

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

4.1 PROMOTERS AND SUBSTANTIAL SHAREHOLDERS

4.1.1 Shareholdings of our 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:

Name	Nationality/ Country of incorporation	Before our IPO/ As at the LPD				After our IPO			
		Direct		Indirect		Direct		Indirect	
		No. of Shares	(i)%	No. of Shares	(i)%	No. of Shares	(ii)%	No. of Shares	(ii)%
Promoters and substantial shareholders									
Mountain Range	Malaysia	397,321,608	69.58	-	-	397,321,608	53.69	-	-
Ng Chay Chin	Malaysian	37,000,000	6.48	⁽ⁱⁱⁱ⁾ 397,321,608	69.58	29,600,000	4.00	⁽ⁱⁱⁱ⁾ 397,321,608	53.69
Chong Ewe Hean	Malaysian	29,600,000	5.18	⁽ⁱⁱⁱ⁾ 397,321,608	69.58	25,900,000	3.50	⁽ⁱⁱⁱ⁾ 397,321,608	53.69
Substantial shareholders									
Ng Meng Hang	Malaysian	37,740,000	6.61	-	-	18,500,000	2.50	-	-
Tang Ah Lek	Malaysian	34,780,000	6.09	-	-	22,200,000	3.00	-	-

Notes:

- (i) Based on the issued share capital of 571,011,000 Shares before our IPO/as at the LPD.
- (ii) Based on the enlarged issued share capital of 740,000,000 Shares after our IPO.
- (iii) Deemed interest by virtue of his interest in Mountain Range pursuant to Section 8 of the Act.

Our Promoters and substantial shareholders do not have different voting rights from other shareholders of our Company as all our Shares before and after our IPO are of the same class.

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

Save as disclosed above, there is no other person who, directly or indirectly, jointly or severally, exercises control over our Company as at the LPD. There is also no arrangement between our Company and our shareholders with any third party, which may, at a subsequent date, result in a change in control of our Company.

4.1.2 Profiles of our Promoters and substantial shareholders

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

(i) Mountain Range

Mountain Range was incorporated in Malaysia on 18 October 2022 under the Act as a private limited company. The principal activity of Mountain Range is investment holding to hold Shares in our Company.

As at the LPD, the issued share capital of Mountain Range is RM1,000 comprising 1,000 ordinary shares.

As at the LPD, the directors of Mountain Range are Ng Chay Chin and Chong Ewe Hean.

The details of the shareholders and their respective shareholdings in Mountain Range are as follows:

Name	Nationality	Direct		Indirect	
		No. of shares	%	No. of shares	%
Ng Chay Chin	Malaysian	453	45.30	-	-
Chong Ewe Hean	Malaysian	267	26.70	-	-
Ng Meng Hang	Malaysian	135	13.50	-	-
Tang Ah Lek	Malaysian	87	8.70	-	-
Yin Thien Hee	Malaysian	32	3.20	-	-
Ng Chai Hee	Malaysian	26	2.60	-	-
Total		1,000	100.00	-	-

As at the LPD, Mountain Range does not have any interest in other companies other than in Northeast.

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

(ii) Ng Chay Chin

Ng Chay Chin, a Malaysian age 50, is our Promoter, substantial shareholder and Managing Director. He is responsible for overseeing our Group's overall day-to-day management and formulation of operational plans and strategies. He was appointed to our Board on 18 July 2022.

In 1993, he completed his secondary education at Sekolah Menengah Kebangsaan Serdang, Kedah.

He has approximately 30 years of experience in machine setup, maintenance and troubleshooting as well as manufacturing operations of precision engineering components.

In 1994, he began his career as an Apprentice in a shipyard in Singapore, where he was involved in mechanical works of parts and components for shipbuilding. In the same year, he left Singapore and returned to Malaysia to join AE Technology Sdn Bhd as an Apprentice. He was involved in maintenance and troubleshooting of stamping moulds for metal stamping operations.

In 1995, he left AE Technology Sdn Bhd and joined Eng Teknologi Sdn Bhd, a wholly-owned subsidiary of Eng Teknologi Holdings Bhd (a company previously listed on the Second Board of Kuala Lumpur Stock Exchange ("KLSE") and which was subsequently transferred to the Main Board of KLSE before it was delisted in 2012) as a Machining Technician. He was involved in setting up CNC machines for the manufacturing of precision engineering components.

In 1996, he joined DMS Microcut Sdn Bhd as a Technician where he was responsible for configuring, calibrating as well as troubleshooting machines. In 1998, he was promoted to Engineer where he was responsible for leading a team of technicians in handling machine operations, including machine programming for the manufacturing of precision engineering components.

In 1999, he left DMS Microcut Sdn Bhd and joined Micro-Mechanics Technology Sdn Bhd as a Machinist where he was involved in similar tasks of handling machine operations, including machine programming for the manufacturing of precision engineering components.

In 2001, he left Micro-Mechanics Technology Sdn Bhd and joined Auer Precision Asia Sdn Bhd as Technical Supervisor where he was involved in supervising the day-to-day operations of the technical department.

In 2002, he left Auer Precision Asia Sdn Bhd and joined Eng Teknologi Holdings Bhd as an Engineering Manager. He was stationed at the company's Philippines operations and was responsible for setting up the auto-lathe department as well as overseeing the production operations department. In 2004, he left Eng Teknologi Holdings Bhd.

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

After accumulating approximately 9 years of working experience in the precision engineering industry, he became a shareholder of Northeast Precision in 2004. Over the years, together with Chong Ewe Hean, he continued to lead the expansion of our Group's business by growing our manufacturing capabilities, customer base and export markets.

As at the LPD, he holds a directorship in a private limited company as disclosed in Section 4.2.3(ii) of this Prospectus.

(iii) **Chong Ewe Hean**

Chong Ewe Hean, a Malaysian age 52, is our Promoter, substantial shareholder and Executive Director. He is responsible for spearheading our Group's business development activities, including formulation of business development strategies and exploring new business opportunities and customer industries for business ventures and expansion. He was appointed to our Board on 18 July 2022.

In 1991, he completed his secondary education from Kolej Vokasional Batu Lanchang, Pulau Pinang.

He has approximately 31 years of experience in business development, sales and manufacturing operations of precision engineering components.

In 1992, he began his career with Polytool Engineering Sdn Bhd as an Intern where he was involved in material handling and mechanical works.

In 1993, he left Polytool Engineering Sdn Bhd and joined Eng Hardware Engineering Sdn Bhd, a wholly-owned subsidiary of Eng Teknologi Holdings Bhd (a company previously listed on the Second Board of KLSE and which was subsequently transferred to the Main Board of KLSE before it was delisted in 2012) as a Tooling Technician Supervisor. He was responsible for overseeing the tooling department. In 1999, he was transferred to Engtek Precision Philippines, Inc, a subsidiary of Eng Teknologi Holdings Bhd, and promoted to Engineering and Production Manager. He was responsible for overseeing the daily operations and development of the Precision Tooling and CNC Turning Divisions of the company. In 2001, he was redesignated as Senior Manager of Sales and Marketing, where he was involved in overseeing the sales and marketing functions of the company, including engaging new customers and expanding product offerings to new customer industries. In 2003, he left Engtek Precision Philippines, Inc and returned to Malaysia.

