

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

8.1 PROMOTERS, SUBSTANTIAL SHAREHOLDERS AND DIRECTORS

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

8.1.1 Promoters of CBB

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

	Name	Nationality	Designation	No. of shares held after the IPO			
				Direct	%	Indirect	%
1.	Tan Siew Kim#	Malaysian	Managing Director	*7,612,568	19.03	-	-
2.	Loi Tuan Ee#	Malaysian	Deputy Managing Director	2,736,211	6.84	-	-
3.	Tan Boon Leng#	Malaysian	Executive Director	^2,712,462	6.78	-	-
4.	Tan Sui Moi#	Malaysian	Executive Director	3,022,842	7.56	-	-
5.	Tan Seok Kim#	Malaysian	Executive Director	1,627,478	4.07	-	-
6.	Kuan Hai Ngan#	Malaysian	Executive Director	1,265,816	3.16	-	-
7.	Lau Sie Kai	Malaysian	Shareholder	^556,489	1.39	-	-
8.	Lua Wa Kho @ Lua Chong Koh#	Malaysian	Shareholder	1,079,587	2.70	-	-
9.	Yeng See Kim#	Malaysian	Shareholder	683,378	1.71	-	-
10.	Loi Tuan Kin	Malaysian	Shareholder	388,110	0.97	-	-
11.	E Chong Chiang @ Er Chong Chiang	Malaysian	Shareholder	314,855	0.79	-	-

Notes:-

- * Including 4,263,641 and 2,955,143 CBB shares held via Tan Boon Leng and Lau Sie Kai respectively, as bare trustees for Tan Siew Kim.
- ^ Excluding 4,263,641 and 2,955,143 CBB shares held by Tan Boon Leng and Lau Sie Kai respectively, as bare trustees for Tan Siew Kim.
- # Upon completion of the IPO but prior to the Listing, they will transfer their respective CBB shares into CBE. These CBB shares will be held by CBE and CBE will also be imposed with the moratorium conditions set out by the SC. For more information, please refer to Section 10 of this Prospectus.

The above shareholdings do not take into consideration the allocation of the Issue Shares reserved for the eligible employees of the CBB Group pursuant to the Public Issue.

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

8.1.2 Substantial Shareholders of CBB

Some relevant details of the substantial shareholders of CBB are as follows:-

Name	Nationality	Designation	No. of shares held after the IPO			
			Direct	%	Indirect	%
1. Tan Siew Kim#	Malaysian	Managing Director	*7,612,568	19.03	-	-
2. Loi Tuan Ee#	Malaysian	Deputy Managing Director	2,736,211	6.84	-	-
3. Tan Sui Moi#	Malaysian	Executive Director	3,022,842	7.56	-	-
4. Tan Boon Leng#	Malaysian	Executive Director	^2,712,462	6.78	-	-

Notes:-

* Including 4,263,641 and 2,955,143 CBB shares held via Tan Boon Leng and Lau Sie Kai respectively, as bare trustees for Tan Siew Kim.

^ Excluding 4,263,641 CBB shares held by Tan Boon Leng as bare trustee for Tan Siew Kim.

Upon completion of the IPO but prior to the Listing, they will transfer their respective CBB shares into CBE. These CBB shares will be held by CBE and CBE will also be imposed with the moratorium conditions set out by the SC. For more information, please refer to Section 10 of this Prospectus.

