

DIRECTORS' PROFILE

JONATHAN LAW NGEE SONG,

Malaysian, Male, Age 59.

Group Non-Independent Non-Executive Board Chairman and
Chairman of Sustainability Management Committee.

Qualification

He graduated from Australia National University with a Bachelor of Commerce degree and Bachelor of Laws degree in 1987 and 1989 respectively.

Working Experience

He was admitted as Advocate and Solicitor, High Court of Malaya in 1991. He practiced as a legal assistant in Allen & Gledhill from 1991 to 1995 and was subsequently promoted to partner of the firm in 1995. He then became a Partner at Messrs. Nik Saghir & Ismail in 1996 and on 2 April 2019, he joined Azmi & Associates as a Partner for Merger & Acquisition/ Corporate Practice.

Date Appointed to the Board

He was appointed as an Independent Non-Executive Director on 8 January 2007 and was re-designated as Independent Non-Executive Chairman and Group Independent Non-Executive Chairman on 22 February 2010 and 15 June 2015 respectively. On 17 April 2023, he was re-designated to a Non-Independent Non-Executive Chairman.

Directorship in other Public Listed Companies

He is currently a Non-Independent Non- Executive Chairman of Anglo-Eastern Plantations PLC, a company listed on the London Stock Exchange and was appointed to the Board of Pimpinan Ehsan Berhad on 25 February 2021 where subsequently he was re-designated as an Non-Independent Non- Executive Chairman on 21 April 2021.

Interest in Securities of the Company and its Subsidiaries

He does not hold any shares of the Company.

Family Relationship with any Directors / Major Shareholders

He does not have any family relationship with any directors or major shareholders of the Company.

Conflict of Interest with the Group

He has declared that he has no conflict of interest with the Company / Group.

List of Conviction for Offences within the past 5 years other than traffic offences

None.

Number of Meetings attended in the financial year 2024

He attended 5 out of 5 Board Meetings and 3 out of 3 Sustainability Management Committee Meetings.

DIRECTORS' PROFILE (Cont'd)

KUO JEN CHANG

Singaporean, Male, Age 62.
Group Executive Director,
Group Chief Executive Officer / President.

Qualification

Bachelor Degree in Electronic Engineering from the University of Wisconsin, United States.

Working Experience

His career started in 1987 when he joined Evergreen Timber Products Pte Ltd (ETP) in Singapore as Procurement Manager. In 1989, he was appointed Director of Evergreen Décor Products (M) Sdn. Bhd. (EDP) which became a subsidiary of the Group and was overseeing the entire operations of the Company up until 1992. In the capacity of Group Chief Executive Officer / President, he is responsible for the Group's entire business directions and operations.

Date Appointed to the Board

He became a member of the Board of Directors on 15 May 1991. Thereon, he was appointed as Managing Director on 15 April 2004. Subsequently, he was re-designated as Group Chief Executive Officer / President on 15 June 2015.

Directorship in other Public Listed Companies

He does not hold any directorship in other public listed companies.

Interest in Securities of the Company and its Subsidiaries

Please refer to page 170 of this Annual Report.

Family Relationship with any Directors / Major Shareholders

He is the son of Kuo Wen Chi and brother of Kuo Huei Chen and Kuo Jen Chiu, and uncle to Henry, Justin and Jeffrey Kuo.

Conflict of Interest with the Group

He has declared that he has no conflict of interest with the Company / Group.

List of Conviction for Offences within the past 5 years other than traffic offences

None.

Number of Meetings attended in the financial year 2024

He attended 5 out of 5 Board Meetings.

DIRECTORS' PROFILE (Cont'd)

KUO JEN CHIU

Singaporean, Male, Age 59.
Group Executive Director,
Group Chief Operating Officer / Vice President.

Qualification

Degree in Computer Science from the University of Wisconsin, United States.

Working Experience & Occupation

His career started in 1990 as a Marketing Manager with Evergreen Timber Products Pte Ltd (ETP) in Singapore. In the capacity of Group Chief Operating Officer / Vice President, he oversees the Finance, Marketing and Operations of the Group and his responsibilities includes identifying opportunities and overseeing the development of new markets and products for the Group.

Date Appointed to the Board

He became a member of the Board of Directors on 15 May 1991. Thereon, he was appointed as Executive Director on 15 April 2004 and was re-designated as Group Chief Operating Officer / Vice President on 15 June 2015.

Directorship in other Public Listed Companies

He does not hold any directorship in other public listed companies.

Interest in Securities of the Company and its Subsidiaries

Please refer to page 170 of this Annual Report.

Family Relationship with any Directors / Major Shareholders

He is the son of Kuo Wen Chi and brother of Kuo Jen Chang and Kuo Huei Chen and uncle to Henry, Justin and Jeffrey Kuo.

