

Pentamaster International Limited

檳傑科達國際有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

(Stock code 股份代號 : 1665)



THRIVING AHEAD WITH A SOLID FOUNDATION



Annual Report

2021

年報



Vision 我們的願景

“ To be the leader and world class automation solutions provider in the global market
成為全球市場的領先者和世界級自動化解決方的提供者 ”

Mission 我們的使命



“ We are committed to delivering high quality and cost-effective solutions with latest technology as well as providing value-added services to our customers and benefits to our vendors, employees and the community as a whole

我們致力利用最新科技為客戶供應品質高超、成本合算的解決方案並提供增值服務，令我們的供應商、僱員以至整體社會受惠 ”



About The Cover 封面資料



THRIVING AHEAD WITH A SOLID FOUNDATION 根基穩固 跨步向前

To express Pentamaster's 30 years of success, a formation takes the shape of the number "30", lined with various structures on top of it to signify the different stages of Pentamaster's evolution from start to present.

The succinct presentation of this design also allows readers to take a trip down memory lane at-a-glance, while illustrating the solid foundation that Pentamaster had in place in order to come out on top, thus manifesting the tagline "Thriving Ahead with a Solid Foundation". This is also accompanied with a white background with minimal designs for a cleaner and less cluttered look.

為表達檳傑科達30來的成就，在一個以數字「30」的形狀為主題的構圖之上，襯以多種結構的線條，凸顯檳傑科達由初創演變至目前規模的不同階段。

簡潔的設計在顯示穩固的根基令檳傑科達能脫穎而出之餘，更可讓讀者對檳傑科達的發展歷程一目了然，進而與「根基穩固 跨步向前」的標語互相輝映。白色的背景伴以最簡潔的設計，令整體觀感更加簡約。

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CORPORATE INFORMATION

公司資料

BOARD OF DIRECTORS

Executive Directors

Chuah Choon Bin (*Chairman*)

Gan Pei Joo

Non-executive Director

Leng Kean Yong

Independent non-executive Directors

Chuah Jin Chong

Chan May May

Sim Seng Loong @ Tai Seng

AUDIT COMMITTEE

Sim Seng Loong @ Tai Seng (*Chairman*)

Chan May May

Leng Kean Yong

REMUNERATION COMMITTEE

Sim Seng Loong @ Tai Seng (*Chairman*)

Chuah Jin Chong

Leng Kean Yong

NOMINATION COMMITTEE

Chuah Jin Chong (*Chairman*)

Sim Seng Loong @ Tai Seng

Chan May May

AUDITOR

Grant Thornton Hong Kong Limited

Certified Public Accountants

11th Floor, Lee Garden Two

28 Yun Ping Road

Causeway Bay

Hong Kong

COMPANY SECRETARY

Tsui Sum Yi

董事會

執行董事

Chuah Choon Bin (*主席*)

Gan Pei Joo

非執行董事

Leng Kean Yong

獨立非執行董事

蔡仁鐘

陳美美

Sim Seng Loong @ Tai Seng

審核委員會

Sim Seng Loong @ Tai Seng (*主席*)

陳美美

Leng Kean Yong

薪酬委員會

Sim Seng Loong @ Tai Seng (*主席*)

蔡仁鐘

Leng Kean Yong

提名委員會

蔡仁鐘 (*主席*)

Sim Seng Loong @ Tai Seng

陳美美

核數師

致同(香港)會計師事務所有限公司

執業會計師

香港

銅鑼灣

恩平道28號

利園二期11樓

公司秘書

徐心兒

CORPORATE INFORMATION

公司資料

HONG KONG BRANCH SHARE REGISTRAR AND TRANSFER OFFICE

Tricor Investor Services Limited
Level 54, Hopewell Centre
183 Queen's Road East
Hong Kong

REGISTERED OFFICE

PO Box 309, Ugland House
Grand Cayman, KY1-1104
Cayman Islands

HEADQUARTER AND PRINCIPAL PLACE OF BUSINESS IN MALAYSIA

Plot 18 & 19, Technoplex
Medan Bayan Lepas
Taman Perindustrian Bayan Lepas
Phase IV, 11900 Penang
Malaysia

PRINCIPAL PLACE OF BUSINESS IN HONG KONG

Room 1901, 19/F, Lee Garden One
33 Hysan Avenue
Causeway Bay
Hong Kong

PRINCIPAL BANKERS

Bank of China (Hong Kong) Limited
Malayan Banking Berhad
United Overseas Bank (Malaysia) Berhad
AmBank (M) Berhad
Public Bank Berhad