8.1.3 Directors of CBB

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

Name	Nationality	Designation	No. of shares held after the IPO			
			Direct	%	Indirect	%
Dato' Seri Megat Najmuddin bin Datuk Seri Dr Hj Megat Khas	Malaysian	Non-Executive Chairman	-	-	-	-
Tan Siew Kim#	Malaysian	Managing Director	*7,612,568	19.03	-	-
Loi Tuan Ee#	Malaysian	Deputy Managing Director	2,736,211	6.84	-	-
Tan Sew Kee	Malaysian	Non-Executive Director	-	-	-	-
Kuan Hai Ngon#	Malaysian	Executive Director	1,265,816	3.16	-	-
Tan Sui Moi#	Malaysian	Executive Director	3,022,842	7.56	-	-
Tan Boon Leng#	Malaysian	Executive Director	^2,712,462	6.78	-	-
Tan Seok Kim#	Malaysian	Executive Director	1,627,478	4.07	-	-
Lai Poh Fye	Malaysian	Independent Non-Executive Director	-	-	-	-
Yeo Soo Sia @ Yeo Soo Seng	Malaysian	Independent Non-Executive Director	-	-	-	-
Gopal A/L Vythilingam	Malaysian	Independent Non-Executive Director	-	-	-	-
Tang Swee Guan	Malaysian	Independent Non-Executive Director	-	-	-	-

Notes:-

* Including 4,263,641 and 2,955,143 CBB shares held via Tan Boon Leng and Lau Sie Kai respectively, as bare trustees for Tan Siew Kim.

^ Excluding 4,263,641 CBB shares held by Tan Boon Leng as bare trustee for Tan Siew Kim.

Upon completion of the IPO but prior to the Listing, they will transfer their respective CBB shares into CBE. These CBB shares will be held by CBE and CBE will also be imposed with the moratorium conditions set out by the SC. For more information, please refer to Section 10 of this Prospectus.

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

8.2 Directorships and Substantial Shareholdings of Promoters, Substantial Shareholders and Directors 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 of CBB in all other Malaysian public companies for the past two years are as follows:

Director/Name of Company	Date of appointment / (cessation)	Shareholdings As at 17.09.2003			
		Total no. of shares held			
		Direct	%	Indirect	%
Dato' Seri Megat Najmuddin Bin Datuk					
Seri Dr Hj Megat Khas/					
My-Infotech (M) Berhad	22.01.2002	-	-	-	-
Seal Incorporation Berhad	30.12.2000 / (31.01.2003)	-	-	-	-
SEG International Berhad	02.02.2001	297	-	-	-
Asian Pac Holdings Berhad	19.10.1994	1,857,000	0.53	-	-
Dialog Group Berhad	18.04.2002	-	-	-	-
Pernas International Holdings Berhad	02.10.2002	-	-	-	-
Salcon Berhad	21.07.2003	45,000	0.02	-	-
Yeo Soo Sia @ Yeo Soo Seng					
Binaik Equity Berhad	21.06.2002	6,719,502	6.72	1,130,000	1.13

Save as disclosed above, none of the Promoters, substantial shareholders or Directors of CBB have any directorships and substantial shareholdings 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 Packaging Industry

Lua Wa Kho @ Lua Chong Koh, aged 60, is a Promoter of CBB. He joined Polypulp in 1983 and he was made responsible for the manufacture of paper egg trays. He retired in 1995 with his last position in Polypulp as a Production Director.

Lau Sie Kai, aged 39, is a Director of Flexo Process Sdn Bhd since 1999. He holds a Bachelor of Electrical & Electronic Engineering from Louisiana State University in the United States of America. He began his career as an Assistant Engineer in 1988 at Aiwa (S) Pte Ltd. He left Aiwa (S) Pte Ltd in 1990 and was appointed as Director of Flexo Process Sdn Bhd. He joined Philip (S) Pte Ltd from 1991 to 1994 as a Reliability Engineer. From 1994 to 1997, he took up the position of Technical Manager with Multiview. In Multiview, he specialised in sale and marketing of injet machine and manufacture of sticker for labelling. Subsequently he joined Dotcom Sdn Bhd in 1998 as Director.

Yeng See Kim, aged 45, is a Forwarding Agent. His career began in 1982 where he held the position of a Manager in Lum Fong Transport & Shipping Co. He was with the company for a period of eighteen years. He was also a Director in State Harvest Secondary Fibre Sdn Bhd from 1989 to 1993.