After accumulating approximately 11 years of working experience in the precision engineering industry, he incorporated Northeast Precision together with Ng Meng Hang in 2004 to venture into the manufacturing of precision engineering components. Over the years, together with Ng Chay Chin, he continued to lead the expansion of our Group's business by growing our manufacturing capabilities, customer base and export markets.

As at the LPD, he holds a directorship in a private limited company as disclosed in Section 4.2.3(iii) of this Prospectus.

Please refer to Section 4.7 of this Prospectus for further details on the association or family relationships between our Promoters, substantial shareholders, Directors and Key Senior Management.

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

4.1.3 Changes in our Promoters' and substantial shareholders' shareholdings in our Company

The changes in our Promoters' and substantial shareholders' shareholdings in our Company since the date of our incorporation on 18 July 2022 up to the LPD and after our IPO are as follows:

Name	As at 18 July 2022 (date of incorporation)				After the Acquisitions and novation of Shares to Mountain Range and as at the LPD				After our IPO			
	Direct		Indirect		Direct		Indirect		Direct		Indirect	
	No. of Shares	(i)%	No. of Shares	(i)%	No. of Shares	(ii)%	No. of Shares	(ii)%	No. of Shares	(iii)%	No. of Shares	(iii)%
Promoters and substantial shareholders												
Mountain Range	-	-	-	-	397,321,608	69.58	-	-	397,321,608	53.69	-	-
Ng Chay Chin	1	50.00	-	-	37,000,000	6.48	^(iv) 397,321,608	69.58	29,600,000	4.00	^(iv) 397,321,608	53.69
Chong Ewe Hean	1	50.00	-	-	29,600,000	5.18	^(iv) 397,321,608	69.58	25,900,000	3.50	^(iv) 397,321,608	53.69
Substantial shareholders												
Ng Meng Hang	-	-	-	-	37,740,000	6.61	-	-	18,500,000	2.50	-	-
Tang Ah Lek	-	-	-	-	34,780,000	6.09	-	-	22,200,000	3.00	-	-

Notes:

- (i) Based on issued share capital of 2 Shares.
- (ii) Based on the issued share capital of 571,011,000 Shares after the Acquisitions and as at the LPD.
- (iii) Based on the enlarged issued share capital of 740,000,000 Shares after our IPO.
- (iv) Deemed interest by virtue of his interest in Mountain Range pursuant to Section 8 of the Act.

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

4.1.4 Benefits paid or intended to be paid or given to our Promoters and substantial shareholders

Save for the following, there is no other amount or benefit that has been paid or intended to be paid or given to our Promoters and substantial shareholders within the 2 years preceding the date of this Prospectus:

- (i) the distribution of dividends by Northeast Precision and NE Components for FYE 2022 and FYE 2023, respectively to our Promoters and substantial shareholders are as follows:

	FYE 2022	FYE 2023
	RM'000	RM'000
Ng Chay Chin	255	700
Chong Ewe Hean	255	350

- (ii) issuance of our Shares as consideration pursuant to the Acquisitions as set out in Section 5.1.1 of this Prospectus; and
- (iii) aggregate remuneration and benefits paid and proposed to be paid for services rendered to our Group in all capacities are as set out in Section 4.2.4 of this Prospectus.

4.2 BOARD OF DIRECTORS

4.2.1 Shareholdings of our Directors

The details of our Directors and their respective shareholdings in our Company before our IPO/ as at the LPD and after our IPO (assuming each of our Directors subscribe in full for their respective entitlements under the Pink Form Allocations as set out in Section 3.3.1(ii) of this Prospectus) are as follows:

Name	Before our IPO/ As at the LPD				After our IPO			
	Direct		Indirect		Direct		Indirect	
	No. of Shares	(i)%	No. of Shares	(i)%	No. of Shares	(ii)%	No. of Shares	(ii)%
Dato' Seri Lee Kah Choon	-	-	-	-	1,300,000	0.18	-	-
Ng Chay Chin	37,000,000	6.48	⁽ⁱⁱⁱ⁾ 397,321,608	69.58	29,600,000	4.00	⁽ⁱⁱⁱ⁾ 397,321,608	53.69
Chong Ewe Hean	29,600,000	5.18	⁽ⁱⁱⁱ⁾ 397,321,608	69.58	25,900,000	3.50	⁽ⁱⁱⁱ⁾ 397,321,608	53.69
Dato' Faiza Binti Zulkifli	-	-	-	-	800,000	0.11	-	-
Ong Kim Nam	-	-	-	-	800,000	0.11	-	-
Ong Guat Ean	-	-	-	-	800,000	0.11	-	-

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

Notes:

- (i) Based on the issued share capital of 571,011,000 Shares before our IPO/as at the LPD.
- (ii) Based on the enlarged issued share capital of 740,000,000 Shares after our IPO.
- (iii) Deemed interest by virtue of his interest in Mountain Range pursuant to Section 8 of the Act.

Save for Ng Chay Chin and Chong Ewe Hean who are the shareholders of Mountain Range, none of our Directors represents any corporate shareholder on our Board. Please refer to Section 4.7 of this Prospectus for details on the associations or family relationships and associations between our Promoters, substantial shareholders, Directors and Key Senior Management.

4.2.2 Profiles of our Directors

The profiles of our Directors, save for Ng Chay Chin and Chong Ewe Hean which are set out in Sections 4.1.2(ii) and 4.1.2(iii) of this Prospectus respectively, are as follows:

(i) Dato' Seri Lee Kah Choon

Dato' Seri Lee Kah Choon, a Malaysian age 64, is our Independent Non-Executive Chairman and was appointed to our Board on 15 January 2024.

In 1985, he obtained his Bachelor of Laws from the University of Southampton, UK. In 1986, he was called to the Bar of England and Wales at the Honourable Society of the Middle Temple. In 1987, he obtained his Master of Arts in Laws and Practice from The City University, UK. He was also called to the Malaysian Bar in the same year. Since 2019, he has been a Certified Financial Planner by the Financial Planning Association of Malaysia.

In 1987, he began his career with Messrs. Wong-Chooi & Mohd. Nor as a Legal Assistant, where he was responsible for providing legal services related to conveyancing, trust and estate, banking and corporate. In 1991, he was admitted as a Partner of the firm before leaving in 1998.

In 1999, he founded his own legal practice, Messrs. KC Lee & Partners to provide legal advisory services. As the Managing Partner, he focused on conveyancing, trust and estate, banking and corporate services.

In 2004, he relinquished his position in Messrs. KC Lee & Partners to undertake the role of Parliamentary Secretary to the Ministry of Health of Malaysia. He was responsible for assisting the Minister on health matters in Malaysia, answering legal related questions and tabling reports on behalf of the Minister in the house of Parliament during the absence of the Minister. In 2008, he left the position.

