Finance berhad in June 1994), she was appointed as Branch Manager of the branch office in USJ, Subang Jaya, where she was in charge of overseeing the daily operational activities of the branch office as well as marketing loans and deposit services to prospective clients of the branch office.

In March 1999, she was transferred to the head office to head the Credit Supervision Unit, where she was in charge of leading the team in the recovery of corporate loans and syndicated loans. While working, she also furthered her studies and pursued her Diploma's course and Degree's course on a part-time basis during weekday evenings and weekends.

In November 2000, post the acquisition of United Merchant Finance Berhad by Southern Bank Berhad, she was transferred to the Merger Committee to work with consultants to streamline the loan processes as well as carry out system enhancements of the merged entity. Upon completion of the acquisition exercise in December 2002, she was transferred to manage the credit control support department, a centralised department that was involved in retail loans documentation, loans settlement and custodian of loan documents. In July 2008, post the acquisition of Southern Finance Berhad by CIMB Bank, she was redesignated to Assistant Vice President of various departments, including credit recovery, legal recovery, as well as loan documentation and administration, where she continued to lead the departments in various loan-related activities. Her last position with CIMB Bank was in January 2015, as Assistant Vice President of the credit collection, agency management and legal department, where she was responsible for liaising with solicitors regarding litigation cases for vehicles and property loans. She subsequently retired in November 2017.

She does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company. The details of her past directorship and shareholding outside our Group as at the LPD are disclosed in Section 5.2.3 (vi) of this Prospectus.

(iii) **Syed Razif Al-Idid B. Syed Sidi Al-Idid (“Syed Razif”)**

Syed Razif, a Malaysian, age 53, is our Independent Non-Executive Director. He was appointed to our Board on 1 October 2023.

He graduated with a Bachelor of Science in Economics with Statistics from the University of Bristol, United Kingdom in June 1993. He was admitted as an Associate of The Institute of Chartered Accountants in England and Wales in September 1997 and then to Fellow in July 2012. He was admitted as a Member of the Malaysian Institute of Accountants since April 1999.

Upon graduation, he trained with KPMG London, United Kingdom in August 1993 as Trainee Chartered Accountant and was subsequently promoted to Assistant Manager. During his tenure at KPMG London, he was involved in conducting audits on clients within the financial sector. In December 1997, he left KPMG London and returned to Malaysia.

In the same month, he joined Smith Zain Securities Sdn Bhd, which was then under Merrill Lynch International, as Industry Analyst, where he wrote buying and selling recommendations relating to the telecommunication, oil and gas, and technology sectors. In June 2000, he left Smith Zain Securities Sdn Bhd and moved to Singapore to join ING Barings Securities (Singapore) Pte Ltd as Regional Telecommunications Analyst in the Research Department in July 2000. During his tenure there, he was responsible for conducting research and analysis for the telecommunication sector and was involved in the initial public offering exercise for a major telecommunication company in Malaysia.

---

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


---

In September 2004, he resigned from ING Barings Securities (Singapore) Pte Ltd and joined UBS AG, Singapore Branch as director of the Equities Department, where he was involved in conducting research and analysis, developing forecast earnings and compiling research reports for clients as well as involved in the initial public offering exercise for a major telecommunication company in Singapore. In January 2007, he was redesignated to Client Advisor of UBS AG, Singapore Branch, where he was responsible for managing wealth portfolios and offshore banking services for ultra-high net worth clients. In April 2009, he resigned from UBS AG, Singapore Branch and joined Credit Suisse Group as Senior Private Banker in the same month and was responsible for managing the wealth portfolio and offshore banking services for clients. In September 2010, he resigned from Credit Suisse Group and joined Coutts & Co Ltd as director in the same month. During his tenure there, he was in charge of managing the banking team and their performances.

In April 2013, he resigned from Coutts & Co Ltd and returned to UBS AG, Singapore Branch as Client Advisor of the Wealth Management Division, where he was responsible for managing the assets and investments of clients. In October 2017, he left UBS AG, Singapore Branch and joined CIMB Bank Berhad in Singapore as Country Head in November 2017, where he was in charge of managing the company's private banking business in Singapore. In October 2022, he was redesignated to Head of Private Banking Sales, where he leads teams of private bankers covering the ASEAN market.

In July 2023, he resigned from CIMB Bank Berhad. In August 2023, he joined Bank of Singapore, a subsidiary of OCBC Bank, where he assumed his present position as Managing Director. Currently, he heads a team of private bankers covering the Malaysian market.

He does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company. The details of his past directorship and shareholding outside our Group as at the LPD are disclosed in Section 5.2.3 (vii) of this Prospectus.

(iv) **Ng Lai Hock**

Ng Lai Hock, a Malaysian, age 70, is our Independent Non-Executive Director. He was appointed to our Board on 1 October 2023.

He obtained a Certificate in Engineering (Electrical) from the Technicians Certification Authority, New Zealand in December 1976. He subsequently graduated with a Bachelor of Engineering (Electrical) from the University of Canterbury, New Zealand in May 1979. He was elected as a Member in Electrical Engineering with The Institution of Engineers Malaysia since January 1983. He is also a registered Professional Engineer (Electrical) under the Board of Engineers Malaysia since June 1983.

He began his professional career in New Zealand with New Zealand Transformer Ltd in May 1974 as Test Technician, where he conducted testing and quality control on power instruments and audio transformers.

In February 1975, he was promoted to Assistant Design Engineer, where he conducted testing and quality control on power instruments and audio transformers as well as carried out designing of instruments and transformers. In February 1977, he left New Zealand Transformer Ltd to pursue his bachelor's degree at the University of Canterbury. In November 1978, he resumed his professional career in New Zealand with Turnbull and Jones Ltd as Design and Development Engineer, where he was involved in designing and constructing power protection systems as well as designing and developing power equipment.

---

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


---

In May 1979, he resigned from Turnbull and Jones Ltd and returned to Malaysia. In June 1979, he joined Motorola (M) Sdn Bhd as Product and Test Engineer, where he was involved in trimming and testing of resistors and modules. In February 1980, he left Motorola (M) Sdn Bhd to join Kejuruteraan Maju Sekitar Sdn Bhd as Electrical Engineer in March 1980. During his tenure there, he was involved in conducting design and cost estimations as well as preparing, planning and evaluating electrical installations for projects.

In February 1981, he resigned from Kejuruteraan Maju Sekitar Sdn Bhd and joined Hashim and Neh Jurutera Perunding Sdn Bhd as Electrical Engineer in March 1981. During his tenure there, he oversaw the planning and cost estimations and tender applications for projects as well as managed project execution. Simultaneously in October 1984, he also worked in Perunding Budiman Sdn Bhd as Electrical Engineer, where he was responsible for the overall design, tender and contract management of projects. He left Perunding Budiman Sdn Bhd in May 1985.

In January 1986, he founded Enmac Sekutu, a sole proprietorship involved in the provision of mechanical and electrical engineering services. In August 1986, he resigned from Hashim and Neh Jurutera Perunding Sdn Bhd. In August 1996, he subsequently incorporated Enmac Sekutu Sdn Bhd, a company involved in the provision of building designing services and assumed his present position as Managing Director, where he is currently responsible for leading a team of engineers and overseeing the entire engineering projects from its inception to completion, including project tendering, project planning, engineering feasibility evaluations, cost predictions and financial simulations.

He does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company. The details of his directorship and shareholdings outside our Group as at the LPD are disclosed in Section 5.2.3(viii) of this Prospectus.

(v) **Yap Lee Teng**

Yap Lee Teng, a Malaysian, age 46, is our Independent Non-Executive Director. She was appointed to our Board on 1 October 2023.

She graduated with a Bachelor of Accountancy from Universiti Putra Malaysia in August 2001. She is a Chartered Accountant with the Malaysian Institute of Accountants since August 2004.

She began her career in accountancy with Lee Thong Wah & Co. as Audit Assistant in May 2001, where she was involved in conducting statutory audit to ensure company's compliance as well as assisting in taxation and company secretarial work. In January 2002, she resigned from Lee Thong Wah & Co. and subsequently joined RSM Robert Teo, Kuan & Co. as Audit Trainee in the same month, where she assisted in audit procedures. In May 2003, she was promoted to Audit Senior 2 and in February 2004, she was promoted again to Audit Senior 1. During her tenure there, she was responsible for supervising a team of auditors as well as conducting statutory audit for clients to ensure compliance with relevant rules and regulations.

