



ENGINEERS

HSS ENGINEERS BERHAD

201501003232 (1128564-U)



CHAMPIONING EXCELLENCE, CROSSING FRONTIERS

MALAYSIA'S ENGINEERING DNA

-ANNUAL REPORT 2022-

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Go online to our website at:
WWW.HSSGROUP.COM.MY

Scan here to download our reports and other documents.



CORE SERVICES

Delivering Value to Our Communities, Clients and Shareholders



HEB AT A GLANCE

TOTAL REVENUE

2022

RM **186.0**
million

2021

RM **164.7**
million

ORDER BOOK

2022

RM **1,441.7**
million

2021

RM **516.7**
million

TOTAL ASSETS

2022

RM **403.7**
million

2021

RM **367.9**
million

EBITDA

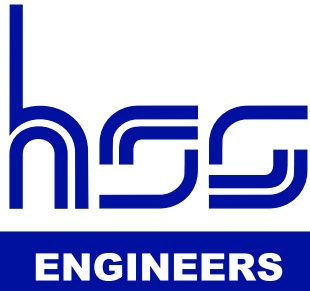
2022

RM **30.2**
million

2021

RM **17.4**
million

MISSION STATEMENT



To maintain our position as Malaysia's Leading Engineering Consultant providing world class expertise through;

- 1 Sustainable Solutions
- 2 Innovative Technology
- 3 Revolutionary Skills and Services



ABOUT HEB

HSS ENGINEERS BERHAD (HEB OR THE COMPANY) IS AN INVESTMENT HOLDING COMPANY WHICH WAS INCORPORATED ON 23 JANUARY 2015 UNDER THE COMPANIES ACT, 1965 AS A PRIVATE LIMITED COMPANY UNDER THE NAME OF HSS ENGINEERS SDN. BHD. BEFORE IT WAS CONVERTED INTO A PUBLIC LIMITED COMPANY. THE COMPANY ASSUMED ITS PRESENT NAME ON 31 MARCH 2015.

HEB, through its subsidiaries (HEB Group or the Group) and associates, is principally involved in the provision of engineering and project management services including engineering design, construction supervision, project management, environmental services and building information modeling services.

The Group has a total workforce of more than 850 staff, of which, more than half are engineers of various disciplines. With a combined experience of more than 80 years, the Group possesses longstanding experience in a wide array of sectors including urban infrastructure, transportation planning, roads and highways, railways and metro systems, water resources and supply, waste management, building and structures, power generation and recently diversified into telecommunication and digital technology.

HEB Group's position as one of the leading and by far the largest listed engineering consultancy group in Malaysia is clearly shown in its involvement in many notable large-scale projects, including Pan Borneo Highway Sabah, Iskandar Bus Rapid Transit, Northern Corridor Economic Region, MRT 1 & 2 as well as MRT 3, Maju Expressway 2, West Coast Expressway, SUKE Expressway, Pahang – Selangor Raw Water Transfer, Development of Sungai Selangor Phase 1, 2 and 3, Sarawak Water Grid Study, Layang 2 and East Coast Rail Link.

The Group now operates from 4 main offices, based in Kuala Lumpur (2 offices) and Sabah in Malaysia as well as Chennai in India.



OUR STORY

TAN SRI IR. KUNASINGAM A/L V. SITTAMPALAM

Co-Founder, Executive Vice Chairman /
Acting Group Chief Executive Officer



DEAR ESTEEMED SHAREHOLDERS,

DURING THE YEAR UNDER REVIEW, THE GLOBAL ECONOMY CONTINUED TO NAVIGATE THE UNCHARTED WATERS OF THE COVID-19 PANDEMIC WHILE ENDURING A SERIES OF DESTABILISING SHOCKS, INCLUDING THE GEOPOLITICAL TENSION BETWEEN RUSSIA AND UKRAINE, ZERO-COVID POLICY IN CHINA AND RESTRICTIVE MONETARY POLICY BY THE U.S. FEDERAL RESERVE.

HOWEVER, FOLLOWING THE SUCCESS OF OUR GOVERNMENT-LED VACCINATION PROGRAMMES WITH MORE THAN 80% OF THE POPULATION VACCINATED WITH COMMITMENT TOWARDS NATIONAL RECOVERY, MALAYSIA REOPENED MOST OF THE ECONOMIC AND SOCIAL SECTORS, AS WELL AS INTERNATIONAL BORDERS, IN APRIL 2022, AS THE COUNTRY TRANSITIONED INTO THE ENDEMIC PHASE OF COVID-19. ”

With fortitude and resilience, I am pleased to report that HSS Engineers Berhad (HEB Group) reached major milestones during the year that solidified our position as the leading homegrown engineering consultancy in Malaysia with world-class standards and ardent aspirations.

This positive uptrend is anticipated to sustain in the near future. The formation of the new unity Government following the 15th General Elections holds much promise to accelerate socio-economic thrusts for the further development of the country and her people. This augurs well for the entire construction sector, with the foremost beneficiary being the first-mover players of engineering consultancies for mega projects.

On behalf of the Board of Directors of HEB Group, it is my privilege to present to you our Annual Report and Audited Financial Statements for the financial year ended 31 December 2022 (FY2022).

KEY MILESTONES

I am very proud to speak of HEB Group's key highlight for the year: none other than our appointment as the Project Management Consultant (PMC) for Mass Rapid Transit (MRT) 3 in August 2022. Standing at a total contract sum of RM997.9 million, the project marks the pinnacle of our public transport portfolio by being the Group's single-largest contract secured since inception.

This significant appointment not only completed the hat-trick for the Group in light of our involvement in MRT 1 and 2, but also demonstrated the client's unwavering trust in our expertise and capabilities with an expanded scope of services in the current PMC role compared to the previous role as Independent Consulting Engineer.

We are cognisant of the Government's aspirations for the MRT3 to be primarily spearheaded by local talent to derive multiple benefits in our local economy.

We are similarly aligned with the Government's nation-building objectives to utilise, prioritise and enhance Malaysia-based resources for the project as widely as possible to generate shared prosperity.

Through our PMC role, we are committed to upholding this ethos of maximising Malaysian content, raising the level of local skill sets to create the next Malaysian champions, and ultimately bringing widespread benefits to all levels of society.

REGIONAL EXPANSION

The extensive experience of facilitating mission-critical infrastructure development of our nation for many decades has rendered HEB Group ready to bring our sound engineering expertise to the global arena.

Hence, during the year under review, the Group formed formidable partnerships with three prominent Japanese engineering consultancy firms to collaborate on preferred partnership basis on key projects in emerging markets.

OUR STORY



Appointed as the Project Management Consultant (PMC) for Mass Rapid Transit (MRT) 3 in August 2022.

We have signed Memorandums of Understanding (MOUs) with Oriental Consultants Global Co. Ltd. and Yachiyo Engineering Co.,Ltd. to provide engineering consultancy services on infrastructure-related projects in the ASEAN region, India, and any other country including Middle East and North Africa. We will collaborate on providing consultancy in various sectors including Water Resources Management and Water Supply, Disaster Risk Management including Flood Mitigation, Road and Transportation.

The projects proposed to be undertaken are part of the initiatives by Japan International Cooperation Agency, which has reportedly earmarked USD367 billion investments in various infrastructure projects in Southeast Asia.

Furthermore, we also inked an MOU with Shizen International Inc, the overseas arm of the Fukuoka-based renewable energy company Shizen Energy Inc, to explore solar projects for a cumulative capacity of up to 250 megawatts within three years. The strategic tie-up with Shizen enables the Group to make its mark in renewable energy, in addition to setting us on the path of establishing our fourth vertical of a recurring revenue stream.

CORPORATE GOVERNANCE

The Group continued to reaffirm our stance in promoting transparency and trust across all levels of the organisation by embarking on a journey of anti-bribery and corruption campaign since 2019.

To this end, the Group received in December 2022 certifications of the newly implemented anti-bribery management systems ISO 37001:2016 issued by SIRIM Berhad. The certifications were issued in recognition of our success in Anti-Bribery

Management Systems within the Group, specifically in HSS Engineers Berhad, HSS Engineering Sdn. Bhd., BIM Global Ventures Sdn. Bhd., HSS Integrated Sdn. Bhd., HSS Mekanikal and Elektrikal Sdn. Bhd., SMHB Engineering Sdn. Bhd., and SMHB Sdn. Bhd.. These achievements reinforce the bedrock of our commitment in upholding the highest standards of corporate ethics within the Group, and we will continue to place great emphasis on enhancing credibility among stakeholders in our corporate governance.

SUSTAINABILITY INITIATIVES

We are proud to inform that our Sustainability Policy developed by our in-house Sustainability Committee was approved by the Board in November 2022. The policy aims to provide fundamental principles towards our business activities and practices which will strategically incorporate values of Environmental, Social and Governance (ESG) while ensuring business competitiveness.

The Sustainability Policy forms the blueprint of the development of short, medium and long-term plans to champion and implement actionable sustainability initiatives in a structured manner.



Klang Valley Mass Rapid Transit Line 2

OUR STORY

We aim to improve our ESG rating to the top 26%-50% among Public Listed Companies listed in the Bursa Emas Index within two years, from the 51%-75% range as at end-2022.

PEOPLE EMPOWERMENT AND DEVELOPMENT

The Group has a total workforce of more than 850 staff as at end-December 2022, with engineers of various disciplines making up more than half of our workforce.

The wide scope entrusted to HEB Group now increases the degree of urgency to equip, enhance and empower our workforce with an ever-expanding skillset. The Group believes that a high calibre, professional talent is imperative in propelling the Group to greater heights. Hence, the Group will continue to prioritise people empowerment and development by upskilling and reskilling our employees with new knowledge and competencies.

To this, we are working towards developing a Construction Integrated Management System, a comprehensive suite of digital tools, that enables capturing of all construction work

activities and information at various project worksites or locations. This digital platform would also facilitate compliance of project quality requirements as well as management of safety activities in a more efficient and productive manner. This cutting edge digital platform is expected to be rolled out in 2023.

Additionally, the Group would continue to benchmark against competitive industry standards to hire and retain the best talent, with a target of reaching a workforce of 1,000 strong by 2023.

CONCLUSION & APPRECIATION

I am immensely proud of the way HEB Group has risen in FY2022, aptly demonstrated by our impressive accolades despite the challenging year.

On behalf of the Board, I would like to express my deepest gratitude to our business partners and shareholders for their steadfast trust and support throughout the years, and extend my heartfelt appreciation to our management and employees for their unrelenting hard work and commitment. Thank you for making this year's accomplishments possible.

We look forward to continuing our role in enabling the nation to realise its aspirations for infrastructure development, while upholding our commitment in generating sustainable value to all our stakeholders.

Tan Sri Kuna Sittampalam

*Co-Founder, Executive Vice Chairman/
Acting Group Chief Executive Officer*



The Group would continue to benchmark against competitive industry standards to hire and retain the best talent, with a target of reaching a workforce of 1,000 strong by 2023.