E Chong Chiang @ Er Chong Chiang, aged 57, is presently self-employed and involved in trading of construction materials. He was employed as a Marketing Executive at Scott & English (M) Bhd from 1989 to 1992. Subsequently, he left Scott & English (M) Bhd to join Polypulp as General Manager. In 1995, he left Polypulp to take up the position of General Manager in Prestige. His main responsibilities in Polypulp and Prestige include sales and marketing of paper bags. He was in Prestige for a period of 5 years. He left Prestige in December 2000.

In addition to the above, please refer to the profiles of the Directors and key management of the CBB 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 CBB Group.

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

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

CBB was incorporated on 11 November 1991. The changes in the shareholdings of the substantial shareholders/Promoters of CBB for the past three years until the date of this prospectus are as follows:

Name of Substantial Shareholders/ Promoter	Balance as at 17/9/2000		From 18/9/2000 to 17/9/2001			From 18/9/2001 to 17/9/2002			From 18/9/2002 to 17/9/2003					
	Direct	Indirect	Acquisition	Disposal	Balance		Acquisition	Disposal	Balance		Acquisition	Disposal	Balance	
					Direct	Indirect			Direct	Indirect			Direct	Indirect
LOI TUAN EE	1,242,611	-	-	-	1,242,611	-	17,035 (15/8/02)	-	1,259,646	-	2,713,302 (27/8/03)	-	3,972,948	-
TAN BOON LENG #	3,211,529	-	-	-	3,211,529	-	-	3,211,529	-	-	6,917,696 (27/8/03)	-	10,129,225	-
TAN SUIMOI (F)	1,375,622	-	-	-	1,375,622	-	15,978 (15/8/02)	-	1,391,600	-	2,997,533 (27/8/03)	-	4,389,133	-
TAN SEOK KIM (F)	739,641	-	-	-	739,641	-	9,587 (15/8/02)	-	749,228	-	1,613,852 (27/8/03)	-	2,363,080	-
KUAN HAI NGON	575,276	-	-	-	575,276	-	7,457 (15/8/02)	-	582,733	-	1,255,218 (27/8/03)	-	1,837,951	-
TAN SIEW KIM^^	3,504,533	-	-	-	3,504,533	-	-	-	3,504,533	-	7,548,832 (27/8/03)	-	11,053,065	-
LAU SIE KAI%%	1,610,226	-	-	-	1,610,226	-	72,970 (26/8/02)	66,576 (15/8/02)	1,616,620	-	3,482,231 (27/8/03)	-	5,098,851	-
LOI TUAN KIN	164,283	-	-	-	164,283	-	14,388 (15/8/002)	-	178,671	-	384,861 (27/8/03)	-	563,532	-
LUA WA KHO @ LUA CHONG KOH	497,000	-	-	-	497,000	-	-	-	497,000	-	1,070,548 (27/8/03)	-	1,567,548	-
E CHONG CHIANG @ ER CHONG CHIANG	144,947	-	-	-	144,947	-	-	-	144,947	-	312,219 (27/8/03)	-	457,166	-
YENG SEE KIM	314,601	-	-	-	314,601	-	-	-	314,601	-	677,657 (27/8/03)	-	992,258	-

Notes:-

Including 6,190,760 shares held as bare trustee for Tan Siew Kim.

^^ 6,190,760 and 4,290,835 CBB shares held via Tan Boon Leng and Lau Sie Kai respectively, as bare trustees, for Tan Siew Kim.

%% Including 4,290,835 shares held as bare trustee for Tan Siew Kim.