In August 2004, she resigned from RSM Robert Teo, Kuan & Co. and joined BDO Binder (currently known as BDO Malaysia) as Audit Semi Senior II in the same month. At BDO Binder, she was responsible for ensuring various companies' statutory audit complied with the rules and regulations. In May 2005, she resigned from BDO Binder. In June 2005, she joined Horwath (currently known as Crowe Malaysia PLT) as Audit Senior Assistant, where she was responsible for conducting statutory audit for small-medium enterprises and public-listed companies to ensure compliance with relevant rules and regulations. In October 2005, she was promoted to Audit Senior, where she was in charge of leading the audit team as well as handling a portfolio of clients. In March 2006, she left Horwath to join e-pay (M) Sdn Bhd (a subsidiary of e-pay Asia Limited, which subsequently became a subsidiary of GHL System Berhad in 2014) as Assistant Manager – Finance in the same month,



---

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

---

where she was responsible for overseeing all financial and accounting related activities of the company.

In July 2014, she was appointed as Vice President – Group & Management Information Systems. In July 2015, she was subsequently redesignated to Vice President - Finance Malaysia, where she was in charge of all finance and accounting related functions of e-pay (M) Sdn Bhd, providing training to junior staff members as well as leading the finance division across Malaysia, Australia and Indonesia. In July 2016, she left e-pay (M) Sdn Bhd.

In September 2016, she joined Shieldcard Holdings Sdn Bhd as Head of Finance & Accounts. During her tenure there, she was in charge of the overall finance and accounting related functions of the company as well as involved in the implementation of disruptive processes in the members reward program in Malaysia and improvement of the operational efficiency of finance and business-related reports. In June 2020, she left Shieldcard Holding Sdn Bhd to join Paysys (M) Sdn Bhd (a subsidiary of GHL System Berhad) where she assumed her present position as Vice President - Finance. Currently, she is overseeing and leading the finance team as well as managing all finance and accounting related functions of the Paysys (M) Sdn Bhd group of companies within Malaysia.

She does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company. As at the LPD, she does not hold any directorships or shareholdings outside our Group.

(vi) **Go Sin Sin**

Go Sin Sin, a Malaysian, age 33, is the Independent Non-Executive Director of our Group. She was appointed to our Board on 18 March 2024.

She graduated with a degree in Bachelor of Psychology with Human Resource Development from Universiti Teknologi Malaysia in October 2015. She qualified with a Certificate in Investor Relations from the Investor Relations Society in January 2018.

She began her career with Esente Advisory Sdn Bhd in January 2015, as a Public Relations Intern, where she assisted in strategising, developing and implementing public and investor relations programmes for corporate clients. In June 2015, she completed her internship and was subsequently appointed as Associate, where she participated in planning and executing corporate communication programmes, as well as monitoring and analysing the effectiveness of programmes within investment communities including research analysts, fund managers, shareholders, investors, and financial media. In January 2017, she was promoted to Senior Executive, where she managed the deliverables of public and investor relations activities for clients, established and maintained engagements with investment communities, as well as mentored junior team members. In January 2021, she was promoted to Manager of Investor Relations. While continuing her existing responsibilities, she shifted her focus to driving investor relations initiatives for clients, as well as retaining and securing clients for Esente. In August 2022, she resigned from Esente Advisory Sdn Bhd.

In September 2022, she joined Hanaura Partners Sdn Bhd, assuming her present role as Manager and was subsequently promoted to Senior Manager in February 2024, where she is involved in providing corporate and business consultancy services to clients with a focus on business and management advisory.

She does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders of our Company. The details of her past directorship and shareholding outside our Group as at the LPD are disclosed in Section 5.2.3 (ix) of this Prospectus.

**5. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)****5.2.3 Involvement of our Directors in Other Businesses/Corporations outside Our Group**

Save as disclosed below, our Directors do not have any other principal directorship held or principal business activities performed by them in other businesses or corporations outside our Group within the past five (5) years up to the LPD:-

**(i) Siang Hai Yong**

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
<b>Present involvement</b>						
Untung Besar	Investment holding	Director	4 December 2007	-	-	-
Sierra Mode	<ul style="list-style-type: none"> <li>Business management consultancy services</li> <li>Other business support service activities <sup>(1)</sup></li> <li>Activities of head offices</li> </ul>	Director and shareholder	23 December 2021	-	20.00	-
Yin Li Fishery <sup>(2)</sup>	<ul style="list-style-type: none"> <li>Wholesale of fish and seafood products</li> </ul>	Partner	10 August 1995	-	33.33	-
Deluxe Palace Nite Club Sdn Bhd	Pubs, bars, discotheques, coffee houses, cocktail lounges and karaoke	Shareholder	-	-	4.10	-
Deluxe Autoworld Sdn Bhd	To carry on business of used car dealer	Shareholder	-	-	7.11	-
Cakna Nadi Sdn Bhd	<ul style="list-style-type: none"> <li>Export and import of stationery</li> <li>Retail sale of books, newspapers and stationery</li> <li>Wholesale of stationery, books, magazines and newspaper</li> </ul>	Shareholder	-	-	20.00	30.00 <sup>(3)</sup>
Golden Empire Palace Restaurant Sdn Bhd	<ul style="list-style-type: none"> <li>Restaurants and catering of food and beverage</li> <li>Investment of business</li> </ul>	Shareholder	-	-	3.85	-
Kuala Lumpur Hoi Seong Enterprise Berhad	<ul style="list-style-type: none"> <li>Investment holding</li> </ul>	Shareholder	-	-	- <sup>(4)</sup>	-

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

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
Winningvest Sdn Bhd	<ul style="list-style-type: none"> <li>Investment holding</li> <li>Coconut farming</li> </ul>	Shareholder	17 November 2006	24 August 2023	36.00 <sup>(5)</sup>	-
Shanghai Vision Sdn Bhd	Dormant <sup>(6)</sup>	Shareholder	15 June 2004	15 December 2009	- <sup>(4)</sup>	-
<b>Past involvement</b>						
Ocean Rise Seafood Products Sdn Bhd	Retail sale of fish, other seafood and products thereof, wholesale of fish and other seafood	Director and shareholder	23 June 2017	30 August 2023	-	-
Perikanan LYH Sdn Bhd	Deep-sea fishing and seafood wholesaler	Director and shareholder	22 March 2017	28 June 2023	-	-
Majestic Fishery Sdn Bhd	<ul style="list-style-type: none"> <li>Wholesale of a variety of goods without any particular specialisation not elsewhere classified</li> <li>Commercial fishing in ocean and coastal waters</li> </ul>	Director and shareholder	24 July 2020	23 June 2023	-	-
Ying Lee Fishery	<ul style="list-style-type: none"> <li>Wholesale of seafood</li> <li>Agent for transportation of seafood</li> </ul>	Partner	28 January 2010	11 April 2023	-	-
Ying Lee Transport	Transportation	Partner	10 September 2013	18 April 2023	-	-
4596 Fishery	<ul style="list-style-type: none"> <li>Commercial fishing in ocean and coastal water</li> <li>Sale of seafood products</li> </ul>	Partner	31 March 2017	11 April 2023	-	-
Quan Tat Kuantan Fishery Trading	<ul style="list-style-type: none"> <li>Commercial fishing in ocean and coastal water</li> <li>Sale of seafood products</li> </ul>	Partner	12 April 2017	11 April 2023	-	-

