

8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY MANAGEMENT

8.1 PROMOTERS, SUBSTANTIAL SHAREHOLDERS AND DIRECTORS

Some particulars of the Promoters, substantial shareholders and Directors of LFECB and their respective shareholdings in LFECB after the IPO are set out as follows:-

8.1.1 Promoters of LFECB

Some relevant details of the Promoters of LFECB are as follows:-

	Name	Nationality	Designation	No. of shares held after the IPO			
				Direct	%	Indirect	%
1.	Liew Meow Nyeau	Malaysian	Non-Executive Director	844,392	1.62	4,605,562 ⁽ⁱ⁾	8.86
2.	Lew Mew Choi	Malaysian	Managing Director	8,628,169	16.59	5,806,748 ⁽ⁱⁱ⁾	11.17
3.	Liew Kiam Woon	Malaysian	Executive Director	326,768	0.63	4,605,562 ⁽ⁱⁱⁱ⁾	8.86
4.	Lew Chih Bok	Malaysian	Engineering Manager / Director of Mayduct	209,870	0.40	920,907 ^(iv)	1.77
5.	Ramli Bin Abu Kasim	Malaysian	Non-Executive Director	5,287,182	10.17	-	-

Notes:

- i. Deemed interest pursuant to Section 6A of the Companies Act, 1965 by virtue of his direct 20% equity interest in LMN Realty.
- ii. Deemed interest pursuant to Section 6A of the Companies Act, 1965 by virtue of his direct 50% equity interest in MCL Realty and 57.12% equity interest in Busway.
- iii. Deemed interest pursuant to section 6A of the Companies Act, 1965 by virtue of his direct 30% equity interest in LMN Realty.
- iv. Deemed interest pursuant to section 6A of the Companies Act, 1965 by virtue of his 27.88% equity interest in Busway.

The above shareholdings do not take into consideration the allocation of the Offer Shares reserved for eligible employees of the LFECB Group pursuant to the Offer for Sale.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

8.1.2 Substantial Shareholders of LFECB

Some relevant details of the Substantial Shareholders of LFECB are as follows:-

Name	Nationality/ Place of Incorporation	Principal Activity/ Designation	No. of shares held after the IPO			
			Direct	%	Indirect	%
1. Lew Mew Choi	Malaysian	Managing Director	8,628,169	16.59	5,806,748 ⁽ⁱ⁾	11.17
2. Ramli Bin Abu Kasim	Malaysian	Non-Executive Director	5,287,182	10.17	-	-
3. Chang Lau Hoi @ Chang Sow Lan	Malaysian	-	-	-	4,605,562 ⁽ⁱⁱ⁾	8.86
4. Soong Moi @ Song Mou	Malaysian	-	-	-	5,561,769 ⁽ⁱⁱⁱ⁾	10.70
5. LMN Realty	Malaysia	Investment Holding	4,605,562	8.86	-	-
6. MCL Realty	Malaysia	Investment Holding	4,885,841	9.40	-	-
7. EBSB	Malaysia	Investment Holding	12,615,381	24.26	-	-
8. Liew Meow Nyeen	Malaysian	Non-Executive Director	844,392	1.62	4,605,562 ^(iv)	8.86
9. Liew Kiam Woon	Malaysian	Executive Director	326,768	0.63	4,605,562 ^(v)	8.86

Note 1:

- i. Deemed interest pursuant to section 6A of the Companies Act, 1965 by virtue of his direct 50% equity interest in MCL Realty and 57.12% equity interest in Busway.
- ii. Deemed interest pursuant to section 6A of the Companies Act, 1965 by virtue of her direct 50% equity interest in LMN Realty.
- iii. Deemed interest pursuant to section 6A of the Companies Act, 1965 by virtue of her direct 50% equity interest in MCL Realty and 84.9% equity interest in Emulate.
- iv. Deemed interest pursuant to Section 6A of the Companies Act, 1965 by virtue of his direct 20% equity interest in LMN Realty.
- v. Deemed interest pursuant to section 6A of the Companies Act, 1965 by virtue of his direct 30% equity interest in LMN Realty.

Note 2:

Upon completion of the IPO and subject to the SC's approval but prior to the Listing, the following shareholders of LFEE will transfer their respective LFECB Shares to KJH and KJV in accordance with the tables below. These LFECB Shares (which will also be subject to moratorium condition set out by the SC, as mentioned in Section 10 of this Prospectus) will be held by KJH and KJV respectively, as follows.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

KJH:-

<i>Shareholders transferring LFECB Shares</i>	<i>LFECB Shares to be transferred to KJH</i>		<i>Percentage shareholding held in KJH</i>	<i>LFECB Shares to be held under moratorium by KJH</i>	
	<i>No. of shares</i>	<i>% share- holding in LFECB</i>		<i>No. of shares</i>	<i>% share- holding in LFECB</i>
<i>Ramli Bin Abu Kasim</i>	5,287,182	10.17	52.0	-	-
<i>MCL Realty</i>	4,885,841	9.40	-	-	-
<i>Lew Mew Choi</i>	-	-	24.0	-	-
<i>Soong Moi @ Song Mou</i>	-	-	24.0	-	-
Total	10,173,023	19.57	100.0	8,557,521	16.45