CORPORATE INFORMATION

BOARD OF DIRECTORS

DATO' MOHD ZAKHIR SIDDIQY BIN SIDEK

Independent Non-Executive Chairman

TAN SRI IR. KUNASINGAM A/L V.SITTAMPALAM

Executive Vice Chairman/
Acting Group Chief Executive Officer

DATUK IR. TEO CHOK BOO

Executive Director

IR. SHARIFAH AZLINA BT RAJA

KAMAL PASMAH
Executive Director

IR. PREM KUMAR A/L M VASUDEVAN

Executive Director

DATO' SRI IR. HJ. ISMAIL BIN MD.SALLEH

Senior Independent Non-Executive Director

TAI KEAT CHAI

Independent Non-Executive Director

VANESSA A/P SANTHAKUMAR

Non-Independent Non-Executive Director

IR. SYED MOHAMED ADNAN BIN MANSOR ALHABSHI

Alternate Director to Datuk Ir. Teo Chok Boo

AUDIT AND RISK MANAGEMENT COMMITTEE

Tai Keat Chai (Chairman)
Dato' Mohd Zakhir Siddiqy Bin Sidek
Dato' Sri Ir. Hj. Ismail Bin Md.Salleh

NOMINATION AND REMUNERATION COMMITTEE

Dato' Sri Ir. Hj. Ismail Bin Md.Salleh (Chairman)
Tai Keat Chai
Vanessa A/P Santhakumar

REGISTERED OFFICE**Boardroom Corporate Services Sdn. Bhd.**

[Registration No. 196001000110 (3775-X)]
12th Floor, Menara Symphony,
No. 5, Jalan Prof. Khoo Kay Kim,
Seksyen 13,
46200 Petaling Jaya,
Selangor Darul Ehsan,
Malaysia.
Tel : +603 - 7890 4800
Fax : +603 - 7890 4650

HEAD OFFICE

B1 (1-4) Block B, Plaza Dwtasik
No. 21, Jalan 5/106,
Bandar Sri Permaisuri,
56000 Kuala Lumpur,
Wilayah Persekutuan,
Malaysia.

Tel : +603 - 9173 0355
Fax : +603 - 9173 0939
Email : heb@hss.com.my
Website : www.hssgroup.com.my

COMPANY SECRETARIES

Tai Yit Chan (MAICSA 7009143)
Tan Ai Ning (MAICSA 7015852)

AUDITORS

KPMG PLT (LLP0010081-LCA & AF 0758)
Chartered Accountants
10th Floor, KPMG Tower,
8, First Avenue, Bandar Utama,
47800 Petaling Jaya,
Selangor Darul Ehsan,
Malaysia.
Tel : +603 - 7721 3388
Fax : +603 - 7721 3399

PRINCIPAL BANKER

Maybank Islamic Berhad
[Registration No. 200701029411 (787435-M)]
15th floor, Menara Maybank,
100 Jalan Tun Perak,
50050 Kuala Lumpur,
Wilayah Persekutuan Kuala Lumpur,
Malaysia.
Tel : +603 - 2070 8833

SHARE REGISTRAR

Tricor Investor & Issuing House Services Sdn. Bhd.
[Registration No. 197101000970 (11324-H)]
Unit 32-01, Level 32, Tower A
Vertical Business Suite, Avenue 3
Bangsar South,
No. 8, Jalan Kerinchi,
59200 Kuala Lumpur,
Wilayah Persekutuan,
Malaysia.
Tel : +603 - 2783 9299
Fax : +603 - 2783 9222

STOCK EXCHANGE LISTING

Main Market of Bursa Malaysia Securities Berhad
Stock Name : HSSEB
Stock Code : 0185
Stock Sector : Industrial products & services

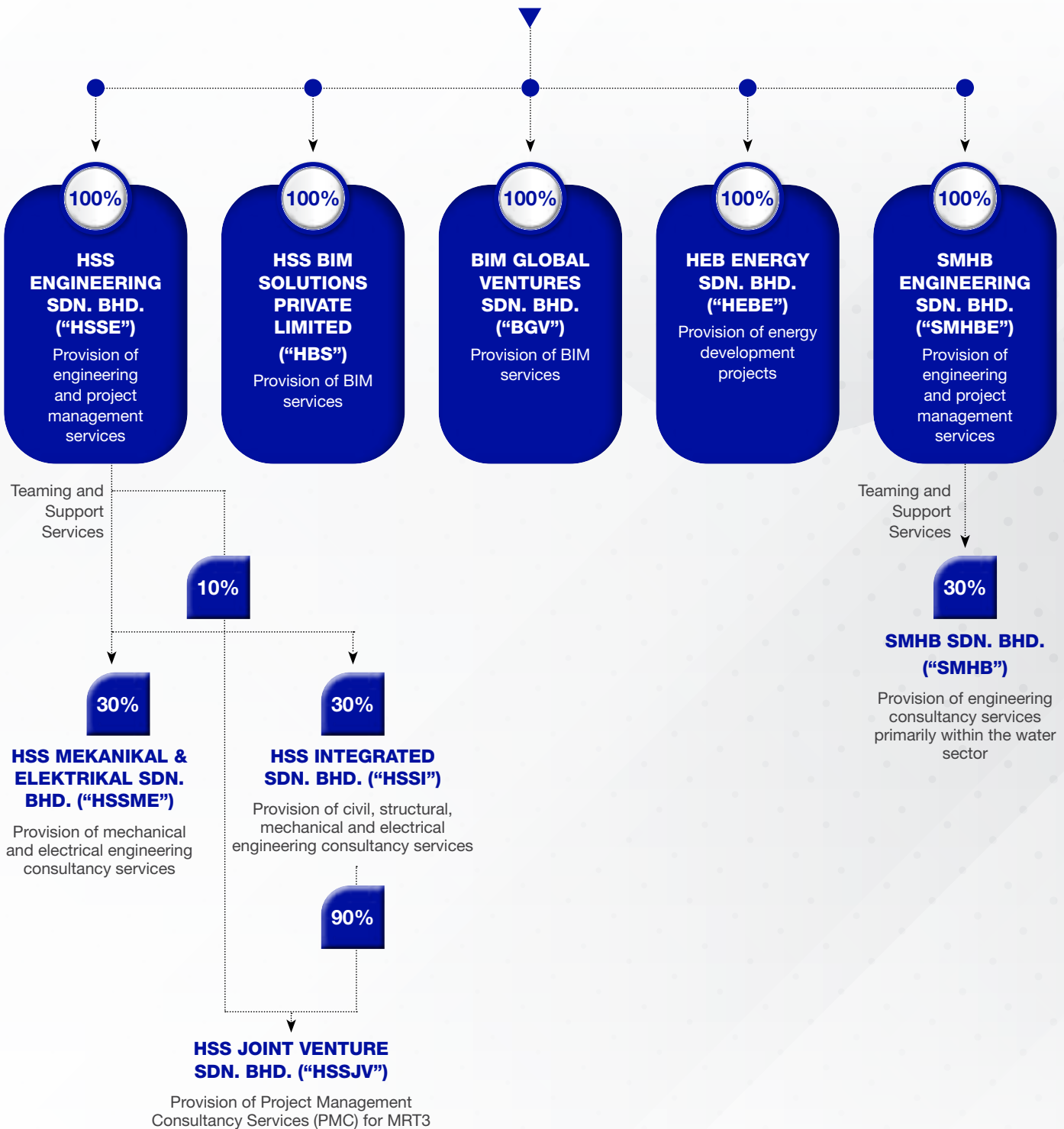
CORPORATE STRUCTURE

AS AT 6 APRIL 2023



ENGINEERS

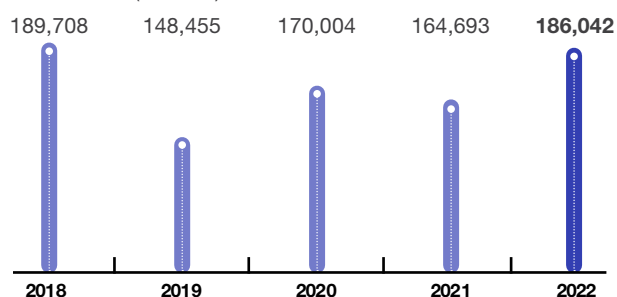
HSS ENGINEERS BERHAD



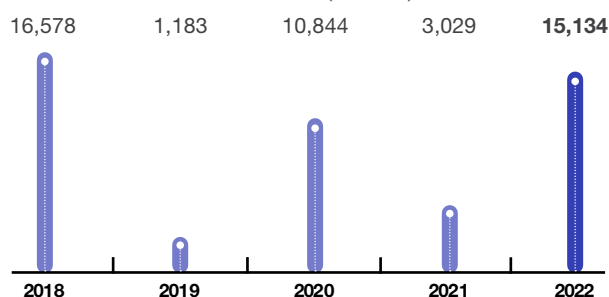
FINANCIAL HIGHLIGHTS

Financial Year Ended 31 December	2022	2021	2020	2019	2018
Revenue (RM'000)	186,042	164,693	170,004	148,455	189,708
Gross profit ("GP") (RM'000)	60,734	39,951	48,694	39,240	64,717
Profit/(Loss) before taxation ("PBT"/"LBT") (RM'000)	21,619	6,067	16,683	3,244	(94,525)
Profit/(Loss) after taxation ("PAT"/"LAT") (RM'000)	15,134	3,029	10,844	1,183	(102,836)
Core Profit After Tax ("Core PAT")	15,134	3,029	10,844	1,183	16,578
EBITDA (RM'000)	30,210	17,372	29,680	19,323	(82,464)
No. of shares in issue ('000)	495,862	495,862	495,862	495,862	495,862
Total assets (RM'000)	403,696	367,860	364,567	345,859	376,770
GP margin (%)	32.65	24.26	28.64	26.43	34.11
PBT/(LBT) margin (%)	11.62	3.68	9.81	2.18	(49.82)
PAT/(LAT) margin (%)	8.13	1.84	6.38	0.79	(54.21)
EPS/(LPS) (sen)	3.05	0.61	2.19	0.24	(22.12)
Core EPS (sen)	3.05	0.61	2.19	0.24	3.57

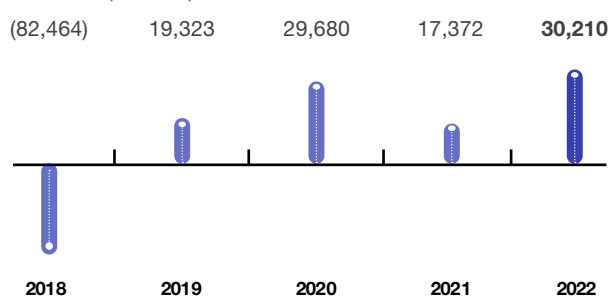
REVENUE (RM'000)



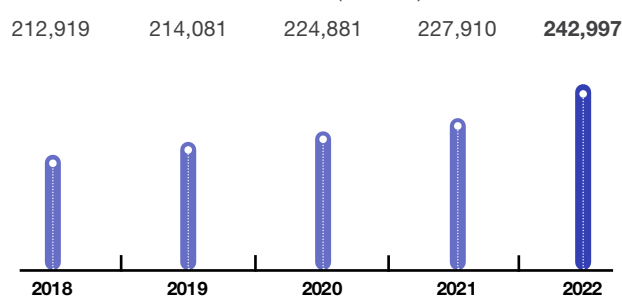
CORE PROFIT AFTER TAX (RM'000)



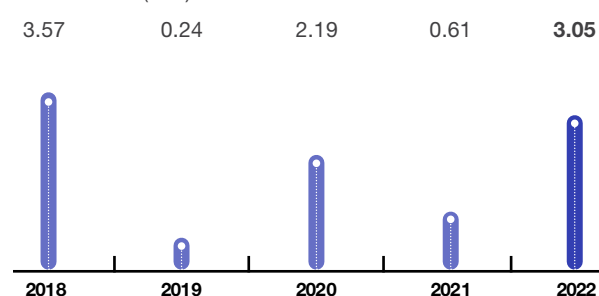
EBITDA (RM'000)



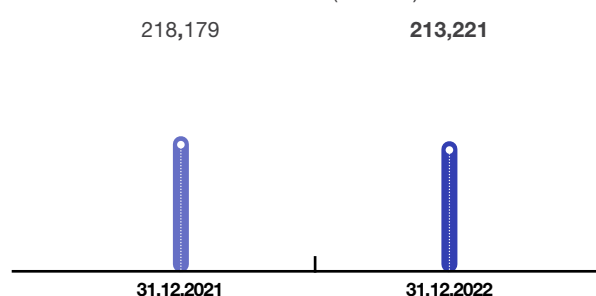
SHAREHOLDERS' EQUITY (RM'000)



CORE EPS (Sen)



MARKET CAPITALISATION (RM'000)



CHAIRMAN'S STATEMENT

**DATO' MOHD
ZAKHIR SIDDIQY BIN SIDEK**

Independent Non-Executive Chairman

**DEAR
ESTEEMED SHAREHOLDERS,**

**I AM IMMENSELY PROUD TO HAVE
WITNESSED HSS ENGINEERS BERHAD
(HEB GROUP) GROWING FROM
STRENGTH TO STRENGTH OVER THE
YEARS, AND THE FINANCIAL YEAR
ENDED 31 DECEMBER 2022 (FY2022)
WAS NO EXCEPTION
TO THE EXTRAORDINARY
CIRCUMSTANCES.**



Just as Malaysia navigated the Covid-19 pandemic and political crisis with the eventual transition into the endemic phase and the formation of a unity government, HEB Group emerged triumphant during the year under review with remarkable performance.