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

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
YLSK Fishery	<ul style="list-style-type: none"> <li>Commercial fishing in ocean and coastal water</li> <li>Sale of seafood products</li> </ul>	Partner	2 December 2019	11 April 2023	-	-
Yi Hang Seafood Enterprise	<ul style="list-style-type: none"> <li>Commercial fishing in ocean and coastal water</li> <li>Sale of seafood products</li> </ul>	Partner	1 November 2022	11 April 2023	-	-
Perniagaan Hai San Huat Sdn Bhd	Dissolved on 12 November 2019. Previously involved in fishing, providing loading charges and management services	Director	4 April 2016	-	-	-
Ocean Falcon Enterprise	Expired on 26 April 2020. Sale of fish and seafood, wholesale of frozen fish, vegetables and fruits	Partner	14 July 2011	-	-	-
Ying Lee Frozen Seafood	Expired on 9 November 2021. Previously involved in sale, supply, import and export of frozen seafood	Partner	10 November 2016	-	-	-
Indahman Kopitiam	Expired on 6 March 2019. Previously a restaurant	Partner	2 June 2005	-	-	-
SL Tyres & Batteries Services	<ul style="list-style-type: none"> <li>Sale of vehicle's tires and batteries</li> <li>Vehicle service center</li> <li>Sale of vehicle's spare parts and accessories</li> </ul>	Partner	22 October 2018	28 July 2023	-	-
OFS Processing	Wholesaler, retailer, processor and exporter of frozen seafood products	Director	6 May 2013	10 October 2023	-	-
Hailuzen Enterprise	Sale of vehicle's spare parts, engine oil and diesel	Partner	23 April 2019	6 October 2023	-	-

**Notes:-**

- (1) As an investment holding for the 8.67% equity interest held in our Company.
- (2) In March 2012, Siang Hai Yong handed over the business operations of Yin Li Fishery to his son, Siang Chun Sai, who is the other legal partner of Yin Li Fishery, in order to focus on OFS Products. Pursuant to a Deed of Assignment dated 1 July 2023, Siang Hai Yong has assigned all his beneficial interest in Yin Li Fishery to Siang Chun Sai in accordance with the terms therein and as a result of which, Siang Chun Sai is the sole partner who is responsible for the daily operations, management and businesses of Yin Li Fishery and who has the full control over the daily operations, management and businesses of Yin Li Fishery onwards. For clarity, Yin Li Fishery is not involved in the business of wholesaling

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

frozen seafood products and is only involved in the upstream activities, i.e. wholesale of fish and seafood products. In addition, the Group has ceased and discontinued all business transaction and arrangement, whether as a supplier or customer or otherwise, with Yin Li Fishery.

- (3) Deemed interest by virtue of his children, Siang Chun Shui and Siang Chun Sai, direct shareholdings in Cakna Nadi Sdn Bhd pursuant to Section 8 of the Act.
- (4) Negligible.
- (5) Siang Hai Yong is merely a passive investor in Winningvest Sdn Bhd. As at the LPD, Winningvest Sdn Bhd is only involved in coconut farming.
- (6) As at the LPD, Shanghai Vision Sdn Bhd is still a dormant company with no intended operations.

**(ii) Law Chee Kheong**

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
<b>Present involvement</b>						
Hibiscus Capital Sdn Bhd	<ul style="list-style-type: none"> <li>• Investment holding</li> <li>• Letting of properties</li> </ul>	Director and shareholder	16 February 2005	-	66.67	33.33 <sup>(1)</sup>
Zamurni Land Sdn Bhd	To carry on or undertake any business or activity considered advantageous to the company <sup>(2)</sup>	Director	14 March 2019	-	-	-
Vista Jayamaju Sdn Bhd	Investment or resale of property, real property and housing development business and contractors	Director and shareholder	14 March 2019	-	- <sup>(3)</sup>	-
AIM Edition Sdn Bhd	Property development and land investment	Director	17 June 2019	-	-	-
Surespace Sdn Bhd	<ul style="list-style-type: none"> <li>• Activities of holding companies</li> <li>• Export and import a variety of goods without any particular specialisation not elsewhere classified <sup>(4)</sup></li> <li>• Buying, selling, renting and operating of self-owned or leased real estate – residential buildings</li> </ul>	Director and shareholder	13 January 2020	-	99.99	- <sup>(3)(5)</sup>

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

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
Gran Ventures Sdn Bhd	Activities of holding companies	Director and shareholder	12 October 2021	-	100.00	-
FA Technology Sdn Bhd	Assembling of audio and telecommunication products, electronic and computerised equipment and investment holding	Shareholder	-	-	3.75	-
Astute Fund Management Berhad	<ul style="list-style-type: none"> <li>• Unit trust management</li> <li>• Management of wholesale funds</li> <li>• Provision of portfolio management services</li> </ul>	Shareholder	-	-	6.51	-
Sierra Mode	<ul style="list-style-type: none"> <li>• Business management consultancy services</li> <li>• Other business support service activities <sup>(6)</sup></li> <li>• Activities of head offices</li> </ul>	Shareholder	-	-	20.00	-
Aquilla Services Sdn Bhd	Business management consultancy services	Shareholder	-	-	5.00	-
Foong Lim Plantations & Holdings Sdn Bhd	Provision of consultation service and investment holding	Shareholder	-	-	32.89	-
Struktur Jelita Sdn Bhd	Investment in properties	Shareholder	-	-	-(3)	-
Stable Growth Sdn Bhd	Construction	Shareholder	12 January 2018	22 June 2020	8.93	-
<b>Past involvement</b>						
Megah Pustaka Sdn Bhd	Dissolved on 3 January 2020. Previously involved in construction of buildings not elsewhere classified, activities of holding companies, wholesale of a variety of goods without any particular specialization	Director and shareholder	17 July 2018	-	-	-

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

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
Treasure Gain	Investment holdings	Director	31 October 2013	4 August 2023	-	-

**Notes:-**

- (1) Deemed interest by virtue of his wife, Ee Wee Lee's direct shareholding in Hibiscus Capital Sdn Bhd pursuant to Section 8 of the Act.
- (2) Currently, Zamurni Land Sdn Bhd is only holding shares in a company involved in the property development.
- (3) Negligible.
- (4) As at the LPD, Surespace Sdn Bhd is not involved in any export and import activities.
- (5) Deemed interest by virtue of his children, Law Seok Yee and Clement Law Kean Mun, direct shareholdings in Surespace Sdn Bhd pursuant to Section 8 of the Act.
- (6) As an investment holding for the 8.67% equity interest held in our Company.

**(iii) Dato' Sri Chia Hooi Huak**

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
<b>Present involvement</b>						
Treasure Gain	Investment holding	Director	15 November 2007	-	-	-
Annex Venture Sdn Bhd	Trading of household furniture	Director and shareholder	9 July 2012	-	50.00	-
Takumi F&B Sdn Bhd	<ul style="list-style-type: none"> <li>• Engaged in operating and trading of foods to customers <sup>(1)</sup></li> <li>• General trading</li> <li>• Investment holding</li> </ul>	Director and shareholder	31 July 2013	-	10.00	-

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

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
Biasan Suria Sdn Bhd	<ul style="list-style-type: none"> <li>Retail sale of construction materials, hardware, paints and glass</li> <li>Activities of holding companies</li> <li>Buying, selling, renting and operating of self-owned or leased real estate land</li> </ul>	Director and shareholder	2 May 2019	-	40.00	-
Trillion Project Sdn Bhd	<ul style="list-style-type: none"> <li>Buying, selling, renting and operating of self-owned or leased real estate land</li> <li>Activities of holding companies</li> <li>Retail sale of construction materials, hardware, paints and glass</li> </ul>	Director and shareholder	2 May 2019	-	40.00	-
Majestic Logistics Sdn Bhd	Investment of properties	Director and shareholder	6 March 2020	-	20.00	-
Duta Pangkor Ekspres Feri Sdn Bhd	Business of carriage and transport	Shareholder	-	-	3.10	-
Deluxe Palace Nite Club Sdn Bhd	Pubs, bars, discotheques, coffee houses, cocktail lounges and karaoke	Shareholder	-	-	11.90	-
Universal Development Sdn Bhd	Investment holding	Shareholder	-	-	1.30	-
Huan Jia Holding Sdn Bhd	Investment holding	Shareholder	-	-	7.30	-
SAS Coconut Sdn Bhd	To carry on the manufacturing business, trading of coconut products, transportation and related activities	Shareholder	-	-	10.00	-
Tropikal Klasik Sdn Bhd	<ul style="list-style-type: none"> <li>Growing of other tropical and subtropical fruits not elsewhere classified</li> <li>Growing of fruit-bearing vegetables</li> <li>Growing of coconut (estate and smallholdings)</li> </ul>	Shareholder	-	-	21.40	-



