

BUILDING VALUE IN EVERY WAY



NAIM HOLDINGS BERHAD

COMPANY NO. 585467 - M

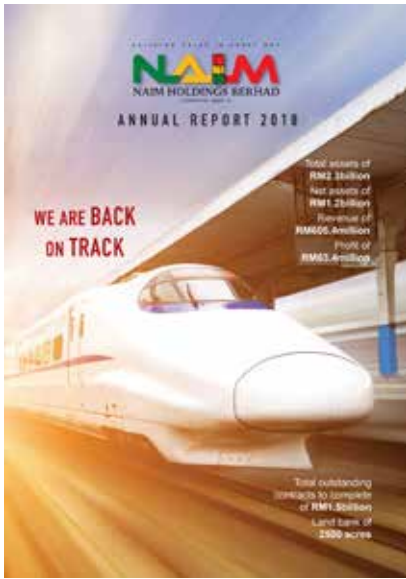
## ANNUAL REPORT 2018

**WE ARE BACK  
ON TRACK**

Total assets of  
**RM2.3billion**  
Net assets of  
**RM1.2billion**  
Revenue of  
**RM605.4million**  
Profit of  
**RM63.4million**

Total outstanding  
contracts to complete  
of **RM1.5billion**

Land bank of  
**2500 acres**



## Theme For Cover Design

Despite our lacklustre performance in 2017 and the challenging economic climate, we saw the fruits of our labour in 2018. This was made possible by reflecting on the lessons learnt, re-strategising and most importantly, an iron will to succeed as the Naim family.

The cover design which features a train on its track signifies our courage in rising to the challenges as we bravely fought our battles to be back on track.



Disclaimer: The featured photographs and perspective drawings in this report are subject to amendment as maybe required by the Authorities or project consultants and cannot form part of an offer or contract. Whilst every care has been taken in providing them, Naim cannot be held responsible for any inaccuracy.



Naim Sapphire Condominium Homes:  
Naim George Y. Residence (The Grand Lobby)

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## Our Vision

To be a **TOP NOTCH GLOBAL** property developer and infrastructure builder

## Our Mission

To achieve our aspiration, we are committed to **BUILD VALUE IN EVERY WAY**, with you and for you by:

- ◆ **EXCEEDING CUSTOMER EXPECTATIONS**
- ◆ Being The **BEST PLACE TO WORK** on earth
- ◆ Being The **BEST COMPANY TO INVEST IN** and **DO BUSINESS WITH**
- ◆ Being an **EXEMPLARY CORPORATE CITIZEN** that **CONTRIBUTES GENEROUSLY** to the society, community and environment

## Corporate Responsibility Statement

To consider, monitor and ensure that our operations continue to have a positive impact on our employees, the communities we work in and the environment that nurtures us, and to promote trust and mutual respect amongst our customers and all other stakeholders.

## Our S.P.I.R.I.T.E.D Cultural Beliefs

### SERVICE

I make customers & their needs my primary focus

### PROFESSIONALISM & INTEGRITY

I demonstrate professionalism & integrity in everything I do

### RESPECT

I treat others with dignity and respect, and expect to be treated the same

### INNOVATION

I look for innovative ways to continually improve what we do in NAIM

### TEAMWORK & ENGAGEMENT

I work as a team, and engage the contribution of Valued Partners to achieve collective goals

### EMPOWERMENT

I am empowered and accountable for all my actions

### DETERMINATION

I am determined & committed to overcoming challenges for the success of NAIM!

## Cautionary Statement Regarding Forward-Looking Statements

This Annual Report contains some forward-looking statements in respect to the Naim Group's financial condition, results of operations and business. These forward-looking statements represent the Naim Group's expectations or beliefs concerning future events and involve known and unknown risks and uncertainties that could cause actual results, performance or events to differ materially from those expressed or implied in such statements. Readers are hereby cautioned that a number of factors could cause actual results to differ, in some instances materially, from those anticipated or implied in any forward-looking statement. In this respect, readers must therefore not rely solely on these statements in making investment decisions regarding the Naim Group. You should rely on your own evaluation to assess the merits and risks of any investment decisions and seek independent advices from your stockbroker, bank manager, solicitor, accountant, financial consultant/analyst or other professional adviser immediately. The Board and the Naim Group shall not be responsible for any investment decisions made by readers in reliance on those forward-looking statements. Forward looking statements speak only as of the date they are made, and it should not be assumed that they have been reviewed or updated in the light of new information or future events that would arise in the interim of the publication of this Annual Report and the time of reading this Annual Report.



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## *Part 1*

### **Performance At A Glance**

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# Corporate Profile

Commencing operations in 1995 with its landmark development in Tudan, Miri (now known as Naim Bandar Baru Permyjaya), Naim ventured into construction with its first low cost housing project for the then Sarawak Housing and Development Commission and the construction of the Pujut 7 bridge across Miri River in 1997.

In 1999, it expanded to Kuching with its Naim Desa Ilmu development, followed by its upmarket satellite township called the Naim Riveria development in Kota Samarahan, Kuching. Naim was listed on the Main Board of Bursa Malaysia Berhad on 12 September 2003.