KJV:-

<i>Shareholders transferring LFECB Shares</i>	<i>LFECB Shares to be transferred to KJV</i>		<i>Percentage shareholding held in KJV</i>	<i>LFECB Shares to be held under moratorium by KJV</i>	
	<i>No. of shares</i>	<i>% share- holding in LFECB</i>		<i>No. of shares</i>	<i>% share- holding in LFECB</i>
<i>Liew Meow Nyeen</i>	844,392	1.62	12.5	-	-
<i>LMN Realty</i>	4,605,562	8.86	-	-	-
<i>Lew Mew Choi</i>	8,628,169	16.59	61.3	-	-
<i>Chang Lau Hoi @ Chang Sow Lan</i>	-	-	16.4	-	-
<i>Liew Kiam Woon</i>	-	-	9.8	-	-
Total	14,078,123	27.07	100.0	11,842,480	22.78

The above shareholdings do not take into consideration the allocation of the Offer Shares reserved for eligible employees of the LFECB Group pursuant to the Offer for Sale.

8.1.3 Directors of LFECB

Some relevant details of the Directors of LFECB are as follows:

Name	Nationality	Designation	No. of shares held after the IPO			
			Direct	%	Indirect	%
Dato' Hamzah Bin Zaimudin	Malaysian	Chairman and Independent Non-Executive Director	-	-	-	-
Lew Mew Choi	Malaysian	Managing Director	8,628,169	16.59	5,806,748 ⁽ⁱ⁾	11.17
Liew Meow Nyeen	Malaysian	Non-Executive Director	844,392	1.62	4,605,562 ⁽ⁱⁱ⁾	8.86

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

Name	Nationality	Designation	No. of shares held after the IPO			
			Direct	%	Indirect	%
Liew Kiam Woon	Malaysian	Executive Director	326,768	0.63	4,605,562 ⁽ⁱⁱⁱ⁾	8.86
Chin Soong Jin	Malaysian	Executive Director	-	-	-	-
Ramli Bin Abu Kasim	Malaysian	Non-Executive Director	5,287,182	10.17	-	-
Ir. Cheong Thiam Fook	Malaysian	Executive Director	-	-	1,596,835 ^(iv)	3.07
Chung Tack Soon	Malaysian	Independent Non-Executive Director	-	-	-	-
Tong Hock Sen	Malaysian	Independent Non-Executive Director	-	-	-	-

Notes:

- i Deemed interest pursuant to Section 6A of the Companies Act 1965 by virtue of his direct 50% equity interest in MCL Realty and 57.12% equity interest in Busway.*
- ii Deemed interest pursuant to Section 6A of the Companies Act, 1965 by virtue of his direct 20% equity interest in LMN Realty.*
- iii Deemed interest pursuant to Section 6A of the Companies Act, 1965 by virtue of his direct 30% equity interest in LMN Realty.*
- iv. Deemed interest pursuant to section 6A of the Companies Act, 1965 by virtue of his direct interest of 15% in Busway and 15% in Emulate.*

8.1.4 EBSB

EBSB was incorporated in Malaysia on 20 July 1995 under the Companies Act, 1965 as a private limited company under its present name. EBSB has an authorised share capital of RM100,000 divided into 100,000 ordinary shares of RM1.00 each of which 10,000 have been issued and fully paid-up.

The principal activity of EBSB is investment holding.

The Directors of EBSB and their respective shareholdings in EBSB as at 15 September 2003 are as follows:

Name	Designation	No. of shares held			
		Direct	%	Indirect	%
Datuk Razman Md Hashim Bin Che Din Md Hashim	Executive Director	99	0.99	-	-
Abdul Rahim Bin Achmed	Executive Director	9,901	99.01	-	-

8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY MANAGEMENT (continued)

The substantial shareholder of EBSB and his shareholding in EBSB as at 15 September 2003 are as follows:

Shareholder	Direct	No. of shares held		%
		%	Indirect	
Abdul Rahim Bin Achmed	9,901	99.01	-	-

8.1.5 LMN Realty

LMN Realty was incorporated in Malaysia on 4 April 1978 under the Companies Act, 1965 as a private limited company under its present name. LMN Realty has an authorised share capital of RM1,000,000 divided into 1,000,000 ordinary shares of RM1.00 each of which 120,002 shares have been issued and fully paid-up.

The principal activity of LMN Realty is investment holding.

The Directors of LMN Realty and their respective shareholdings in LMN Realty as at 15 September 2003 are as follows:

Name	Designation	Direct	No. of shares held		%
			%	Indirect	
Liew Meow Nyeon	Director	24,001	20	-	-
Chang Lau Hoi @ Chang Sow Lan	Director	60,001	50	-	-

The substantial shareholders of LMN Realty and their respective shareholdings in LMN Realty as at 15 September 2003 are as follows:

Shareholders	Direct	No. of shares held		%
		%	Indirect	
Liew Meow Nyeon	24,001	20	-	-
Liew Kiam Woon	36,000	30	-	-
Chang Lau Hoi @ Chang Sow Lan	60,001	50	-	-

8.1.6 MCL Realty

MCL Realty was incorporated in Malaysia on 2 May 1981 under the Companies Act, 1965 as a private limited company under its present name. MCL Realty has an authorised share capital of RM1,000,000 divided into 1,000,000 ordinary shares of RM1.00 each of which 220,502 shares have been issued and fully paid-up.