COMPANY WEBSITE

www.pentamaster.com.my

STOCK CODE

1665

香港股份過戶及登記分處

卓佳證券登記有限公司
香港
皇后大道東183號
合和中心54樓

註冊辦事處

PO Box 309, Ugland House
Grand Cayman, KY1-1104
Cayman Islands

總部及馬來西亞主要營業地點

Plot 18 & 19, Technoplex
Medan Bayan Lepas
Taman Perindustrian Bayan Lepas
Phase IV, 11900 Penang
Malaysia

香港主要營業地點

香港
銅鑼灣
希慎道33號
利園一期19樓1901室

主要往來銀行

中國銀行(香港)有限公司
馬來西亞銀行
馬來西亞大華銀行
AmBank (M) Berhad
大眾銀行

公司網站

www.pentamaster.com.my

股份代號

1665

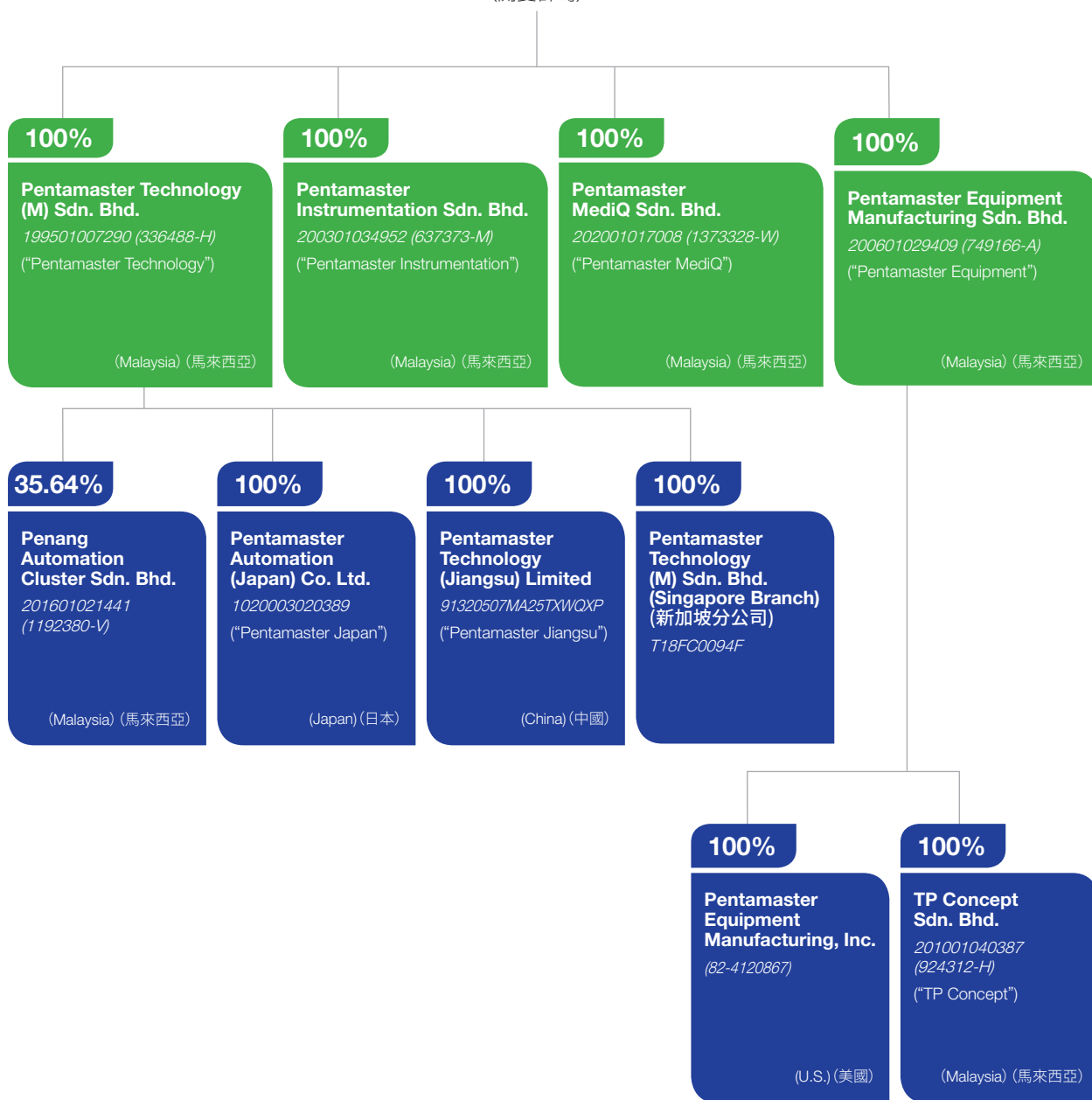
CORPORATE STRUCTURE

公司架構

PENTAMASTER INTERNATIONAL LIMITED (the "Company")

檳傑科達國際有限公司 (「本公司」)

(MC-323853)
(Cayman Islands)
(開曼群島)