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

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
AIM Edition Sdn Bhd	Property development and land investment	Director and shareholder	17 March 2017	12 October 2019	10.00	-
Soon Huak Trading	Grocery store, selling liquor, ice and combustion material	Sole proprietor	12 October 1999	-	100.00	-
Fresh Fragrant Coconut Marketing Sdn Bhd	Selling of coconut fruit	Director and shareholder	18 July 2017	10 May 2019	20.00	-
Rich Prolific Sdn Bhd	Cultivation and trading of bird's nest	Director and shareholder	4 June 2008	1 December 2018	25.00	-
Country Homes Food Court Sdn Bhd	Food court	Director and shareholder	19 June 2017	13 March 2019	33.33	-
Kurnia Bumitek Sdn Bhd	Activities of holding companies	Shareholder	19 July 2018	15 August 2023	85.00	-
<b>Past involvement</b>						
Min Hok Cold Storage Sdn Bhd	<ul style="list-style-type: none"> <li>Freight transport by road</li> <li>Production of ice, including ice for food and non-food (e.g. cooling) purposes</li> <li>Wholesale of fish and other seafood</li> </ul>	Director and shareholder	4 April 2022	12 July 2023	-	-
Majestic Fishery Sdn Bhd	<ul style="list-style-type: none"> <li>Wholesale of a variety of goods without any particular specialisation not elsewhere classified</li> <li>Commercial fishing in ocean and coastal waters</li> </ul>	Shareholder	-	-	-	-
Minhok Cold Storage Enterprise	Ice business and seafood	Partner	14 March 2014	25 April 2023	-	-
Goldstream Capital Sdn Bhd	Dissolved on 9 June 2022. Previously involved in entertainment lounge operator and related business	Director and shareholder	6 August 2012	4 September 2012	-	-
Huang Jia Bird Nest Sdn Bhd	Dissolved on 17 February 2020. Previously involved in trading of health food and bird nests products	Director and shareholder	4 August 2008	1 June 2011	-	-

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

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
Famous Region Sdn Bhd	Dissolved on 3 August 2020. The company was dormant prior to dissolution	Director and shareholder	1 July 2008	-	-	-
OFS Processing	Wholesaler, retailer, processor and exporter of frozen seafood products	Director	6 May 2013	10 October 2023	-	-

**Note:-**

- (1) Takumi F&B Sdn Bhd was involved in the operation of a Japanese restaurant. In October 2014, the Company ceased its business operation including the Japanese restaurant.

**(iv) Kee Wan Chum**

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
<b>Present involvement</b>						
Sierra Mode	<ul style="list-style-type: none"> <li>• Business management consultancy services</li> <li>• Other business support service activities <sup>(1)</sup></li> <li>• Activities of head offices</li> </ul>	Director and shareholder	23 December 2021	-	30.00	-
<b>Past involvement</b>						
Ocean Rise Seafood Products Sdn Bhd	Retail sale of fish, other seafood and products thereof, wholesale of fish and other seafood	Director	17 February 2021	15 May 2023	-	-
HQ Food Enterprise	Trading of seafood and frozen food	Partner	26 July 2019	18 May 2023	-	-
OFS Processing	Wholesaler, retailer, processor and exporter of frozen seafood products	Director	21 December 2021	10 October 2023	-	-

**Note:-**

- (1) As an investment holding for the 8.67% equity interest held in our Company.

**5. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)****(v) Teo Chee Han**

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
<b>Present involvement</b>						
Majestic Industrial Sdn Bhd <sup>(1)</sup>	<ul style="list-style-type: none"> <li>Activities of holding companies</li> <li>Other management consultancy activities not elsewhere classified</li> <li>Real estate activities with own or leased property not elsewhere classified</li> </ul>	Director and shareholder	1 September 2022	-	100.00	-
Majestic Venture Sdn Bhd <sup>(1)</sup>	<ul style="list-style-type: none"> <li>Real estate activities with own or leased property not elsewhere classified</li> <li>Activities of holding companies</li> <li>Other management consultancy activities not elsewhere classified</li> </ul>	Director and shareholder	1 September 2022	-	100.00	-
Pengangkutan JF Jaya Sdn Bhd	Involved in renting of motor vehicles, ship, cargo, permit or licence, towing services and bunkering services or any related services	Director	14 December 2022	-	-	-
Majestic (9) M Sdn Bhd	<ul style="list-style-type: none"> <li>Developers</li> <li>Investment company <sup>(2)</sup></li> <li>Importers and exporters</li> </ul>	Director and shareholder	28 December 2016	-	79.00	-
Zamurni Land Sdn Bhd	To carry on or undertake any business or activity considered advantageous to the company <sup>(3)</sup>	Director and shareholder	14 March 2019	-	-	99.90 <sup>(4)</sup>
Vista Jayamaju Sdn Bhd	Investment or resale of property, real property and housing development business and contractors	Director and shareholder	14 March 2019	-	-	99.90 <sup>(4)</sup>
AIM Edition Sdn Bhd	Property development and land investment	Director and shareholder	17 March 2017	-	-	85.00 <sup>(5)</sup>
Delta Geological Mining Sdn Bhd	<ul style="list-style-type: none"> <li>Mining of gold</li> </ul>		8 August 2022	-	60.00	-

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

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
	<ul style="list-style-type: none"> <li>Support activities for other mining and quarrying</li> <li>Mining of tin ores</li> </ul>	Director and shareholder				
Sustainable Global Mining Sdn Bhd	<ul style="list-style-type: none"> <li>Mining of gold</li> <li>Support activities for other mining and quarrying</li> <li>Mining of tin ores</li> </ul>	Director and shareholder	1 August 2022	-	60.00	-
Modern Metals Sdn Bhd	<ul style="list-style-type: none"> <li>Mining of gold</li> <li>Support activities for other mining and quarrying</li> <li>Mining of tin ores</li> </ul>	Director and shareholder	20 December 2022	-	100.00	-
Sierra Mode	<ul style="list-style-type: none"> <li>Business management consultancy services</li> <li>Other business support service activities <sup>(6)</sup></li> <li>Activities of head offices</li> </ul>	Shareholder	-	-	10.00	-
Tanamas Global Sdn Bhd	<ul style="list-style-type: none"> <li>Property development and land investment</li> </ul>	Director and shareholder	6 September 2023	-	100.00	-
Tanamas Valley Sdn Bhd	<ul style="list-style-type: none"> <li>Property development and land investment</li> </ul>	Director and shareholder	12 September 2023	-	100.00	-
Advance Super Magnet Sdn Bhd	<ul style="list-style-type: none"> <li>Manufacture of any other fabricated metal products</li> </ul>	Director	22 June 2023	-	-	-
<b>Past involvement</b>						
Surespace Sdn Bhd	<ul style="list-style-type: none"> <li>Activities of holding companies</li> <li>Export and import a variety of goods without any particular specialisation not elsewhere classified <sup>(7)</sup></li> <li>Buying, selling, renting and operating of self-owned or leased real estate – residential buildings</li> </ul>	Director	13 January 2020	9 September 2020	-	-

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

**Notes:-**

- (1) As at the LPD, Majestic Industrial Sdn Bhd and Majestic Venture Sdn Bhd are still dormant.
  - (2) Majestic (9) M Sdn Bhd is only holding shares in a company involved in the property development.
  - (3) Zamurni Land Sdn Bhd is only holding shares in a company involved in the property development.
  - (4) Deemed interest by virtue of his direct shareholding in Majestic 9 (M) Sdn Bhd pursuant to Section 8 of the Act.
  - (5) Deemed interest by virtue of his direct shareholding in Majestic 9 (M) Sdn Bhd and his indirect shareholding in Vista Jayamaju Sdn Bhd and Zamurni Land Sdn Bhd pursuant to Section 8 of the Act.
  - (6) As an investment holding for the 8.67% equity interest held in our Company.
  - (7) As at the LPD, Surespace Sdn Bhd is not involved in any export and import activities.
- (vi) **Chan Kee Eng**