The principal activity of MCL Realty is investment holding.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

The Directors of MCL Realty and their respective shareholdings in MCL Realty as at 15 September 2003 are as follows:

Name	Designation	Direct	No. of shares held		%
			%	Indirect	
Lew Mew Choi	Director	110,251	50	-	-
Soong Moi @ Song Mou	Director	110,251	50	-	-

The substantial shareholders of MCL Realty and their respective shareholdings in MCL Realty as at 15 September 2003 are as follows:

Shareholders	Direct	No. of shares held		%
		%	Indirect	
Lew Mew Choi	110,251	50	-	-
Soong Moi @ Song Mou	110,251	50	-	-

8.2 Directorships and Substantial Shareholdings of Promoters, Substantial Shareholders and Directors of LFECB in all other Public Companies for the Past Two Years

Some relevant details of the directorships and substantial shareholdings of Promoters, substantial shareholders and Directors in all other Malaysian public companies for the past two years are as follows:

Name	Directorships	Substantial shareholdings in other public companies as at 15 September 2003			
		Total no. of shares held			
		Direct	%	Indirect	%
Dato' Hamzah Bin Zainudin	Hexagon Holdings Bhd	1,000	*	4,069,957	20.38
	Evermaster Group Bhd	520,000	2.60	1,979,800	19.00
	Asian Pac Holdings Berhad	-	-	-	-
	Bintai Kinden Corporation Bhd	-	-	-	-
	Tanah Emas Corporation Bhd	-	-	-	-
	Felcra Bhd	-	-	-	-
Liew Kiam Woon	SIB	-	- **	60,000,002	50
Liew Meow Nyeen	-	-	- **	60,000,002	50
Lew Mew Choi	-	-	- **	60,000,002	50
Ramli Bin Abu Kasim	-	-	- **	60,000,002	50
Chang Lau Hoi @ Chang Sow Lan	-	-	- **	60,000,002	50
Soong Moi @ Song Mou	-	-	- **	60,000,002	50
LMN Realty	-	-	- **	60,000,002	50
MCL Realty	-	-	- **	60,000,002	50

8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS, DIRECTORS AND KEY MANAGEMENT (continued)

* *Negligible.*

** *Deemed interest in SIB pursuant to Section 6A of the Companies Act, 1965 by virtue of their direct and indirect interests of not less than 15% in LFEE, which in turn has a direct interest of 43% in BMSB, which has a 50% direct interest in SIB.*

Save as disclosed above, none of the Promoters/substantial shareholders/Directors of LFECB has any directorship or substantial shareholding in other public companies for the past two (2) years preceding the date of this Prospectus.

8.3 Knowledge and Experience of Promoters in the Electrical and Mechanical Engineering Industry

Please refer to profiles of the Directors and key management of the LFECB Group in Sections 8.5 and 8.8 of this Prospectus for information relating to the knowledge and experience of the Promoters who are Directors and key management of the LFECB Group.

8.4 Changes in Shareholdings for Substantial Shareholders/Promoters of the Company for the Past Three Years

LFECB was incorporated on 8 May 2002 and the changes in the direct shareholding of substantial shareholders/promoters of LFECB since incorporation for the past three years until the date of this Prospectus are as follows:

Substantial Shareholders	Shareholder/ Promoter	Shareholding as at 8 May 2002		Shareholdings as at the date of this Prospectus	
		No. of shares	%	No. of shares	%
Kee Ju Hun	Shareholder	1	50	1	*
Low Boon Wah @ Lawrence Low	Shareholder	1	50	1	*
Liew Meow Nyeon	Shareholder/ Promoter	-	-	844,392	1.92
LMN Realty	Shareholder	-	-	5,605,562	12.74
Lew Mew Choi	Shareholder/ Promoter	-	-	8,628,169	19.61
MCL Realty	Shareholder	-	-	5,885,841	13.38
Liew Kiam Woon	Shareholder/ Promoter	-	-	326,768	0.74
Lew Chih Bok	Shareholder / Promoter	-	-	209,870	0.48
Ramli Bin Abu Kasim	Shareholder/ Promoter	-	-	6,287,182	14.29
EBSB	Shareholder	-	-	14,615,381	33.22

Note: * *negligible*

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

8.5 Profile of Directors***Y. B. Dato' Hamzah Bin Zainudin***

Aged 46, Dato' Hamzah Zainudin was appointed as the Chairman and Independent Non-Executive Director of LFECB on 15 September 2003. Dato' Hamzah Zainudin obtained his Diploma in Quantity Surveying from University Technology Malaysia in 1978. Upon his graduation, he started his career with Maju Bangun Sdn Bhd, a subsidiary company of the Perak State Economic and Development Corporation in 1979 and rose to the position of general manager when he resigned in 1984. From 1984 to 1991, he was employed by Justera Sdn Bhd, a subsidiary of Construction and Supply House Berhad and his last position prior to his resignation was director and from 1993 to 1996 he was a director of a private company, Astinapura Sdn Bhd.

Since 1994, Dato' Hamzah Zainudin has been appointed to the Boards of various public listed companies. He is currently Chairman of Hexagon Holdings Bhd and Evermaster Group Bhd and a director at Asian Pac Holdings Berhad, Bintai Kinden Corporation Bhd and Tanah Emas Corporation Bhd. Dato' Hamzah Zainudin was appointed as the Chairman of the government owned oil palm concern, Felcra Bhd on 1 October 2000.

Dato' Hamzah Zainudin is also very active and respected in social and political activities. From 1989 to 1994, he was a council member of the Ipoh City Council and from 1990 to 1993 an UMNO Youth executive committee member. He is presently Division Head Ketua Bahagian UMNO Ipoh Barat branch (since 1995). Dato' Hamzah Zainudin was appointed as senator to the Malaysian Senate in 2001.