In 2008, he was appointed as a Director of several government-linked corporations. These included the Penang Development Corporation (the development agency of the State Government of Penang, where its principal activities include being the government think-tank, industrial park development, township development, urban redevelopment, affordable housing and investments) until 2023, as well as Invest-in-Penang Berhad (a non-profit entity of the Penang State Government with the primary purpose of promoting investments within Penang) until 2023. Further, he was a Director of Penang Hill Corporation (a firm established with the primary objectives of managing the funicular system and the development of Penang Hill) from 2010 to 2023. He was also a Special Investment Advisor to the Chief Minister of Penang until 2023.

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

As at the LPD, he sits on the board of several public listed companies and private limited companies as disclosed in Section 4.2.3(i) of this Prospectus.

He does not have any relationship with our Promoters, substantial shareholders, Directors and Key Senior Management.

(ii) Dato' Faiza Binti Zulkifli

Dato' Faiza Binti Zulkifli, a Malaysian age 64, is our Independent Non-Executive Director and was appointed to our Board on 15 January 2024. She is also the Chairman of our Remuneration Committee and a member of our Audit and Risk Management Committee and Nomination Committee.

She obtained her Bachelor of Law (Honours) from Universiti Malaya in 1984 and Master of Laws in Information Technology and Intellectual Property Law from University of East Anglia, Norwich, UK in 2006. She was admitted to the Malaysian Bar as an Advocate and Solicitor in 2020. She also obtained a Diploma in Professional Translation (legal module) from Institut Terjemahan Negara Malaysia in 2018.

In 1984, she began her career as a Magistrate, where she was responsible for presiding over civil and criminal matters in the Magistrate Court until 1988. In 1988, she was appointed as the Assistant Director of the Malaysian Legal Aid Department in Perak. She was responsible for handling legal aid cases in the areas of family law, small estate (distribution), hire purchase, tenancy matters, road accidents and consumer claims.

From 1991 to 2002, she was appointed as a Legal Advisor for the Ministry of Domestic Trade and Consumer Affairs. She was responsible for managing and supervising all legal matters and appeared as Legal Counsel for the Ministry in civil cases. During her tenure with the Ministry, she was involved in various working committees in formulating strategies and policies and reviewing matters pertaining to the development of domestic trade, in particular in the distributive trade and consumerism sectors.

From 2002 to 2007, she was appointed as a Senior Assistant Parliamentary Draftsman at the Attorney General's Chambers of Malaysia. She was involved in drafting and vetting primary and subsidiary legislations and advising ministries on legal matters.

From 2007 to 2013, she was appointed as the Penang State Legal Advisor. She was responsible for managing and supervising legal matters in all Penang State departments. She was also a member of the Penang State Executive Council, member of the State Planning Committee, and the State Land Committee. She also appeared as Legal Counsel for the state in civil cases.

From 2014 to 2017, she served as the Chairman of the Advisory Board in the Prime Minister's Department. She was responsible for presiding over appeal cases filed by detainees detained under the preventive laws (laws against subversion, organised violence, and acts and crimes prejudicial to the public emergency powers).

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

From 2017 to 2018, she served as the Chairman of the Customs Appeal Tribunal under the Ministry of Finance where she presided over appeal cases filed by persons dissatisfied with the decisions of the Director General of Customs. Her last position with the government before her retirement in 2020 was being the Chairman of the Special Commissioners of Income Tax under the Ministry of Finance (from 2018 to 2020). She was responsible for presiding as Chairman in appeal cases filed by taxpayers against the assessment of the Director General of Inland Revenue Board, Malaysia.

From April 2022 to January 2023, she was appointed as a member of Suruhanjaya Perkhidmatan Air Negara. Additionally, in March 2022, she was appointed as a member of the Panel of the Tribunal for Consumer Claims Malaysia for a period of 3 years until February 2025.

As at the LPD, she sits on the board of several public listed companies as disclosed in Section 4.2.3(iv) of this Prospectus.

She does not have any relationship with our Promoters, substantial shareholders, Directors and Key Senior Management.

(iii) Ong Kim Nam

Ong Kim Nam, a Malaysian age 68, is our Independent Non-Executive Director and was appointed to our Board on 15 January 2024. He is also the Chairman of our Audit and Risk Management Committee and a member of our Nomination Committee and Remuneration Committee.

He obtained his professional qualification from the Association of Chartered Certified Accountants, UK ("**ACCA**") and was admitted as a member of ACCA in 1992. He has been a Chartered Accountant with the Malaysian Institute of Accountants ("**MIA**") since 1993 and a Fellow of ACCA since 1997.

In 1977, he began his career by joining Kiat & Associates as Audit Junior where he assisted in conducting audit assignments. Over the years, he took on additional responsibilities in conducting audit assignments before being transferred to Kiat & Associates Management Consultants Sdn Bhd as Manager in 1984. As a Manager, he was responsible for providing consultancy services in relation to taxation and management services.

In 1991, he left Kiat & Associates Management Consultants Sdn Bhd and joined A.A. Anthony & Co Sdn Bhd as General Manager where he was responsible for coordinating and managing the transactional processing and documentations of share transactions, as well as overseeing the finance and administration department.

In 1994, he left A.A. Anthony & Co Sdn Bhd and founded OKN Management PLT (formerly known as OKN Management (M) Sdn Bhd), a company specialising in providing advisory services on matters pertaining to financial management and taxation. As the founder, he oversees the overall operations of the company and formulates strategies to drive the growth of the company.

As at the LPD, he sits on the board of a public listed company as disclosed in Section 4.2.3(v) of this Prospectus.

He does not have any relationship with our Promoters, substantial shareholders, Directors and Key Senior Management.

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

(iv) Ong Guat Ean

Ong Guat Ean, a Malaysian age 60, is our Independent Non-Executive Director and was appointed to our Board on 15 January 2024. She is also the Chairman of our Nomination Committee and a member of our Audit and Risk Management Committee and Remuneration Committee.

In 1988, she obtained her Bachelor of Law (Honours) from Universiti Malaya. She was admitted to the Malaysian Bar as an Advocate and Solicitor in 1989. In 1999, she obtained her Master of Business Administration from Universiti Sains Malaysia.

In 1989, she began her career with Messrs. Wong-Chooi & Mohd. Nor as a Legal Assistant. She was involved in providing litigation and conveyancing services. In 1996, she was admitted as a Partner of the firm and her responsibilities were extended to providing advisory services. In 1999, she was appointed as a Partner of the Butterworth branch office of Messrs. Wong-Chooi & Mohd. Nor where she focused on providing conveyancing and advisory services as well as overseeing the business and operations of the Butterworth branch office. In 2013, she left Messrs. Wong-Chooi & Mohd. Nor.