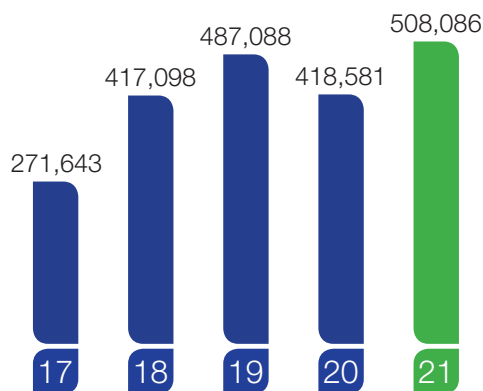
FINANCIAL SUMMARY

財務摘要

| | | 2021 2021年 MYR'000 千令吉 | 2020 2020年 MYR'000 千令吉 | 2019 2019年 MYR'000 千令吉 | 2018 2018年 MYR'000 千令吉 | 2017 2017年 MYR'000 千令吉 |
|-------------------------------|-----------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| RESULTS (Audited) | 業績 (經審核) | | | | | |
| Revenue | 收益 | 508,086 | 418,581 | 487,088 | 417,098 | 271,643 |
| Profit before taxation | 除稅前溢利 | 120,574 | 114,804 | 139,180 | 105,366 | 45,179 |
| Profit after taxation | 除稅後溢利 | 116,744 | 113,921 | 131,381 | 100,009 | 40,696 |
| Profit attributable to: | 以下應佔溢利： | | | | | |
| Owners of the Company | 本公司擁有人 | 116,744 | 113,921 | 131,381 | 100,009 | 39,646 |
| Non-controlling interests | 非控股權益 | - | - | - | - | 1,050 |
| ASSETS AND LIABILITIES | 資產及負債 | | | | | |
| Total assets | 總資產 | 825,080 | 659,276 | 578,357 | 497,947 | 292,009 |
| Total liabilities | 總負債 | 188,337 | 125,731 | 139,434 | 177,568 | 164,628 |
| Net assets | 資產淨值 | 636,743 | 533,545 | 438,923 | 320,379 | 127,381 |

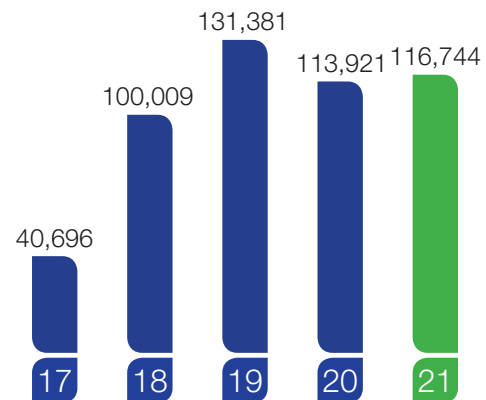
REVENUE 收益

(MYR'000) (千令吉)



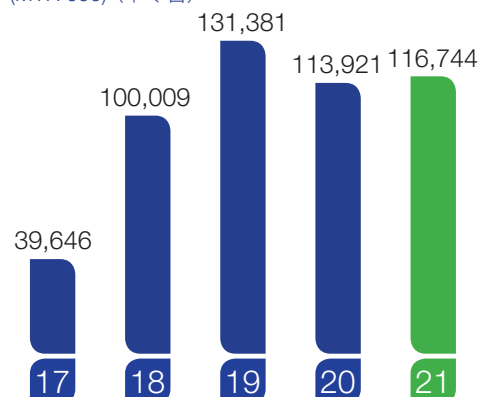
PROFIT AFTER TAXATION 除稅後溢利

(MYR'000) (千令吉)



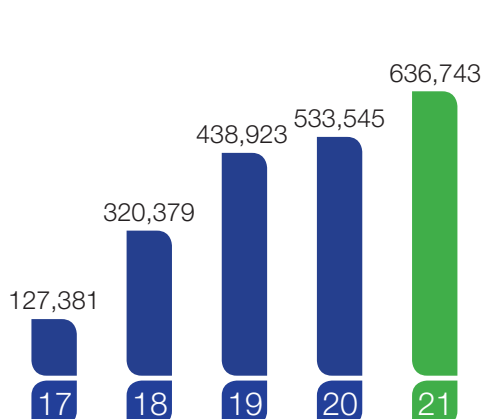
PROFIT ATTRIBUTABLE TO OWNERS OF THE COMPANY 本公司擁有人應佔溢利

(MYR'000) (千令吉)



NET ASSETS 淨資產

(MYR'000) (千令吉)



CORE VALUES

核心價值

P



Profitability 溢利能力

We ensure business profitability for continuous growth in order to create value for our shareholders and share company's profit with employees.