Today, Naim Holdings Berhad, an investment holding company with two main subsidiaries, Naim Land Sdn. Bhd. (NLSB) and Naim Engineering Sdn. Bhd. (NESB), is a fully-integrated property and construction player focusing on integrated property developments, construction, civil engineering, oil and gas and infrastructure projects, as well as oil and gas services through its investment in Dayang Enterprise Holdings Bhd.

Naim is a Class A Contractor with ISO 9001 certification. It is also one of Malaysia's largest Bumiputera contractors, having carried out more than RM5 billion worth of works (including its own development projects).

With its flagship property developments known as Naim Bandar Baru Permyjaya in Miri, Naim Kuching Paragon integrated development, Naim Desa Ilmu and Naim Riveria in Kuching and Naim Bintulu Paragon integrated development in Bintulu, Naim has built and developed more than 20,000 properties for the Sarawak community.

Customer satisfaction year after year clearly demonstrates the philosophies of Naim's existence – excellent quality, timely delivery, value and customer service. This has resulted in more than 34 industry awards and accolades being won since 2002, an acknowledgement of Naim's significant contribution in the property and construction sectors.



# Financial Calendar

## Financial Calendar

Announcement of Results	1st quarter	28 May 2018
	2nd quarter	30 Aug 2018
	3rd quarter	28 Nov 2018
	4th quarter	26 Feb 2019
Notice of Annual General Meeting		27 Apr 2018
Annual General Meeting		28 May 2018
Notice of Extraordinary General Meeting		29 Oct 2018
Extraordinary General Meeting		13 Nov 2018

## Investor Relations Service

The Group maintains a website ([www.naim.com.my](http://www.naim.com.my)) which provides detailed information on the Group's operations and latest developments. For further details, please forward your queries to [investorrelations@naim.com.my](mailto:investorrelations@naim.com.my) (attn: Mr Johnny Wong).

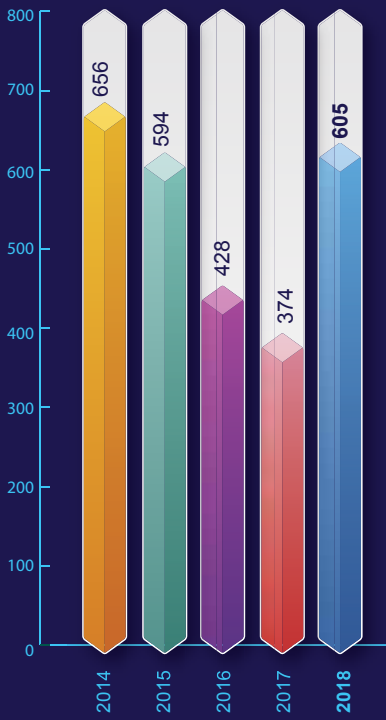


## 5-Year Financial Highlights (in RM million)

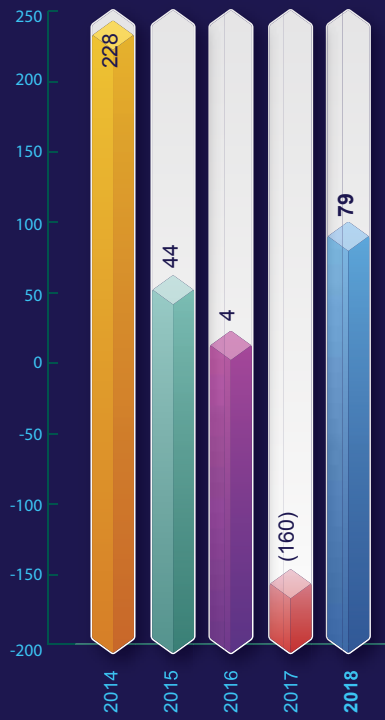
Year	2014 <sup>#</sup>	2015 <sup>#</sup>	2016 <sup>#</sup>	2017 <sup>*</sup>	2018
Revenue	656	594	428	374	<b>605</b>
Profit/(Loss) before tax	228	44	4	(160)	<b>79</b>
Net Profit/(Loss) attributable to Owners of the Company	220	34	1	(181)	<b>65</b>
Earnings/(Loss) per share (sen)	92.99	14.49	0.30	(76.54)	<b>27.43</b>
Total Assets	1,879	2,112	2,228	2,120	<b>2,265</b>
Shareholders' Equity	1,261	1,307	1,315	1,108	<b>1,175</b>
Net Tangible Assets	1,254	1,301	1,309	1,103	<b>1,171</b>
Net Tangible Assets per Share (RM)	5.02	5.20	5.24	4.41	<b>4.68</b>
Total Number of Shares (gross) (in million)	250	250	250	250	<b>250</b>
Gross Dividend Rate (%)	4%	-	-	-	-

<sup>#</sup> Reported as transition entity under old Financial Reporting Standards (FRS) Framework

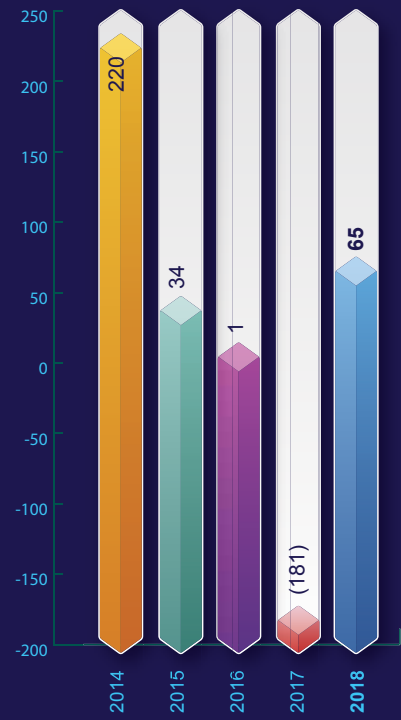
<sup>\*</sup> Restated upon the adoption of Malaysian Financial Reporting Standards (MFRS)