After accumulating approximately 24 years of work experience in the legal industry, she co-founded the law firm, Messrs. Annie Ong-Teng & Associates in 2013. As a founding Partner, she leads the firm and provides advisory services pertaining to litigation and conveyancing.

As at the LPD, she does not hold any directorship in any public listed companies or private limited companies.

She does not have any relationship with our Promoters, substantial shareholders, Directors and Key Senior Management.

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

4.2.3 Involvement of our Directors in other principal business activities outside our Group

The principal business activities performed by our Directors outside our Group as at the LPD and their present directorships in companies outside our Group and in the past 5 years preceding the LPD are as follows:

(i) Dato' Seri Lee Kah Choon

Company name/Firm Name	Principal business activities	Designation	Involvement in principal business activities other than as a director
<i>Present involvement:</i>			
Aemulus Holdings Berhad	Investment holding (a public listed company with subsidiaries principally engaged in designing and developing automated test equipment and test and measuring instruments and provision of design consultancy and test related services)	Independent Non-Executive Chairman	Shareholder with approximately 0.002% direct equity interest
Cereal Products (M) Sdn Bhd	Manufacturing and marketing of cereal products	Director	-
Federal Oats Mills Sdn Bhd	Manufacturer of oats	Director	-
Khong Guan Vegetable Oil Refinery Sdn Bhd	Repacking, refining and marketing of edible oil	Director	-
L&P Global Berhad	Investment holding and provision of management services to its subsidiaries (a public listed company with subsidiaries principally engaged in provision of integrated industrial packaging solutions)	Independent Non-Executive Director	Shareholder with approximately 0.089% direct equity interest
Leong Hong Oil Mill Sdn Bhd	Marketing of pollard and bran as well as investment holding company	Director	-
NationGate Holdings Berhad	Investment holding (a public listed company with subsidiaries principally engaged in providing electronic manufacturing services)	Independent Non-Executive Director	Shareholder with approximately 0.084% direct equity interest

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

Company name/Firm Name	Principal business activities	Designation	Involvement in principal business activities other than as a director
<i>Previous involvement:</i>			
BPO Premier Sdn Bhd	Property development (dissolved on 31 January 2022)	Director (ceased directorship on 10 June 2019)	-
Invest-In-Penang Berhad	Promoting investment in the state of Penang	Director (ceased directorship on 30 September 2023)	-
Island Golf Properties Bhd	Operation of the Penang Golf Club which provides golfing and social facilities	Director (ceased directorship on 21 August 2020)	-
PDC Premier Holdings Sdn Bhd	Investment holding company and provision of human resource related and management consultancy services	Director (ceased directorship on 9 October 2023)	-
Premier Horizon Ventures Sdn Bhd	Provision of project management consultancy services, including construction management and supervision	Director (ceased directorship on 10 June 2019)	-
Malaysia Debt Ventures Berhad	Provision of financing facilities to the information and communication technology ("ICT"), biotechnology and other emerging technology sectors as mandated by the Government of Malaysia to spur the development of the ICT and biotechnology sectors in Malaysia	Non-Executive Chairman (ceased directorship on 28 October 2020)	-

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

(ii) Ng Chay Chin

Company name/Firm Name	Principal business activities	Designation	Involvement in principal business activities other than as a director
<i>Present involvement:</i>			
Mountain Range	Investment holding company	Director	Shareholder with approximately 45.30% direct equity interest
<i>Previous involvement:</i>			
FY Builder Sdn Bhd	Engineering consultancy services in relation to property construction	Director (ceased directorship on 1 June 2022)	-
Nordost Sdn Bhd	Operating cafe and operating restaurant (dissolved on 3 January 2020)	Director (deemed ceased directorship as at the dissolution date on 3 January 2020)	-
Starwave Sdn Bhd	Provision of painting services and general repairs for industrial, commercial and domestic buildings	Director (ceased directorship on 31 May 2023)	-

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

(iii) Chong Ewe Hean

Company name/Firm Name	Principal business activities	Designation	Involvement in principal business activities other than as a director
<i>Present involvement:</i>			
Mountain Range	Investment holding company	Director	Shareholder with approximately 26.70% direct equity interest
<i>Previous involvement:</i>			
Nordost Sdn Bhd	Operating cafe and operating restaurant (dissolved on 3 January 2020)	Director (deemed ceased directorship as at the dissolution date on 3 January 2020)	-
Starwave Sdn Bhd	Provision of painting services and general repairs for industrial, commercial and domestic buildings	Director (ceased directorship on 31 May 2023)	-

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

(iv) Dato' Faiza Binti Zulkifli

Company name/Firm Name	Principal business activities	Designation	Involvement in principal business activities other than as a director
<i>Present involvement:</i>			
ARK Resources Holdings Berhad	Investment holding and provision of management services (a public listed company with subsidiaries principally engaged in property development, civil, building, construction and engineering works and turnkey construction)	Independent Non-Executive Director	-
Mestron Holdings Berhad	Investment holding (a public listed company with subsidiaries principally engaged in manufacturing of steel poles, trading of outdoor lighting products, renewable energy and property development)	Independent Non-Executive Chairman	-
NationGate Holdings Berhad	Investment holding (a public listed company with subsidiaries principally engaged in providing electronic manufacturing services)	Independent Non-Executive Director	Shareholder with approximately 0.001% direct equity interest and negligible indirect equity interest by virtue of her children pursuant to Section 59(11)(c) of the Act
<i>Previous involvement:</i>			
Nil	-	-	-

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

(v) Ong Kim Nam

Company name/Firm Name	Principal business activities	Designation	Involvement in principal business activities other than as a director
<i>Present involvement:</i>			
Eng Kah Corporation Berhad	Investment holding (a public listed company with subsidiaries principally engaged in providing manufacturing, sales, marketing and distributing of personal care, household, perfume products, and home fragrance and aromatherapy souvenir)	Independent Non-Executive Director	Shareholder with approximately 0.01% direct equity interest and 0.03% indirect equity interest by virtue his spouse pursuant to Section 59(11)(c) of the Act
OKN Management PLT*	Provision of accounting, bookkeeping and auditing activities, tax consultancy, information communication technology system security services	Partner	-
<i>Previous involvement</i>			
PWF Corporation Berhad	Investment holding and provision of management services (a public listed company with subsidiaries principally engaged in providing broiler farming, breeding of day-old chicks, manufacturing and selling of poultry feeds and pet food, processing and distributing of poultry products)	Independent Non-Executive Director (ceased directorship on 31 May 2023)	Shareholder with approximately 0.07% direct equity interest
Sincere Commercial Services Sdn Bhd	Commercial services (dissolved on 6 December 2019)	Director (deemed ceased directorship as at the dissolution date on 6 December 2019)	-

Note:

* As part of the service provided by OKN Management PLT to its limited liability partnership customers, Ong Kim Nam is also acting as compliance officer for some of these customers.

