

DIRECTORS' PROFILE

JONATHAN LAW NGE SONG

Malaysian, Male, Age 60.

Group Non-Independent Non-Executive Board Chairman

Chairman of the Sustainability Management Committee

Qualification

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

Working Experience

He was admitted as an Advocate and Solicitor of the High Court of Malaya in 1991. He commenced his legal career as a legal assistant with Allen & Gledhill from 1991 to 1995 and was subsequently promoted to Partner in 1995.

In 1996, he joined Messrs. Nik Saghir & Ismail as a Partner. On 2 April 2019, he joined Azmi & Associates as a Partner specialising in Merger & Acquisition and Corporate Practice.

Date Appointed to the Board

He was appointed as an Independent Non-Executive Director on 8 January 2007. He was subsequently 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 as 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.

He was appointed to the Board of Pimpinan Ehsan Berhad on 25 February 2021 and was subsequently re-designated as Non-Independent Non-Executive Chairman on 21 April 2021. He was also appointed to the Board of Rex Industry Berhad on 12 September 2025.

Interest in Securities of the Company and its Subsidiaries

He does not hold any shares in the Company or its subsidiaries.

Family Relationship with any Directors and/or Major Shareholders

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

Conflict of Interest

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

List of Convictions for Offences within the Past Five (5) Years other than Traffic Offences

None.

Board Meeting Attendance for the Financial Year Ended 2025

He attended five (5) out of five (5) Board Meetings and two (2) out of two (2) Sustainability Management Committee Meetings.

DIRECTORS' PROFILE (Cont'd)

KUO JEN CHANG

Singaporean, Male, Age 63.
Group Executive Director,
Group Chief Executive Officer / President.

Qualification

He holds a Bachelor's Degree in Electronic Engineering from the University of Wisconsin, United States.

Working Experience

He began his career 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"), a subsidiary of the Group, where he oversaw the overall operations of the company until 1992.

In his current capacity as Group Chief Executive Officer / President, he is responsible for the Group's overall business direction, strategic planning and operations.

Date Appointed to the Board

He was appointed to the Board of Directors on 15 May 1991. He was subsequently appointed as Managing Director on 15 April 2004 and was re-designated as Group Chief Executive Officer / President on 15 June 2015.

Directorship in Other Public Listed Companies

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

Interest in Securities of the Company and its Subsidiaries

Please refer to Statement of Shareholdings of this Annual Report.

Family Relationship with any Directors and/or 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

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

List of Convictions for Offences within the Past Five (5) Years other than Traffic Offences

None.

Board Meeting Attendance for the Financial Year Ended 2025

He attended five (5) out of five (5) Board Meetings.

DIRECTORS' PROFILE (Cont'd)

KUO JEN CHIU

Malaysian, Male, Age 60.

Group Executive Director

Group Chief Operating Officer / Vice President

Qualification

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

Working Experience

He began his career in 1990 as a Marketing Manager with Evergreen Timber Products Pte Ltd ("ETP") in Singapore.

In his current capacity as Group Chief Operating Officer / Vice President, he oversees the Group's finance, marketing and operational functions. His responsibilities include identifying growth opportunities and overseeing the development of new markets and products for the Group.

Date Appointed to the Board

He was appointed to the Board of Directors on 15 May 1991. He was subsequently 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 directorships in other public listed companies.

Interest in Securities of the Company and its Subsidiaries

Please refer to Statement of Shareholdings of this Annual Report.

Family Relationship with any Directors and/or 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

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

List of Convictions for Offences within the Past Five (5) Years other than Traffic Offences

None.

Board Meeting Attendance for the Financial Year Ended 2025

He attended five (5) out of five (5) Board Meetings

DIRECTORS' PROFILE (Cont'd)

MARY HENERIETTA LIM KIM NEO

Malaysian, Female, Age 62

Group Executive Director

Member of the Sustainability Management Committee

Qualification

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

Working Experience

She began her career in 1984 as a Human Resources and Administrative Officer with a local consulting firm. In 1992, she joined the manufacturing industry and was appointed as a Human Resources and Administrative Executive of the Company, overseeing the Human Resources and Administration functions.