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
<b>Present involvement</b>						
Toyo Ventures Holdings Berhad ( <i>a Company listed on Main Market</i> )	<ul style="list-style-type: none"> <li>• Investment holding</li> <li>• Management services</li> </ul>	Director	1 March 2021	-	-	-
OCB Berhad	Investment holding	Director	1 December 2021	-	-	-
<b>Past involvement</b>						
-	-	-	-	-	-	-

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

**(vii) Syed Razif Al-Idid B. Syed Sidi Al-Idid**

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
<b>Present involvement</b>						
-	-	-	-	-	-	-
<b>Past involvement</b>						
Precinct Acres Sdn Bhd	Dissolved on 18 January 2019. The company was dormant prior to dissolution	Director and shareholder	20 August 2001	-	-	-

**(viii) Ng Lai Hock**

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
<b>Present involvement</b>						
Enmac Sekutu Sdn Bhd	Building designer services	Director and shareholder	26 August 1996	-	98.00	-
<b>Past involvement</b>						
Genius Data Sdn Bhd	Dissolved on 3 August 2020. Previously involved in general trading	Director and shareholder	1 November 2000	-	-	-
Rex Energy Systems Sdn Bhd	Dissolved on 18 January 2019. Previously involved in business of manufacturers, importers and exporters, assemblers, installers, maintainers, repairers, dealers in all type of solar panel, solar firm, solar cell, solar energy and all accessories and spare parts	Director and shareholder	1 March 2011	-	-	-
Soverign Ventures Sdn Bhd	Dissolved on 16 September 2022. Previously involved in holding companies	Director and shareholder	12 April 2018	-	-	-

**5. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT (CONT'D)****(ix) Go Sin Sin**

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest		
					Direct (%)	Indirect (%)	
<b>Present involvement</b>							
Phos Capital Sdn Bhd	<ul style="list-style-type: none"> <li>Activities of holding companies</li> <li>Business management consultancy services</li> </ul>	Director and shareholder	20 December 2022	-	100.00	-	
<b>Past involvement</b>							
-	-	-	-	-	-	-	

As at the LPD, the directorships of our Directors are in compliance with Rule 15.06 of the Listing Requirements as none of our Directors hold more than five (5) directorships in public listed companies on Bursa Securities.

Our Directors' current principal directorships and principal business activities performed outside our Group will not give rise to a conflict of interest with our Group in view that none of those companies in which they have involvements in carry on similar business activities as our Group, or are the customers or suppliers of our Group.

In addition, the involvements of our Executive Directors in those business activities as stated above will not affect their contributions to nor abilities/commitments to carry out their respective roles with our Group as they are not involved in the day-to-day operations and active management of the said companies. As for our Non-Independent Non-Executive Directors, Senior Independent Non-Executive Director and Independent Non-Executive Directors, they have confirmed that their directorships/involvements in those companies as stated above will not affect their abilities and commitments to carry put their respective roles as our Non-Independent Non-Executive Directors, Senior Independent Non-Executive Director and Independent Non-Executive Directors respectively.

[The rest of this page has been intentionally left blank]

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

### 5.2.4 Directors' Remuneration and Benefits

The aggregate remuneration and material benefits-in-kind paid and proposed to be paid to our Directors for services rendered in all capacities to our Group for the FYE 2022 and FYE 2023 are set out below:-

Fees for FYE 2022					
Directors	Salary (RM'000)	Director's fee (RM'000)	<sup>(1)</sup> Other Emoluments (RM'000)	<sup>(2)</sup> Bonuses (RM'000)	Total (RM'000)
Siang Hai Yong	192	-	13	16	221
Teo Chee Han	<sup>(3)</sup> -	-	-	-	-
Kee Wan Chum	196	-	26	14	236
Law Chee Kheong	-	30	-	-	30
Dato' Sri Chia Hooi Huak	<sup>(3)</sup> -	-	-	-	-
Chan Kee Eng	<sup>(4)</sup> -	-	-	-	-
Syed Razif Al-Idid B. Syed Sidi Al-Idid	<sup>(5)</sup> -	-	-	-	-
Ng Lai Hock	<sup>(5)</sup> -	-	-	-	-
Yap Lee Teng	<sup>(5)</sup> -	-	-	-	-
Go Sin Sin	<sup>(4)</sup> -	-	-	-	-

Proposed fees for FYE 2023					
Directors	Salary (RM'000)	Director's fee (RM'000)	<sup>(1)</sup> Other Emoluments (RM'000)	<sup>(2)</sup> Bonuses (RM'000)	Total (RM'000)
Siang Hai Yong	192	-	9	-	201
Teo Chee Han	120	-	-	-	120
Kee Wan Chum	210	-	26	-	236
Law Chee Kheong	-	50	-	-	50
Dato' Sri Chia Hooi Huak	-	40	-	-	40
Chan Kee Eng	<sup>(4)</sup> -	-	-	-	-
Syed Razif Al-Idid B. Syed Sidi Al-Idid	-	40	-	-	40
Ng Lai Hock	-	40	-	-	40
Yap Lee Teng	-	40	-	-	40
Go Sin Sin	<sup>(4)</sup> -	-	-	-	-

#### Notes:-

- (1) Comprising benefits-in-kind as well as contributions to Employees Provident Fund, Social Security Organisation and Employment Insurance System.
- (2) The bonuses for FYE 2023, if any, can only be determined at a later date based on the individual's performance as well as our Group's performance, and will be subject to the recommendation of our Remuneration Committee and the approval of our Board.
- (3) The salary payout to him only commenced in FYE 2023.
- (4) The Directors are only appointed during FYE 2024.
- (5) The Directors are only appointed during FYE 2023.

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



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

### 5.3 BOARD PRACTICES

Our Board takes note of the recommendations under the MCCG released on 28 April 2021. As at the LPD, our Board has adopted all relevant recommendations of the MCCG in terms of the composition of our Board and the relevant committees.

#### 5.3.1 Directors' Terms of Office

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

Director	Designation	Date of Appointment as Director	No. of Years and Months in Office as at LPD	Date of Expiration of the Current Term of Office
Law Chee Kheong	Non-Independent Non-Executive Chairman	22 May 2023	5 months	Subject to retirement by rotation at our first AGM
Siang Hai Yong	Executive Director	10 August 2023	2 months	Subject to retirement by rotation at our first AGM
Teo Chee Han	Executive Director	1 October 2023	1 month	Subject to retirement by rotation at our first AGM
Kee Wan Chum	Executive Director	1 October 2023	1 month	Subject to retirement by rotation at our first AGM
Dato' Sri Chia Hooi Huak	Non-Independent Non-Executive Director	1 October 2023	1 month	Subject to retirement by rotation at our first AGM
Chan Kee Eng	Senior Independent Non-Executive Director	18 March 2024	-	Subject to retirement by rotation at our first AGM
Syed Razif Al-Idid B. Syed Sidi Al-Idid	Independent Non-Executive Director	1 October 2023	1 month	Subject to retirement by rotation at our first AGM
Ng Lai Hock	Independent Non-Executive Director	1 October 2023	1 month	Subject to retirement by rotation at our first AGM
Yap Lee Teng	Independent Non-Executive Director	1 October 2023	1 month	Subject to retirement by rotation at our first AGM
Go Sin Sin	Independent Non-Executive Director	18 March 2024	-	Subject to retirement by rotation at our first AGM

In accordance with our Constitution, 1/3 of our Directors for the time being or if the number is not multiple of 3, then the number nearest to 1/3 shall retire from office at each AGM provided always that each Director shall retire from office once at least in every 3 years. A retiring Director is eligible for re-appointment. It provides that any new or additional Director appointed by our Board during the year shall hold office until the next AGM and shall then be eligible for re-election. The election of each Director is voted separately.