我們確保業務具備持續增長的溢利能力，從而為股東創造價值和與僱員共享公司溢利。

E



Ethical 操守

We are ethical with our employees, vendors and customers.

我們對僱員、供應商和客戶均嚴守操守準則。

N



New 創新

We are leading the industry in the use of new technology.

在應用新科技方面，我們處於行業領先地位。

T



Transparency 透明度

We are transparent and honest in all dealings.

我們所有交易均保持高透明度和忠誠行事。

A



Accountability 問責

We are accountable for delivering on our commitments.

我們承擔責任，致力信守承諾。

CHAIRMAN'S 30TH ANNIVERSARY MESSAGE 主席三十週年致辭



CHUAH CHOON BIN
Executive Chairman 執行主席

Dear Shareholders,

On this occasion of Pentamaster's 30th anniversary, I want to share how Pentamaster was formed 30 years ago. Remembering the day together with my brother-in-law, we decided to quit Intel as automation engineers in 1991 in order to pursue our own business in the automation field. At that time, we saw great opportunity and potential in the automation sector with the mushrooming of manufacturing companies in Penang. Most of the manufacturing equipment or factory automation solutions were imported. There were growing needs for local automation solution during that time.

Thirty years have passed in the blink of an eye. Since the inception, we have been transforming, growing in headcounts to more than 700 employees, adding on offshore offices globally and growing our revenue to more than half a billion ringgit. Our goal is to achieve revenue of a billion ringgit by 2025. It is of great pride to see how Pentamaster has grown from working capital of MYR5,000 to the size of a market capitalisation of almost MYR3 billion today, with more than 200 customers worldwide while embracing good corporate value and achieving more than what we have ever thought. We might not be the most rapidly growing company but undoubtedly, we are one of the most steadily growing companies.

All these can happen because we have a good team of people whom I would like to thank in this auspicious year from the bottom of my heart. I am grateful to my present and ex-staffs who have worked tirelessly to make this company to what it is today. They have the best and highest aspirations with strong determination in overcoming all challenges to achieve what seemed impossible, possible. I have always reminded myself that the success of Pentamaster is largely driven by my employees who have stayed united and loyal to the company all these years. They are truly my key assets. Without them, the company would have been nothing. Today, I am proud to say Pentamaster has become one of the best companies amongst the world leading automation companies.

With the recent growth of our company, we cannot stay complacent and the journey ahead will still be challenging, as unpredictability will continue to rule.

God's grace and favour have been our blessings. As we stand in this moment, we want to thank, to rejoice for the 30 years of blessings.

CHUAH CHOON BIN
Executive Chairman

各位股東：

在檳傑科達成立三十週年之際，本人希望分享檳傑科達在30年前成立的故事。為了在自動化領域發展我們的業務，本人於1991年與妹夫一起決定辭任英特爾的自動化工程師職位。檳城的製造業公司當時蓬勃發展，故我們認為自動化領域有巨大機遇和潛力。大部分製造設備或工廠自動化解決方案均需要進口，當時對本地自動化解決方案的需求日益增加。

三十年轉瞬即逝。自成立以來，我們一直在轉型，員工人數增加至超過700名，並在全球各地增設海外辦事處，而我們的收益也增至超過5億令吉。我們的目標是於2025年前將收益增至10億令吉。檳傑科達由5,000令吉的營運資金發展到如今幾近30億令吉的市值規模，在全球各地擁有超過200名客戶，同時追求良好的企業價值，成就已超越我們所能想像，全部都足以令我們感到自豪。我們可能不是增長最快的公司，但毫無疑問，我們是其中一家增長最穩定的公司。

我們能有此成就，全賴優秀團隊的貢獻，本人希望藉此值得紀念的三十週年誌慶，對我們的團隊表達衷心謝意。本人謹此感謝全體現職及前任員工的不懈努力，使本公司得享今天的成就。他們擁有最好和最高的願望，有克服所有挑戰的無比決心，有能力實現所有可能的甚至是不可能的任務。本人一直自勉，檳傑科達的成就主要有賴多年來一直團結一致並為本公司竭誠服務的員工，他們肯定是最寶貴的資產。假使沒有他們，本公司可能終究碌碌無為。今天，我可以自豪地說，檳傑科達已成為全球其中一家最佳的領先自動化公司。

即使公司近期有長足進步，但我們不能自滿，因為未來的路途仍將充滿挑戰，無人能作出準確的預測。

上帝的眷顧和祝福一直是我們的恩典。對於目前取得的成就，我們對三十年以來一直獲得的祝福表示感恩。

CHUAH CHOON BIN
執行主席

CORPORATE MILESTONE

公司里程碑

1991

Establishment of Pentamaster with the incorporation of Pentamaster Technology, marking the commencement of the automated system and equipment business