In 1995, she was promoted to Human Resources and Administration Manager and was concurrently appointed to the Board of Directors of the Company. In her current capacity as Group Executive Director, she is responsible for the Group's administration, corporate affairs, governance and compliance functions.

Date Appointed to the Board

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

Directorship in Other Public Listed Companies

She does not hold any directorships 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 and/or Major Shareholders

She does not have any family relationship with any Directors and/or major shareholders of the Company.

Conflict of Interest

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

List of Convictions for Offences within the Past Five (5) Years other than Traffic Offences

None.

Board Meeting Attendance for the Financial Year Ended 2025

She attended five (5) out of five (5) Board Meetings and two (2) out of two (2) Sustainability Management Committee Meetings.

DIRECTORS' PROFILE (Cont'd)

KUAN KAI SENG

Malaysian, Male, Age 52

Senior Independent Non-Executive Director

Chairman of the Audit Committee

Member of the Nominating Committee and Risk Management Committee

Qualification

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

Working Experience

He began his career with Ernst & Young from March 1999 to September 2002, where he was involved in statutory audit assignments for private and public listed companies.

He subsequently joined a local group of companies as Group Accountant, which included a three-year overseas posting in China as Assistant General Manager cum Head of Finance for the Group's subsidiary.

He later 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 Group Independent Non-Executive Director on 5 June 2014.

Directorship in Other Public Listed Companies

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

Interest in Securities of the Company and its Subsidiaries

He does not hold any shares in the Company or its subsidiaries.

Family Relationship with any Directors and/or Major Shareholders

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

Conflict of Interest

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

List of Convictions for Offences within the Past Five (5) Years other than Traffic Offences

None.

Board and Committee Meeting Attendance for the Financial Year Ended 2025

He attended five (5) out of five (5) Board Meetings, five (5) out of five (5) Audit Committee Meetings, two (2) out of two (2) Nominating Committee Meetings, one (1) out of two (2) Remuneration Committee Meetings and two (2) out of two (2) Risk Management Committee Meetings.

DIRECTORS' PROFILE (Cont'd)

TAN MUI PING

Malaysian, Female, Age 50

Independent Non-Executive Director

Chairman of the Risk Committee

Member of the Audit Committee, Remuneration Committee and Sustainability Management Committee

Qualification

She is a Fellow Member of the Association of Chartered Certified Accountants (ACCA) and a member of the Malaysian Institute of Accountants (MIA). She is also a registered Company Secretary with the Companies Commission of Malaysia and a member of the Institute of Corporate Directors Malaysia.

Working Experience

She has more than 20 years of experience in senior finance roles covering corporate finance, investment analysis, business development partnering, investment feasibility studies, group finance management, treasury and tax planning.

She began her career in 1998 as an 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 group reporting and corporate finance functions.

In 2003, she joined Edaran Otomobil Nasional Berhad as Manager – Group Finance, overseeing group finance matters, corporate finance and tax planning. In 2007, she joined Advance Synergy Berhad (“ASB”) as Head of Finance, where she was involved in various corporate exercises during her tenure.

In 2012, she joined Weida (M) Bhd. (“Weida”) as Senior Manager of the Corporate Development Department. She was promoted to General Manager in the Group Managing Director’s Office in 2014 and subsequently, in 2023, was re-designated as Advisor, a position she currently holds.

Date Appointed to the Board

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

Directorship in Other Public Listed Companies

She was appointed as Independent Non-Executive Director of Infoline Tec Group Berhad on 1 November 2021, Life Water Berhad on 27 November 2023, Oasis Home Holding Berhad on 16 Feb 2024 and A1 A.K. Koh Group Berhad on 13 Sept 2024.