Liew Meow Nyeen

Aged 67, Mr. Liew Meow Nyeen was appointed as Non-Executive Director of LFECB on 15 September 2003. He is currently the Executive Chairman and founder of LFEE and inter alia, a director of MNESB. Mr. Liew started his career as an apprentice and later as a competent wireman with several electrical contracting firms from the 1950s to 1960s. During this period, he acquired valuable hands-on experience in electrical installations for infrastructure, residential and commercial developments and was certified as a competent 'Wireman Nil' in 1965. In 1967, he set up his own business in electrical contracting and established Loong Fuat Electrical Company ("Loong Fuat") as a sole proprietorship with several of his co-workers working for him.

With the growth of the business LFEE was then incorporated on 31 December 1975 to take over the business of Loong Fuat and Mr. Liew was appointed its Executive Chairman, a position he holds until today. Mr. Liew was responsible for the growth and development of LFEE's business in the 1970s and 1980s with his experience, energy and responsibility in undertaking projects. Mr. Liew also sits on the Boards of several private companies.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

Lew Mew Choi

Aged 59, Mr. Lew Mew Choi was appointed as Managing Director of LFECB on 15 September 2003. He is also the Managing Director of LFEE and inter alia, Managing Director of LFBVI and director of Inai and LFJB. As at the date hereof, Mr Lew is fully involved in the business operations of only the LFECB Group and does not allocate any of his time to his other businesses. Mr. Lew joined Loong Fuat in 1967 to assist Liew Meow Nyeen in the day-to-day operations of Loong Fuat. Mr. Lew gained valuable hands-on experience in electrical installations for infrastructure, residential and commercial developments during his tenure with Loong Fuat.

Upon his appointment as Managing Director of LFEE in 1975, when LFEE took over Loong Fuat's business, he started to chart the direction and growth of LFEE's business, in particular, in its expansion in the 1990s to China where he is solely in charge of the development and growth of the business there. Together with his brother, Mr. Lew's foresight coupled with his ability to retain repeat clients has transformed LFEE from a small-scale contracting firm to an international electrical and mechanical engineering services group that LFEE is today.

Mr. Lew is also responsible for starting the manufacturing division of the LFECB Group in the early 1990s, which is complementary to the electrical and mechanical engineering business. He procured his son, Mr. Lew Chih Bok to be involved in the designing of busbar trunking systems now in its third generation in production, and Ir. Cheong Thiam Fook, to oversee the business development and management functions of Mayduct. He also sits on the board of several private companies.

Liew Kiam Woon

Aged 40, Mr. Liew Kiam Woon was appointed as Executive Director of LFECB on 15 September 2003. He is also an Executive Director of LFEE and director of inter alia, LFET and MNESB. As at the date hereof, Mr Liew is fully involved in the business operations of only the LFECB Group and does not allocate any of his time to his other businesses. Mr. Liew graduated from the University of Oregon, United States of America in 1987, with a Bachelor of Arts degree, majoring in Business Administration. He started his career as a Business Development Executive with MBF Factors Sdn Bhd in 1987 and was with the said company for a period of two years.

He then joined LFEE in 1990 as a Project Coordinator. In 1993, Mr. Liew completed a basic mechanical and electrical engineering course conducted by the Association of Consulting Engineers Malaysia. His role then in the Company was to oversee the projects undertaken by LFJB in Johor Bahru. Over the years of hands-on experience in operational and management matters, he has gained experience and exposure in undertaking and completing electrical engineering projects and handled business development for LFEE's business in Malaysia while Mr. Lew Mew Choi concentrated more in the PRC. He was appointed as Executive Director of LFEE on 1 June 2000 and assumed executive responsibilities. Mr. Liew Kiam Woon's experience and dedication to LFEE has contributed significantly to LFEE's growth and expansion of its Malaysian business in the 1990s.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

Ramli Bin Abu Kasim

Aged 54, En. Ramli was appointed as Non-Executive Director of LFECB on 15 September 2003. He is currently the Managing Director of Rayton, Non-Executive Director of both LFEE and Mayduct and sits on the Board of several private companies. He completed the Malaysia Certificate of Education (Senior Cambridge) in Yeo Chu Kang Secondary School, Singapore in 1966, and started his career with Jabatan Perumahan Negara as a civil engineering technician where he gained hands on experience in civil engineering works. He left Jabatan Perumahan Negara (then known as Housing Trust) in 1972 and joined William Jacks & Co. (M) Sdn Bhd, an engineering firm as a sales executive until he resigned in 1980. In that year he became involved in Rayton as its Managing Director and has been its Managing Director since.

Ir. Cheong Thiam Fook

Aged 49, Ir. Cheong was appointed as Executive Director of LFECB on 15 September 2003. He is currently the Managing Director of Mayduct. He obtained a Bachelor of Science degree in Mechanical Engineering from Taiwan National University and Master of Engineering from the Asian Institute of Technology in 1979 and 1982 respectively. Ir. Cheong Thiam Fook became a Fellow of the Institution of Engineers, Malaysia in 1999, a Professional Engineer registered with the Board of Engineers, Malaysia in 1988 and is registered as an Asean Engineers in 1999.