以註冊成立Pentamaster Technology的方式成立檳傑科達，標誌著自動化系統和設備業務的開始

1999

Awarded International Supplier of the Year by Dell Inc. for excellence in worldwide process technology

獲Dell Inc.頒發年度國際供應商大獎，以表揚在全球加工科技方面的傑出表現

2003

Pentamaster Corporation Berhad ("PCB") was listed on the second board of Bursa Malaysia

Pentamaster Group was awarded Industry Excellence Award by Ministry of International Trade & Industry of Malaysia in quality management category

Establishment of Pentamaster Instrumentation, marking the expansion of our automated equipment business

Pentamaster Corporation Berhad (「PCB」)在馬來西亞證券交易所第二板上市
檳傑科達集團獲得馬來西亞國際貿易和工業部頒發的工業卓越大獎(品質管理類別)

成立Pentamaster Instrumentation，標誌著我們的自動化設備業務的擴展

2004

PCB's listing was transferred to the main board of Bursa Malaysia

PCB轉往馬來西亞證券交易所主板市場上市

2006

Establishment of Pentamaster Equipment, marking the commencement of high precision manufacturing equipment business

成立Pentamaster Equipment，標誌著高精密度生產設備業務的開始

2007

Establishment of first representative office in Shanghai to provide customer liaison support to customers in the PRC. The Group was also awarded Industry Excellence Award by Ministry of International Trade & Industry of Malaysia in quality management category

在上海設立首個代表辦事處，為中國客戶提供客戶聯絡支援服務。本集團並獲得馬來西亞國際貿易和工業部頒發的工業卓越大獎(品質管理類別)

2015

Pentamaster Equipment developed i-ARMS to address manufacturing needs under Industry 4.0 and subsequently granted the Pioneer Status in 2016 for a period of 10 years

Pentamaster Equipment發展i-ARMS以應付工業4.0的生產需求，其後於2016年獲頒先導地位，為期10年

2016

Pentamaster Technology was granted the Pioneer Status for smart device test solution for IoT industry and related modules for a period of 10 years

Pentamaster Technology 獲得物聯網與相關模塊的智能裝置測試解決方案先導地位，為期10年

2017

Pentamaster Group was awarded the 2017 Alliance Partner of the Year (APAC) - by the National Instruments Corporation (NASDAQ:NATI)

PCB was named as one of the 200 Asia-Pacific public companies with less than US\$1.0 billion in revenue and consistent top- and bottom-line growth on Forbes' list of Asia's Best Under A Billion 2017

檳傑科達集團獲National Instruments Corporation (NASDAQ:NATI)頒發2017年年度Alliance Partner (APAC)大獎

PCB獲列入福布斯雜誌2017年收益10億美元以下最佳亞洲企業排行榜的亞太區200大收益10億美元以下且同時具備收益和純利增長的上市公司之一

2018

Listing of the Company on The Main Board of The Stock Exchange of Hong Kong Limited

PCB was again named as one of the 200 Asia-Pacific public companies with less than US\$1.0 billion in revenue and consistent top-and bottom-line growth on Forbes' list of Asia's Best Under A Billion ("Forbes Award") 2018

Established sales and technical office in the United States

本公司在香港聯合交易所有限公司主板上市

PCB再次獲列入福布斯雜誌2018年收益10億美元以下最佳亞洲企業排行榜的亞太區200大收益10億美元以下且同時具備收益和純利增長的上市公司之一（「福布斯雜誌獎項」）

在美國設立銷售和技術辦事處

2019

THE EDGE's Billion Ringgit Club ("BRC") award 2019 - "Highest Growth in Profit After Tax Over Three Years" and "Highest Returns to Shareholders Over Three Years"

PCB was again named for Forbes list of Asia's Best Under a Billion 2019, three years in a row

Acquisition of TP Concept

獲得THE EDGE 10億令吉俱樂部（「BRC」）的2019年「三年來稅後利潤最高增長獎」和「三年來最高股東回報獎」

PCB連續三年獲列入福布斯雜誌2019年收益10億美元以下最佳亞洲企業排行榜

收購TP Concept

2020

Incorporation of Pentamaster MediQ to further expand the Group's involvement in the medical sector by strengthening its medical design and manufacturing technology capabilities in the medical industry

PCB was again named for Fobes list of Asia's Best Under Billion 2020, four years in a row

THE EDGE's Billion Ringgit Club ("BRC") award 2020 - "Highest Growth in Profit After Tax Over Three Years"

成立Pentamaster MediQ以加強其在醫療行業的醫療設計和生產技術能力，從而進一步擴展本集團在醫療行業的參與程度

PCB連續四年獲列入福布斯雜誌2020年收益10億美元以下最佳亞洲企業排行榜

THE EDGE 10億令吉俱樂部（「BRC」）的2020年「三年來稅後利潤最高增長獎」

2021

Incorporation of Pentamaster Jiangsu and Pentamaster Japan to further expand the Group's Asia-Pacific strategic expansion