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

(vi) Ong Guat Ean

Company name/Firm Name	Principal business activities	Designation	Involvement in principal business activities other than as a director
<i>Present involvement:</i>			
Annie Ong-Teng & Associates	Provision of legal services	Partner	-
<i>Previous involvement:</i>			
Nil	-	-	-

Our Managing Director and Executive Director are not involved in any business activities outside our Group save for Mountain Range, which is an investment holding company holding Shares of our Company. As such, their involvement will not affect their ability to perform their roles and responsibilities as well as their contributions to our Group.

The involvement of our Independent Non-Executive Directors in other business activities outside our Group will not affect their contributions to our Group as their involvement in our Company are to the extent of attending meetings and discharging their responsibilities as independent directors.

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

4.2.4 Remuneration and material benefits-in-kind of our Directors

The aggregate remuneration and material benefits-in-kind (including any contingent or deferred remuneration) paid and proposed to be paid to our Directors for services rendered to us in their capacities to our Group for the FYEs 2023 and 2024 are as follows:

FYE 2023 (Actual):

	Directors' fees	Salary	Bonus	Allowances and benefits-in-kind	Other emoluments ⁽ⁱ⁾	Total
Name	RM'000	RM'000	RM'000	RM'000	RM'000	RM'000
Dato' Seri Lee Kah Choon	-	-	-	-	-	-
Ng Chay Chin	187	2,010	-	24	245	2,466
Chong Ewe Hean	48	1,780	-	24	218	2,070
Dato' Faiza Binti Zulkifli	-	-	-	-	-	-
Ong Kim Nam	-	-	-	-	-	-
Ong Guat Ean	-	-	-	-	-	-

FYE 2024 (Proposed):

	Directors' fees	Salary	Bonus ⁽ⁱⁱⁱ⁾	Allowances and benefits-in-kind	Other emoluments ⁽ⁱ⁾	Total
Name	RM'000	RM'000	RM'000	RM'000	RM'000	RM'000
Dato' Seri Lee Kah Choon ⁽ⁱⁱ⁾	34	-	-	1	-	35
Ng Chay Chin	-	1,500	-	24	181	1,705
Chong Ewe Hean	-	1,500	-	24	181	1,705
Dato' Faiza Binti Zulkifli ⁽ⁱⁱ⁾	28	-	-	3	-	31
Ong Kim Nam ⁽ⁱⁱ⁾	30	-	-	4	-	34
Ong Guat Ean ⁽ⁱⁱ⁾	28	-	-	3	-	31

Notes:

- (i) These comprise contributions to EPF, SOCSO and EIS.

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

- (ii) Dato' Seri Lee Kah Choon, Dato' Faiza Binti Zulkifli, Ong Kim Nam and Ong Guat Ean were appointed to our Board on 15 January 2024. Hence, the total for FYE 2024 is based on a pro rata basis.
- (iii) The final bonus will be determined later based on the individual's performance as well as our Group's business performance and cash flows at the time of assessment.

The remuneration of our Directors must be considered and recommended by our Remuneration Committee and subsequently be approved by our Board. Our Directors' fees must be further approved/endorsed by our shareholders pursuant to an ordinary resolution passed at a general meeting.

4.3 BOARD PRACTICES

Our Board is responsible in leading and managing our Company in an effective and responsible manner and all our Directors have an equal responsibility for our operations and corporate accountability.

With the limit set by our Constitution, our Board is responsible for the governance and management of our Company, which include reviewing and adopting a strategic plan and direction for our Group, overseeing the conduct and performance of our Group's businesses to evaluate whether our businesses are being properly managed, identifying our Group's principal risks and ensuring the implementation of appropriate internal controls and mitigation measures, establishing a succession plan for our senior management, as well as reviewing the adequacy and the integrity of the management information and internal control system of our Group.

4.3.1 Term of office of our Board

The details of our Directors, all of whom are Malaysians, the expiration of each of their current term of office and the period they have served in office as at the LPD are as follows:

Name	Age	Designation	Date of appointment	Date of expiration of the current term of office	Approximate no. of years in office up to the LPD
Dato' Seri Lee Kah Choon	64	Independent Non-Executive Chairman	15 January 2024	Shall retire at our 2 nd annual general meeting (" AGM ") to be held in 2025	Less than 1 year
Ng Chay Chin	50	Managing Director	18 July 2022	Shall retire at our 2 nd AGM to be held in 2025	Less than 2 years
Chong Ewe Hean	52	Executive Director	18 July 2022	Shall retire at our 3 rd AGM to be held in 2026	Less than 2 years
Dato' Faiza Binti Zulkifli	64	Independent Non-Executive Director	15 January 2024	Shall retire at our 2 nd AGM to be held in 2025	Less than 1 year

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

Name	Age	Designation	Date of appointment	Date of expiration of the current term of office	Approximate no. of years in office up to the LPD
Ong Kim Nam	68	Independent Non-Executive Director	15 January 2024	Shall retire at our 2 nd AGM to be held in 2025	Less than 1 year
Ong Guat Ean	60	Independent Non-Executive Director	15 January 2024	Shall retire at our 2 nd AGM to be held in 2025	Less than 1 year

In accordance with our Constitution, an election of Directors shall take place each year at the annual general meeting of our Company where 1/3 of our Directors who are subject to retirement by rotation for the time being or if their number is not 3 or a multiple of 3, then the number nearest to 1/3 shall retire from office and be eligible for re-election, provided that all Directors shall retire from office at least once in every 3 years. A retiring Director shall be eligible for re-election. A Director retiring at a meeting shall retain office until the conclusion of the meeting.

Our Board acknowledges and takes cognisance of the MCCG which contains best practices and guidance for listed companies to improve upon or to enhance their corporate governance as it forms an integral part of their business operations and culture.

Our Board believes that our current Board composition provides an appropriate balance in terms of skills, knowledge and experience to promote the interest of all shareholders and to govern our Group effectively.

Our Board is committed to achieving and sustaining high standards of corporate governance and we have considered the additional best practices and guidance set out in the MCCG which includes the non-involvement of our Chairman in our Audit and Risk Management Committee, Nomination Committee and Remuneration Committee and for our Company to have at least 30% women directors on our Board.

4.3.2 Audit and Risk Management Committee

Our Audit and Risk Management Committee was formed by our Board on 15 January 2024. The members of our Audit and Risk Management Committee consist of the following:

Name	Designation	Directorship
Ong Kim Nam	Chairman	Independent Non-Executive Director
Dato' Faiza Binti Zulkifli	Member	Independent Non-Executive Director
Ong Guat Ean	Member	Independent Non-Executive Director

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

Our Audit and Risk Management Committee undertakes, amongst others, the following functions:

External audits

- (i) to nominate and recommend the appointment and reappointment of external auditors taking into consideration the adequacy of experience, resources and audit fee, and any issue regarding resignation or dismissal of the external auditors;
- (ii) to review with the external auditors, the nature, scope and plan of the audit before the commencement of the audit and report the same to our Board;
- (iii) to review with the external auditors, their audit report and evaluation of accounting policies and systems of internal controls and risk management, and report the same to our Board;
- (iv) to review the circumstances of non-audit services that can be entered into and procedures that must be followed by the external auditors; and
- (v) to monitor the external auditors' compliance with relevant ethical and professional guidance on the rotation of audit partners, the level of fees paid compared to other quote(s) obtained for similar services and other related requirements; and
- (vi) to ensure proper policies and procedures are established to assess the suitability, objectivity and independence of the external auditors to safeguard the quality and reliability of audited financial statements, including obtaining written assurance from the external auditors confirming that they are, and have been, independent throughout the conduct of the audit engagement in accordance with the terms of reference of all relevant professional and regulatory requirements.