Ir. Cheong Thiam Fook started his career in 1982 as a mechanical engineer with Promet Construction Sdn Bhd in charge of the installation and commissioning of electrical and mechanical engineering services for Menara Promet. He gained valuable experience in electrical and mechanical engineering services and in 1996 became General Manager of Teamwork Corporation Sdn Bhd, an associated company of Taylor Woodrow of the United Kingdom responsible for the overall performance of the company and plant and M&E issues in the Asia Pacific region and reporting to the Asia Pacific region operations director. Ir. Cheong Thiam Fook has valuable hands-on experience in managing construction and engineering projects of all sizes and nature culminating in his employment with Teamwork Corporation Sdn Bhd.

In May 2000, Ir. Cheong Thiam Fook joined Mayduct and with more than 20 years of experience in project implementation and construction management, he has successfully established Mayduct as one of the leading electrical busbar trunking system manufacturing companies in Malaysia within two years. Ir. Cheong Thiam Fook has introduced new techniques in production management control and implementation and has successfully completed a number of project deliveries in a relatively short period for both Malaysian and foreign clients. Ir. Cheong Thiam Fook has also led Mayduct to achieve the ISO 9001:2000 Quality Management System Certification. He had also introduced the MEGA-DUCT Busbar Trunking System to overseas markets and has successfully developed Mayduct's markets in Taiwan, Hong Kong, PRC and United Kingdom. Ir. Cheong Thiam Fook also sits on the board of Directors of other private companies.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

Chin Soong Jin

Aged 36, Mr. Chin Soong Jin was appointed as Executive Director of LFECB on 15 September 2003. He is currently the Director of Corporate Affairs of LFEE and he plays an important role as the advisor to LFEE in respect of its corporate and funding matters and business development. As at the date hereof, he is fully involved in the operations of only the LFECB Group and does not allocate any of his time to his other businesses. He graduated from Monash University, Melbourne with a double degree, Bachelor of Economics (Accountancy) and Bachelor of Laws in 1990. He started out his career as a lawyer when he articulated at M/s Chooi & Company and was admitted to practice as an advocate and solicitor of the High Court of Malaya in 1991. He then joined M/s Khaw & Partners (then M/s Khaw & Hussein) as a legal assistant where he gained valuable commercial and corporate law experience. He practised law there for two and a half years until he resigned in 1994.

With the experience gained in corporate law matters, he joined RHB Sakura Merchant Bankers Berhad's corporate finance department as an officer in 1994 where he gained valuable investment banking and industry experience having been involved in and subsequently leading a number of advisory and corporate transactions for large companies both public listed and private. He rose from an officer position to a manager's position in 3 years. His last position at RHB Sakura Merchant Bankers Berhad was Senior Manager prior to his resignation to join LFEE in 2000.

Chung Tack Soon

Aged 41, Mr Chung Tack Soon was appointed as Independent Non-Executive Director of LFECB on 15 September 2003. He obtained a Bachelor of Accounting degree from University Malaya in 1988 and he is a member of the Malaysian Institute of Accountants. He started his career in Arthur Andersen in 1988 and left as an Assistant Manager in 1991. Subsequently, he joined CIMB as a merchant banker from 1991 to 1994 and as a stockbroker from 1994 to 1995. He was made the Senior Vice President in K&N Kenanga Bhd from 1995 to 1999 and a chief operating officer in E-One Thousand Dot Com Sdn Bhd from 1999 to 2001. Currently, he is the chief executive officer, director and associate director of Trifolium Sdn Bhd, I-HR Services Sdn Bhd and Devonshire Capital Sdn Bhd respectively.

Tong Hock Sen

Aged 35, Mr Tong Hock Sen was appointed as Independent Non-Executive Director of LFECB on 15 September 2003. He graduated with an honours degree in law from the University of Warwick, England in 1991 and was admitted to the Malaysian Bar in 1993. Shortly after his admission to the Bar, he practised law from the chambers of Messrs. Kiru & Yong. In 1994, he joined the legal department of the Sunway Group of Companies ("Sunway Group"), a diversified Malaysian conglomerate. After a seven-year tenure, he left his position as Head of the Legal Department of the Sunway Group in 2001 and returned to legal practice in the chambers of Messrs. Susie See, Norbaya & Cheah as a partner. In 2002, he joined Messrs. Shui-Tai as a partner where he now heads the corporate and commercial department.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

8.6 Directors remuneration

The aggregate remuneration paid and proposed to be paid to the Directors of LFECB Group for services rendered in all capacities were/are approximately RM850,000 and RM1,300,000 for the financial years ended/ending 31 December 2002 and 2003 respectively.

Details of the aggregate remuneration and benefits are as follows:-

Remuneration band	Financial years ended/ending 31 December	
	2002	2003
	Number of directors	Number of directors
RM150,000 and below	4	3
RM150,001 to RM250,000	3	1
RM250,001 to RM350,000	-	3

8.7 Audit Committee

The main functions of the Audit Committee will fall within the ambit of the KLSE Listing Requirements. The members of the Audit Committee are as follows:

Name	Responsibility	Directorship
Dato' Hamzah Bin Zainudin	Chairman of the committee	Independent Non-Executive Director
Chin Soong Jin	Member of the committee	Executive Director
Chung Tack Soon	Member of the committee	Independent Non-Executive Director

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**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

8.8 Key Management/Technical Personnel

8.8.1 Profile of the Key Management/Technical Personnel

LFEE

Wong Yin Kiong
General Manager (Project)