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

8.5 Profile of Directors

Dato' Seri Megat Najmuddin Bin Datuk Seri Dr Hj Megat Khas, aged 59, is the Non-Executive Chairman of CBB. He joined CBB as Director on 29 June 2000 and was appointed as the Non-Executive Chairman of CBB on 1 August 2002. Dato' Seri Megat Najmuddin Bin Datuk Seri Dr Hj Megat Khas holds a Bachelor of Law LLB (Hons) from the National University of Singapore. He began his career as a lawyer in 1973 when he went into practice as a partner at Megat Najmuddin, Leong & Co. During his tenure as a lawyer, he was involved in some private businesses as well as politics. Due to business and active political commitments, he retired as a lawyer in 1986. He was active in politics and was a member of the Selangor State Legislative Assembly for two terms from 1986 to 1990 and 1990 to 1995, head of United Malays National Organisation ("UMNO") (Petaling Jaya Division) from 1985 to 1994, head of UMNO (Subang Division) from 1994 to 1995, Majlis Perbandaran Petaling Jaya/Majlis Perbandaran Subang Jaya Councillor from 1981 to 2000.

He is currently involved in the Malaysian corporate sector and is presently the President of the Federation of Public Listed Companies Berhad ("FPLC") since October 1997, and represents the FPLC on the High Level Finance Committee established by the Ministry of Finance. He is also currently the President of the Malaysian Institute of Corporate Governance since April 1998. In September 1999, he was appointed by the Finance Minister to the Capital Market Strategic Committee whose task was to produce the Capital Market Master Plan which was released in early 2001. He is presently a member of the Capital Market Advisory Council of the SC and was a member of the Corporate Debt Restructuring Committee. He is also the Chairman of Pernas International Holdings Berhad, Asian Pac Holdings Berhad, My-Infotech (M) Berhad and an independent non-executive Director of SEG International Berhad, Dialog Group Berhad and Salcon Berhad all of which are listed on the KLSE. He also sits on the Board of several private limited companies.

Tan Siew Kim, aged 53, is the Managing Director of CBB. He is fully involved in the business operations of the CBB Group and does not allocate any of his time to his other businesses. He has over 30 years of direct working experience in the paper packaging industry. His career began in 1969 when he was employed as a clerk in Insas Bhd (*formerly known as Paper Products (M) Bhd*), a company involved in the manufacture of paper packaging products. His main responsibilities involved overseeing the factory plant and managing the production. He left his position as Factory Manager in Insas Bhd in 1978 to establish Polypulp Paper Industries Sdn Bhd, which was subsequently listed on the Second Board of the KLSE under the name of Polypulp Paper Industries Berhad ("Polypulp") (now known as KYM Holdings Bhd). He was then in the position of Group Managing Director of Polypulp and was mainly responsible for the overall strategic management and business development of the company. He was with Polypulp group for a period of sixteen years until May 1995, where he ceased to be with the group. Subsequently, he joined CBB in 1996.

Loi Tuan Ee, aged 40, is the Deputy Managing Director of CBB. He is fully involved in the business operations of only the CBB Group and does not allocate any of his time to his other businesses. His career began in 1982 when he joined Ayer Hitam Oil Mill Sdn Bhd as a Supervisor. In 1984, he left the company to take up the position of Sales Representative with Kartika Machinery Sdn Bhd, a company involved in sales and marketing of industrial products, such as, machinery and industrial batteries. Subsequently, he left the company in 1985 to establish ReadyChem, where he was a Director of ReadyChem. In 1986, he went further to establish Multiview, where he was an Executive Director of the company. Presently, he is also an Executive Director of Prestige. He has been the driving force behind the development, growth and expansion of the Group. He is responsible for the strategic business direction of the Group and plays an active role in the overall management.

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

Tan Sew Kee, aged 65, is a Non-Executive Director of CBB. He started his career in Tebrau Finance Sdn Bhd in 1970 and was in Tebrau Finance Sdn Bhd for a period of 25 years before he left as a managing director. In 1983, he joined Polypulp as Director and he was with Polypulp for a period of 12 years before he retired.