Internal audits

- (i) to review and report to our Board the adequacy of the scope, functions, competency and resources of the internal audit functions and that it has the necessary authority to carry out its work;
- (ii) to review and report the same to our Board on the internal audit reviews, processes, the results of the internal audit reviews, processes or investigation undertaken and whether or not appropriate action is taken on the recommendations by the internal audit function;
- (iii) to review the adequacy of our Group's risk profile and risk management framework, and assess the resources and knowledge of the senior management and employees involved in the risk management process;
- (iv) to review the effectiveness of the internal control systems and risk management system deployed by the senior management to address those risks, and recommend corrective measures undertaken to remedy failings and/or weaknesses;
- (v) to communicate and monitor the risk assessment results to our Board; and

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

- (vi) to review the statement of risk management and internal control for disclosure in the annual report and ensure that such disclosure is in compliance with the requirements of the relevant authorities.

Financial reporting

- (i) to make recommendations to our Board, review the quarterly and year-end financial statements and report the same to our Board, focusing particularly on:
 - (a) any changes in or implementation of major accounting policies;
 - (b) significant matters highlighted including financial reporting issues, significant judgement made by the senior management, significant and unusual events or transactions, and how these matters are addressed;
 - (c) significant adjustments arising from the audit;
 - (d) the going concern assumption; and
 - (e) compliance with accounting standards and other legal requirements.

Others

- (i) to review any related party transactions (including recurrent related party transactions) and conflict of interest situation that may arise within our Group (including any transaction, procedure or course of conduct that raises questions of management integrity) and report the same to our Board;
- (ii) to review any related party transaction entered into by our Company or our Group and to determine if such transactions are undertaken on an arm's length basis and normal commercial terms, on terms not more favourable to the related parties than those generally available to the public, and to ensure that our Directors report such transaction annually to the shareholders in the annual report;
- (iii) to maintain and keep under review the whistle-blowing mechanism of our Group which shall be in accordance with Whistleblowing Policy, as well as an effective and efficient set of investigation procedures, which aims to provide protection and confidentiality;
- (iv) to ensure that the results of any audit, reviews of risk assessment, control measures and performance are reported to all top-level management, including the full Board and acted upon;
- (v) have the resources which are required to perform its duties, including assigning a competent person or function to be responsible for all anti-corruption and anti-bribery compliance matters;
- (vi) ensure the internal and external trainings in relation to anti-corruption and anti-bribery are developed for Directors, senior management and all employees;
- (vii) review the major findings of any corruption and whistle-blower matters, deliberate and decide on the appropriate actions required on such matters until the matters are resolved satisfactorily; and

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

- (viii) to review and verify the allocation of options or granting of shares to employees under employees' share issuance scheme, if any.

4.3.3 Nomination Committee

Our Nomination Committee was formed by our Board on 15 January 2024. The members of our Nomination Committee consist of the following:

Name	Designation	Directorship
Ong Guat Ean	Chairman	Independent Non-Executive Director
Dato' Faiza Binti Zulkifli	Member	Independent Non-Executive Director
Ong Kim Nam	Member	Independent Non-Executive Director

Our Nomination Committee undertakes, amongst others, the following functions:

- (i) to recommend to our Board, candidates for all directorship vacancies to be filled;
- (ii) to recommend to our Board, candidates to fill the seats on Board committees and recommend to our Board in respect of Directors' independence and conflicts of interests, if any, and the steps to be taken to manage potential conflicts of interest;
- (iii) to assess the skill gaps and training needs of each Director, review the fulfilment of such training and disclose such details in the annual report as appropriate;
- (iv) to review our Board's succession plans taking into consideration the present size, structure and composition of the Board and Board Committees as well as the required skills mix, experience and competency required, and make recommendations to our Board with regard to any adjustments that are deemed necessary;
- (v) to assist our Board to review, on an annual basis, the appropriate balance and size of non-executive participation in establishing procedures and processes toward an annual assessment of the effectiveness of our Board as a whole and the contribution of each individual Director and Board committee member;
- (vi) to assess the effectiveness of our Board as a whole annually, the Board committees and contribution of each individual Director to determine whether such Directors or Board committees and its members (as the case may be) have carried out their duties in accordance with the Board Charter and their respective terms of reference. All assessments and evaluations carried out by the Nomination Committee in the discharge of its functions should be properly documented; and
- (vii) to review the tenure of each Director and perform annual re-election of Directors with consideration of satisfactory evaluation on their performance and contribution.

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

4.3.4 Remuneration Committee

Our Remuneration Committee was formed by our Board on 15 January 2024. The members of our Remuneration Committee consist of the following:

Name	Designation	Directorship
Dato' Faiza Binti Zulkifli	Chairman	Independent Non-Executive Director
Ong Kim Nam	Member	Independent Non-Executive Director
Ong Guat Ean	Member	Independent Non-Executive Director

Our Remuneration Committee undertakes, amongst others, the following functions:

- (i) to set, review, recommend and advise the policy framework relating to the remunerations of our Directors and Key Senior Management;
- (ii) to review and recommend to our Board the remuneration packages of our Directors (both executive and non-executive) and Key Senior Management including bonuses, incentives, benefits-in-kind, severance payments, any grant of entitlement under share scheme (where applicable) based on merit, qualification and competence taking into consideration the operating results, individual performance and comparable market statistics;
- (iii) to review the history of and proposals for the remuneration package of each of the Board committees; and
- (iv) ensure frequent communication with the Nomination Committee to align remuneration policies and procedures to succession planning and ensure risk outcomes are adequately considered in the design of remuneration policies and procedures.

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

4.4 MANAGEMENT REPORTING STRUCTURE

The following chart illustrates the management reporting structure of our Group:



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

4.5 KEY SENIOR MANAGEMENT

4.5.1 Shareholdings of our Key Senior Management

Save for the shareholdings of Ng Chay Chin and Chong Ewe Hean, being our Managing Director and Executive Director respectively, which have been set out in Section 4.2.1 of this Prospectus, the details of our Key Senior Management and their respective shareholdings in our Company as at the LPD and after our IPO (assuming each of our Key Senior Management subscribes in full for their respective entitlements under the Pink Form Allocations as set out in Section 3.3.1(ii) of this Prospectus) are as follows:

Name	Designation	Before our IPO/ As at the LPD				After our IPO			
		Direct		Indirect		Direct		Indirect	
		No. of Shares	(i)%	No. of Shares	(i)%	No. of Shares	(ii)%	No. of Shares	(ii)%
Ng Chai Hee	Senior Operations Director	12,580,000	2.20	-	-	8,880,000	1.20	-	-
Yin Thien Hee	Senior Business & Sales Director	12,580,000	2.20	-	-	7,400,000	1.00	-	-
Tan Suat Hoon	Chief Financial Officer	-	-	-	-	1,000,000	0.14	-	-

Notes:

- (i) Based on the issued share capital of 571,011,000 Shares before our IPO/as at the LPD.
- (ii) Based on the enlarged issued share capital of 740,000,000 Shares after our IPO.