Aged 42, Mr Wong Yin Kiong joined LFEE in 2001 and heads the project management division for infrastructure works. He is certified by Jabatan Bekalan Elektrik as a competent 'wireman nil'. He has more than 20 years of experience in site management, project management and implementation. He started his career with Chuan Electric & Water Pipe Engineering, Sabah as an electrician/foreman in 1981. He moved to Powermatic Electrical Engineering Sdn Bhd in 1986 as its Project Coordinator. Upon his resignation in 1989, he moved to Kejuruteraan Bintai Kindenko Sdn Bhd where he spent 6 years gaining experience with a foreign electrical contractor. He moved up the ranks to Engineering Assistant prior to resigning in 1994 when he joined Gamuda Berhad as its electrical and mechanical coordinator. His experience in managing the installation of M&E works for key Gamuda Berhad projects such as the Western Traffic Dispersal Scheme (SPRINT) enabled him to move up the ranks to Electrical and Mechanical Manager prior to joining LFEE in 2001.

Wong Onn Fah
Head of Tender, Purchasing and Inventory Division

Aged 41, Mr Wong Onn Fah heads the Tender, Purchasing and Inventory Control Departments. He joined LFEE in 1983 and is currently in charge of tender management, inventory control and purchasing. He began his career as a technician, then attended a wireman's course and subsequently was certified as a competent 'wireman nil' by Jabatan Bekalan Elektrik. As an accredited 'wireman nil' he obtained hands-on experience on site with electrical installation and implementation works and progressed to supervisory and project co-ordination and budgeting and monitoring responsibilities. Today, Mr. Wong has more than 22 years of experience in tender evaluation, estimation, project and site management and implementation.

Chang Chui Seng
Deputy General Manager (Project)

Aged 39, Mr Chang Chui Seng joined LFEE in 1985, and currently overseas general project implementation in the Project Management Division. He is certified by Jabatan Bekalan Elektrik as a competent 'wireman nil', passed a Basic Engineering Designers' Course from the Association of Consulting Engineers Malaysia in 1987 and has a diploma in Electrical Engineering from the Institute of Further Technical Education (in association with the Federal Institute of Technology) in 1989. His job function in the project department is project planning, management, technical support function and coordination of electrical works for mainly high rise projects, buildings, industrial and housing development.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

Liew Soo Chee

Bachelor of Arts majoring in Business Administration
Head of Group Human Resources and Administration

Aged 38, Ms. Liew Soo Chee is the head of the Group Human Resources and Administration Department and has been with LFEE since 1995. She graduated from Lewis & Clark College in the United States of America in 1987 with a Bachelor of Arts degree majoring in Business Administration. She started her career in Colliers, Jordan Lee & Jaafar Sdn. Bhd, a property management specialist as a property management executive. She gained valuable property management and sales experience during her 4-year tenure there. She then decided to take-over a business that owns the Crabtree & Evelyn retail franchise in 1991 where she gained experience running her own business. She eventually sold the business in 1995 to join LFEE. Her job functions include personnel and administrative operations, conducting staff management reviews, carrying out staff motivational and participative schemes, and property and asset administration.

Ong Bee Bee

Bachelor of Commerce (Accounting & Finance)
Master of Finance, CA (Malaysia), CPA (Australia)
Group Financial Controller

Aged 34, Ms. Ong Bee Bee joined LFEE in 2000 and is currently the Group Financial Controller. She graduated from University of Western Australia with a Bachelor of Commerce degree majoring in Accountancy in 1992 and from RMIT University, Melbourne with a Master of Finance degree in 2000. She has been a member of the Malaysian Institute of Accountants ("MIA") since 2000, the Australian Society of Certified Practising Accountants since 1997 and an associate member of the Malaysian Institute of Management since 1998. She started her career with Ling & Co, Public Accounting Firm in 1993 as an audit junior and was promoted to a semi-senior position when she resigned in 1994. She subsequently joined Metronic Engineering Sdn Bhd as an accountant up to 1997 when she resigned to join Regionwell Marketing Sdn Bhd as its administration and finance manager overseeing the entire finance and administration functions for its Malaysia and Singapore branch. She has over nine years of experience working in accounting and finance environment prior to joining LFEE as its Financial Controller.

Nasadurai A/L Sellathurai

Bachelor of Science (Electrical and Electronics Engineering)
Senior Project Manager

Aged 53, Mr Nasadurai s/o Sellathurai joined LFEE in 2002, and currently overseas the Project Design Division while assisting in the Project Management Division. He is a graduate from Robert Gordon University (U.K.) with a Bachelor of Science degree in Electrical and Electronics Engineering. He has twenty nine years of experience in design, construction and site management in M & E services. He started his career with Kumarasivam Tan & Ariffin Sdn Bhd as Senior Engineering Assistant in 1974. He then joined KTA Tenaga Sdn Bhd in 1992 as Principal Engineer. In 1993, he was assigned to be the Consultant in the company's Land & Property section. In 1996, he joined Kurihara (M) Sdn Bhd as Senior Project Manager. From 1998 to 2001, he was with Nova Nusantara (M) Sdn Bhd as a site agent. Prior joining LFEE, he was with TMI-Nusantara Consultants (M) Sdn Bhd as Maintenance Manager for the Bukit Jalil Sports Complex.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

Ir. Ooi Beng Hooi

Bachelor of Engineering
B. Eng, MBA, MIEM, P.Eng.
Senior Project Manager

Aged 40, Ir. Ooi Beng Hooi joined LFEE in 2003 and is currently the Senior Project Manager, assisting the General Manager in project management. He obtained his Bachelor of Engineering degree from University Technology Malaysia in 1987, and a Masters in Business Administration from the Malaysian Graduate School of Management, University Putra Malaysia in 2001. Ir. Ooi is a corporate member of the Institute of Engineers, Malaysia. He is also a Professional Engineer registered with the Board of Engineers, Malaysia.