Kuan Hai Ngon, aged 51, is an Executive Director of CBB. He is fully involved in the business operations of only the CBB Group and does not allocate any of his time to his other businesses. He has about 30 years of technical experience in the packaging industry. His career began in 1971 when he was employed as a Production Supervisor at Insas Bhd. He was with Insas Bhd for a period of seven years until 1978. Subsequently, he left Insas Bhd to establish Polypulp. He was then the Production Director of Polypulp. In 1985, he was transferred by Polypulp to its subsidiary, Paper Packaging Industries Sdn Bhd, as Production Director. He left Paper Packaging Industries Sdn Bhd in 1996 to join CBB where he was later appointed as Procurement Director. His main responsibilities in the Group involve running of the day-to-day operations in procurement of materials and production.

Tan Sui Moi, aged 55, is an Executive Director of CBB. She is fully involved in the business operations of only the CBB Group and does not allocate any of her time to her other businesses. Her career started in 1974 where she joined Yong Seng Industries Sdn Bhd as an Accounts Executive. She left the company in 1979 to join Paper Packaging Industries Sdn Bhd in the same position of Accounts Executive and subsequently left the company to join Polypulp in 1984 as Accounts Executive. In 1995, she left Polypulp to take up the position of Accounts Manager in Prestige. Her main responsibilities in Prestige include overall management of the Group's finance.

Tan Boon Leng, aged 38, is an Executive Director of CBB. He is fully involved in the business operations of only the CBB Group and does not allocate any of his time to his other businesses. His career started with Polypulp Paper Industries Sdn Bhd, where he joined as a Supervisor in 1983. Subsequently, he left the company in 1985 and established Multiview in the following year. He was appointed Executive Director of Multiview in 1986. He played an important role in the growth and expansion of the business of Multiview. His main responsibilities within the Group include sales and marketing, and new business development.

Tan Seok Kim, aged 39, is an Executive Director of CBB. She is fully involved in the business operations of only the CBB Group and does not allocate any of her time to her other businesses. She graduated with a Degree in Business Administration (major in finance) from University of Central Arkansas in the United States of America in 1987. Her career began in 1987 where she held the position of Accounts Executive with Polypulp Industries Sdn Bhd. The following year, she left the company to join Multiview as Accounts and Administrative Manager. Her main responsibilities in CBB Group include overall management of sales and marketing of household care products and adhesive.

Lai Poh Fye, aged 55, is an Independent Non-Executive Director of CBB. He is a Barrister-at-law (England) of The Honourable Society of Lincoln's Inn and was called to the Malaysian Bar on 28 August 1973. He is currently the senior partner of Messrs Jackson & Masacorale.

Yeo Soo Sia @ Yeo Soo Seng, aged 60, is the Independent Non-Executive Director of CBB. He is an architect by training. He graduated from Western Australia Institute of Technology and is a member of the Pertubuhan Arkitek Malaysia and a Fellow of the Royal Australian Institute of Architects. He joined Yeo & Associates Architects, Johor Bahru as a Partner in 1971.

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

He commenced his involvement in the construction and property development sector in early 1983 and was responsible for the project management and the successful completion of several housing projects. In 1988, he was responsible for successfully developing and constructing several light industrial estates. He was appointed as Director of Binaik Equity Berhad on 21 June 2002.

Gopal A/L Vythilingam, aged 55, is an Independent Non-Executive Director of CBB. He holds a Bachelor of Commerce from Madras, India. He has 27 years of banking experience. He joined Bumiputera-Commerce Bank Berhad in 1975 as officer and retired in June 2003 with his last position as Vice President and Head of Trade Processing Centre (Kuala Lumpur).

Tang Swee Guan, aged 50, is an Independent Non-Executive Director of CBB. He is the founder and partner of Peter Tang & Associates, a Chartered Accountants firm. Prior to the setting up of his professional practice, he was a senior manager in PricewaterhouseCoopers. He obtained his master degree in Business Administration (MBA) from the University of Bradford in the United Kingdom. He is a member of the Malaysian Institute of Accountants, a fellow member of the Association of Chartered Certified Accountants and a fellow member of the Malaysian Institute of Taxation. He has more than 20 years of experience in accounting, auditing, tax, financial and corporate matters.