#### 5.3.2 Audit and Risk Management Committee

The main functions of our Audit and Risk Management Committee include, amongst others, the following:-

- (i) to consider the appointment, nomination, resignation and dismissal of external auditors and their respective audit fees;
- (ii) to put in place the policies and procedures to assess the suitability and independence of external auditors;

---

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

---

- (iii) to review whether there is a reason (supported by grounds) to believe that the external auditor is not suitable for re-appointment;
- (iv) to discuss with the external auditor before the audit commences, the nature and scope of the audit, and ensure co-ordination where more than one (1) audit firm is involved;
- (v) to review with the external auditors their audit plan, scope and nature of the audit of our Group;
- (vi) to review the results of the external audit, any significant findings arising from the audit, recommendations and the management team's responses;
- (vii) to review with the external auditors their evaluation of the system of internal control and their audit report;
- (viii) to keep the nature and extent of non-audit services provided by the external auditors under review to ensure the external auditors' independence and objectivity is not impaired;
- (ix) to review the quarterly results and year-end financial statements of our Group focusing particularly on:-
  - (a) any changes in or implementation of major accounting policies;
  - (b) significant adjustment arising from the audit;
  - (c) any significant matters highlighted including financial reporting issues, significant judgments made by management, significant and unusual events or transactions and how these matters are addressed;
  - (d) the going concern assumption and major judgement areas; and
  - (e) compliance with accounting standards and other legal requirements;
- (x) to review the adequacy of the internal audit plan, scope, functions, competency and resources of the internal audit functions and whether it has the necessary authority to carry out its work independently has objectively;
- (xi) to review the internal audit programme, processes and results of the internal audit programme, the effectiveness of the internal audit function, ensure that appropriate action is taken on the recommendations of the internal audit function;
- (xii) to monitor and assess the role and effectiveness of the internal audit function through reviewing the internal audit processes from time to time and, any appraisal or assessment of the performance appraisal/assessment of members of the internal auditors;
- (xiii) to recommend such measures as to be taken by our Board on the effectiveness of the system of internal control and risk management practices of our Group;
- (xiv) to engage independent experts periodically, or at least once every five (5) years to facilitate an objective and candid evaluation of the internal auditors, if necessary;
- (xv) to evaluate the quality and effectiveness of our internal control system and management information systems, including in compliance with applicable laws, regulations and rules (including relevant tax laws, regulations and rules established by all relevant regulatory bodies);

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

- (xvi) to review and recommend to our Board, the Directors' Statement on risk management and internal control and any changes to the said statement;
- (xvii) to assist our Board in identifying the principal risk, review and assess the effectiveness of the risk management framework and internal control systems based on reports and recommendations from the internal auditors and report to our Board on its findings; and
- (xviii) to consider any related party transactions and potential conflict of interest situations that may arise within our Company or our Group.

The members of our Audit and Risk Management Committee are as follows:-

<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Syed Razif Al-Idid B. Syed Sidi Al-Idid	Chairman	Independent Non-Executive Director
Yap Lee Teng	Member	Independent Non-Executive Director
Ng Lai Hock	Member	Independent Non-Executive Director

**5.3.3 Remuneration Committee**

The main functions of our Remuneration Committee include, amongst others, the following:-

- (i) to support our Board in overseeing the design and operation of our Group's remuneration system to ensure corporate accountability and governance;
- (ii) to ensure that the remuneration package should be structured such that it is competitive and balance which should be sufficient to attract and retain Executive Directors and key senior management of calibre and yet not excessive;
- (iii) to review and recommend to our Board the total individual remuneration package for our Executive Directors and key 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 based on individual contributions to our Group's overall performance and value instead of depending on short term performance to avoid any incentives for excessive risk-taking;
- (iv) to ensure the establishment of a formal and transparent procedure for developing policies, strategies and framework for the remuneration of our Executive Directors and key senior management;
- (v) to review our Group's policies and procedures on remuneration including reviewing and recommending matters relating to the remuneration of Directors and key senior management and recommend to our Board for approval;
- (vi) to review compensation policy of Directors and key senior management and ensure the compensations offered are in line with market practice (if any);
- (vii) to review the remuneration and benefits accorded to the non-Executive Directors to ensure that the level of remuneration commensurate with the experience and level of responsibilities undertaken; and
- (viii) to ensure fees and benefits payable to Directors, and any compensation for loss of employment of Executive Directors are approved by shareholders at general meetings.

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

The members of our Remuneration Committee are as follows:-

Name	Designation	Directorship
Yap Lee Teng	Chairman	Independent Non-Executive Director
Syed Razif Al-Idid B. Syed Sidi Al-Idid	Member	Independent Non-Executive Director
Ng Lai Hock	Member	Independent Non-Executive Director

### 5.3.4 Nomination Committee

The main functions of our Nomination Committee include, amongst others, the following:-

- (i) to regularly review the succession planning for our Board, including our Executive Directors and key senior management by refreshing the structure, size and composition (including the skills, knowledge, experience and diversity) of our Board and organisation and make recommendations to our Board with regard to any changes.
- (ii) to refresh our Board composition by periodically proposing potential/new candidates to our Board using the following criteria to assess the suitability of the candidates prior to recommending to our Board for appointment or for purposes of the reappointment of existing Directors:-
  - (a) diversity of our Board, in skills, experience, age, cultural background and gender with at least 30% women.
  - (b) probity, personal integrity, financial integrity and reputation, where the candidate must have personal qualities such as professionalism, honesty, integrity, diligence, independence of mind and fairness. The candidate/Director must manage his/her debts or financial affairs prudently.
  - (c) experience and competence, where the candidate/Director must have the skills, working experience, capability and commitment necessary to carry out the role.
  - (d) time and commitment, where the candidate/Director is able to devote time as a Director, participate and contribute in our Board.
- (iii) the process for identifying and nominating new candidates for appointment as a director or existing Directors for reappointment entails the following steps:-
  - (a) identification of skills required or which are relevant.
  - (b) selection/assessment of candidates/Directors.
  - (c) interaction with candidate(s)/Directors(s).
  - (d) Nomination Committee's deliberation and confirmation that the recommended candidate/Director is fit and suitable for our Board in new/existing role.
  - (e) recommendation by Nomination Committee for our Board's approval.
  - (f) decision by our Board on recommended appointment/reappointment.
- (iv) to facilitate and review the Directors' orientation/induction and internal and external training programmes annually to continuously train and equip the existing and new Directors and to ensure

---

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

---

a statement is made in the annual report by our Board containing a brief description of the training attended by each Director during the financial year.

- (v) to undertake an annual review of the training programmes attended by the Directors for each financial year as well as the training programmes required to aid the Directors in the discharge of their duties as Directors and to keep abreast with industry developments and trends.
- (vi) utilise independent sources to identify suitably qualified candidates. If the selection of candidates was based on recommendations made by existing Directors, key senior management or major shareholders, the Nomination Committee should explain why these source(s) suffice and other sources were not used.
- (vii) to recommend to our Board, candidate(s) to fill the seats on Audit and Risk Management Committee, Remuneration Committee and Nomination Committee.
- (viii) to recommend and/or approve candidates for key senior management positions in our Group based on:-
  - (a) objective criteria;
  - (b) merit; and
  - (c) with due regard for diversity in skills, experience, age, cultural background and gender.
- (ix) to ensure that for the key senior management recommended, there are measures in place to provide for the orderly succession of our Board, including our Executive Directors and key senior management.
- (x) the Nomination Committee may engage independent experts at least every 3 years to facilitate an objective and candid Board evaluation.
- (xi) the Nomination Committee shall recommend to our Board the removal of a Director or key senior management if he/she ineffective, errant or negligent in discharging his/her responsibilities.
- (xii) our Board is ultimately responsible in the entire function of our Group, with the support and assistance from the Nomination Committee:-
  - (a) to review annually, the term of office and performance of the Audit and Risk Management Committee and each of its members to determine whether the Audit and Risk Management Committee and members have carried out their duties in accordance with the terms of reference of the Audit and Risk Management Committee;
  - (b) to review annually, the independence of the Independent Non-Executive Director;
  - (c) to act in line with the directions of our Board; and
  - (d) to consider and examine such other matters as the Nomination Committee considers appropriate.