Operationally, the Group reiterated its standing as a leading engineering services and project management consultancy player, as we secured contracts to facilitate the ongoing development of key infrastructure projects nationwide. Also, we made great strides in charting our overseas expansion path, by forming preferred partnerships with prominent Japanese engineering consultancy firms to implement projects in various sectors in the region.

Financially, the Group recorded a 400% jump in bottom line compared to a year ago on the back of stable revenue, as we recorded commendable progress in works done for Phase 1A of Pan Borneo Highway Sabah and Mass Rapid Transit 3.

Beyond that, we are not resting on our laurels – and are in fact putting in place the building blocks that are poised to strengthen our stead in the future.

FINANCIAL INDICATORS

I am pleased to share that HEB Group recorded exceptional financial performance, especially during the second half of FY2022 with all systems go for all projects in Project Management Consultancy (PMC) and Engineering Services.

As such, the Group achieved a commendable net profit for FY2022 of RM15.1 million compared to RM3.0 million in the previous financial year ended 31 December 2021 (FY2021) on favourable product mix. Revenue increased to RM186.0 million from RM164.7 million previously.

Furthermore, our business sustainability was underpinned by a promising RM1.4 billion order book as at 31 December 2022. Some of the notable projects won during the year include PMC for Mass Rapid Transit 3, upgrading of Sungai

Marang bridge in Marang, Terengganu and the extended appointment for water treatment plant upgrade by Kedah State Government.

DIVIDENDS AND DIVIDEND POLICY

In view of the Group's positive outlook and in appreciation to loyal shareholders, the Board proposed a final single tier dividend of 0.92 sen per share in respect of FY2022 for shareholders' approval at the upcoming Annual General Meeting. The proposed dividend payout of approximately RM4.5 million represents 30% of the Group's net profit attributable to shareholders in FY2022.

Furthermore, the Board is pleased to announce the establishment of a dividend policy endeavoring to pay out dividends with a target of 30% of annual net profit, with effect from FY2022. The dividends are subject to the Group's projected levels of capital expenditure, funding needs for future growth, working capital requirements, cash flow levels and other factors that the Board may deem relevant.

CHAIRMAN'S STATEMENT



2022 Net Profit
RM15.1 million



2022 Revenue
RM186.0 million



2022 Order Book
RM1.4 billion

HEB Group is a company that remains firmly committed to creating real, meaningful, and sustainable value for our shareholders while advancing the nation's infrastructure agenda. We are confident that our growth plans will lay a strong foundation for rewarding returns for all stakeholders in the future.

FUTURE PROSPECTS

HEB Group is bullish of its outlook for the upcoming years, buoyed by the formation of the unity government who is committed to developing progressive policies conducive for long-term economic expansion. To this end, the unity government has given its commitment that infrastructure projects awarded through open tender will not be reviewed with affirmation that critical projects that require immediate action will not be aborted as it steers the nation's economic development towards post pandemic recovery.

For instance, the steady progress for Phase 1A of Pan Borneo Highway Sabah has prompted the Government to potentially expedite the subsequent Phase 1B of the project in order to harness its economic multiplier effects on the surrounding community. Our current involvement as PMC in Phase 1A of the project lends us a competitive edge to potentially reprise our role in the subsequent phases.

As part of the unity government's socio-economic development to ensure inclusivity to bring widespread benefits to all levels of society, the agenda of improving the water and rural infrastructure programmes notably in the state of Sarawak and Sabah is anticipated to gain pace as Sarawak gears up to be an economic powerhouse in the near future. It is worth noting that the first regulated forest carbon project commenced in Sarawak in the first quarter of 2023 in line with the state's effort in mitigating climate change.

We are equally optimistic on our outlook overseas, especially after forming preferred partnerships with leading Japanese engineering consultancy firms to collaborate on projects in ASEAN, India, and any other developing country. Not only could the potential scope of works entail our core competency of flood mitigation and road and transportation sectors, we are tapping into emerging industries of data centres and renewable energy.

In fact, our preferred partnership with Shizen International Inc. specifically targets the renewable energy sector with technology for up to a cumulative capacity of 250MW to be explored within three years.



Sungai Selangor Water Supply Scheme Phase 3

CHAIRMAN'S STATEMENT



The Group was honoured with the “Excellent Consultant Award for the East Coast Rail Link” in Year 2022 by our client China Communications Construction Company – our second time attaining the award since 2020.

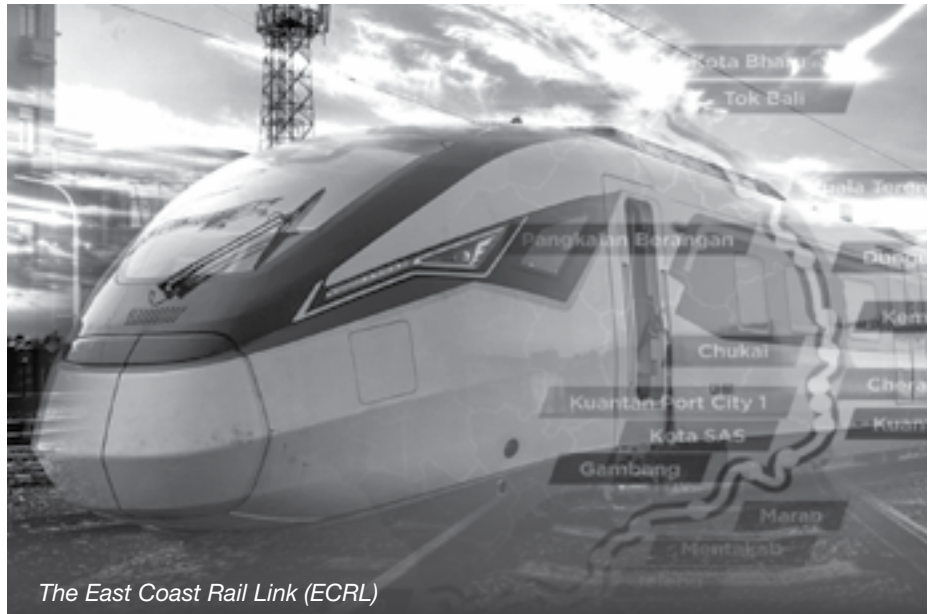
The strategic tie-up with Shizen sets us on the path of establishing our recurring revenue stream, as we explore investing into assets that will provide longer-term sight on earnings. At the same time, it affirms our participation in helping the country achieve its goal of reducing greenhouse gas emission intensity by 45% by 2030.

ACCOMPLISHMENTS

I am pleased that the Group was honoured with the “Excellent Consultant Award for the East Coast Rail Link” in Year 2022 by our client China Communications Construction Company – our second time attaining the award since 2020. The endorsement and recognition of our expertise continues to strengthen the Group’s culture in achieving excellence and setting benchmark standards.

Furthermore, the Group was Malaysia’s flag-bearer as the sole representative in Engineering News-Record (ENR)’s Top 225 International Design Firms 2022. The list showcases the world’s largest engineering design services firms in terms of revenue across the globe including the United States, United Kingdom, Europe and Asia regions, and spurs us to continue demonstrating Malaysia’s indomitable spirit in the international arena.

With this recognition under our belt, we will continue to uphold the ethos of maximising Malaysian content, raising the level of local skill sets to create the next Malaysian champions, and



The East Coast Rail Link (ECRL)

ultimately bringing widespread benefits to all levels of society.

HEB Group was recently honoured for its exemplary practices in integrity, corporate governance and anti-corruption practices as it bagged the Silver Award from Malaysian Institute of Integrity (MII) at the Integrity, Governance and Anti-Corruption (AIGA) 2022 Awards presentation ceremony. The inaugural award ceremony recognises organisations from public and private sectors that are dedicated to practising integrity and upholding best governance and anti-corruption initiatives.

True greatness has its seeds in inherent leadership within every individual. To this end, I am pleased to note that HEB Group aptly displayed this outstanding virtue when our Executive Director Pn. Ir. Sharifah Azlina was conferred “Honorary Membership in ASEAN Federation of Engineering Organisations” in recognition of her contributions to Women in Science, Engineering & Technology, and rendering outstanding services towards nation building.

Her nomination by The Institution of Engineers, Malaysia and subsequent conferment at the 40th Conference of ASEAN Federation of Engineering Organisations in Phnom Penh, Cambodia was certainly well-deserved. The award exemplifies the healthy spirit of diversity and inclusivity as core pillars of HEB Group’s culture, and we are proud to affirm her win.

APPRECIATION

In closing, I would like to acknowledge the effort of all stakeholders who have made HEB Group’s achievements particularly significant this year.

To our Board of Directors and Senior Management, thank you for leading the Group in weathering through the storm of uncertainties with your wise counsel, keen foresight and executive prowess. We have certainly emerged stronger from the headwinds in FY2022 and are forging a formidable path of success going forward.

I would also like to appreciate the dedication of our employees as well as the commitment of our shareholders, business associates and clients. Thank you for having steadfast faith in the Group and continuously pushing the Group to greater heights.

I am optimistic that the enduring support of our stakeholders will be rewarding given the exciting journey ahead of us, as we strive to be the foremost engineering and project management consultancy services provider in the region.

Dato’ Mohd Zakhir Siddiqy Bin Sidek
Independent Non-Executive Chairman

MANAGEMENT DISCUSSION & ANALYSIS

**TAN SRI IR. KUNASINGAM A/L
V. SITTAMPALAM**

Co-Founder, Executive Vice Chairman /
Acting Group Chief Executive Officer



DEAR SHAREHOLDERS,

WE ARE EXHILARATED TO MARK A VICTORIOUS FINANCIAL YEAR ENDED 31 DECEMBER 2022 (FY2022), NOT ONLY BY BEATING THE ODDS WITH OUR COMMENDABLE BOTTOMLINE, BUT ALSO ACHIEVING OUR BEST-EVER OUTSTANDING ORDER BOOK THAT WILL ENABLE US TO MARK A FIRM UPTREND IN THE COMING YEARS.