成立檳傑科達科技（江蘇）和Pentamaster Japan以進一步擴展本集團的亞太策略性擴充計劃

BUILDINGS OVER THE YEARS

歷年廠房

1991

Pentamaster
1991-1993 Kampung Jawa

檳傑科達
1991年－1993年
Kampung Jawa



1993

Pentamaster
1993-1995 Sungai Ara

檳傑科達
1993年－1995年
Sungai Ara



1995

Pentamaster
1995-1997 Tun Dr. Awang

檳傑科達
1995年－1997年
Tun Dr. Awang



2003

Pentamaster
2003-Present Medan Bayan Lepas

檳傑科達
2003年至今
Medan Bayan Lepas



1997

Pentamaster
1997-2003 Lintang Bayan Lepas

檳傑科達
1997年-2003年
Lintang Bayan Lepas



2019

Pentamaster
2019-Present Batu Kawan Branch

檳傑科達
2019年至今
Batu Kawan分廠



GLOBAL PRESENCE

全球業務分佈



United States 美國 ● ■ ▲



Representative Office 代表辦事處

Malaysia 馬來西亞 ● ■ ▲



Pentamaster Headquarter and Batu Kawan Plant 檳傑科達總部和Batu Kawan廠房



Europe 歐洲 ● ▲ India 印度 ▲ Thailand 泰國 ▲

China 中國 ■ ▲

Pentamaster Technology (Jiangsu) Limited
 檳傑科達科技(江蘇)有限公司

Japan 日本 ● ■ ▲

Pentamaster Automation (Japan) Co., Ltd.



Korea 韓國 ● ▲

Taiwan 台灣 ● ▲

Philippines 菲律賓 ● ▲

Singapore 新加坡 ■ ▲

Indonesia 印尼 ▲

Australia 澳洲 ● ▲

● Distributors 分銷商

■ Pentamaster Locations 檳傑科達業務地點

▲ Customer 客戶

GIVING BACK TO SOCIETY 回饋社會



Oxygen concentrator donation ceremony
製氧機捐贈儀式



Sponsored a food aid campaign organised by Cofundr
贊助Cofundr舉辦的食物支援行動



Visited a student at Eden Handicap and helping her with monthly financial aid
探訪每月接受本集團資助的Eden Handicap學生



Crystal home children online classes. Computers donated by the Group
Crystal Home的兒童網上課程所用的電腦由本集團捐贈

BUSINESS DIVERSIFICATION

業務多元化



Automated Test Equipment
自動化檢測設備
("ATE")

Factory Automation Solutions
工廠自動化解決方案
("FAS")



Medical Automation Solutions
醫療自動化解決方案
("MAS")



BOARD OF DIRECTORS

董事會



From left to right 由左至右

01

CHUAH JIN CHONG 蔡仁鐘

Independent Non-Executive Director
獨立非執行董事

02

GAN PEI JOO

Executive Director
執行董事

03

LENG KEAN YONG

Non-Executive Director
非執行董事

04

CHUAH CHOON BIN

Executive Director
執行董事

05

CHAN MAY MAY 陳美美

Independent Non-Executive Director
獨立非執行董事

06

SIM SENG LOONG @ TAI SENG

Independent Non-Executive Director
獨立非執行董事

BOARD OF DIRECTORS

董事會

EXECUTIVE DIRECTORS 執行董事

Mr. Chuah Choon Bin (“Mr. Chuah”), aged 61, was appointed as our Director on 12 June 2017 and was re-designated as our Executive Director on 5 September 2017. Mr. Chuah was subsequently re-designated as the Chairman on 19 December 2017. He was the non-executive director of PCB but was subsequently re-designated as the Executive Chairman of PCB on 1 March 2022. PCB is currently listed on the Main Market of Bursa Malaysia and is the Controlling Shareholder of the Company. He also holds directorship in all the subsidiaries of the Group.

Prior to setting up the Group, he served as an automation engineer for National Semiconductor and Intel Technology Malaysia. With his vast experience in the design and manufacturing of automation equipment and vision inspection system, he has developed the Group to its present level of success, from a simple automation house to a high technology group specialising in providing factory automation equipment and systems and information communication technology solutions to industrial and commercial customers.