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

The members of our Nomination Committee are as follows:-

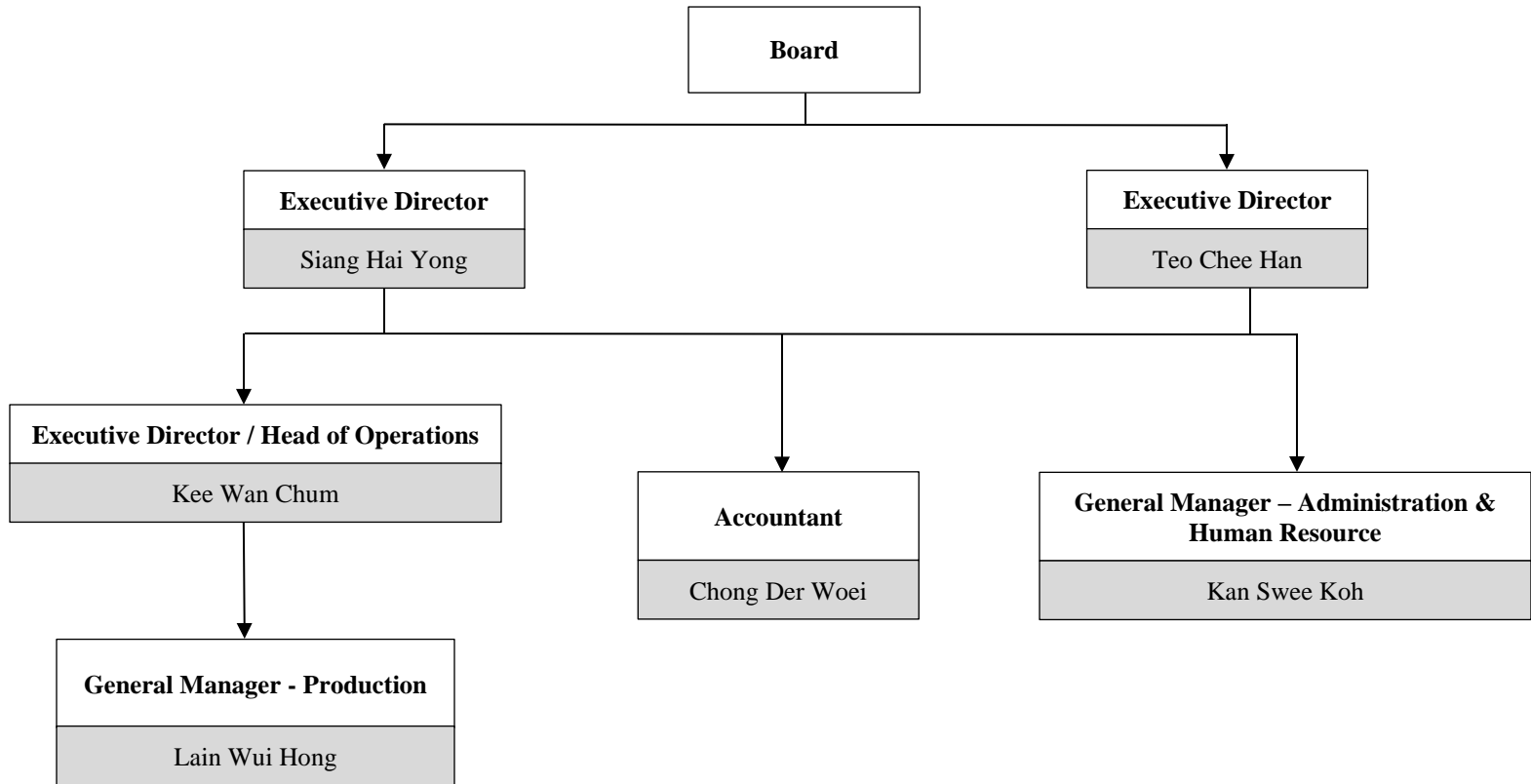
<b>Name</b>	<b>Designation</b>	<b>Directorship</b>
Ng Lai Hock	Chairman	Independent Non-Executive Director
Yap Lee Teng	Member	Independent Non-Executive Director
Syed Razif Al-Idid B. Syed Sidi Al-Idid	Member	Independent Non-Executive Director

[The rest of this page has been intentionally left blank]

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

**5.4 MANAGEMENT REPORTING STRUCTURE**

Our management reporting structure is set out below:-.



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

### 5.5 KEY SENIOR MANAGEMENT

#### 5.5.1 Shareholdings of Key Senior Management

The details of our key senior management and their respective shareholdings in our Company before and after our IPO are as follows:-

Name	Designation	<sup>(1)</sup> Before our IPO / After the Acquisitions				<sup>(2)</sup> After our IPO			
		Direct		Indirect		Direct		Indirect	
		No. of Shares	%	No. of Shares	%	No. of Shares	%	No. of Shares	%
Chong Der Woei	Accountant	-	-	-	-	50,000	0.02	-	-
Kan Swee Koh	General Manager - Administration & Human Resources	-	-	-	-	200,000	0.10	-	-
Lain Wui Hiung	General Manager - Production	-	-	-	-	50,000	0.02	-	-

#### Notes:-

- (1) Based on our issued share capital of 160,096,000 Shares before our IPO but after the Acquisitions.
- (2) Based on our enlarged issued share capital of 210,146,000 Shares after our IPO and assuming the key senior management fully subscribe for their respective entitlements under the Pink Form Allocation.

#### 5.5.2 Profiles of Key Senior Management

The profiles of our key senior management, Kan Swee Koh, who is also our Promoter has been disclosed in Section 5.1.3(iii) of this Prospectus. The profiles of our other key senior management are as follows:-

##### (i) Chong Der Woei

Chong Der Woei, a Malaysian, age 43, is our Group's Accountant. He is responsible for the overall financial and accounting functions, including taxation of our Group.

He graduated with a Bachelor of Accountancy from Universiti Utara Malaysia in September 2005. In addition, he has been a Member of the Malaysian Institute of Accountants since December 2009.

Upon graduation, he began his professional career with Messrs Ash'ariCheong as Associate, where he was involved in voluntary winding up processes and corporate exercises as well as preparation of financial statements and accounts. In February 2008, he was promoted to Audit Senior, where he was responsible for conducting financial audits, preparing consolidated accounts, ensuring compliance with accounting standards, providing insight and advice to clients as well as reviewing assignments. In April 2009, he joined Messrs Afrizan Tarmili Khairul Azhar as Audit Senior, where he was responsible for conducting financial audits, preparing consolidated accounts, ensuring compliance with accounting standards, providing insight and advice to clients as well as reviewing assignments. In April 2010, he resigned from Messrs Afrizan Tarmili Khairul Azhar and subsequently joined Sam's Metal Trading (Kuantan) Sdn Bhd as Finance Manager in May 2010. During his tenure there, he was in charge of reviewing financial management accounts, tax computations and payroll activities as well as ensuring all statutory audits and reports are completed.



---

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

---

He left Sam's Metal Trading (Kuantan) Sdn Bhd in June 2011 and joined Messrs Afrizan Tarmili Khairul Azhar as Assistant Manager in July 2011, where he was in charge of reviewing audit assignments; advising clients on compliance, technical and accounting issues; and preparing financial statements and Audit Planning Memorandum's for companies. In December 2012, he resigned from Messrs Afrizan Tarmili Khairul Azhar and joined Messrs Lau, Wong & Yeo as Audit Manager in January 2013, where he was responsible for overseeing and managing the audit assignments and activities carried out by the audit team. He left Messrs Lau, Wong & Yeo in June 2013 and subsequently took a career break.

In October 2013, he joined Messrs Sekhar & Tan as Assistant Audit Manager where he was involved in reviewing audit assignments to ensure compliance as well as other audit-related activities. In May 2014, he resigned from Messrs Sekhar & Tan and took a career break before returning to Messrs Afrizan Tarmili Khairul Azhar as Manager – Assurance and Business Advisory in August 2014. During his tenure there, he was responsible for overseeing the team's audit activities as well as managing the team. He left Messrs Afrizan Tarmili Khairul Azhar in April 2017. In June 2017, he founded DWC Management & Consultant Services, a sole proprietorship and assumed the position of Financial Management Consultant and Advisor. During his tenure there, he was in charge of various accounting, audit and tax-related activities. In January 2023, he left DWC Management & Consultant Services and joined OFS Products in the same month and assumed his present position as our Group's Accountant.

He does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders. As at the LPD, he does not hold any directorship or shareholdings outside our Group.

**(ii) Lain Wui Hiung**

Lain Wui Hiung, a Malaysian, age 47, is our General Manager, Production. He is in charge of overseeing and managing the teams responsible for the packaging, logistics and export of frozen seafood product

He completed his SPM from St. Michael Secondary School in December 1994.