WE ARE CERTAINLY THRILLED WITH THE VOTE OF CONFIDENCE TO STEER MALAYSIA'S KEY MEGA PROJECTS IN THE MISSION-CRITICAL SPACES OF URBAN TRANSPORTATION, WATER, AND DIGITAL INFRASTRUCTURE.



**2022 GROUP REVENUE
RM186.0 million**



**2022 MARKET
CAPITALISATION
RM213.2 million**

The firm establishment and rousing start for Malaysia's first unity Government, based on steadfast principles of governance, has placed Malaysia on the cusp of a second take-off, with the strongest evidence being the pledge of Foreign Direct Investment to the tune of multi-billion Ringgit from global giants that would propel the nation's development forward in a sustainable and convincing manner.

As the homegrown engineering partner who has staked our reputation and commitment on realising Malaysia's aspirations, we remain steadfast in our endeavour to enable Malaysia to attain her rightful standing as one of the formidable economic forces in ASEAN.

With that, I present to you HEB Group's financial and operational highlights for FY2022 in greater detail below.

OUR BUSINESSES

HEB Group has established a stellar track record across a combined experience of more than 80 years in providing engineering and project management services in transportation, water and infrastructure sectors.

HEB Group is an investment holding company with two main subsidiaries: HSS Engineering Sdn. Bhd. (HSS) and SMHB Engineering Sdn. Bhd. (SMHB), through which the Group provides Engineering Services (Engineering Design and Construction Supervision), Project Management, and Building Information Modeling (BIM). The Group also plans to establish a long-term recurring source of income with Facility Management as our fourth vertical.

As at 31 December 2022, our workforce counts at more than 850 employees, with more than 55% of the workforce being engineers.

MANAGEMENT DISCUSSION & ANALYSIS

Engineering Services

The Group's Engineering Services constitute Engineering Design and Construction Supervision.

Prior to project implementation, work begins with Engineering Design, including concept design, preliminary and detailed design and procurement.

Construction Supervision works commence during the construction phase of a project, including compliance towards approved plans and specification, and relevant laws and guidelines. Construction Supervision also encompasses good time and budget management.

Engineering services are provided for the transportation, infrastructure and water sectors.

Project Management Services

Our Project Management Services offer all-encompassing solutions from pre-implementation to completion, including turnaround management solutions for under-performing projects. Our scope of work under this segment covers project and design management, procurement and contract management, construction management, interface management and risk management.

BIM Services

BIM Services via the use of an intelligent 3D and computer simulation system, provide the technological tools to transform the construction management process.

This enables the collaborative design of a building or infrastructure between the inputs of various project stakeholders - builders, owners, architects, structural engineers, and Mechanical, Electrical and Plumbing (MEP) systems engineers. Additionally, it generates the characteristics of the structure being designed.

The Group's BIM Services also covers the entire lifecycle of the structure, including supporting processes such as construction management, cost management, project management and operation.

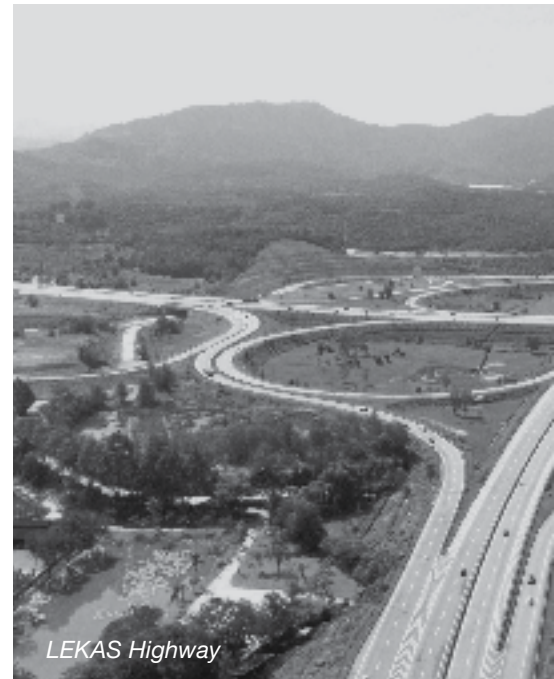
Environmental Services

We employ a thorough, multi-disciplinary approach in addressing all environmental considerations during a particular development. Studies are conducted by various experienced professionals, covering the areas of terrestrial and aquatic biodiversity and ecology, physical environment including water and air quality, hydrology, geology, noise and land planning as well as social community issues. The scope of services includes initial environmental scoping, detailed environmental impact assessments, pollution impact studies, catchment management studies, environmental monitoring and audits.

FY2022 FINANCIAL PERFORMANCE

I am pleased to report that HEB Group had surpassed our historical track record by securing total new wins of RM1.1 billion in FY2022, which is our highest level on annual basis in corporate history. These included notable undertakings such as PMC for MRT3, upgrading of Sungai Marang bridge in Marang, Terengganu and the extended appointment for a water treatment plant upgrade by Kedah State Government.

At the same time, the Group made progress in the various mega infrastructure projects in our order book.



LEKAS Highway



Penang Bridge

HEB Group has established a stellar track record across a combined experience of more than 80 years in providing engineering and project management services in transportation, water and infrastructure sectors.

MANAGEMENT DISCUSSION & ANALYSIS

The positive trajectory enabled HEB Group to post a 12.9% rise in group revenue to RM186.0 million in FY2022 from RM164.7 million in the prior year, on the back of strong contributions from the PMC and Engineering Services segments. The expanded revenue and enhanced service mix prompted a significant 51.8% jump in gross profit to RM60.7 million in FY2022 versus RM40.0 million previously.

The topline expansion far outpaced the increase of administration expenses to RM23.0 million from RM20.2 million previously, while operating expenses reduced to RM7.2 million from RM8.4 million in the year before. Finance costs moderated to RM3.2 million in FY2022 compared to RM3.5 million, denoting the Group's prudence.

With this, HEB Group ended FY2022 with commendable net profit of RM15.1 million, marking an impressive five-fold boost from RM3.0 million in the year earlier. The Group's commendable bottomline performance sets the tone for a strong trajectory in the foreseeable future.

ANALYSIS OF GROUP REVENUE AND PERFORMANCE REVIEW

(I) By Company

The contributions made by the two main subsidiaries are set out in the table below:

Company	2022 Contribution (RM'mil)	2022 Contribution (%)
HSS	143.2	77.0
SMHB	42.8	23.0
TOTAL	186.0	100%

(II) Core Services (Segments)

The revenue contributions made by the various segments are set out in the table below:

Segment	2022		2021		Variance
	RM'mil	%	RM'mil	%	RM'mil
Engineering Design	33.9	18.2	61.6	37.4	(27.7)
Construction Supervision	60.8	32.7	64.6	39.2	(3.8)
Project Management	52.8	28.4	27.9	17.0	24.9
BIM Services	1.8	1.0	1.7	1.0	0.1
Reimbursable Income	36.7	19.7	8.9	5.4	27.8
TOTAL	186.0	100%	164.7	100%	21.3

Engineering Design

The Engineering Design segment reported RM33.9 million revenue in FY2022 versus RM61.6 million in the previous year. Even as the Group recognised revenue from the newly-secured project of Provision of Peer Review Consultancy Services for MRT3, this was offset by lower revenue from the East Coast Rail Link (ECRL) and Bus Rapid Transit (BRT) in line with project progress.

The segment's margin improved to 29.1% in FY2022 compared to 4.7% a year ago, in line with stages of project completion and progress.



MANAGEMENT DISCUSSION & ANALYSIS



The PMC segment emerged as the Group's star performer in FY2022, with all project works being able to be carried out expeditiously in the second half of FY2022.

Construction Supervision

Revenue for the Construction Supervision segment decreased by a slight 6.0% to RM60.8 million versus RM64.6 million a year ago, mainly attributable to similar progress works for projects in hand (mainly comprising crucial infrastructure megaprojects) as compared to the prior year.

Notably, profit margin rose to 37.6% in FY2022 from 33.8% previously on better efficiency and project mix.

Project Management Consultancy (PMC)

The PMC segment emerged as the Group's star performer in FY2022, with all project works being able to be carried out expeditiously in the second half of FY2022, particularly undertakings for the MRT3, Pan Borneo Highway Sabah Phase 1a as well as Project Delivery Management Office for all development projects within the Northern Corridor Economic Region.

Resulting from this, revenue in the PMC segment catapulted 89.5% to RM52.8 million from RM27.9 million in the prior year on account of works progress, while segment margin rose to 31.0% in FY2022 from 29.6% a year ago on favourable project mix.

BIM Services

BIM Services revenue reported no significant fluctuation year-on-year, with revenue of RM1.8 million in FY2022 from RM1.7 million a year ago.

(III) Geographical Locations

The domestic market stayed as the Group's primary revenue contributor at RM184.4 million, making up the lion's share or 99.1% of total revenue. Meanwhile, foreign markets comprising works in India and Philippines constituted the remaining RM1.6 million, or 0.9% of FY2022 revenue.

Even so, the Group is buoyant of regional and international prospects, in light of our strategic preferred partnerships with leading Japanese players in the engineering services and renewable energy sectors that will potentially open the pathways to greater collaborative opportunities on a global scale.

Sources of Project Funding

We remain committed to advancing infrastructure development for the nation. In FY2022, 74.1% of projects under the HEB Group's portfolio were financed by the Malaysian government, as our main revenue contributions were sourced from infrastructure projects in the public sector as per our vision of facilitating the development of the national economy.

Market Discipline

The transportation sector, such as railway and highway, made up 67.3% of total revenue in FY2022 whereas the water sector contributed 17.2% of total revenue. Meanwhile, the infrastructure and other sectors, including the telecommunication sector, constituted the remaining 15.5% of total revenue.

FINANCIAL POSITION INDICATORS

Group Assets

As at 31 December 2022, the Group's total assets rose to RM403.7 million from RM367.9 million a year ago, mainly attributable to an increase in contract assets as well as trade and other receivables in tandem with the timing of billings.

Liquidity and Capital Resources

Despite the record-high outstanding order book, the Group maintained a strong balance sheet as at 31 December 2022 with total borrowings increasing only marginally to RM61.0 million from RM57.8 million previously. Meanwhile, cash, bank balances and bank deposits were largely maintained at RM30.4 million as at end-FY2022 as compared to RM31.5 million in the previous year.

These prudent measures clearly reinforced the Group's financial strength as evidenced by a healthy net gearing ratio of 0.13 times as at 31 December 2022 compared to 0.12 times in the prior financial year end.

Capital Management, Future Commitments and Funding Sources

The relevant disclosures on the Group's capital management activities can be found in Note 28 of the consolidated financial statements in this Annual Report. The Group's capital commitment as at 31 December 2022 amounted to RM1.4 million.

MANAGEMENT DISCUSSION & ANALYSIS

PROJECT HIGHLIGHTS

This section highlights the latest developments of key projects categorised into completed, ongoing and secured in FY2022, as well as our total order book as at 31 December 2022.