Interest in Securities of the Company and its Subsidiaries

She does not hold any shares in the Company or its subsidiaries.

Family Relationship with any Directors and/or Major Shareholders

She does not have any family relationship with any Director and/or major shareholder of the Company.

Conflict of Interest

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

List of Convictions for Offences within the Past Five (5) Years other than Traffic Offences

None.

Board and Committee Meeting Attendance for the Financial Year Ended 2025

She attended five (5) out of five (5) Board Meetings, five (5) out of five (5) Audit Committee Meetings, one (1) out of two (2) Nominating Committee Meetings, two (2) out of two (2) Remuneration Committee Meetings, two (2) out of two (2) Risk Committee Meetings and two (2) out of two (2) Sustainability Management Committee Meetings.

DIRECTORS' PROFILE (Cont'd)

HONG KIM HEONG

Malaysian, Female, Age 55

Independent Non-Executive Director

Chairman of the Nominating Committee

Member of the Audit Committee, Remuneration Committee and Risk Management Committee

Qualification

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

Working Experience

She has over 29 years of experience in the corporate sector, including attachments with a reputable management consulting firm and several listed companies across various industries.

Her areas of expertise include corporate secretarial practice, corporate governance advisory and corporate exercises advisory.

Date Appointed to the Board

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

Directorship in Other Public Listed Companies

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

Interest in Securities of the Company and its Subsidiaries

She does not hold any shares in the Company or its subsidiaries.

Family Relationship with any Directors and/or Major Shareholders

She does not have any family relationship with any Director and/or major shareholder of the Company.

Conflict of Interest

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

List of Convictions for Offences within the Past Five (5) Years other than Traffic Offences

None.

Board and Committee Meeting Attendance for the Financial Year Ended 2025

She attended five (5) out of five (5) Board Meetings, five (5) out of five (5) Audit Committee Meetings, two (2) out of two (2) Nominating Committee Meetings, two (2) out of two (2) Remuneration Committee Meetings and two (2) out of two (2) Risk Management Committee Meetings.

DIRECTORS' PROFILE (Cont'd)

SHAMEER BIN OTHMAN

Malaysian, Male, Age 57

Independent Non-Executive Director

Chairman of the Remuneration Committee

Member of the Audit Committee, Nominating Committee and Sustainability Management Committee

Qualification

He holds a Bachelor of Laws (LLB) from the International Islamic University Malaysia (IIUM) and a Master of Laws (LLM) from University Kebangsaan Malaysia (UKM). He is a member of the Malaysian Bar and the Institute of Corporate Directors Malaysia.

Working Experience

He was admitted as an Advocate and Solicitor of the High Court of Malaya in 1993. He commenced practice as a legal assistant with Messrs. Nik Saghir & Ismail, Kuala Lumpur from 1994 to June 1997 and was promoted to Partner in July 1997, a position he held until 31 January 2017.

He was subsequently 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 (Agrobank) as Senior Vice President and Head of Legal. In April 2024, he rejoined Messrs. Nik Saghir & Ismail.

Date Appointed to the Board

He was appointed as Independent Non-Executive Director on 1 November 2024.

Directorship in Other Public Listed Companies

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

Interest in Securities of the Company and its Subsidiaries

He does not hold any shares in the Company or its subsidiaries.

Family Relationship with any Directors and/or Major Shareholders

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

Conflict of Interest

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

List of Convictions for Offences within the Past Five (5) Years other than Traffic Offences

None.

Board and Committee Meeting Attendance for the Financial Year Ended 2025

He attended five (5) out of five (5) Board Meeting, five (5) out of five (5) Audit Committee Meeting, two (2) out of two (2) Nominating Committee Meeting, two (2) out of two (2) Remuneration Committee Meeting, one (1) out of two (2) Risk Committee Meeting and two (2) out of two (2) Sustainability Management Committee Meeting.