Save for Ng Chay Chin and Chong Ewe Hean who are the representatives of Mountain Range, none of our Key Senior Management are representatives of any corporate shareholder.

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

4.5.2 Profiles of our Key Senior Management

The profiles of our other Key Senior Management are as follows:

(i) Ng Chai Hee

Ng Chai Hee, a Malaysian age 46, is our Senior Operations Director. He is responsible for overseeing the overall operations and manufacturing activities of our Group.

In 1994, he completed Form 3 in Sekolah Menengah Serdang, Kedah.

He has approximately 28 years of experience in machine configuration and troubleshooting, as well as manufacturing operations of precision engineering components.

In 1996, he began his career when he joined Eng Teknologi Sdn Bhd, a wholly-owned subsidiary of Eng Teknologi Holdings Bhd (a company previously listed on the Second Board of the KLSE and was subsequently transferred to the Main Board of the KLSE before it was delisted in 2012) as a Technician. He was responsible for configuring, calibrating as well as troubleshooting machines.

In 1999, he left Eng Teknologi Sdn Bhd and joined Mahlin Min Aik Corporation Sdn Bhd as a Technician. Similarly, he was responsible for configuring, calibrating as well as troubleshooting machines. In 2001, he joined JCY HDD Technology Sdn Bhd, a wholly-owned subsidiary of JCY International Berhad (a company previously listed on the Main Market of Bursa Securities) as Shift Leader, where he was responsible for planning and monitoring production schedules of hard disk components.

In 2004, he left JCY HDD Technology Sdn Bhd and joined Engtek Precision Philippines, Inc, a wholly-owned subsidiary of Eng Teknologi Holdings Bhd, as a Technical Supervisor. He was responsible for supervising production planning activities and implementation of operational strategies in the manufacturing of precision engineering components. He left Engtek Precision Philippines Inc. after a few months in June 2004 and returned to Malaysia in the same year.

In July 2004, he joined our Group as a Manager where he was involved in coordinating and managing our day-to-day operations and manufacturing activities. In 2010, he was redesignated to Operations Manager where he assumed similar responsibilities. In 2014 and 2022, he was promoted to General Manager and Senior General Manager respectively, where he was responsible for overseeing the overall operations and manufacturing activities of our Group. In 2023, he was promoted to Senior Operations Director, a position he holds to date.

As at the LPD, he does not hold any directorship in any public listed companies or private limited companies.

Save as disclosed in Section 4.7 of this Prospectus, he has no other relationships with our Promoters, substantial shareholders, Directors and other Key Senior Management.

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

(ii) Yin Thien Hee

Yin Thien Hee, a Malaysian age 51, is our Senior Business & Sales Director. He is responsible for managing and overseeing the sales and marketing activities of our Group.

In 1995, he obtained his Diploma of Mechanical Engineering from Federal Institute of Technology Malaysia (in affiliation with and recognised by Northumbria University in Newcastle, UK and University of Sunderland, UK).

He has approximately 28 years of experience in the material handling and automation equipment industry as well as the precision engineering industry.

In 1996, he began his career with G-Force Sdn Bhd as a Sales Executive, where he was involved in the sales of material handling equipment and customer services. He left G-Force Sdn Bhd in the same year.

In 1997, he joined Alstron Engineering (M) Sdn Bhd as a Sales Engineer, where he was responsible for the sales of automation equipment as well as managing customer relationships. In 1999, he left Alstron Engineering (M) Sdn Bhd to join Shanghai Komark Labels & Labelling Co. Ltd in China as a Sales Engineer, where he was involved in business development activities to drive the sales of automation equipment.

In 2001, he left Shanghai Komark Labels & Labelling Co. Ltd to join Clearpack Automation Suzhou Co. Ltd in China as a Sales Manager, where he was responsible for managing and leading a sales team, managing customer relationships as well as generating sales for automation equipment. In 2004, he left Clearpack Automation Suzhou Co Ltd in China and returned to Malaysia.

In 2005, he joined Wong Engineering Industries Sdn Bhd as a Sales Manager. He was involved in business development activities to drive the sales of precision engineering components.

In 2008, he left Wong Engineering Industries Sdn Bhd and joined LKT Precision Engineering Sdn Bhd as Business Development Manager. He was involved in business development activities to drive the sales of precision engineering components.

In 2009, he left LKT Precision Engineering Sdn Bhd and joined our Group as a Manager where he was involved in business development activities to expand our customer base and to drive the sales of our precision engineering components. In 2019, he was appointed as Business Director where he was responsible for managing and executing our business development strategies and activities. In 2022, he was redesignated as our Marketing Director and was promoted to Senior Business & Sales Director in 2023, a position he holds to-date.

As at the LPD, he does not hold any directorship in any public listed companies or private limited companies.

Save as disclosed in Section 4.7 of this Prospectus, he has no other relationships with our Promoters, substantial shareholders, Directors and other Key Senior Management.

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

(iii) Tan Suat Hoon

Tan Suat Hoon, a Malaysian age 55, is our Chief Financial Officer. She is responsible for overseeing the accounting, financial and corporate matters of our Group.

She obtained her Diploma in Commerce (Management Accounting) from Tunku Abdul Rahman College, Kuala Lumpur in 1992. She was admitted as an Associate of the Chartered Institute of Management Accountants, UK ("**CIMA**") and the ACCA in 1996 and as Fellow for both CIMA and ACCA in 2001. She has also been a Chartered Accountant with MIA since 1996. She is presently a member of CIMA and MIA.

She has accumulated more than 20 years of experience in corporate finance, advisory and debt capital market in the investment banking industry, and was involved in initial public offerings, capital and fund-raising exercises, corporate restructuring, mergers and acquisitions, privatisations and take-overs.

She began her career as an Audit Assistant with KPMG Peat Marwick (now known as KPMG) in 1992 and left as an Audit Senior in 1996, where she was involved in audit assignments of private and public listed companies in various industries.

In 1996, she joined Malaysia International Merchant Bankers Berhad (which was taken over by EON Bank Berhad and subsequently by Hong Leong Bank Berhad) as an Executive in Corporate Finance and left in 2002 as a Manager, where she was involved in providing advisory and consultancy services, as well as managing corporate exercises for clients in various industries.