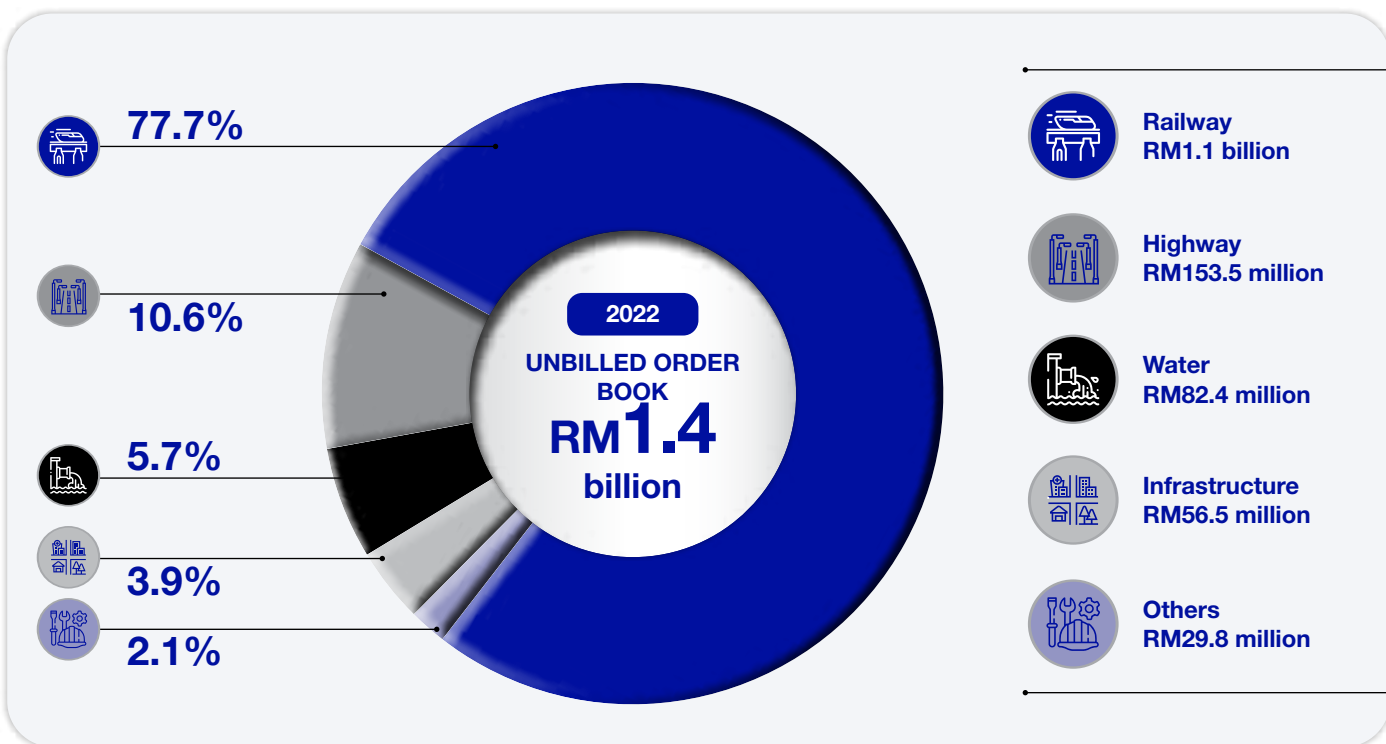
Key Projects Completed in FY2022

Project description	Contract value (RM' million)
1. Construction and Completion of Container Wharf 4,5,6,7,8 & 9 at Westport, Pulau Indah, Port Klang, Selangor	28.5
2. Engineering, Procurement, Construction and Commissioning (EPCC) for the Interconnecting Road from Rapid Site to JKR Road (P1, North Ring Road & J52)	2.7
TOTAL	31.2

Key Projects Secured in FY2022

Project description	Contract value (RM' million)	Accumulated billings up to 31 December 2022 (RM' million)	Unbilled as at 31 December 2022 (RM' million)	Commencement/ Completion date
1. Kuala Lumpur Northern Dispersal Expressway Project (KL - NODE) Section 1: Ukay Perdana Interchange to Selayang Interchange	16.1	1.6	14.5	Jan 2022/ 3 rd Quarter 2028
2. (A) Independent Checking Consultant (ICC) for the Design & Build Packages of the Proposed Build and Lease of a MRO Facility for [Collins] at Subang Aerotech Park (Services A); and (B) Independent Checking Consultant (ICC) for the Design & Build Packages of the Proposed Development of MRO Hangars and Industrial Buildings (Services B)	18.5	-	18.5	May 2022/ 4 th Quarter 2026
3. Acceptance of Appointment to Provide The Additional Supervising Consultancy Services for Section 9 from CHK22+038.5 to CHK75+523.429 (ECRL)	16.4	-	16.4	Jul 2022/ 4 th Quarter 2026
4. Project Management Consultancy Services for the "Projek Mass Rapid Transit Laluan 3: Laluan Lingkaran" (MRT3)	988.2	8.6	979.6	Aug 2022/ 3 rd Quarter 2033
5. Provide Engineering Consultancy Services for Menaiktaraf Jambatan Merentasi Sg Marang Di Laluan FT003 Jalan Kuala Terengganu Kuantan, Marang, Terengganu	14.7	6.8	7.9	Jan 2022/ 3 rd Quarter 2025
TOTAL	1,053.9	17.0	1,036.9	

MANAGEMENT DISCUSSION & ANALYSIS



RISK FACTORS

The Group is vigilant of potential risks that could impact our operational and financial performance, and hence has devised the necessary safeguards and possible mitigating solutions to protect the interests of HEB Group and our stakeholders.

Risks of Cancellation of or Deferment in the Implementation of Transportation and Water Infrastructure Projects

Given that the public sector continues to make up most of the projects in our order and tender book, the Group’s future prospects would be negatively affected by any delay in the implementation of mega infrastructure projects.

Nonetheless, the Group is positive of the pro-development stance of the newly-formed unity government, and strives to engage in proactive communications with the relevant Government authorities and agencies to provide guidance and advice in order to propel the nation’s infrastructure development to greater heights. The revised Budget 2023 underscores the Government’s commitment to enhancing public infrastructure for the long-term betterment of society.

Additionally, the Group will sustain our efforts in establishing a source of long-term income to ensure earnings stability.

Risks Relating to Overseas Expansion

Given that the Group has established a notable reputation in India and Indonesia, we seek to extend this further by bringing our engineering consultancy expertise to the ASEAN region.

That said, we believe that the challenges in our overseas expansion plan would be alleviated as our strategic partnerships with reputable firms overseas assist in identifying, mitigating

and facing the execution risks. Thus, we are optimistic of building a strong foundation in the targeted overseas markets.

Risks Relating to Diversifications into Other Sectors

The Group remains committed in diversifying our revenue streams into other sectors as part of our growth strategy. Despite the advantages of sector diversification, we are mindful of the underlying risks involved, such as exposing ourselves to an unfamiliar new field with many uncertainties, or the need to invest a significant amount of resources to make a meaningful entry.

Our approach to mitigating this risk is to ensure that our investment decisions are supported by data from reliable sources, including professional consultation with experts, and cultivating collaborations with sector leaders to mutually leverage on domain knowledge.

MARKET OUTLOOK AND GROUP PROSPECTS

Global Outlook

The International Monetary Fund anticipates for global growth to moderate to 2.9% in 2023 from 3.4% in 2022, as economic activities continued to be weighed down by the rising interest rates and numerous geopolitical conflicts by major global superpowers.

Other possible downside risks include debt distress in selected countries due to the tightening of financing costs globally, high inflationary environment, as well as the re-implementation of lockdown measures in the event of further mutations of the Covid-19 strain.

MANAGEMENT DISCUSSION & ANALYSIS

Domestic Outlook

The Ministry of Finance forecasts Malaysia's Gross Domestic Product (GDP) to grow between 4% and 5% in 2023, given the well-diversified nature of our economy and strong policy support to cushion inflation as well as the adverse impacts from prolonged geopolitical conflict.

Meanwhile, the construction sector is expected to grow 4.7%, supported by the acceleration of ongoing infrastructure projects and growing demand for residential and commercial buildings as private investment rises in the nation.

We take note that the Government has rolled out various projects to reduce the economic gap between regions, such as the construction of Central Spine Road, upgrading of the sewage treatment plant, construction of sewer network, Pan Borneo Highway Sabah and Sarawak, rural water supply project in Lubok Antu, some of which the Group had been working on and could potentially benefit more from these projects in the future.

GROWTH STRATEGIES

In view of the tentative economic recovery from the pandemic and the supportive stance of the unity government on the nation's infrastructure development, HEB Group will remain steadfast in charting its growth trajectory.

The recent Revised Budget 2023 tabled on 24 February 2023 saw a higher allocation of development expenditure amounting to RM97 billion, the biggest allocation to date compared to RM93 billion in the earlier Budget 2023 (RM75.6 billion in 2022), which augurs well for the infrastructure sector.

- **Pursuing opportunities in sectors such as transportation, water infrastructure, as well as digital and technology**

We remain optimistic that the implementation of mega infrastructure projects as well as award of new contracts will be accelerated in 2023 to pump prime the economy as the Covid-19 pandemic fades. Over the years, the Group has executed over 800 projects in Malaysia and therefore is considered a "Central Digital Data Depository" in the highway, road, rail and water sector and therefore able to support the Government of Malaysia in planning and executing large scale infrastructure projects. As a key industry player, the Group will continue to leverage on its depth of expertise and track record to partake in the upcoming nation-building infrastructure projects.

Under the Revised Budget 2023, the state of Sabah and Sarawak will receive an allocation of RM6.5 billion and RM5.6 billion respectively to promote development in these states. This allocation includes plans to develop cities bordering Kalimantan, Indonesia, such as Kalabakan, Sabah, and Ba'kelalan, Sarawak, at a cost of RM1 billion as a move to closely follow the Indonesia government's initiative in moving its capital to Kalimantan. The implementation of the Pan Borneo Sabah Highway and the Sarawak-Sabah Link Road, which is estimated to involve a total cost of RM20 billion with a length of more than 1,000 km will be continued and expedited.

We are working strategically with Westports Malaysia to double its container-handling capacity. We are optimistic that our collaboration will position us favourably to capture further opportunities in the surging trade activities as the global economy recovers from the pandemic.



Westports

MANAGEMENT DISCUSSION & ANALYSIS



The Group is committed to extend its presence beyond our home country, specifically to the ASEAN region.



Milau Dam

Meanwhile, the Group is confident in capturing the vast opportunities in the water sector driven by the 12th Malaysia Plan, as the government aims to bridge the urban-rural gap in water and sewerage services, particularly in East Malaysia.

The Government has reaffirmed that the flood mitigation projects worth RM600 million and more will be expedited to address the recurring massive flood issue. Among the 6 (six) flood mitigation projects which will be re-tendered by June 2023 includes the Sungai Johor, Kota Tinggi, construction of the Sungai Klang-Sungai Rasau dual-function reservoir in Selangor state and Phase 3 of the Sungai Golok Integrated River Basin development project in Kelantan.

Furthermore, in the telecommunication sector, the Group has secured its first project management project for a new build data centre campus and its electric substation in Sedenak Tech Park, Johor from Yellowwood Properties Sdn. Bhd.

Standing at a value of RM8.8 million, the contract will be recognised over 18 months, with scope of services covering all phases encompassing project control and reporting, procurement and tendering, planning, construction management and health and safety management.

The Group believes that there will be more opportunities in this sector, bolstered by the spillover demand from Singapore after the government imposed moratorium on the setting up of new data centres. We strive to ride the expected 14% compounded annual growth rate for the data centre market in Southeast Asia in the next decade.

Noting the abovementioned, the Group is prepared to capture the huge opportunities in these high-growth sectors.

• **Extending Presence Beyond Home Country**

The Group is committed to extend its presence beyond our home country, specifically to the ASEAN region, which is aligned with the stance shared by governments of various countries to sustainably promote economic growth.