He first joined Kejuruteraan Bintai Kindenko Sdn Bhd from 1988 to 1994 as Design & Construction Manager responsible for turnkey design, construction and site supervision for electrical building services. From 1994 to 1996 he was with Pengurusan Lebuhraya Berhad as M & E manager. He subsequently joined Gamuda Berhad as M&E Manager until 1999. Prior to joining LFEE, he was attached to Sukitronics Sdn Bhd as Assistant General Manger undertaking power plant projects. He has successfully implemented several major projects such as the Main Terminal Building & Contract Pier package of KLIA, the North South Central Link Expressway, Leburhaya Damansra-Puchong and the Manila-Cavite Expressway in the Philippines.

Chan Kah Leong

Mechanical Manager

Aged 38, Mr. Chan Kah Leong joined LFEE in 2002 and he specialises in plumbing, fire fighting, and air conditioning services. His obtained hands-on experience in plumbing works with Associated Group Konsult as technical assistant in 1983 till 1988. He then joined Syarikat Pembinaan Yeoh Tiong Lay Sdn Bhd as contract executive till 1992. He obtained hands-on design and build experiences from Masico Engineering Sdn Bhd where he worked as Project Manager from 1992 till 2002, prior to joining to LFEE. He has successfully implemented several major projects such as Cambodia Monorom Hotel, Hospital Universiti Kebangsaan Malaysia, Best World Shopping Complex in Johor Bahru and the Sheraton Hotel in Langkawi.

Mayduct

Lew Chih Bok

B.Eng (Elect.)
Engineering Manager/Director

Aged 32, Mr. Lew Chih Bok is a Director of Mayduct. He graduated from the University of Wollongong, Australia in 1997, with a Bachelor of Engineering (Electrical Engineering) degree. He joined Mayduct in 1998 as project engineer focusing on research and development. His role is to design new and improved products and obtain internationally recognized certification for them and to oversee production of the same. Over the years of designing and marketing busducts, he spearheaded the development of busbar trunking systems which achieved the accreditation Taiwan IP 54 in year 2001, certified by seven ASTA certificates and SIRIM IP 67. Leading a team of six engineers, he is now the Engineering Manager of Mayduct and was appointed to the Board of Directors of Mayduct on 31 May 2000.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

LFJB

Ang Kit Kok

Branch Manager of LFJB (Based in the Johor Bahru office)

Aged 37, Mr. Ang Kit Kok is the section head of LFJB. He attended Sekolah Menengah Mahmud, Raub, Pahang where he passed the Sijil Pelajaran Malaysia (SPM). He started his career with Matsushita Compressor and Motor Sdn Bhd in 1987 until he resigned in 1994. During his tenure there he received a number of commendation and awards for performance and dedication to the company. Ang Kit Kok joined LFEE in 1995 and his duties encompass project management and implementation, business development and branch operations. At LFJB, he has been involved in managing the electrical works packages for a number of landmark projects in Johor Bahru, such as Pelangi Leisure Mall, Plaza Angsana and City Square.

LFBVI

Ir. Lee Kian Guan

MIEM, P.Eng., MIEE, CEng, MIEEE

Bachelor of Science, Electrical Engineering

General Manager, LFBVI (Based in the Shanghai office)

Aged 36, Ir. Lee Kian Guan joined LFEE in 1996 and presently heads LFBVI as its General Manager. He graduated with honours from the University of Wisconsin-Madison with a Bachelor of Science degree in Electrical Engineering in 1992. Ir. Lee became a member of the Institute of Engineers Malaysia in 1999 and was registered as a professional engineer with the Malaysian Board of Engineers Malaysia in 2001. He also became a member of the Institute of Electrical Engineers UK in 2002 and was registered as a Chartered Engineer with the Engineering Council UK in the same year.

He started his career with Majutek Perunding (Mechanical and Electrical Consultant) in 1993 as an electrical engineer responsible for planning and design of electrical works, preparing tender documents for various projects, most notably the Sri Manjung Hospital in Perak. He left in 1994 to join Samsung Engineering and Construction as an electrical and QA/QC engineer where most notably, he was involved in the electrical works, testing and commissioning of the electrical system for the Kuala Lumpur City Centre Twin Tower – Tower Two and Sky Bridge packages.

Upon joining LFBVI in 1996, his roles include managing and securing tenders, design works and supervision of projects until handover. Some of the notable electrical and mechanical projects completed under Ir. Lee Kian Guan's supervision in the PRC include the Kerry Everbright City, Shanghai Kerry Centre, Shangri-la Hotel in Pudong and Hangzhou and various industrial plants and clean room projects.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

LFET

Ng Eng Heah

Bachelor of Engineering, Computer Science
Director of Operations

Aged 33, Mr. Ng Eng Heah, joined LFET as Director in 2001. He graduated with a Bachelor of Engineering degree in Computer Engineering from McMaster University in Ontario, Canada in 1994 and has over 8 years of experience in the systems integration industry. Upon his graduation, he joined Industronics Bhd as systems engineer in 1995 where he was involved in testing and commissioning of interactive voice response systems and multimedia conference room control systems. He then moved on to implement intelligent transportation systems (ITS) for expressway applications. The system includes a Central Computer System, Automatic Incident Detection System, Variable Message Sign System, Closed Circuit Television System and Fiber Optics Backbone Communication System.