In 2002, she joined AmInvestment Bank Berhad as a Manager in Corporate Finance and left in 2017 as a Senior Vice President, where she was responsible for providing advisory and consultancy services as well as coordinating and leading corporate exercises for clients in various industries.

In 2017, she joined Pen Petroleum Sdn Bhd as Senior Group Finance Manager where she was responsible for supervising the daily functions of the finance department. In 2018, she left Pen Petroleum Sdn Bhd and joined Kenanga Investment Bank Berhad as Senior Vice President in Corporate Finance where she was responsible for providing advisory and consultancy services as well as leading corporate finance exercises for clients in various industries.

In June 2021, she left Kenanga Investment Bank Berhad and joined Texchem Corporation Sdn Bhd, a subsidiary of Texchem Resources Bhd ("**TRB**"), as Group Chief Financial Officer and was responsible for finance and treasury matters for TRB's group of companies which are involved in the industrial, polymer engineering, food and restaurant segments. She was transferred to TRB as the Special Officer-Regulatory, Presidential Office in July 2022 before she left in September 2022. She was responsible for ensuring compliance of TRB with relevant regulatory requirements and managing ad-hoc projects assigned by the Presidential Office.

In September 2022, she joined our Group as our Chief Financial Officer where she assumed her current responsibilities.

As at the LPD, she sits on the board of several public listed companies as disclosed in Section 4.5.3(iii) of this Prospectus.

She does not have any relationship with our Promoters, substantial shareholders, Directors and Key Senior Management.

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

4.5.3 Involvement of our Key Senior Management in other principal business activities outside our Group

Save for the involvement of Ng Chay Chin and Chong Ewe Hean, being our Managing Director and Executive Director respectively, which have been set out in Section 4.2.3 of this Prospectus, the principal business activities performed by our Key Senior Management outside our Group as at the LPD and their present directorships in companies outside our Group and in the past 5 years preceding the LPD are as follows:

(i) Ng Chai Hee

Company name/Firm Name	Principal business activities	Designation	Involvement in principal business activities other than as a director
<i>Present involvement:</i>			
Mountain Range	Investment holding company	-	Shareholder with approximately 2.60% direct equity interest
<i>Previous involvement:</i>			
FY Builder Sdn Bhd	Engineering consultancy services in relation to property construction	Director (ceased directorship on 4 November 2019)	-

(ii) Yin Thien Hee

Company name/Firm Name	Principal business activities	Designation	Involvement in principal business activities other than as a director
<i>Present involvement:</i>			
Mountain Range	Investment holding company	-	Shareholder with approximately 3.20% direct equity interest
<i>Previous involvement:</i>			
FY Builder Sdn Bhd	Engineering consultancy services in relation to property construction	Director (ceased directorship on 4 November 2019)	-

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

(iii) Tan Suat Hoon

Company name/Firm Name	Principal business activities	Designation	Involvement in principal business activities other than as a director
<i>Present involvement:</i>			
Central Global Berhad	Investment holding (a public listed company with subsidiaries principally engaged in manufacturing, sales and trading of self-adhesive label stocks and tape, contractor and construction of building and infrastructure and trading of building materials, provision of information technology and related services; investment holding in property and real estate and operation of general facilities that produce electric energy and construction of power plants)	Independent Non-Executive Director	-
Elridge Energy Holdings Berhad	Investment holding (a public limited company with proposed subsidiaries principally engaged in manufacturing and trading of biomass fuel products, particularly palm kernel shells as well as wood pellets)	Independent Non-Executive Director	-
PGF Capital Berhad	Investment holding, trading of fibre glasswool and its related products and provision of management services (a public listed company with subsidiaries principally engaged in manufacturing, sale and trading of fibre glasswool and its related products; property development, investment holding in property, manufacturing and trading of building and hygiene products and plantation of tropical fruits)	Independent Non-Executive Director	-

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

Company name/Firm Name	Principal business activities	Designation	Involvement in principal business activities other than as a director
Smart Asia Chemical Bhd	Investment holding (a public limited company with proposed subsidiaries principally engaged in the development, manufacturing, distribution and sale of decorative paints and protective coatings for household and industrial applications)	Independent Non-Executive Director	-
<i>Previous involvement:</i>			
Nil	-	-	-

Ng Chai Hee and Yin Thien Hee are not involved in any business activities outside our Group save for Mountain Range, which is an investment holding company holding Shares of our Company. As such, their involvement will not affect their ability to perform their roles and responsibilities as well as their contributions to our Group.

In addition, the involvement of Tan Suat Hoon in Central Global Berhad, Elridge Energy Holdings Berhad, PGF Capital Berhad and Smart Asia Chemical Bhd as an Independent Non-Executive Director is not expected to require a significant amount of her time and affect her contribution to our Group as her involvement in business activities outside our Group are to the extent of attending meetings and discharging her responsibilities as an independent director. Her attendance in these meetings requires minimal travelling time as most of the meetings are conducted virtually, thus, allowing her to spend the majority of her time in our Group. Further, apart from Tan Suat Hoon, our Group's accounting and finance function is supported by a team of 5 personnel, one of whom is also a qualified accountant and holds the position of Financial Controller.

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

4.5.4 Remuneration and material benefits-in-kind of our Key Senior Management

Save for the aggregate remuneration and material benefits-in-kind paid and proposed to be paid to Ng Chay Chin and Chong Ewe Hean, being our Managing Director and Executive Director respectively which have been set out in Section 4.2.4 of this Prospectus, the aggregate remuneration and material benefits-in-kind (including any contingent or deferred remuneration) paid and proposed to be paid to our other Key Senior Management for services rendered to us in their capacities to our Group for the FYEs 2023 and 2024 are as follows:

Name	Remuneration band	
	FYE 2023 (Actual)	FYE 2024 (Proposed)
	RM'000	RM'000
Ng Chai Hee	200 - 250	200 - 250
Yin Thien Hee	550 - 600	550 - 600
Tan Suat Hoon	350 - 400	350 - 400

4.6 SERVICE CONTRACTS

As at the LPD, we do not have any existing or proposed service contract with our Directors or Key Senior Management, which provides for benefits upon termination of employment.

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

Save as disclosed below, there is no association or family relationship between any of our Promoters, substantial shareholders, Directors and Key Senior Management:

Name	Position	Relationship
Ng Chay Chin	Promoter, substantial shareholder, Director and Key Senior Management	<ul style="list-style-type: none"> Brother of Ng Chai Hee Director and substantial shareholder of Mountain Range
Chong Ewe Hean	Promoter, substantial shareholder, Director and Key Senior Management	<ul style="list-style-type: none"> Director and substantial shareholder of Mountain Range
Ng Chai Hee	Specified Shareholder and Key Senior Management	<ul style="list-style-type: none"> Brother of Ng Chay Chin Shareholder of Mountain Range
Yin Thien Hee	Shareholder and Key Senior Management	<ul style="list-style-type: none"> Shareholder of Mountain Range

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

4.8 DECLARATION BY OUR 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 events (whether in or outside Malaysia) as at the LPD:

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

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