Having formed preferred partnerships with reputable Japanese engineering consultancy firms in FY2022, we will work collaboratively on mission-critical development projects that are internationally-funded, for instance by Japan International Cooperation Agency (JICA), across ASEAN, India and any other country including in the Middle East North Africa (MENA) region.

I am pleased to report to this end that HEB Group has made first inroads into Bangladesh, as our associate HSS Integrated Sdn. Bhd. (“HSSI”) together with joint venture partners Oriental Consultants Global Co., Ltd., Japan (“OCG”) and EGIS Rail S.A., France (“EGIS”) signed a contract agreement with Bangladesh Railway to provide consulting and technical services for the Asian Development Bank (ADB)-funded Railway Connectivity Improvement Preparatory Facility Project in Dhaka.

HSSI’s scope of services within the OCG-EGIS-HSSI joint venture, valued at USD833,400 (equivalent to approximately RM3.6 million), shall include preparation of feasibility studies, detailed designs and cost estimates and preparation of business plans for Bangladesh Railway.

MANAGEMENT DISCUSSION & ANALYSIS

Given the rapidly-growing freight and passenger transport demand in Bangladesh, the Bangladesh Government together with the Asian Development Bank initiated the capacity augmentation programme of Bangladesh Railway, in terms of line capacity, safety of operations, maintenance improvements and operating cost savings.

The primary objectives of the Technical Assistance are to complete all necessary preparatory tasks including Feasibility Study, Detailed Design, Preparation of Tender Documents along with other related preparatory works for the readiness of 11 sub-projects for implementation.

This great milestone represents the first fruit for the HEB Group since the signing of our preferred partnership with OC Global in July 2022, and deftly places us on the global map in terms of engineering consultancy expertise alongside other experts. The scope of services is well within our skillsets in the urban transport space, particularly in mass railway networks, and we are proud to fly the Malaysian flag in such a prestigious undertaking.

- **Establishing Long-term Income Stream**

HEB Group continues to explore measures to build a long-term income stream, specifically in areas that complement our strengths in the engineering consultancy field, such as in toll highways, water concessions and renewable energy.

We have established stringent guidelines to evaluate the suitability of new projects to ensure a sustainable long-term income stream that would create meaningful value for shareholders while laying a strong foundation on our business fundamentals through value-accretive verticals.

We continue to pursue high aspirations for the Group, backed by our track record of engineering expertise for major mega infrastructure projects in Malaysia as well as our growing repute overseas. Our inroads into emerging sectors such as digital infrastructure including telco and data centres, coupled with successful market penetration beyond Malaysia, certainly bode well for our future outlook.

ACKNOWLEDGEMENTS

I wish to acknowledge the wise counsel of our Board of Directors, the professionalism of our management team and the unrelenting dedication of our employees, which have spurred the Group to achieve the operational and financial milestones outlined here.

I would also like to express my sincerest gratitude to our clients, business partners and shareholders for being supportive of our growth journey during the year under review.

I am optimistic that the collective efforts of all our stakeholders will enable the Group to grow from strength-to-strength in years to come, as we continue to make progress in becoming a leading engineering consultancy firm locally and regionally.

Thank you.

Tan Sri Kuna Sittampalam

Co-Founder, Executive Vice Chairman/ Acting Group Chief Executive Officer



Sungai Pulai Bridge Project

BOARD OF DIRECTORS' PROFILE

DATO' MOHD ZAKHIR SIDDIQY BIN SIDEK



Dato' Mohd Zakhir Siddiqy Bin Sidek, a Malaysian male, aged 56, is the Independent Non-Executive Chairman of the Company. He was appointed to the Board of Directors of the Company on 17 April 2015 and he is a member of the Audit and Risk Management Committee.

He graduated from Kings College, University of London, UK with a Bachelor of Law in 1989. He was admitted as an associate to The Institute of Chartered Accountants in England and Wales in 1993 and is a member of the Malaysian Institute of Accountants.

Dato' Zakhir has accumulated over 34 years of working experience and has been involved in various industries. He started his career in 1989 with KPMG Peat Marwick in London working in audit, tax and corporate advisory, and was attached to the firm until 1993. He had served as the Vice President for Turnaround Managers Inc (M) Sdn. Bhd., Kuala Lumpur from 1994 to 1995 where he was responsible for corporate advisory and restructuring.

Between 1995 and 1999, he had held senior positions in various public and private companies. Among the public companies, he acted as Managing Director in Renong Berhad, Non-Executive Director in United Engineers (M) Berhad, Director in Crest Petroleum Berhad, Director in Southern Steel Berhad, Executive Vice Chairman in Park May Berhad and Director in KLOFFE Berhad. During that time, he also held directorship in various private limited companies including Cyberview Sdn. Bhd., Prolink Sdn. Bhd., PUTRA Sdn. Bhd., Marak Unggul Sdn. Bhd., Renong Solutions Sdn. Bhd. and Teras Teknologi Sdn. Bhd..

In the year 2000, he ventured out to start United Flagship Sdn. Bhd. where he is a shareholder to the present day. United Flagship Sdn. Bhd. is an investment company with interests in property development, construction & engineering, healthcare and technology.

Other than the Company, he is not a director of any other public company or listed issuer.

He has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

Dato' Zakhir attended all 6 Board meetings of the Company held during the financial year 2022.

BOARD OF DIRECTORS' PROFILE



TAN SRI IR. KUNASINGAM A/L V.SITTAMPALAM

Tan Sri Ir. Kunasingam A/L V.Sittampalam, a Malaysian male, aged 70, is the co-founder of the Company. He was appointed as Executive Director on 17 April 2015 prior to his re-designation as Executive Vice Chairman of the Company on 13 February 2018. He is also a Director of HSS Integrated Sdn. Bhd. He is currently the Acting Group Chief Executive Officer of the Company.

He graduated from the University of Sheffield, UK in 1977 with a Bachelor of Engineering and obtained his Masters in Engineering at the same university in 1979. He is a Fellow with the Institution of Engineers, Malaysia, a Professional Engineer with the Board of Engineers, Malaysia, a member of the Association of Consulting Engineers, Malaysia, Chartered Institution of Highways and Transportation, UK, and Institution of Engineers, Australia. In October 2020, he became the first Malaysian to be elected as International Fellow of the Royal Academy of Engineering, UK.

Tan Sri Ir. Kuna has accumulated over 43 years of experience within the engineering and project management services market. He started his career in 1980 as a Civil Engineer in C. H. Teoh & Partnership and was attached to the company up to 1981. He co-founded HSS Consult Partnership in 1984 which was thereafter incorporated into HSS Consult Sdn. Bhd. in 1985. HSS Consult Sdn. Bhd. was principally involved in the provision of engineering design and project management services, but has since been struck off. During his tenure in HSS Consult Sdn. Bhd., he was mainly involved in the design and project implementation of various infrastructure and construction projects. In 1988, he co-founded HSS Integrated Sdn. Bhd., an engineering consultancy company registered under the Registration of Engineers Act 1967, and in 2001, he co-founded HSS Engineering Sdn. Bhd..

Other than the Company, he is not a director of any other public company or listed issuer.

Tan Sri Ir. Kuna is a major shareholder of the Company. He has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

He attended all 6 Board meetings of the Company held during the financial year 2022.

BOARD OF DIRECTORS' PROFILE

DATUK IR. TEO CHOK BOO



Datuk Ir. Teo Chok Boo, a Malaysian male, aged 69, is an Executive Director of the Company. He was appointed to the Board of Directors of the Company on 15 May 2018. He is also a Director of SMHB Engineering Sdn. Bhd. and SMHB Sdn. Bhd. and provides leadership to the top management of these companies.

He graduated from University of Aston, Birmingham, UK with a Degree in Civil Engineering in 1978. He obtained his Masters in Engineering from the Asian Institute of Technology, Bangkok in 1981. He is a Professional Engineer with the Board of Engineers, Malaysia, registered as a Qualified Person with Suruhanjaya Perkhidmatan Air Negara, member of the Association of Consulting Engineers Malaysia, a Fellow of the Institution of Engineers Malaysia, and a member of the Malaysian Water Association.

Datuk Ir. Teo is also a Fellow of the Institution of Civil Engineers UK, a Fellow of the Chartered Institution of Water and Environmental Management UK and a member of the American Waterworks Association.

Datuk Ir. Teo has accumulated 45 years of experience in various sectors of engineering, particularly in dams and water-related projects and had been the project director for several mega water supply projects in Malaysia, including Raw Water Supply to Pengerang Integrated Petroleum Complex, Sungai Selangor Water Supply Scheme and the Interstate Water Transfer Schemes from Pahang to Selangor. He also oversees high profile projects such as the Klang Valley Mass Rapid Transit (KVMRT) Line 1 and Line 2 Projects.

He started his career with SMHB Sdn. Bhd., formerly known as Syed Muhammad, Hooi and Binnie Sdn. Bhd., in 1978 as an Engineer. Subsequently, he moved up the ranks to Associate Director, Director and Executive Director. In 2000, he became Managing Director, a position that he still holds today.

Other than the Company, he is not a Director of any other public company or listed issuer.

He has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

He attended all 6 Board meetings of the Company held during the financial year 2022.

BOARD OF DIRECTORS' PROFILE



IR. SHARIFAH AZLINA BT RAJA KAMAL PASMALAH

Ir. Sharifah Azlina Bt Raja Kamal Pasmah, a Malaysian female, aged 56, is the Executive Director of the Company. She was appointed to the Board of Directors of the Company on 1 January 2018. She is also a Director and Chief Executive Officer of HSS Engineering Sdn. Bhd. and BIM Global Ventures Sdn. Bhd. and a Director of HSS Integrated Sdn. Bhd. and HSS Joint Venture Sdn. Bhd..

She graduated from the Christian Brothers University, Memphis, USA with a Bachelor of Science in Civil Engineering in 1990 and subsequently, she completed her Master of Business Administration at Cardiff Metropolitan University, UK in 2012.

She is a Professional Engineer with Practising Certificate (PEPC) with the Board of Engineers Malaysia (BEM), a Fellow of the Institution of Engineers Malaysia (FIEM), an ASEAN Chartered Professional Engineer, a Principal Interviewer for IEM's Professional Assessment Examination and a member of the Chartered Institution of Highway and Transportation, UK. She is an appointed Corporate Member who provides advisory role to the Committee of IEM Women Engineers Session 2021-2022, and was conferred the prestigious ASEAN Federation of Engineering Organisation (AFEO) "Honorary Member" in 2020 for her contribution to Women in Science, Engineering & Technology.

Puan Ir. Sharifah Azlina was recently appointed as the Board Member of the Board of Engineers Malaysia session 2022 -2023 and also serves in the BEM's Engineers Act committee since 2020, a committee member of the Working Group (WG) on BEM Strategic Plan 2021-2025 (Initiative 2.2 on Integrity & Ethics); WG BIM under the Scale of Fees review and WG on HRDF Levy. She is also a Council member of the Malaysian Rail Industry Corporation (MARIC) and serves as the Industry Advisory Panel member to Monash University (Malaysia) and University Technology Petronas (UTP).

Puan Ir. Sharifah Azlina has over 33 years of experience within the engineering and project management services. She started her career in 1990 with the Memphis City Council in USA and joined HSS Integrated Sdn. Bhd. as an Engineer in 1991. She has been involved in the team rendering design for the various highways and expressways privatisation projects, rail and transit projects and infrastructure development projects. She also leads the BIM projects undertaken by HEB Group.

Other than the Company, she is not a Director of any other public company or listed issuer.

She has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. She has not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

She attended all 6 Board meetings of the Company held during the financial year 2022.

