

DIRECTORS' PROFILE

JONATHAN LAW NGEE SONG,

Malaysian, Male, Age 53.

Group Independent Non-Executive Board Chairman,
Chairman of Remuneration Committee, Member of the Audit, Nomination and Risk &
Sustainability Management Committee.

Qualification

Bachelor of Commerce and Bachelor of Laws.

Working Experience

Was practicing as a Legal Assistant with Allen & Gledhill (1991 to 1995) and subsequently promoted as a Partner (1995 to 1996) of the firm. A Partner of Messrs Nik, Saghir & Ismail up until 31 March 2019 and joined Azmi & Associates as a Partner for Merger & Acquisition / Corporate Practice on 2nd April 2019.

Date Appointed to the Board

Was appointed as a Non- Executive Director on 8 January 2007 and was re-designated as Independent Non-Executive Chairman on 22 February 2010 and subsequently to Group Independent Non-Executive Chairman on 15 June 2015.

Directorship in other Public Listed Companies

Appointed as an Independent Non-Executive Director of Karex Berhad on 30 Nov 2012 and Anglo Eastern Plantation PLC on 4 July 2013.

Interest in Securities of the Company and its Subsidiaries

Does not hold any shares of the Company.

Family Relationship with any Directors / Major Shareholders

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

Conflict of Interest with the Group

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

KUO JEN CHANG,

Singaporean, Male, Age 56.

Group Executive Director, Group Chief Executive Officer / President.

Qualification

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

Working Experience

Career started in 1987 when he joined Evergreen Timber Products Pte Ltd (ETP) in Singapore as Procurement Manager responsible for sourcing and negotiation of machinery for the upgrading and expansion of the company. In 1989, was appointed Director of Evergreen Décor Products (M) Sdn. Bhd. (EDP) which eventually became a subsidiary of the Group and was overseeing the entire operations of the Company up until 1992.

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

Holds 16.83% shares in the Company.

Family Relationship with any Directors / Major Shareholders

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

Conflict of Interest with the Group

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

KUO JEN CHIU,

Singaporean, Male, Age 53.

Group Executive Director, Group Chief Operating Officer / Vice President.

Qualification

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

Working Experience & Occupation

Career started in 1990 as a Marketing Manager with Evergreen Timber Products Pte Ltd (ETP) in Singapore and join Evergreen Fibreboard Sdn. Bhd as a Director of Sales and Marketing in 1993.

Date Appointed to the Board

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

Holds 14.67% shares in the Company.

Family Relationship with any Directors / Major Shareholders

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

Conflict of Interest with the Group

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

MARY HENERIETTA LIM KIM NEO,

Malaysian, Female, Age 55.

Group Executive Director.

Qualification

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

Working Experience & Occupation

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 was promoted to Human Resources and Administration Manager and was also appointed as a Director in the Company.

Date Appointed to the Board

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

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

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

Conflict of Interest with the Group

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

KUAN KAI SENG,

Malaysian, Male, Age 45.

Independent Non-Executive Director,

Chairman of the Audit Committee, Member of the Nomination and Remuneration 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

Joined Ernst & Young from March 1999 to September 2002, carrying out statutory audit on private and public listed companies. Subsequently, became the Group Accountant in a local group of companies. 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, was in public practice as a Chartered Accountant in a member firm of MIA. On 3 April 2012, joined Xian Leng Holdings Berhad, a company listed on Bursa Malaysia Securities Berhad as an Executive Director.

Date Appointed to the Board

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

Directorship in other Public Listed Companies

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

Interest in Securities of the Company and its Subsidiaries

Does not hold any shares of the Company.

Family Relationship with any Directors / Major Shareholders

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

Conflict of Interest with the Group

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

HENRY S KUO,

American, Male, Age 35.

Non-Independent Non-Executive Director.

Member of the Risk & Sustainability Management Committee.

Qualification

Bachelor of Science in Economics and Mathematics
(Wheaton College - IL, USA) Master of Arts in Economics
(Illinois – Chicago, USA) and Master of Philosophy
(Princeton – Princeton, USA).

Working Experience

Currently a doctoral candidate in philosophy at the University of California in Berkeley, focusing on research and studies on business ethics, political philosophy and philosophy of economics.

Date Appointed to the Board

Appointed as Non-Independent-Non-Executive Director on 4 March 2016.

Directorship in other Public Listed Companies

Does not hold any directorship in other public listed companies.

Interest in Securities of the Company and its Subsidiaries

Holds 2.05% shares in the Company.

Family Relationship with any Directors / Major Shareholders

He is the grandson of Kuo Wen Chi and Hsu Mei Lan, nephew of Kuo Jen Chang, Kuo Huei Chen, and Kuo Jen Chiu and brother to Justin and Jeffrey Kuo.

Conflict of Interest with the Group

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

Nirmala A/P Doraisamy

Malaysian, Female, Age 53.

Independent Non-Executive Director,

Chairman of the Risk & Sustainability Management Committee, Member of the Audit and
Chairman of the Nomination Committee.

Qualification

Bachelor of Economics (Hons) (University Malaya), Chartered Accountant (M), Chartered Global Management Accountant and Fellow of the Chartered Institute of Management Accountants, UK, MBA (International Islamic University, KL).

Working Experience

Has 29 years of experience in banking, risk management and project management. She started her career with a local bank. Her vast experience encompasses various aspects of banking such as corporate, commercial and SME lending. She has substantial experience in credit management where she was involved in credit appraisal and approval of loans, remedial management, credit audit and developing internal risk rating.

After spending 17 years with local banks, she joined Credit Guarantee Corporation Bhd. (subsidiary of Central Bank, Malaysia) where she headed the risk management department. She was responsible for setting up the department and the Enterprise Risk Management framework. Her main function was to provide regular updates and recommendation to the Management and Board Risk on all risk matters and to spearhead the department to achieve KPIs set for credit, operational and investment risks. She led the project team and vendor in the development of internal risk-rating model. The rating model was successfully rolled out in 2010 and integrated with the Loan Origination system. She also spearheaded her team that was involved in the development of Integrated Risk Management System and Solutions.

Date Appointed to the Board

Appointed as Independent-Non- Executive Director on 1 January 2018.

Directorship in other Public Listed Companies

Appointed as an Independent Non-Executive Director of Ecobuilt Holdings Bhd (formerly known as M-Mode Bhd) on 19 August 2013.

Interest in Securities of the Company and its Subsidiaries

Does not hold any shares of the Company.

Family Relationship with any Directors / Major Shareholders

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

Conflict of Interest with the Group

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