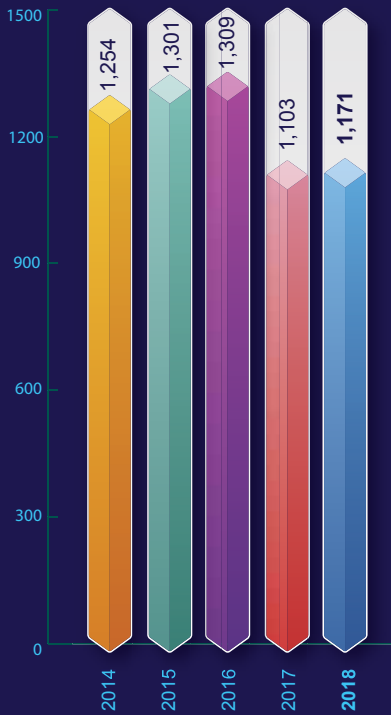
**Revenue**  
(in RM million)



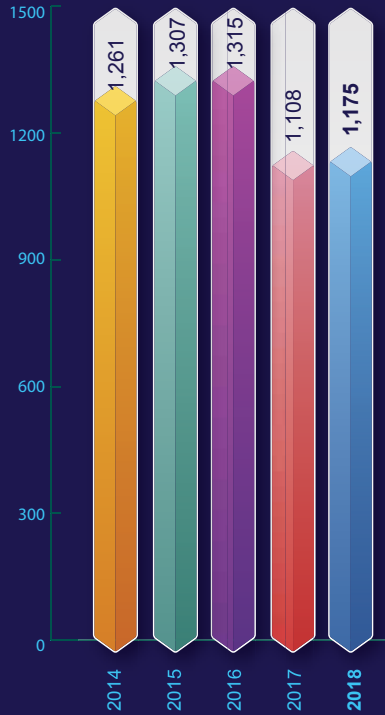
**Profit/(Loss) before tax**  
(in RM million)



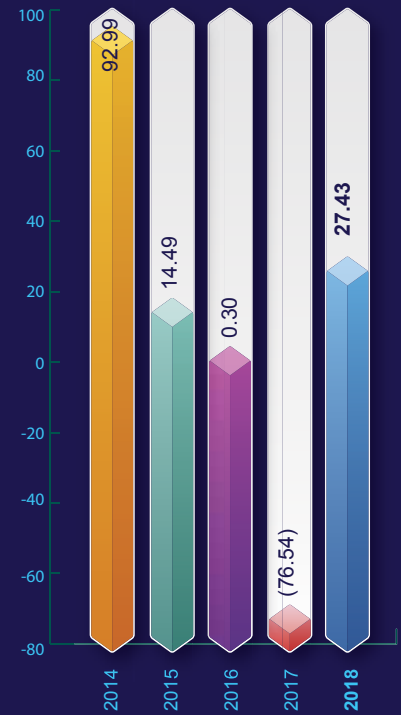
**Net Profit/(Loss) attributable to Owners of the Company**  
(in RM million)



**Net Tangible Assets**  
(in RM million)



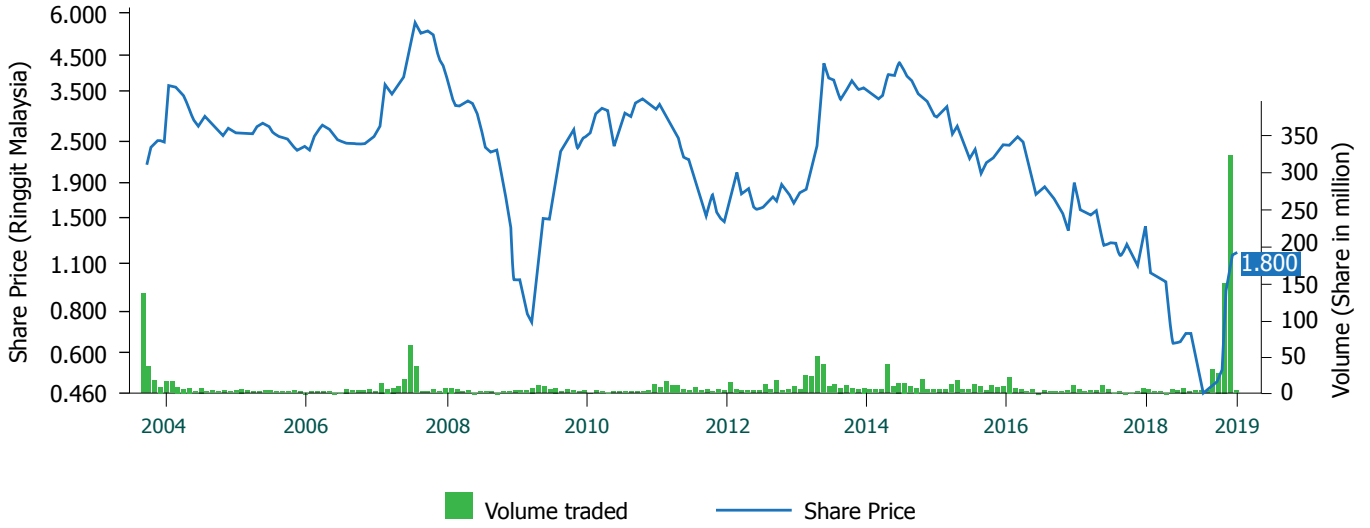
**Shareholders' Equity**  
(in RM million)