Conflict of Interest with the Group

He has declared that he has no conflict of interest with the Company / Group.

List of Conviction for Offences within the past 5 years other than traffic offences

None.

Number of Meetings attended in the financial year 2024

He attended 5 out of 5 Board Meetings.

DIRECTORS' PROFILE (Cont'd)

MARY HENERIETTA LIM KIM NEO,

Malaysian, Female, Age 61.

Group Executive Director.

Member of Sustainability Management Committee.

Qualification

Master in Business Administration from the University of Preston, United States.

Working Experience & Occupation

Her career started in 1984 as a Human Resources / Administrative Officer with a local Consulting Firm. In 1992, she left for the manufacturing industry and joined the Company as a Human Resources / Administrative Executive to oversee the Human Resource and Administration Department. Subsequently in 1995, she was promoted to Human Resources and Administration Manager and was also appointed as a Director in the Company. In her current capacity, she is responsible for the Administrative, Corporate Affairs and Compliance matters of the Group.

Date Appointed to the Board

She was appointed as a member of the Board of Directors on 15 December 1995 and was re-designated as Group Executive Director on 15 June 2015.

Directorship in other Public Listed Companies

She does not hold any directorship in other public listed companies.

Interest in Securities of the Company and its Subsidiaries

She holds insignificant shares in the Company.

Family Relationship with any Directors / Major Shareholders

She does not have any family relationship with any directors or major shareholders of the Company.

Conflict of Interest with the Group

She has declared that she has no conflict of interest with the Company / Group.

List of Conviction for Offences within the past 5 years other than traffic Offences

None.

Number of Meetings attended in the financial year 2024

She attended 5 out of 5 Board Meetings and 3 out of 3 Sustainability Management Committee Meetings.

DIRECTORS' PROFILE (Cont'd)

KUAN KAI SENG,

Malaysian, Male, Age 51.

Senior Independent Non-Executive Director,

Chairman of the Audit Committee and Member of the Nominating Committee and Risk Management Committee.

Qualification

Bachelor Degree in Accountancy, New Zealand. Member of Institute of Chartered Accountants of New Zealand and a member of the Malaysian Institute of Accountants (MIA) and Chartered Tax Institute of Malaysia.

Working Experience

He joined Ernst & Young from March 1999 to September 2002, carrying out statutory audit on private and public listed companies. Subsequently, he became the Group Accountant in a local Group of companies. His employment with the Group of Companies included a three-year overseas posting as an Assistant General Manager cum Head of Finance for the Group's subsidiary in China. After that, he was in public practice as a Chartered Accountant in a member firm of MIA. On 3 April 2012, he joined XL Holdings Berhad, a company listed on Bursa Malaysia Securities Berhad as an Executive Director.

Date Appointed to the Board

He was appointed as the Group Independent Non-Executive Director on 5 June 2014.

Directorship in other Public Listed Companies

He was appointed as Executive Director in XL Holdings Berhad on 3 April 2012.

Interest in Securities of the Company and its Subsidiaries

He does not hold any shares of the Company.

Family Relationship with any Directors / Major Shareholders

He does not have any family relationship with any directors or major shareholders of the Company.

Conflict of Interest with the Group

He has declared that he has no conflict of interest with the Company / Group.

List of Conviction for Offences within the past 5 years other than traffic offences

None.

Number of Meeting attended in the financial year 2024

He attended 5 out of 5 Board Meetings, 5 out of 5 Audit Committee Meetings, 3 out of 3 Nominating Committee Meetings, 2 out of 2 Remuneration Committee Meetings and 3 out of 3 Risk Management Committee Meetings.

DIRECTORS' PROFILE (Cont'd)

TAN MUI PING,

Malaysian, Female, Age 49.

Independent Non-Executive Director,

Chairman of Risk Committee and Member of Audit and Remuneration Committee and Sustainability Management Committee.

Qualification

Fellow Member of Association of Chartered Certified Accountants, Member of the Malaysian Institute of Accountants, a registered company secretary with the Companies Commission of Malaysia, as well as a member of the Institute of Corporate Directors Malaysia.

Working Experience

She has more than 20 years of experience in senior finance roles which covers the areas of corporate finance, investment analysis, business development partnering and investment feasibility study, and group finance matters, treasury and tax planning.

She began her career in 1998 as Audit Assistant with Shamsir Jasani Grant Thornton (now known as Grant Thornton Malaysia PLT). In 2001, she joined Wah Seong Corporation Berhad as an Accountant where she was responsible for the group reporting and corporate finance functions. In 2003, she joined Edaran Otomobil Nasional Berhad as a Manager - Group Finance where she was responsible for the group finance matters, corporate finance and tax planning. In 2007, she joined Advance Synergy Berhad ("ASB") as the Head of Finance. During her tenure in ASB, she was involved in various corporate exercises.