8.6 Directors remuneration and benefits

The aggregate remuneration and benefits paid and proposed to be paid to the Directors of CBB Group for services rendered in all capacities were/are approximately RM1,526,026 and RM2,000,000 for the financial years ended/ending 31 March 2003 and 2004 respectively.

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

Remuneration band	Financial years ended/ending 31 March	
	2003	2004
	Number of directors	Number of directors
RM250,000 and below	4	6
RM250,001 to RM400,000	3	6

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
Lai Poh Fye	Chairman of the committee	Independent Non-Executive Director
Tan Siew Kim	Member of the committee	Managing Director
Loi Tuan Ee	Member of the committee	Deputy Managing Director
Gopal A/L Vythilingam	Member of the committee	Independent Non-Executive Director
Tang Swee Guan	Member of the committee	Independent Non-Executive Director

**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**

Ho Saw Leong, aged 45, is the Chief Operating Officer of Polyplus. He obtained a Diploma in Management from Malaysian Institute of Management in 1984. He started as Production Manager between 1987 and 1990 with Corrugated Carton Products Bhd, where he was overseeing the daily production activities of the factory. He joined Dazun Paper Industries Sdn Bhd, a company involved in manufacture of corrugated carton boxes as Factory Manager in 1990. In 1992, he left the company to join Polyplus, where he is responsible for the overall daily operation of the company.

Ong Chen Eng, aged 44, is the Assistant General Manager of Prestige. He was the Sales Representative of DIC (M) Sdn Bhd since 1978 before being promoted to Branch Manager, responsible for distribution and sales network in the Southern region states. He subsequently joined Polypulp in 1992 as a Marketing Manager where he was responsible to develop the sales network of multi-walled paper bags and egg trays for the company covering the Northern and Southern region states. He joined Prestige in 1995 and is presently responsible for the overall marketing and servicing of multi-walled paper bag consumers and developing the sales network.

Wong Yee Wee, aged 30, is the Assistant General Manager of Prestige. Wong Yee Wee holds a Diploma in Electronic from Song Sun College in Taiwan. He started his career in 1995 as a Sale Executive in an offset carton manufacturer, Cenpak Paper Products (M) Sdn Bhd. He later joined Amcor Fibre Packaging Sdn Bhd in 1997 where he was involved in the sale and marketing of corrugated carton boxes. His last position with the company was Assistant Manager. He is currently responsible for the sale and marketing activities in the Southern region.

Ng Chye Huat, aged 32, is the Group Accountant. He graduated in 1995 with a Bachelor of Business degree (major in Accounting) from the Royal Melbourne Institute of Technology, Australia. He is a Certified Practising Accountant of the Australian Society of Certified Practising Accountants and a member of the Malaysian Institute of Accountants. He started his career in KPMG, a public accounting firm as Audit Assistant and thereafter worked with Grand Banks Yachts Sdn Bhd, a yacht manufacturer company as Senior Cost Executive before joining the Group in 1999. He is responsible for the overall administration of financial and management reporting of the Group.

Kam Chee Meng, aged 38, is the Group Credit Controller. He obtained a Diploma in Accounting from the London Chamber of Commerce and Industry in 1985 and has attained level one of the Chartered Institute of Management Accountants. He started his career in 1988 as Audit Assistant with Messrs Pun & Co., a public accounting firm and was with the firm until 1994. Between 1994 and 1996, he was attached to a multi-level marketing company as Finance and Administration Executive. In his current position, he is responsible for the credit control functions, ageing and debt collection activities of the Group.

Neoh Soon Cheong, aged 41, is the Operation Manager of PPPSB. He started his career in 1980 as Forwarding Clerk with Eastern Trading Sdn Bhd, a company involved in transportation and forwarding business, and was with the company until 1991. Subsequently, he joined Kheng Hwa Paper Product Sdn Bhd as Store Supervisor and was in charge of receiving and delivery of raw materials and finished goods. He was with the company until 1999 where his last position was Assistant Sales Manager. Thereafter, he joined PPPSB as Operations Manager, where he is responsible for the overall management of production and administration of PPPSB.