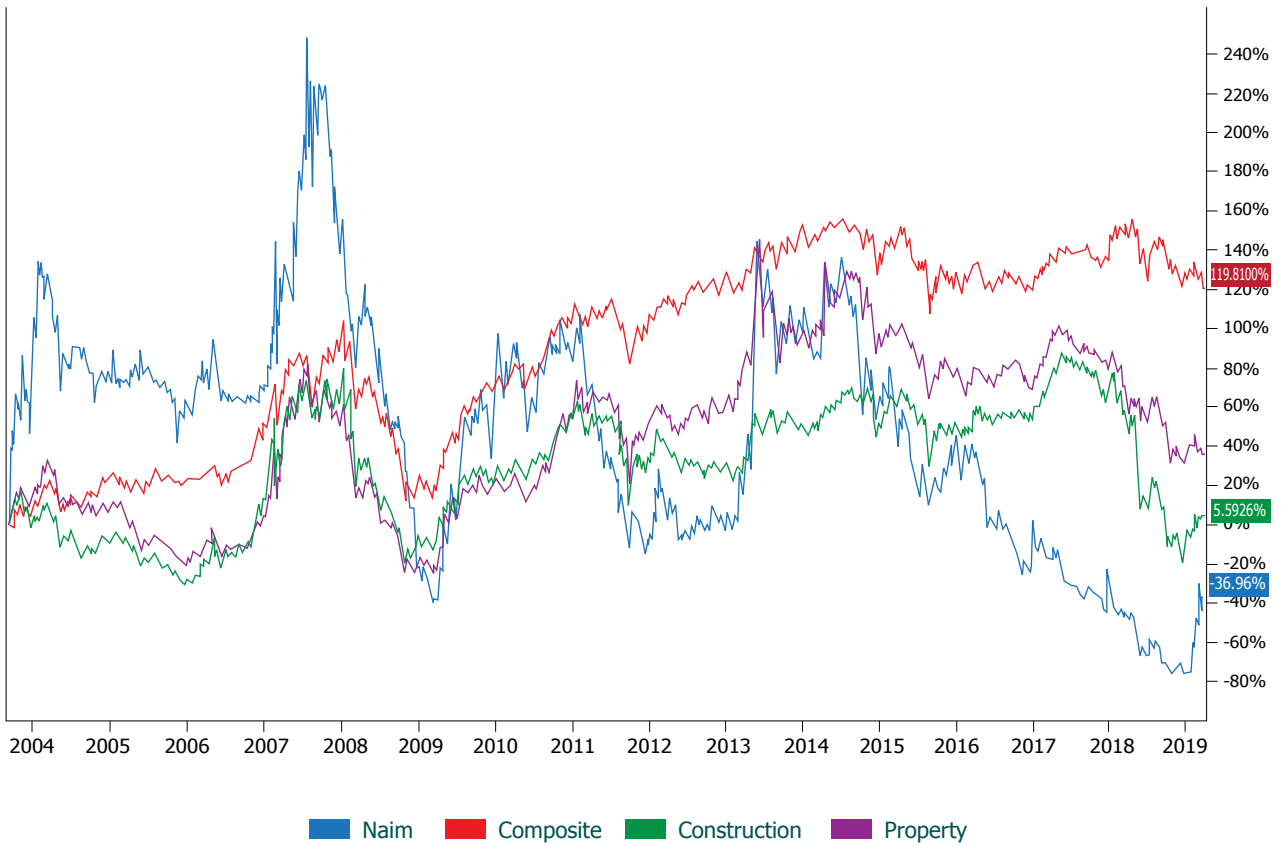
**Earnings/(Loss) per Share**  
(sen)

# Share Performance

**NAIM HOLDINGS BERHAD Share Performance Chart  
from 12 September 2003 to 31 March 2019**



NAIM HOLDINGS BERHAD





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## *Part 2*

### **Corporate Information**

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# Corporate Information



## BOARD OF DIRECTORS

### Chairman

- Datuk Amar Abdul Hamed Bin Haji Sepawi

### Managing Director

- Datuk Hasmi Bin Hasnan

### Deputy Managing Director

- Wong Ping Eng

### Independent Non-Executive Directors

- Dato Ir. Abang Jemat Bin Abang Bujang
- Emeritus Professor Dato' Abang Abdullah Bin Abang Mohamad Alli
- Datin Mary Sa'diah Binti Zainuddin
- Tan Chuan Dyi
- Sulaihah Binti Maimunni

### Non-Independent Non-Executive Director

- Chin Chee Kong

### Company Secretaries

- Bong Siu Lian (MAICSA 7002221)
- Hasmiah Binti Anthony Hasbi (SAA0772-KH004)