Chuah Choon Bin先生（「Chuah先生」），61歲，於2017年6月12日獲委任為我們的董事及於2017年9月5日調任為我們的執行董事。彼曾擔任PCB的非執行董事，但隨後於2022年3月1日調任為PCB的執行主席。PCB現時於馬來西亞證券交易所主板市場上市，並為本公司的控股股東。彼亦於本集團所有附屬公司擔任董事。

於創立本集團前，彼曾於National Semiconductor及Intel Technology Malaysia出任自動化工師。憑藉於設計及製造自動化設備與視覺檢測系統方面的豐富經驗，彼將本集團由一間簡單自動化公司，發展至擁有現今成就的高科技集團，專門為工商業客戶提供廠房自動化設備及系統以及資訊及通訊科技解決方案。



BOARD OF DIRECTORS

董事會

Under his leadership, the Company achieved the following recognitions:

- (i) inclusion into the constituents of the FTSE4Good Bursa Malaysia (“F4GBM”) Index in 2021 where such F4GBM Index measures the performance of public listed companies demonstrating strong environmental, social and governance practices;
- (ii) ranked in the top 200 in the Forbes 2020, 2019, 2018 & 2017 Best Under a Billion list of companies that are publicly listed in the Asia Pacific region;
- (iii) awarded The Edge Billion Ringgit Club, under the category of the Highest Returns to Shareholders Over Three Years for technology sector in 2020 and 2019 and the Highest Growth in Profit After Tax Over Three Years for technology sector in 2019;
- (iv) awarded the Focus Malaysia Best Under Billion Awards 2018 for the Best Revenue Growth, Best Enterprise Value Growth and Overall Winner category, and Focus Malaysia Best Under Billion Awards 2017 for the Best Return on Assets category; and
- (v) recipient of the Enterprise 50 Award 2002 organised by Accenture and SMIDEC and Quality Management Excellence Award 2003 for the category of local company with annual sales turnover exceeding MYR25 million to MYR200 million at the Industry Excellence Award 2003 organised by Ministry of International Trade and Industry.

本公司在其帶領下獲得以下殊榮：

- (i) 於2021年獲納入富時社會責任馬來西亞股票交易所（「F4GBM」）指數的成份股，而該F4GBM指數衡量展示強勁環境、社會及管治常規的公眾上市公司的表現；
- (ii) 於亞太區公開上市的公司中躋身2020年、2019年、2018年及2017年福布斯雜誌收益10億（美元）以下最佳企業名單200強；
- (iii) 本公司2020年及2019年獲得十億令吉俱樂部項下技術領域「三年來稅後利潤最高增長獎」，並於2019年獲得「三年來股東回報最高獎」；
- (iv) 獲得2018年聚焦馬來西亞最佳十億以下大獎之最佳收入增長獎、最佳企業價值增長獎和總冠軍、2017年聚焦馬來西亞最佳十億以下大獎之最佳資產回報獎；及
- (v) 獲授Accenture及SMIDEC舉辦的2002年度50強企業大獎，以及在馬來西亞國際貿易及工業部舉辦的2003年度卓越工業獎中獲得年度銷售額超過25百萬令吉至200百萬令吉當地公司組別的質量管理卓越大獎。

BOARD OF DIRECTORS

董事會

For his personal recognition, he won the First Malaysian Ernst & Young Emerging Entrepreneur of the Year Award Malaysia 2002.

Currently, he is the board member of Penang Charis Hospice Home and Penang Automation Cluster Sdn. Bhd.. Mr. Chuah sits as the chairman of SJK Kwang Hwa school and he is also appointed to the school board as director for Chung Ling High School, Heng Ee High School and Phor Tay High School. In 2021, he is appointed as the Penang Wawasan Open University Education Foundation Member and Penang i4.0 Seed Fund Evaluation Committee Member.

Mr. Chuah is a co-founder of PCB and its subsidiaries including our Group (the “Pentamaster Group”). He graduated with a bachelor’s degree in engineering with honours in May 1985 and a master’s degree in engineering majoring in electrical and electronics in May 1989, both from the University of Auckland, New Zealand.

Mr. Chuah is the brother in-law of Ms. Gan Pei Joo, the Executive Director and the chief financial officer of the Company.

在個人成就方面，彼贏得2002年度安永馬來西亞新晉企業家年獎一等獎。

現時，彼為檳城聖恩安寧護理中心及Penang Automation Cluster Sdn. Bhd.的董事會成員。Chuah先生為雙溪里蒙光華學校的主席，彼亦獲委任加入鐘靈中學、恆毅中學及菩提中學學校董事會出任校董。於2021年，彼獲委任為宏願開放大學教育基金成員及Penang i4.0 Seed Fund評估委員會成員。

Chuah先生為PCB及其附屬公司包括本集團（「Pentamaster集團」）的共同創辦人。彼於1985年5月取得工程學榮譽學士學位，並於1989年5月取得電機及電子專業工程學碩士學位，兩者均於新西蘭奧克蘭大學獲得。

Chuah先生為本公司執行董事兼財務總監Gan Pei Joo女士的姻親。

BOARD OF DIRECTORS 董事會

Ms. Gan Pei Joo (“Ms. Gan”), aged 46, was appointed as our Director on 12 June 2017 and was re-designated as our Executive Director on 5 September 2017. She was appointed as an executive director of PCB on 19 March 2021. She is also the chief financial officer and holds directorship in all the subsidiaries of the Group.