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

Tan Hooi Bee, aged 35, is the Factory Manager of Prestige. He began his career as a Production Manager with Nicemac Sdn Bhd, a company involved in manufacture and sale of umbrella, bags, caps and other related products. He was responsible in the overall production activities of the company until 2001 where his last position was Factory Manager. Presently, his responsibilities in Prestige include overseeing daily production activities of the company.

Choong Lee How, aged 47, is the Production Planning Manager of Prestige. She is currently responsible for the overall production planning within the company. Prior to joining Prestige in 1995, she has more than 20 years of experience in the production sector as planner and coordinator in the packaging industry.

Loi Boon Choon, aged 31, is the Sales Manager of PPPSB. He worked as Sales Representative with World Info Computer Centre between 1992 and 1993, where he was involved in the sale and marketing of computer hardware. He later joined Kheng Hwa Paper Products Sdn Bhd, a company involved in manufacture and sale of corrugated paper board and carton boxes, as a Sales Executive. Prior to joining PPPSB in 1999, he was a Sales Executive with United Chemical Industries Bhd, a company involved in the manufacture and sale of woven fabric and woven bags. In his current position, he is responsible for the sale and marketing activities in the Northern region states.

Loi Tuan Kin, aged 39, is the Production Manager of Multiview. He obtained his Diploma in Electronics from Federal Institute of Technology, Cheras in 1986. He began his career with Multiview in 1986 as Storekeeper and he has held various positions through promotions until his current position. He is presently responsible for the overall management of daily production and logistics activities of Multiview.

Francis Tiong Weng Kim, aged 50, is the Human Resource Manager of CBB. He is responsible for overall management of personnel and recruitment affairs of CBB. Prior to joining CBB in 1995, he worked as Purchasing and Personal Executive with Polypulp from 1986 to 1994, where he was involved in the day-to-day purchase of materials and human resource affairs. Prior to joining Polypulp, he was with Malaysian Shipyard & Engineering Sdn Bhd as Technician, where he was involved in the ship repairs and building. His last position with the company was Senior Technician.

Ong Boon Seng, aged 34, is the IT Manager of the Group. He obtained his Diploma in Computer Studies from University of Feng Chia, Taiwan in 1991. He began his career as a System Analyst in a computer firm in 1990 before joining a corrugated carton box company, Harta Packaging Industries Sdn Bhd as Programmer, where he was involved in the setting-up of a net-workstation environment and also general maintenance of computer systems. Subsequently, in 1992, he joined Polypulp as System Analyst prior to assuming his current position with CBB in 1995. He heads the Information Technology department of CBB and responsible for the Group's information system affairs.

Ho Chan Sin, aged 39, is the Sales Manager of Multiview. He graduated from University of Central Arkansas, United States of America, with a Bachelor of Business Administration (major in general marketing) in 1987 and subsequently obtained his Masters degree in Business Administration in 1989 from the same University. He began his career as Crude Oil Trader with Malaysian Airline Systems Bhd, where he was responsible in hedging and trading financial risk against global oil prices before joining Crystal Time (M) Sdn Bhd as Marketing Executive. He was then involved in market survey and research, advertising and promotion of certain branded watches. Presently, his responsibilities include overseeing the daily operations and all sales and marketing activities of a branch in Nilai.

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

Liew Meng Fatt, aged 41, is the Production Manager of Prestige. Prior to joining MPSB in 1990, he was self-employed in the business of designing and kitchen cabinet making. He started as Production Executive in MPSB overseeing the daily production activities of the company. In 1999, he was transferred and promoted to Prestige to hold the position of Production Manager. His responsibilities in Prestige include overseeing the daily production activities and product quality control of the company.