## Registered Corporate Office

9th Floor, Wisma Naim, 2½ Mile, Rock Road  
93200 Kuching, Sarawak, Malaysia  
Tel: 6 082 411667 Fax: 6 082 429869

## Registrar

Tricor Investor & Issuing House Services Sdn. Bhd.  
Unit 32-01, Level 32, Tower A, Vertical Business Suite  
Avenue 3, Bangsar South, No. 8, Jalan Kerinchi  
59200 Kuala Lumpur, Malaysia  
Tel: 6 03 27839299 Fax: 6 03 27839222

## Stock Exchange Listing

Bursa Malaysia Securities Berhad  
Listed on 12 September 2003  
Sector: Property  
Stock Code: 5073  
Stock Name: Naim

## Auditor

KPMG PLT

# Corporate Structure (as at date of Annual Report)



## ● OIL & GAS

- Dayang Enterprise Holdings Bhd. (712243-U) \*
- Perdana Petroleum Berhad (372113-A) \*

## ● PROPERTY

- Naim Land Sdn. Bhd. (261213-T)

### PROPERTY DEVELOPMENT

- Khidmat Mantap Sdn. Bhd. (507452-T)
- Desa Ilmu Sdn. Bhd. (413853-U)
- Peranan Makmur Sdn. Bhd. (750132-X)
- Naim Commercial Sdn. Bhd. (359709-W)
- Samalaju Properties Sdn. Bhd. (752695-D) \*

### PROPERTY INVESTMENT AND MANAGEMENT

- Yakin Pelita Sdn. Bhd. (484401-H)
- Naim Realty Sdn. Bhd. (359962-P)
- Naim Assets Sdn. Bhd. (560640-X)
- Harmony Faber Sdn. Bhd. (1007810-K)
- Naim Hotel Sdn. Bhd. (1120553-M)
- Naim Cendera Tujuh Sdn. Bhd. (516706-K)
- Naim Property Services Sdn. Bhd. (1039643-U)
- Miri Specialist Hospital Sdn. Bhd. (916372-H) \*

## ● ENGINEERING / CONSTRUCTION

- Naim Engineering Sdn. Bhd. (420203-W)
- Naim Capital Sdn. Bhd. (359566-U)
- Naim Capital Port Sdn. Bhd. (989050-T)
- Naim Capital Housing Sdn. Bhd. (988890-K)
- NAIM GAMUDA (NAGA) JV SDN. BHD. (1195225-X)
- GAMUDA NAIM ENGINEERING AND CONSTRUCTION (GNEC) SDN. BHD. (1194678-D) \*
- Kempas Sentosa Sdn. Bhd. (262075-U) \*

## ● OTHER BUSINESSES

### TRADING / SERVICES

- Naim Supply & Logistic Sdn. Bhd. (361428-K)
- Naim Human Capital Sdn. Bhd. (formerly known as "Vista Megalink Sdn. Bhd.") (1108005-W)

### QUARRY OPERATIONS

- Simbol Warisan Sdn. Bhd. (750204-D)
- Jelas Kemuncak Resources Sdn. Bhd. (746691-M)
- Naim Cendera Lapan Sdn. Bhd. (516711-V)

## ● TWENTY FIVE OTHER SEMI-ACTIVE AND DORMANT COMPANIES

\* Associates

## Directors' Profiles







## **Datuk Amar Abdul Hamed Bin Haji Sepawi**

**Chairman**

**Aged 69, Male, Malaysian**

**Date of Appointment**

25 July 2003

**Academic/Professional Qualification(s)**

- BSc (Hons) from University of Malaya
- Undergraduate studies in forestry at the Australia National University
- MSc in Forest Products from Oregon State University, USA

**Board Committees**

- Chairman, Nominating Committee
- Member, Risk Management Committee

**Present Directorship in other PLC(s)**

- Ta Ann Holdings Berhad
- Sarawak Plantation Berhad

**Present Directorship in Non Listed Company**

- Sarawak Energy Berhad

**Working Experience and Occupation**

Prior to the Naim Group's listing, he was Non-Executive Chairman of Naim Land Sdn. Bhd. since 12 October 1995. Whilst remaining active in the timber and plantation industries, Datuk Amar Abdul Hamed developed his career around his keen personal interest in the construction sector, which was first acquired through school vacation jobs in Miri. For more than 40 years, he has been active as an investor, manager and director in companies carrying out civil works, offshore engineering, construction, housing, property development and oil palm plantation.

He was conferred the coveted Sarawak State Outstanding Entrepreneurship Award 2014 by the Ministry of Industrial Development, in association with the Sarawak Chamber of Commerce and Industries (SCCI) and Ernst & Young in recognition of his contribution towards the State's economic development. In 2015, he was adjudged The BrandLaureate's prestigious 'Man of the Year' Brand ICON Leadership Award 2015, an internationally recognised award honouring great iconic brand leaders who have transformed their brands into powerful brands which sustain the test of time.

He was also a member of the National Economic Consultative Council II.