In 2012, she joined Weida (M) Bhd. ("Weida") as a Senior Manager of the Corporate Development Department. She was promoted to the position of General Manager in the Group Managing Director's Office in 2014 and subsequently in 2023, she was re-designated as the Financial Advisor to the Group Executive Chairman, a position she assumes to present date.

Date Appointed to the Board

She was appointed as an Independent Non-Executive Director on 1 October 2022.

Directorship in other Public Listed Companies

She was appointed as an Independent Non-Executive Director of Infoline Tec Group Bhd. on 1 November 2021. Life Water Berhad on 27 November 2023.

Interest in Securities of the Company and its Subsidiaries

She does not hold any shares of the Company.

Family Relationship with any Directors / Major Shareholders

She has no family relationship with any Director or Major Shareholder of the Company.

Conflict of Interest with the Group

She has declared that she has no conflict of interest with the Company / Group.

List of Conviction for Offences within the past 5 years other than traffic offences

None.

Number of Meeting attended in the financial year 2024

She attended 5 out of 5 Board Meetings, 5 out of 5 Audit Committee Meetings, 3 out of 3 Nominating Committee Meetings, 2 out of 2 Remuneration Committee Meetings, 3 out of 3 Risk Committee Meetings and 3 out of 3 Sustainability Management Committee Meetings.

DIRECTORS' PROFILE (Cont'd)

HONG KIM HEONG,

Malaysian, Female, Age 54.

Independent Non-Executive Director,

Chairman of Nominating Committee and Member of Audit and Remuneration Committee and Risk Management Committee

Qualification

Associate Member of The Malaysian Institute of Chartered Secretaries and Administrators (MAICSA), and also holds a Certificate in Accounting from London Chamber of Commerce Industry (LCCI Higher Accounting).

She has over 29 years of experience in corporate sector with attachment via a reputable management consulting firm and some listed companies in various industries, specializing in corporate secretarial, and corporate exercises advisory.

Date Appointed to the Board

She was appointed as an Independent Non-Executive Director on 2 January 2024.

Directorship in other Public Listed Companies

She does not hold any directorship in other public listed companies.

Interest in Securities of the Company and its Subsidiaries

She does not hold any shares of the Company and its subsidiaries.

Family Relationship with any Directors / Major Shareholders

She has no family relationship with any Director or Major Shareholder of the Company.

Conflict of Interest with the Group

She has declared that she has no conflict of interest with the Company / Group.

List of Conviction for Offences within the past 5 years other than traffic offences

None.

Number of Meeting attended in the financial year 2024

She attended 5 out of 5 Board Meetings, 5 out of 5 Audit Committee Meetings, 3 out of 3 Nominating Committee Meetings, 2 out of 2 Remuneration Committee Meetings, 3 out of 3 Risk Management Committee Meetings and 3 out of 3 Sustainability Management Committee Meetings.

DIRECTORS' PROFILE (Cont'd)

SHAMEER BIN OTHMAN

Malaysian, Male, Age 55.

Independent Non-Executive Director,

Chairman of Remuneration Committee and Member of Audit and Nominating Committee and Sustainability Management Committee

Qualification

LLB from International Islamic University Malaysia (IIUM).

LLM from University Kebangsaan Malaysia (UKM).

A member of the Malaysian Bar and the Institute of Corporate Directors Malaysia.

Working Experience

He was admitted as Advocate & Solicitor, High Court of Malaya in 1993. He practiced as a legal assistant in Messrs Nik Saghir & Ismail, Kuala Lumpur from 1994 to June, 1997. In July 1997, he was promoted to become a partner of the Firm and he remained with the Firm until 31st January 2017. He was attached to Messrs Ainul Azam & Partners before joining Messrs Azmi & Associates as a partner in October, 2017. In 2022, he joined Bank Pertanian Malaysia Berhad (Agro Bank) as a senior vice president/head of legal department. In April 2024, he rejoined Messrs Nik Saghir & Ismail.

Date Appointed to the Board

He was appointed as Independent Non-Executive Director effective from 1st of November 2024.

Directorship in other Public Listed Companies

He does not hold any directorship in other public listed company.

Interest in Securities of the Company and its Subsidiaries

He does not hold any shares of the Company.

Family Relationship with any Directors / Major Shareholders

He does not have any family relationship with any of the Directors or major shareholders of the Company.

Conflict of Interest with the Group

He has declared that he has no conflict of interest with the Company/Group

List of Conviction for Offences within the past 5 years other than traffic offences.

None.

Number of Meeting attended in the financial year 2024

He attended 1 out of 1 Board Meeting, 1 out of 1 Audit Committee Meeting, 1 out of 1 Nominating Committee Meeting, 1 out of 1 Remuneration Committee Meeting, 1 out of 1 Risk Committee Meeting and 1 out of 1 Sustainability Management Committee Meeting.