BOARD OF DIRECTORS' PROFILE

IR. PREM KUMAR A/L M VASUDEVAN



Ir. Prem Kumar A/L M Vasudevan, a Malaysian male, aged 63 is an Executive Director of the Company. He was appointed to the Board of Directors of the Company on 15 May 2018. He is also a Director of SMHB Engineering Sdn. Bhd. and SMHB Sdn. Bhd. and is responsible for Business Development.

He graduated from University Malaya, Malaysia with a Degree in Electrical Engineering in 1985. He is a Professional Engineer with the Board of Engineers Malaysia ("BEM") and registered as a Qualified Person with Suruhanjaya Perkhidmatan Air Negara. Mr. Ir. Prem was the President of the Association of Consulting Engineers Malaysia from 2014 to 2016. He was a Board member of BEM from 2012 to 2016, Chairman of the Professional Competency Examination Committee from 2016 to date, and serves in the Scale of Fees Committee since 2007, Engineer's Act Committee since 2010, Management Committee since 2012, Professional Practice Committee since 2013, and Examination & Qualification Committee since 2014.

Mr. Ir. Prem has over 38 years of experience in mechanical & electrical engineering design, construction and supervision and project management, in particular within the water, wastewater and transportation industry. He has managed several mega projects, notably the Klang Valley Mass Rapid Transit Line 2 Project and the Langat 2 Water Supply Project. He started his career with SMHB Sdn. Bhd., formerly known as Syed Muhammad, Hooi dan Binnie Sdn. Bhd., in 1985 and rose in ranks from Engineer to Associate Director, Technical Director and Executive Director, a position he still holds today.

Other than the Company, he is not a Director of any other public company or listed issuer.

He has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

He attended all 6 Board meetings of the Company held during the financial year 2022.

BOARD OF DIRECTORS' PROFILE



DATO' SRI IR. HJ. ISMAIL BIN MD.SALLEH

Dato' Sri Ir. Hj. Ismail Bin Md. Salleh, a Malaysian male, aged 65, is the Senior Independent Non-Executive Director of the Company. He was appointed to the Board of Directors of the Company on 6 July 2018. He is the Chairman of the Nomination and Remuneration Committee and a member of Audit and Risk Management Committee.

He graduated from University of Technology Mara, Malaysia with B.Sc in Civil Engineering in 1981. He obtained his Master of Science in Highway Engineering from University of Strathclyde, United Kingdom in 1994. He is a registered Professional Engineer with Board of Engineers Malaysia, a Fellow with Institution of Engineers Malaysia, Past Council Member of Road Engineering of Malaysia, President of Intelligent Transport System Association of Malaysia and Past President of the Chartered Institution of Highways and Transportation (Malaysia Branch).

Dato' Sri Ir. Hj. Ismail has accumulated over 38 years of working experience in the government sector and was principally responsible for planning, construction, operation and monitoring of all privatised highways such as North-South Expressway, Penang Bridge and KL-Karak Highway.

He started his career in Malaysian Highway Authority ("MHA") in 1981 as a Civil Engineer, then move on as a Project Supervisor for the Lebuhraya Senai-Johor Bahru and in 1990, he was promoted as the Northern Region Director, and in 1995 he served as the Southern Region Director till 1997. In 1997, he served as the Director of Monitoring for all privatised toll highways and in 2006, he was promoted as Deputy Director General of Development. In 2009, he was promoted again as the Director General of MHA, a post he held until his retirement in June 2018.

Other than the Company, he is not a Director of any other public company or listed issuer.

He has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

He attended all 6 Board meetings of the Company held during the financial year 2022.

BOARD OF DIRECTORS' PROFILE

VANESSA A/P SANTHAKUMAR



Vanessa A/P Santhakumar, a Malaysian female, aged 32, is the Non-Independent Non-Executive Director of the Company. She was appointed to the Board of Directors of the Company on 21 August 2020. She is a member of Nomination and Remuneration Committee.

She graduated from Oxford Brookes University, UK with a Bachelor of Medical Science in 2013 and subsequently completed her Master of Public Health in 2014 from Warwick University, UK, and Master of Science International Health Policy from London School of Economics and Political Science, UK in 2016.

Since graduating in 2013, Ms. Vanessa has worked at PricewaterhouseCoopers (Malaysia), The Boston Consulting Group (Malaysia), McCann Health (UK), and has been involved in research work focused on issues relating to women and youth within Asian and African countries. In 2017, she joined Novo Nordisk and worked across marketing, corporate affairs and market access departments in Malaysia, Denmark and Mexico, specialising in diabetes and obesity therapy areas. In 2021, Ms. Vanessa became a Value and Access Manager at Novartis Oncology, focusing her efforts on policy and health system strengthening to improve patient access to cancer care. Currently, Ms. Vanessa is a Project Manager in the Division of Preventive Medicine at Brigham and Women's Hospital (Harvard Medical School teaching hospital), where she manages clinical trials and conducts research on the prevention of obesity-associated cancers.

Ms. Vanessa is the daughter of the late Datuk Santhakumar Sivasubramaniam, the co-founder of the Company. She was also the co-promoter of the Company at the time of listing of the Company on the ACE Market of Bursa Malaysia Securities Berhad on 10 August 2016.

Other than the Company, she is not a Director of any other public company or listed issuer.

She has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. She has not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

She attended all 6 Board meetings of the Company held during the financial year 2022.

BOARD OF DIRECTORS' PROFILE



TAI KEAT CHAI

Tai Keat Chai, a Malaysian male, aged 69, is an Independent Non-Executive Director of the Company. He was appointed to the Board of Directors of the Company on 26 July 2021. He is the Chairman of the Audit and Risk Management Committee and a member of the Nomination and Remuneration Committee.

He passed the examinations of The Institute of Chartered Accountants in England and Wales in 1976 and is a member of the Malaysian Institute of Accountants.

Mr. Tai began his career with KPMG in London where he worked for a year. Later in 1978, he joined PricewaterhouseCoopers (PwC Malaysia) in Kuala Lumpur for 3 years. In 1981, he joined Alliance Investment Bank Berhad and worked his way up for 7 years to become Senior Manager of Corporate Finance department.

Thereafter, Mr. Tai spent 1 year in PwC Consulting Sdn. Bhd. as a Manager providing management consultancy services before joining Berjaya Group Berhad as General Manager of Investment. He was subsequently seconded to SJ Securities Sdn. Bhd. as a General Manager and involved in the revival of the suspended stockbroking operations.

For a few years from 1991, Mr. Tai served as an Executive Director of A.A. Anthony Securities Sdn. Bhd. and subsequently, worked as dealers representative in Kenanga Investment Bank Berhad. Currently, he is a Director of Fiscal Corporate Services Sdn. Bhd..

Other than the Company, he is a Director of Marine & General Berhad, Microlink Solutions Berhad, Rex Industry Berhad and MIDF Amanah Asset Management Berhad.

He has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the year.

He attended all 6 Board meetings of the Company held during the financial year 2022.

BOARD OF DIRECTORS' PROFILE

IR. SYED MOHAMED ADNAN BIN MANSOR ALHABSHI



Ir. Syed Mohamed Adnan Bin Mansor Alhabshi, a Malaysian male, aged 63, is an Alternate Director to Datuk Ir. Teo Chok Boo since 21 February 2019. He is also a Director of SMHB Engineering Sdn. Bhd. and SMHB Sdn. Bhd. who responsible for all the engineering services provided by the company.

He graduated from the University of Adelaide, Australia with a Bachelor degree in Civil Engineering in 1983. He is a Professional Engineer with Board of Engineers Malaysia, registered as Qualified Person with the Suruhanjaya Perkhidmatan Air Negara, a member of the Institution of Engineers Malaysia, a member of the Association of Consulting Engineers Malaysia and a Corporate Representative of the Road Engineering Association Malaysia. Encik Ir. Syed Mohamed Adnan was the President of the Malaysian Water Association from 2013 to 2017.

In 2019, he was elected by the Minister of Education to be a member of the Industry Advisory Council of the Ministry of Education, Malaysia on Technical and Vocational Education and Training (TVET) initiatives.

Encik Ir. Syed Mohamed Adnan has over 39 years of experience in planning, design, project management and construction supervision in particular within the water, highway and rail sectors, urban traffic dispersal schemes, common utility tunnels and land development projects. He started his career in 1983 with SMHB Sdn. Bhd., formerly known as Syed Muhammad, Hooi dan Binnie Sdn. Bhd., and he moved up the ranks from an Engineer to Associate Director, Technical Director and since 2000, he was appointed as Executive Director of SMHB Sdn. Bhd..

Other than the Company, he is not a Director of any other public company or listed issuer.

He has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

SENIOR MANAGEMENT'S PROFILE

DATO' IR. KHAIRUDIN BIN SIDEK

Malaysian
Male
Aged 72

He has been the Director of the Group's associate company HSS Mekanikal & Elektrikal Sdn. Bhd. since 2011.

He is a member of the Institution of Engineers, Malaysia, and a Professional Engineer with the Board of Engineers, Malaysia, and a Steam Engineer Grade II. He is also a member of the Association of Consulting Engineers, Malaysia. He is a Member of Institution of Engineer and member of Asean Chartered Professional Engineer and as a Qualified Person with Suruhanjaya Perkhidmatan Air Negara.

Dato' Ir. Khairudin has accumulated over 49 years experience in the field of mechanical and electrical engineering. He started his career in 1974 as a Pupil Engineer in Tenaga Malaysia Berhad, Port Dickson and was subsequently promoted to Shift Engineer in 1978. He left Tenaga Malaysia Berhad in 1980. From 1980 to 1987, he was attached to Jurutera Konsultant (SEA) Sdn. Bhd. as a shareholder and director with the title of Mechanical Engineering Partner where he was the registered consultant for mechanical and electrical and civil and structural engineering projects. Between 1988 and 1990, he was attached with Hyco Worldwide (M) Sdn. Bhd., which is principally involved in the oil-water emulsion technology for application in combustion of fuel used in power generation as its Managing Director.

In 1991, he became the Regional Manager in South East Asia for Wahlco Environment Systems Incorporated and was attached to the company up to 1993. In 1991, he also became the principal partner for Perunding IMS, which provides mechanical and electrical consultancy services. From 2000 to 2005 he was the Executive Director and shareholder of Zelan Construction Sdn. Bhd., a power plant specialist in civil works in more than 12 major power plant construction for Independent Power Plants and Tenaga Malaysia Berhad in Malaysia. He left Perunding IMS to join HSS Integrated Sdn. Bhd., HSS Mekanikal & Elektrikal Sdn. Bhd. in 2011. He served as Chairman of HSS Integrated Sdn. Bhd. until 1 January 2018. Dato' Ir. Khairudin was an Executive Director of the Company from 17 April 2015 to 1 January 2018.

He does not hold any directorship in public companies or listed issuers and has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has also not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

IR. MATHEW PHILIP A/L V.C PHILIP

Malaysian
Male
Aged 64

He is the Group General Manager of HSS Engineering Sdn. Bhd. He was appointed on 29 March 2014 and responsible for leading and managing projects undertaken by HSS Engineering Sdn. Bhd.

He graduated from Universiti Malaya in 1983 with a Bachelor in Engineering and successfully completed his Master in Science in Highways and Transportation Engineering at Universiti Putra Malaysia in 2001. He is a Fellow and Principal Interviewer for Corporate Membership applicants with the Institution of Engineers Malaysia, a Professional Engineer with the Board of Engineers Malaysia, and Member of the Chartered Institution of Highway and Transportation.