## Directors' Profiles (continued)





## **Datuk Hasmi Bin Hasnan**

### **Managing Director**

**Aged 66, Male, Malaysian**

#### **Date of Appointment**

25 July 2003

#### **Academic/Professional Qualification(s)**

- BSc in Estate Management from the London South Bank University, UK
- Senior Certified Valuer with the International Real Estate Institute, USA
- Member of the International Real Estate Federation (FIABCI)

#### **Board Committee**

- Member, Remuneration Committee

#### **Present Directorship in other PLC(s)**

- Dayang Enterprise Holdings Bhd
- Perdana Petroleum Berhad

#### **Present Directorship in Non Listed Company**

- Naim Incorporated Berhad
- Kebajikan Dayang Fatimah Berhad  
(non-profit company, limited by guarantee)

#### **Working Experience and Occupation**

He began his career in 1979 as a valuer in the Land and Survey Department of Sarawak. Since 1982, he has been involved in a wide range of businesses, including valuation, project management, property development and management, construction, timber, manufacturing, trading and publishing. In June 1993, he became the Managing Director of Naim Land Sdn. Bhd. and has since been the main driving force behind the company's growth and expansion. He was awarded the Property Man of the Year for 2008 by FIABCI in Kuala Lumpur.

## Directors' Profiles (continued)



### **Wong Ping Eng** Deputy Managing Director

**Aged 45, Female, Malaysian**

**Date of Appointment**  
29 November 2012

#### **Academic/Professional Qualification(s)**

- Diploma in Commerce (Financial Accounting) from Tunku Abdul Rahman College, Kuala Lumpur
- A Certified Accountant with the Malaysian Institute of Accountants and Association of Chartered Certified Accountants (ACCA)

#### **Present Directorship in other PLC(s)**

- Dayang Enterprise Holdings Bhd.

#### **Present Directorship in Non Listed Company**

- Naim Incorporated Berhad

#### **Working Experience and Occupation**

She has more than 20 years' experience in financial and accounting field. She started her career as an Audit Assistant at KPMG Kuching in September 1997 until December 2000. In 2004, she moved to Naim as an Accountant. In July 2004-2008, she was appointed as the Operations Manager for Naim's Bandar Baru Permyjaya project in Miri where she was responsible for managing the whole of Miri's operations. In July 2008, she was promoted as the Vice President – Finance and Accounts to oversee the Group's Finance and Accounts Division and subsequently promoted as the Deputy Director, Finance and IT Division. In August 2012, she was promoted to a Senior Director for the Group's Support Division comprising Finance and Accounts, Administration, Human Resource and Information Technology. She was appointed as an Executive Director of Naim Holdings Berhad on 29 November 2012 and on 9 January 2013 she was re-designated as the Deputy Managing Director.





#### **Date of Appointment**

- i. As Independent Non-Executive Director (25 July 2003)
- ii. Re-designated to Non-Independent Non-Executive Director (14 March 2005)
- iii. Reinstated as Independent Non-Executive Director (21 March 2011 until now)

#### **Academic/Professional Qualification(s)**

- Bachelor of Engineering (Electrical) from Newcastle University, New South Wales, Australia
- Registered Professional Engineer with the Board of Engineers, Malaysia
- Member of the Institute of Engineers, Malaysia

#### **Board Committees**

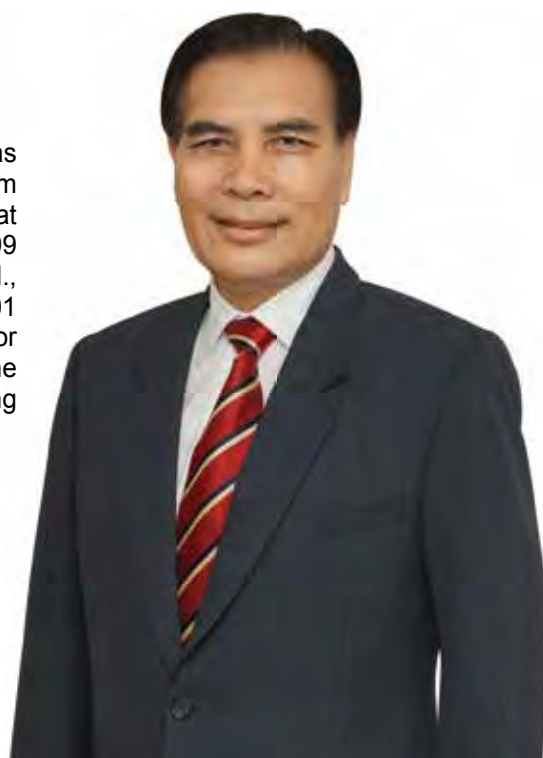
- Chairman, Remuneration Committee
- Member, Audit Committee
- Member, Long Term Incentive Plan Committee

#### **Working Experience and Occupation**

He served Telecom Department Sarawak from 1979 to 1990 as a Telecommunication Engineer and later as Director of Telecom Department Sarawak. He was the General Manager of Syarikat Telekom Malaysia Sarawak Region from 1995 to 1998. From 1999 to 2000, he was the Chief Executive Officer of TM Cellular Sdn. Bhd., a wholly-owned subsidiary of Syarikat Telekom Malaysia. From 2001 until his retirement on 31 October 2012, he was the Managing Director and Chief Executive Officer of Sacofa Sdn. Bhd. He was awarded the Pingat Perkhidmatan Bakti (PPB) in 1997 and Panglima Setia Bintang Sarawak (PSBS) in 2011 by TYT Yang di-Pertua Negeri Sarawak.