Some of the major ITS projects he has implemented include the Lebuhraya Shah Alam, Lebuhraya Damansara Puchong and the SPRINT expressway. With these experiences, he entered into a joint venture with LFEE through LFET which is a joint venture company 60%-owned by LFEE, whilst the balance 40% owned by Mr. Ng Eng Heah.

He presently heads LFET as its Operational Director and was appointed to the Board of Directors of LFET on 22 May 2001. His involvement covers the complete information technology systems design, implementation and total project management.

As at the date hereof, the key management/technical personnel stated above are fully involved in the business operations of only the LFECB Group and do not allocate any of their time to their other businesses.

8.8.2 Management Succession Plan

The LFECB Group recognises the need to ensure continuity in its management in order to maintain the Group's competitive edge over its competitors. In this regard, the LFECB Group's human resource policies include the training of its personnel so as to groom the lower and middle management staff to gradually assume the responsibilities of the senior management and also as part of its employees' career advancement programme. In addition, the Group's middle management team is constantly exposed to various aspects of its business activities in order to ensure that they have a full understanding of the senior management position.

The Group believes that the present management team is capable of achieving the Group's vision and mission as well as future challenges in view of the strength of the management team in terms of experience, dedication, loyalty and commitment.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

8.8.3 Shareholdings of the Key Management Team

Other than executive directors of LFECB, some relevant details of the key management/technical personnel of the LFECB Group are as follows:

For LFEE:-

Name	Designation	No. of shares held after the IPO			
		Direct	%	Indirect	%
Wong Yin Kiong	General Manager (Project)	-	-	-	-
Chang Chui Seng	Deputy General Manager (Project)	-	-	-	-
Wong Onn Fah	Head of Tender, Purchasing and Inventory Division	-	-	-	-
Liew Soo Chee	Head of Human Resource and Administrative	-	-	-	-
Ong Bee Bee	Group Financial Controller	-	-	-	-
Nasadurai A/L Sellathurai	Senior Project Manager	-	-	-	-
Ir. Ooi Beng Hooi	Senior Project Manager	-	-	-	-
Chan Kah Leong	Mechanical Manager	-	-	-	-

For Mayduct:-

Name	Designation	No. of shares held after the IPO			
		Direct	%	Indirect	%
Lew Chih Bok	Engineering Manager / Director	209,870	0.40	920,907 ⁽ⁱ⁾	1.77

Notes:

- i. Deemed interest pursuant to Section 6A of the Companies Act, 1965 by virtue of his direct interest of 27.88% in Busway.

For LFJB:-

Name	Designation	No. of shares held after the IPO			
		Direct	%	Indirect	%
Ang Kit Kok	Branch Manager	-	-	-	-

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

For LFBVI:-

Name	Designation	No. of shares held after the IPO			
		Direct	%	Indirect	%
Ir. Lee Kian Guan	General Manager	-	-	-	-

For LFET:-

Name	Designation	No. of shares held after the IPO			
		Direct	%	Indirect	%
Ng Eng Heah	Director of Operations	-	-	-	-

The above shareholdings do not take into consideration the allocation of the Offer Shares reserved for eligible employees and Directors of the LFECB Group pursuant to the Offer for Sale.

8.9 Management Agreement and Service Contracts

As at 15 September 2003, there are no existing or proposed service contracts between the LFECB Group and its Directors, key management or key technical personnel which cannot be determined or terminated without payments or compensation other than statutory compensation or salary in lieu of notice.

8.10 Declarations From The Directors And Key Management/Technical Personnel

As at 15 September 2003, no director, senior executive officer or person nominated to become a director or senior executive officer is or has been involved in any of the following events (whether in or outside Malaysia):-

- (a) a petition under any bankruptcy or insolvency law was filed (and not struck out) against such person or any partnership in which he was or is a partner or any corporation of which he was or is a director or key personnel;
- (b) a conviction in a criminal proceeding or is a named subject of a pending criminal proceeding; or
- (c) being the subject of any order, judgement or ruling of any court, tribunal or governmental body of competent jurisdiction permanently or temporarily enjoining him from acting as an investment adviser, dealer in securities, director or employee of a financial institution and engaging in any type of business practice or activity.

**8. INFORMATION ON PROMOTERS, SUBSTANTIAL SHAREHOLDERS,
DIRECTORS AND KEY MANAGEMENT (continued)**

8.11 Family Relationship

Lew Mew Choi is the brother of Liew Meow Nyeen.

Liew Kiam Woon is the son of Liew Meow Nyeen and Chang Lau Hoi @ Chang Sow Lan

Lew Chih Bok is the son of Lew Mew Choi and Soong Moi @ Song Mou

Liew Soo Chee is the daughter of Liew Meow Nyeen and Chang Lau Hoi @ Chang Sow Lan

Chang Lau Hoi @ Chang Sow Lan is the wife of Liew Meow Nyeen

Soong Moi @ Song Mou is the wife of Lew Mew Choi

Save as disclosed above, there are no family relationships between the promoters, substantial shareholders, Directors and key management of the LFECB Group.

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