Mr. Ir. Mathew Philip has over 40 years of experience in design, design management and project management in mass rail transit, light rail transit, monorail, heavy rails, expressways and highways. He began his career in 1983 with Minconsult Sdn. Bhd. as Highway Engineer where he was involved in various infrastructure design projects as a graduate engineer. He left Minconsult Sdn. Bhd. in 1991 and joined HSS Integrated Sdn. Bhd. in the same year as Principal Design Engineer. In 2003, he was transferred from HSS Integrated Sdn. Bhd. to HSS Engineering Sdn. Bhd. as General Manager, and was subsequently promoted to become the Group General Manager.

He does not hold any directorship in public companies or listed issuers and has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has also not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

SENIOR MANAGEMENT'S PROFILE

IR. TEN FUI CHAN @ KENNETH

Malaysian

Male

Aged 58

He is the Chief Operating Officer of HSS Engineering Sdn. Bhd. He was appointed on 1 March 2021 and is responsible in managing the Transportation Division, coordinating the design teams as well as providing technical supervision, guidance and reviewing design works. In addition, he also manages client and liaison with the relevant authorities and sub-consultants. He is also a Director of HSS Engineering Sdn. Bhd. and HEB Energy Sdn. Bhd.

He graduated with a Bachelor of Arts degree in 1988 and a Bachelor in Civil Engineering (1st Class Honours) degree in 1989 from Trinity College, University of Dublin, Ireland. He is a Fellow with the Institution of Engineers Malaysia, a Professional Engineer with the Board of Engineers Malaysia, a Corporate Member and Professional Engineer with the Institution of Engineers, Australia and a member of various professional societies including the Permanent Way Institution (Malaysian Section), Chartered Institution of Highway and Transportation UK, Associate Member of the Association of Consulting Engineers Malaysia and APEC & EMF International Professional Engineer. He also serves as a Principal Interviewer for the Professional Interview Board with the Institution of Engineers Malaysia.

Mr. Ir. Ten Fui Chan @ Kenneth has accumulated over 34 years of experience in the engineering and project management services market, particularly in design, design management and project management. He started his career in Minconsult Sdn. Bhd. as a graduate engineer in 1989, and subsequently joined HSS Integrated Sdn. Bhd. in 1989 as a Highway Engineer. He was transferred to HSS Engineering Sdn. Bhd. in 2001 and promoted to Senior General Manager (Transportation) in 2016.

He does not hold any directorship in public companies or listed issuers and has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has also not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

IR. MD JAMIL BIN HJ ISHAK

Malaysian

Male

Aged 53

He is the General Manager (Infrastructure) of HSS Engineering Sdn. Bhd. He was appointed on 1 July 2014 and is responsible in managing the Infrastructure Division, coordinating the design teams as well as providing technical supervision, guidance and reviewing design works. In addition, he also manages client and liaison with the relevant authorities and sub-consultants. He is also a Director of BIM Global Ventures Sdn. Bhd., HSS Integrated Sdn. Bhd., HSS Engineering Sdn. Bhd. and HSS Joint Venture Sdn. Bhd.

He graduated with a Bachelor of Engineering (Civil Engineering - Honours) degree in 1992 from Universiti Teknologi Malaysia. He is a Professional Engineer (PEPC) with the Board of Engineers Malaysia (BEM), Corporate Member with The Institution of Engineers Malaysia (MIEM), Interviewer for IEM's Professional Assessment Examination, a member of the Association of Consulting Engineers Malaysia and a member of ASEAN Chartered Professional Engineer and registered as Qualified Person with Suruhanjaya Perkhidmatan Air Negara (SPAN).

Encik Ir. Md Jamil has accumulated over 30 years of experience in the engineering and project management services market locally and overseas, particularly in planning, design, design management, construction supervision and project management. He started his career in Kedeco Berhad as a Civil Engineer in 1992, and subsequently joined HSS Integrated Sdn. Bhd. in 1993 as a Civil Engineer and was promoted to Senior Engineer in 1997. In 2002 he was transferred to HSS Engineering Sdn. Bhd. as Principal Engineer, promoted to Chief Engineer-Civil in 2008 and became General Manager (Infrastructure) in 2014.

He does not hold any directorship in public companies or listed issuers and has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has also not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

SENIOR MANAGEMENT'S PROFILE

IR. ZULKIFLEE BIN AB. HAMID

Malaysian
Male
Aged 61

He is a Director of SMHB Engineering Sdn. Bhd. He was appointed on 9 April 2018 to the Board of SMHB Engineering Sdn. Bhd. and is responsible for the Environmental and Process Division.

He graduated from Portsmouth Polytechnic (now, Portsmouth University), UK with a Bachelor of Science in Civil Engineering in 1984.

He is a Professional Engineer with the Board of Engineers Malaysia, registered as Qualified Person with Suruhanjaya Perkhidmatan Air Negara, member of the Association of Consulting Engineers Malaysia and the Institution of Engineers Malaysia. He was the Vice President of the Malaysian Water Association (MWA) from 2015 to 2017 and the Honorary Secretary of MWA from 2017 to 2021. He is currently serving as a Council Member for the term 2021 – 2023.

Encik Ir. Zulkiflee has over 39 years of experience in water supply, sewerage and sewage treatment works, water re-use, urban drainage and pollution control works, infrastructure and mass rail transit projects. He started his career as an Engineer in B-W Perunding Sdn. Bhd. in 1984. In 1988, he joined SMHB Sdn. Bhd. (formerly known as Syed Muhammad, Hooi dan Binnie Sdn. Bhd.) as an Engineer and was thereafter promoted to Senior Engineer in 1991. He joined Ranhill Bersekutu Sdn. Bhd. as a Senior Engineer in 1993 before re-joining SMHB Sdn. Bhd. in 1995 as an Associate Director. He was promoted to Technical Director in 1997, to Director in 2008 and to Executive Director in 2021.

He does not hold any directorship in public company or listed issuer and has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has also not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

ANANDANAYAGAM A/L SHARVANANDAN

Malaysian
Male
Aged 49

Mr. Anandanayagam is the General Manager of Corporate Communication of HSS Engineers Berhad since 2 June 2018 with responsibilities over Corporate Communication, Investor Relations and Business Development for the Group. He is also a Director of BIM Global Ventures Sdn. Bhd. and HEB Energy Sdn. Bhd.

He graduated from Loughborough University, UK with a Bachelor of Engineering (Hons.) in Civil Engineering in 1996 and subsequently, completed his Master of Business Administration at Taylors University, Malaysia in 2020.

He has more than 22 years of experience in the engineering field working in multiple geographical locations covering Malaysia, Sri Lanka and Middle East. During his 12 years tenure in Middle East, mainly in Dubai, Abu Dhabi, Ajman, Kuwait, Qatar and Oman, he was involved in several key infrastructure projects in the MENA region.

He began his career as a Graduate Engineer with HSS Integrated Sdn. Bhd. in 1996 and was transferred to HSS Engineering Sdn. Bhd. in 2002. In 2006, he joined Dynasty Developments Pvt Ltd in Sri Lanka as Project Manager for a housing development project in Kandy, Sri Lanka. Prior to joining HSS Engineers Berhad, he worked as Chief Operating Officer in Consultant HSS, an engineering consultant firm based in Dubai, since May 2007.

He does not hold any directorship in public company or listed issuer and has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has also not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

SENIOR MANAGEMENT'S PROFILE

IR. SIVAANANTHAN M.V. CHELLADURAI

Malaysian

Male

Aged 48

IR. REUBEN SELVARAJAH

Malaysian

Male

Aged 44

He is the General Manager of Transportation (Highway) of HSS Engineering Sdn. Bhd. He was appointed on 1 January 2017 and is responsible for planning, managing and coordinating transportation infrastructure projects.

He graduated from Universiti Malaya in 1999 with a Bachelor's Degree in Civil Engineering and obtained a Master of Science in Highway and Transport Engineering from Universiti Putra Malaysia in 2002. He obtained his Masters of Business Administration in 2019 from the University of Strathclyde.

He is a Professional Engineer with the Board of Engineers, Malaysia and a Corporate Member of the Institution of Engineers, Malaysia. He is the Honorary Secretary of the Chartered Institution of Highways & Transportation Malaysian Branch 2021 – 2023 and an Associate Member of the Association of Consulting Engineers, Malaysia.

Mr. Ir. Sivaanathan has over 23 years of experience in the engineering consultancy and project management services industry. He began his career as a Design Engineer with HSS Integrated Sdn. Bhd. in 1999 and transferred to HSS Engineering Sdn. Bhd. in 2002 before joining KL Consult Associates Sdn. Bhd. as a railway engineer in 2003.

He joined Sinclair Knight Merz Engineering Sdn. Bhd. in 2006 and was promoted in 2008 as the Section Manager for the Civil, Highway and Railway department. In 2011, he returned to HSS Engineering Sdn. Bhd. as the Chief Engineer (Highway) and was subsequently promoted in 2017 to General Manager of Transportation (Highway), a position he has held ever since.

He does not hold any directorship in public companies or listed issuers and has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has also not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

He is the General Manager (Special Projects) of HSS Engineering Sdn. Bhd. He was appointed on 1 September 2015 and is responsible in managing and coordinating design work for Infrastructure and Marine works. He is also a Director of HSS BIM Solutions Pvt Ltd.

He graduated with a Bachelor of Engineering in Civil Engineering from Universiti Teknologi Malaysia in 2001. He is a Registered Professional Engineer with Board of Engineers, Malaysia and a Member with the Institution of Engineers, Malaysia.

He began his career as a Design Engineer with HSS Projects Sdn. Bhd. in 2001 and transferred to HSS Engineering Sdn. Bhd. in 2002. In 2006, Ir. Reuben joined Consultant HSS, an engineering consultant firm based in Dubai, as a Civil Engineer. In 2011, he re-joined HSS Engineering Sdn. Bhd. as a Senior Engineer and was subsequently promoted in 2012 to Chief Engineer (Infrastructure) and promoted again in 2015 to General Manager (Special Projects), a position he has held ever since.

He does not hold any directorship in public companies or listed issuers and has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has also not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

SENIOR MANAGEMENT'S PROFILE

WANG THEE KIT, AUSTIN

Malaysian

Male

Aged 46

He is the Senior Finance Manager for the Group. He is responsible for the Group's overall finance functions including the monitoring of business performance and results, profitability and cash flow, executions of financial reporting, treasury management and tax compliance to ensure that the Group meets its business objectives in terms of returns, profitability, and cash flow.

He is a Fellow member of the Association of Chartered Certified Accountants since November 2007. After graduating with a Bachelor degree in Accounting & Finance from University of London as an external student in 1999, he became a member of the Malaysian Institute of Accountants in 2004. He obtained his Masters of Business Administration from University of Malaya in 2012.

Mr. Wang has over 23 years of experience in accounting and finance functions. He started his career with PricewaterhouseCoopers in 1999 and was involved in auditing companies in various industries such as property development, construction, manufacturing, shipping, trading, healthcare and logistics. He was also engaged in special projects such as corporate restructuring, mergers and acquisitions, corporate due diligence and group accounting for clients.

He left PricewaterhouseCoopers as an assistant manager to join the commercial industry. Prior to joining HSSE in 2021, he was attached to a private hospital, property developers and an electronic payment system company.

He does not hold any directorship in public companies or listed issuers and has no conflict of interest with the Group and has no family relationship with any Director and/or major shareholder of the Group. He has also not been convicted of any offences (other than traffic offences, if any) within the past five (5) years and has not been imposed of any public sanction or penalty by the relevant regulatory bodies during the financial year.