**Dato Ir. Abang Jemat  
Bin Abang Bujang**  
Independent  
Non-Executive Director

**Aged 65, Male, Malaysian**



## Directors' Profiles (continued)



### **Datin Mary Sa'diah Binti Zainuddin**

**Independent  
Non-Executive Director**

**Aged 62, Female, Malaysian**

**Date of Appointment**  
27 February 2013

#### **Academic/Professional Qualification(s)**

- Bachelor of Social Science (Hons), Universiti Sains Malaysia

#### **Board Committees**

- Chairman, Risk Management Committee
- Member, Nominating Committee
- Member, Long Term Incentive Plan Committee
- Member, Remuneration Committee

#### **Present Directorship in other PLC(s)**

- KKB Engineering Berhad

#### **Working Experience and Occupation**

She has more than 30 years of experience in the oil and gas industry and was the General Manager, Petronas Sarawak Regional Office Kuching since 2009 until her retirement on 31 December 2012. Her 30 years' of wide experience in Petronas includes management, public relations, administration, marketing, procurement and corporate affairs. She is also the President of Hockey Association of Sarawak and a member of the Kuching North City Commission.





### Academic/Professional Qualifications

- Bachelor degree in Civil Engineering from the University of Brighton
- Master degree in Structural Engineering from the University of Manchester
- Registered Professional Engineer with Practicing Certificate (PEng) with the Board of Engineers, Malaysia, and Chartered Engineer (CEng) with the Engineering Council, UK
- Fellow of the Institution of Engineers, Malaysia (FIEM), Institution of Civil Engineers, UK (FICE), International Ferrocement Society (FIFS), Academy of Sciences, Malaysia (FASc) and ASEAN Academy of Engineering and Technology (FAAET)
- Honorary Member (Academician) of the Kazakhstan Engineering Academy, Honorary Fellow of the Institution of Engineers, Malaysia and the ASEAN Federation of Engineering Organisations

### Board Committee

- Chairman, Long Term Incentive Plan Committee

### Working Experience and Occupation

Emeritus Professor Dato' Abang Abdullah began his career as a lecturer in Structural Engineering at Universiti Putra Malaysia in 1976. During his 40 years career at Universiti Putra Malaysia, he was promoted to Associate Professor, Professor and Senior Professor. He was appointed Dean, Faculty of Engineering in 1982 and conferred the title Emeritus Professor by Universiti Putra Malaysia in 2016. He was the Chairman of the Malaysian Council of Engineering Deans and served as a Design Engineer at Malaysian International Consultants (Minconsult) and Perunding Bakti Sdn. Bhd. He has served as a Board Member of the Malaysian Highway Authority (LLM), Board of Engineers, Malaysia (BEM) and Malaysian Board of Technologists (MBOT). He is a Past President of the Malaysian Society for Engineering and Technology (MySET), the Institution of Engineers, Malaysia (IEM) and Federation of Engineering Institutions of Islamic Countries (FEIIC).

He was elected as an Honorary Advisor to the Master Builders Association, Malaysia (MBAM) and Chairman of CIDB Steering Committee on Industrialised Building System. He was appointed an Advisor of King Abdullah University of Science and Technology (KAUST), Saudi Arabia, Adjunct Professor of Universiti Malaysia Sarawak, Board/Council Member of Universiti Kuala Lumpur (UniKL), Board Member of the National Accreditation Board (LAN), Director of Housing Research Centre (HRC) and Institute of Advanced Technology, Universiti Putra Malaysia, and Board Member, of the Polytechnic Curriculum Board, Ministry of Higher Education. He served as an Adviser to the Saudi Council of Engineers.

He has written a book on Industrialised Buildings Systems (IBS) and has been involved in research work on housing and construction technology, specifically in the areas of low-cost materials of construction, industrialised building systems and affordable quality housing.

## Emeritus Professor Dato' Abang Abdullah Bin Abang Mohamad Alli

Independent  
Non-Executive Director

Aged 66, Male, Malaysian

Date of Appointment  
15 May 2007



## Directors' Profiles (continued)



**Tan Chuan Dyi**  
Independent  
Non-Executive Director

Aged 47, Male, Malaysian

**Date of Appointment**  
23 February 2017

**Academic/Professional Qualification(s)**

- Bachelor of Science in Business Administration – Finance from California State University of Fresno

**Board Committee**

- Chairman, Audit Committee

**Working Experience and Occupation**

He joined PRG Holdings Bhd in 2014 and is currently the Chief Operating Officer and Executive Director of Furniweb Holdings Limited listed on GEM of the Stock Exchange of Hong Kong Limited. He has 19 years of experience in the financial services industry, particularly in the areas of fund management, institutional broking, investment banking and capital markets.

Prior to joining PRG Group, he was with Kenanga Investment Bank where during his tenure, he has held several positions namely Director, Head of Equity Syndication, Institutional Business and Projects.

Prior to Kenanga Investment Bank, he was Head, Equity Capital Markets of RHB Investment Bank Bhd. He started his career in the industry with Arab-Malaysian Asset Management before moving to Affin Securities and CIMB as Senior Vice President, Institutional Sales.