Upon completing his study, he joined Excel Grade Sdn Bhd as a General Worker in July 1995, where he was involved in the processing activities of seafood. In July 1997, he was transferred from Excel Grade Sdn Bhd to Eastern Global (M) Sdn Bhd, where he assumed the position of Supervisor. During his tenure there, he was in charge of supervising a team involved in the processing and packing of frozen seafood products. In July 2002, he left Eastern Global (M) Sdn Bhd and took a break from his career.

In May 2003, he joined OFS Products as Production Manager, where he was responsible for handling the packaging, logistics and export of frozen seafood products. In May 2013, he was promoted and assumed his present position as General Manager, Production.

He does not have any family relationships with any of our Promoters, Directors and/or substantial shareholders. As at the LPD, he is a shareholder of Sierra Mode, a Specified Shareholder, the profile of which is disclosed in Section 5.1.3 (vi) of this Prospectus.

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

**5.5.3 Remuneration of Key Senior Management**

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

The aggregate remuneration and material benefits-in-kind paid and proposed to be paid to our key senior management for services rendered in all capacities to our Group for the FYE 2022 and FYE 2023 (in the bands of RM50,000), are set out below:-

	<b>Remuneration Band</b>	
	<b>FYE 2022 (RM'000)</b>	<b>Proposed for FYE 2023 (RM'000)</b>
Chong Der Woei	*_	50 – 100
Kan Swee Koh	150 – 200	150 – 200
Lain Wui Hiung	150 – 200	150 – 200

**Note \*:-** He joined our Group as Accountant in January 2023.

[The rest of this page has been intentionally left blank]

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

**5.5.4 Involvement of our Key Senior Management in Other Businesses/Corporations outside Our Group**

Save as disclosed below, our key senior management personnel do not have any other principal directorship held or principal business activities performed by them in other corporations outside our Group within the past five (5) years up to the LPD:-

**(i) Chong Der Woei**

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
<b>Present involvement</b>						
-	-	-	-	-	-	-
<b>Past involvement</b>						
DWC Management & Consultant Services <sup>(1)</sup>	Provision of accounting, taxation and consulting services	Sole Proprietor	28 June 2017	6 January 2023	-	-

**Note:-**

(1) This business registration has since expired on 19 September 2023.

**(ii) Kan Swee Koh**

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
<b>Present involvement</b>						
Sierra Mode	<ul style="list-style-type: none"> <li>• Business management consultancy services</li> <li>• Other business support service activities <sup>(1)</sup></li> <li>• Activities of head offices</li> </ul>	Shareholder	-	-	10.00	-
<b>Past involvement</b>						
Vee Sheng Trading <sup>(2)</sup>	Sale of groceries	Partner	15 March 2019	28 June 2023	-	-

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

**Notes:-**

- (1) As an investment holding for the 8.67% equity interest held in our Company.
- (2) The business registration for Vee Sheng Trading was terminated on 28 June 2023.

**(iii) Lain Wui Hiung**

Company	Principal Activities	Involvement in Business	Date of Appointment	Date of Resignation	Equity Interest	
					Direct (%)	Indirect (%)
<b>Present involvement</b>						
Sierra Mode	<ul style="list-style-type: none"> <li>• Business management consultancy services</li> <li>• Other business support service activities <sup>(1)</sup></li> <li>• Activities of head offices</li> </ul>	Shareholder	-	-	10.00	-
<b>Past involvement</b>						
-	-	-	-	-	-	-

**Note:-**

- (1) As an investment holding for the 8.67% equity interest held in our Company.

[The rest of this page has been intentionally left blank]

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

### 5.6 RELATIONSHIPS OR ASSOCIATIONS BETWEEN THE PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY SENIOR MANAGEMENT

Save as disclosed below, there are no other relationships or associations between our Promoters, substantial shareholders, Directors and key senior management of our Group:-

Name	Designation / Position	Relationship
Teo Chee Han	<ul style="list-style-type: none"> <li>Executive Director</li> </ul>	<ul style="list-style-type: none"> <li>Son of Darmanto</li> <li>Son-in-law of Dato' Sri Chia Hooi Huak</li> </ul>
Darmanto	<ul style="list-style-type: none"> <li>Substantial shareholder</li> </ul>	<ul style="list-style-type: none"> <li>Father of Teo Chee Han</li> </ul>
Dato' Sri Chia Hooi Huak	<ul style="list-style-type: none"> <li>Non-Independent Non-Executive Director</li> <li>Substantial shareholder</li> </ul>	<ul style="list-style-type: none"> <li>Father-in-law of Teo Chee Han</li> </ul>

### 5.7 EXISTING OR PROPOSED SERVICE AGREEMENTS

Save as disclosed below, as at the LPD, there are no existing and/or proposed service contracts entered or to be entered between our Group and our Directors or key senior management:-

- (i) the service agreement dated 10 August 2023 entered into between our Company and Siang Hai Yong, for the appointment of Siang Hai Yong as the Executive Director for a period of three (3) years commencing from 10 August 2023 and shall, thereafter be extended annually. The Executive Director shall be paid a fixed monthly salary of RM16,000 and the monthly salary shall be reviewed by the Remuneration Committee each year and the rate of monthly salary shall be increased by such amount calculated by reference to the performance of the Executive Director. Either party may terminate the service agreement by giving not less than three (3) months written notice or payment in lieu of such notice. There are no benefits provided for the Executive Director upon termination of employment pursuant to the service agreement;
- (ii) the service agreement dated 1 October 2023 entered into between our Company and Teo Chee Han, for the appointment of Teo Chee Han as the Executive Director for a period of three (3) years commencing from 1 October 2023 and shall, thereafter be extended annually. The Executive Director shall be paid a fixed monthly salary of RM10,000 and the monthly salary shall be reviewed by the Remuneration Committee each year and the rate of monthly salary shall be increased by such amount calculated by reference to the performance of the Executive Director. Either party may terminate the service agreement by giving not less than three (3) months written notice or payment in lieu of such notice. There are no benefits provided for the Executive Director upon termination of employment pursuant to the service agreement; and

[The rest of this page has been intentionally left blank]

---

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

---

- (iii) the service agreement dated 1 October 2023 entered into between our Company and Kee Wan Chum, for the appointment of Kee Wan Chum as the Executive Director for a period of three (3) years commencing from 1 October 2023 and shall, thereafter be extended annually. The Executive Director shall be paid a fixed monthly salary of RM18,300 and the monthly salary shall be reviewed by the Remuneration Committee each year and the rate of monthly salary shall be increased by such amount calculated by reference to the performance of the Executive Director. Either party may terminate the service agreement by giving not less than 3 months written notice or payment in lieu of such notice. There are no benefits provided for the Executive Director upon termination of employment pursuant to the service agreement.

**5.8 DECLARATION BY THE PROMOTERS, DIRECTORS AND KEY SENIOR MANAGEMENT**

None of our Promoters, Directors and key senior management is or has been involved in any of the following, whether in or outside Malaysia:-

- (i) in the last 10 years, a petition under any bankruptcy or insolvency laws was filed (and not struck out) against them or any partnership in which they were partners or any corporation of which they were directors or members of key senior management;
- (ii) they have not been disqualified from acting as a director of any corporation, or from taking part directly or indirectly in the management of any corporation;
- (iii) in the last 10 years, they have not been charged or convicted in a criminal proceeding nor are they named subject of a pending criminal proceeding;
- (iv) in the last 10 years, no judgment was entered against them, or finding of fault, misrepresentation, dishonesty, incompetence or malpractice on their part, involving a breach of any law or regulatory requirement that relates to the capital market;
- (v) in the last 10 years, they were not subject to any civil proceeding, involving an allegation of fraud, misrepresentation, dishonesty, incompetence or malpractice on their part that relates to the capital market;
- (vi) they were not the subject of any order, judgment or ruling of any court, government, or regulatory authority or body temporarily enjoining them from engaging in any type of business practice or activity;
- (vii) they are not the subject to any current investigation or disciplinary proceeding, or in the last 10 years, they have not been reprimanded or issued any warning by any regulatory authority, securities or derivatives exchange, professional body or government agency; and
- (viii) no unsatisfied judgments were made against them.