Ee Kian Huat, aged 42, is the Production Manager of ReadyChem and is responsible for production activities of adhesive and household care products. He involves in the daily production planning and material control of all products produced by ReadyChem. Prior to this, he was with a wood based paint manufacturing company as Production Line Leader from 1993 to 1996. His last position in that company was a Coating and Colour Technician.

All the key management/technical personnel stated above are fully involved in the business operations of only the CBB Group and do not allocate any of their time to their other businesses.

8.8.2 Management Succession Plan

The management succession plan of the Group is to continue to employ professional personnel and provide hands on training in technical and management skills internally or by sending personnel for external training courses in their respective fields.

It is evident that for the past 10 years, the Group has employed a number of professional personnel to take up the positions of Assistant General Managers, Group Accountant, Group Credit Controller, Group IT Manager and Human Resource Manager. The Group will continue to provide appropriate training to its existing key personnel who have been with the Group for many years in order to enhance their management and technical skills for the purpose of their career advancement within the Group.

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.

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

8.8.3 Shareholdings of the Key Management Team

The relevant details of the key management/technical personnel of the CBB Group are as follows:-

Name	Designation	No. of shares held after the IPO			
		Direct	%	Indirect	%
Ho Saw Leong	Chief Operating Officer, Polyplus	568,303	1.42	-	-
Ong Chen Eng	Assistant General Manager, Prestige	17,959	0.04	-	-
Wong Yee Wee	Assistant General Manager, Prestige	-	-	-	-
Ng Chye Huat	Group Accountant	10,774	0.03	-	-
Kam Chee Meng	Group Credit Controller	10,774	0.03	-	-
Neoh Soon Cheong	Operation Manager, PPPSB	-	-	-	-
Tan Hooi Bee	Factory Manager, Prestige	-	-	-	-
Choong Lee How	Production Planning Manager, Prestige	14,366	0.04	-	-
Loi Boon Choon	Sales Manager, PPPSB	-	-	-	-
Loi Tuan Kin	Production Manager, Multiview	388,110	0.97	-	-
Francis Tiong Weng Kim	Human Resource Manager, CBB	361,661	0.90	-	-
Ong Boon Seng	Group IT Manager	-	-	-	-
Ho Chan Sin	Sales Manager, Multiview	13,811	0.03	-	-
Liew Meng Fatt	Production Manager, Prestige	7,182	0.02	-	-
Ee Kian Huat	Production Manager, ReadyChem	10,774	0.03	-	-

The above shareholdings do not take into consideration the allocation of the Issue Shares reserved for the eligible employees of the CBB Group pursuant to the Public Issue.

8.9 Management Agreement and Service Contracts

As at 17 September 2003, there are no existing or proposed service contracts between the CBB 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 17 September 2003, no Director, key management personnel or person nominated to become a Director or key management personnel 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

Mr Tan Siew Kim, Mr Tan Sew Kee and Madam Tan Sui Moi are siblings.

Mr Tan Sew Kee is the father of Mr Tan Boon Leng and Madam Tan Seok Kim.

Madam Tan Seok Kim and Mr Tan Boon Leng are siblings and also the niece and nephew of Mr Tan Siew Kim and Madam Tan Sui Moi.

Madam Tan Seok Kim is the spouse of Mr Lau Sie Kai.

Mr E Chong Chiang @ Er Chong Chiang is the brother-in-law of Mr Tan Siew Kim, Mr Tan Sew Kee and Madam Tan Sui Moi.

Mr Loi Tuan Ee and Mr Loi Tuan Kin are brothers.

Mr Ee Kian Huat is the spouse of Madam Lim Cho Hoon, who is also a niece to Mr Tan Siew Kim, Mr Tan Sew Kee and Madam Tan Sui Moi.

Mr Lua Wa Kho @ Lua Chong Koh who is the brother-in-law of Mr Tan Siew Kim and Mr Tan Sew Kee is the spouse of Madam Tan Sui Moi.

Mr Yeng See Kim is the brother-in-law of Mr Tan Siew Kim.

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

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