#### **Academic/Professional Qualification(s)**

- Bachelor of Science in Civil Engineering (Hons), Swansea University, United Kingdom

#### **Board Committees**

- Member, Risk Management Committee
- Member, Nominating Committee

#### **Working Experience and Occupation**

She has 30 years of experience in the development and project management of privatized and non-privatized construction projects in Malaysia and in several other countries. She also has some experience in financial analysis of projects and management of companies. Her experience in roads, expressways, infrastructure, land development and dam with notably the roads in Sabah, Fiji, expressways in Malaysia, Qatar and India, land development in Malaysia, Vietnam and Qatar and dam in Malaysia. She has also undertaken several feasibility studies in Pakistan, Sri Lanka, Ghana, Sudan, Morocco, Indonesia, Chile and several countries in the Middle East.

Her career development has been via Minconsult Sdn. Bhd., a consultancy firm where she spent 8 years developing her career from graduate engineer to senior engineer, UEM Group, for 17 years rising from project engineer in Pengurusan Lebuhraya Bhd to Executive Director/Chief Executive Officer of UEM Construction Sdn. Bhd. with responsibilities in project development/management, company management and directorship in several non-listed companies, Sarawak Hidro Sdn. Bhd., the developer of Bakun Dam where she, on secondment from the UEM Group, spent 2 years as the Managing Director to oversee the progress of the project which was delayed for more than 2 years and lastly with Naim Holdings Berhad for 3 years from 2009, as Vice President at the Managing Director's office with additional appointment as Executive Director of Naim Holdings Berhad and Director of Dayang Enterprise Holdings Bhd, both are public listed companies.

## **Sulaihah Binti Maimunni** Independent Non-Executive Director

**Aged 62, Female, Malaysian**

**Date of Appointment**  
1 August 2018



## Directors' Profiles (continued)



### Chin Chee Kong

Non-Independent and Non-Executive Director

Aged 61, Male, Malaysian

Date of Appointment  
1 October 2015

#### Academic/Professional Qualification(s)

- Member, Malaysian Institute of Certified Public Accountants & Malaysian Institute of Accountants

#### Board Committees

- Member, Audit Committee
- Member, Long Term Incentive Plan Committee

#### Present Directorship in other PLC(s)

- Perdana Petroleum Berhad

#### Present Directorship in Non Listed Company

- Kebajikan Dayang Fatimah Berhad (non-profit company, limited by guarantee)
- Industrial and Commercial Bank of China (Malaysia) Berhad

#### Working Experience and Occupation

He joined Peat Marwick Mitchell & Co (now known as KPMG) in Kuala Lumpur, Malaysia on 2 February 1979 as an audit junior. KPMG registered him as an articled student with The Malaysian Association of Certified Public Accountants (now known as The Malaysian Institute of Certified Public Accountants or MICPA) in the second half of 1979. After having passed the Foundation and Professional examinations set by MICPA and in the process won all the 5 gold medals on offer for the Professional I and Professional II examinations, he was seconded to the tax division of KPMG Melbourne, Australia from October 1984 to March 1985. In August 1985, he was transferred to take charge of the Kuching Office of the firm and on 1 October 1990, he was promoted to be a partner of KPMG Malaysia. During his tenure with the Firm, he was principally involved in the provision of audit, taxation, financial advisory and corporate advisory services to corporate clients, both public listed and privately held. He retired from the Firm on 1 January 2014.

Please refer to page 176 for Directors' securities holdings in the Company.

There is no other family relationship between the Directors and/or major shareholders of the Company.

All Directors are Malaysians.

None of the Directors has been convicted for any offence within the past 5 years other than traffic offences.

Please refer to page 69 for Directors' attendance at board meetings held during the financial year.



# Key Senior Management Members' Profiles

## Emily Hii San San

Senior Vice President Cum Chief Financial Officer

Aged 41, Female, Malaysian

### Academic/Professional Qualification(s)

- Bachelor of Commerce Degree, major in Accountancy and Diploma for Graduates, University of Otago, New Zealand, 2000
- Chartered Accountant of Chartered Accountants Australia and New Zealand, March 2005
- Member of MIA, August 2005

### Working Experience and Occupation

She joined Naim on 1 June 2010 as Finance Manager and then promoted to Deputy Director – Finance in August 2012 to oversee the finance and corporate planning units. On 1 February 2019, she was promoted to Senior Vice President cum Chief Financial Officer. In addition to current finance and corporate planning units, she is also overseeing the information technology (IT) and administrative units. She has more than 15 years of working experience in accounting and tax related matters.

## Sim Kwong Yong

Vice President – Operations

Aged 44, Male, Malaysian

### Academic/Professional Qualification(s)

- Advanced Diploma in Technology (Building), Tunku Abdul Rahman University College (2001)

### Working Experience and Occupation

He joined Naim in June 2006 as Contracts Executive and has held various positions in various business units and operations roles within the Group. He was promoted to Vice President – Operations in 1 September 2018. He has more than 18 years of working experience in quantity surveying consultancy firm; project management, cost management and material procurement in construction companies and property development companies.

- The members of the key senior management team were appointed to head the operating subsidiaries.
- None of the members of the key senior management team holds directorship in public companies and listed issuers.
- There is no family relationship between members of the key senior management team and Directors and/or Major Shareholders of the Company.
- The members of the key senior management team have no conflict of interests with the Company.
- None of the members of the key senior management team has been convicted of any offences within the past 5 years other than traffic offences.