Gan Pei Joo女士（「**Gan女士**」），46歲，於2017年6月12日獲委任為我們的董事及於2017年9月5日調任為我們的執行董事。彼於2021年3月19日獲委任為PCB的執行董事。彼亦為財務總監，於本集團所有附屬公司擔任董事。



BOARD OF DIRECTORS 董事會

She commenced her career at PricewaterhouseCoopers in 2000 and was last served as a senior associate in 2003 after having acquired extensive auditing and consulting exposure to companies in various industries. She joined Pentamaster Group as the group accountant in 2003 and held various positions prior to her promotion as the group financial controller in 2009. Ms. Gan is primarily responsible for the overall management, corporate affairs, finance, treasury, control functions and budgeting of the Group. She also sits on the environment, social and governance (ESG) committee as well as risk management committee of the Group.

She graduated with a bachelor's degree of commerce majoring in accounting from Curtin University of Technology, Perth, Australia in February 1999. She was admitted as a member of the Certified Practising Accountants, Australia and a Chartered Accountant from the Malaysian Institute of Accountants in July and November 2002, respectively.

Ms. Gan is the sister in-law of Mr. Chuah Choon Bin, the Executive Director and the Chairman of the Group.

彼於2000年開始在羅兵咸永道會計師事務所任職，從中積累對各行各業公司提供審核與諮詢服務的豐富經驗，離職前於2003年最後出任高級助理。彼於2003年加Pentamaster集團擔任集團會計師，並曾擔任多個職位，其後於2009年晉升為集團財務總監。Gan女士主要負責本集團的整體管理、企業事務、財務、庫務、監控職能及預算。彼亦為本集團環境、社會及管治委員會以及風險管理委員會的成員。

彼於1999年2月取得澳洲珀斯Curtin University of Technology會計商務學士學位。彼分別於2002年7月及11月獲認可為澳洲會計師公會會員及馬來西亞會計師協會特許會計師。

Gan女士為本集團執行董事兼主席Chuah Choon Bin先生的姻親。

BOARD OF DIRECTORS 董事會

NON-EXECUTIVE DIRECTOR 非執行董事

Mr. Leng Kean Yong (“Mr. Leng”), aged 47, was appointed as our Director on 7 August 2017 and was re-designated as our non-executive Director on 5 September 2017. He is a member of the audit committee and the remuneration committee of the Company. He currently sits on the board of PCB as a non-executive independent director.

Leng Kean Yong先生(「Leng先生」)，47歲，於2017年8月7日獲委任為我們的董事及於2017年9月5日調任為我們的非執行董事。彼為本公司審核委員會及薪酬委員會的成員，現以獨立非執行董事身份列席於PCB董事會。



BOARD OF DIRECTORS 董事會

Mr. Leng has been in the finance and marketing field for over 20 years. He is highly experienced in the areas of business strategy, ranging from financial matters to business planning and marketing. He has successfully executed projects for small-medium sized industries to listed companies on Bursa Malaysia Securities Berhad, the Australian Securities Exchange and The Stock Exchange of Hong Kong Limited as well as projects for multinational corporations. Such projects encompass IPO exercise, industry research report, the development of a 5-year business plan, marketing strategy blueprint, customer relationship management implementation, market entry and feasibility studies, and mergers and acquisitions evaluations.

At present, Mr. Leng is also one of the Directors at Crowd Sense Sdn. Bhd. (which operates under the brand name of Cofundr), a recognised market operator for peer-to-peer financing registered with the Securities Commission Malaysia. He was previously a Director at L3 Consulting Sdn. Bhd. and Project Director for Synovate Sdn. Bhd., and prior to that, a senior manager for ACNielsen Malaysia Sdn. Bhd. (“ACNielsen”). During his tenure at ACNielsen, he was awarded with three ACNielsen awards for his contribution in successfully implementing and executing key strategies for the firm’s local operations. He started his career with BBMB Securities Sdn. Bhd. and he has also advised and managed discretionary fund for private companies and high net worth individuals.

He graduated from the Western Michigan University (cum laude), the United States, with a bachelor in business administration degree in April 1996. He also holds various other certifications through training and updates in the fields of marketing obtained throughout his career with the various global marketing research consultancy firms.

Leng先生於金融及市場營銷行業擁有逾20年經驗。彼對於業務策略領域，由財務事宜以至業務規劃及市場營銷方面，均具備深厚經驗，先後成功為中小型產業以至於馬來西亞證券交易所、澳洲證券交易所及香港聯合交易所有限公司上市的公司執行項目，以及為跨國企業執行項目。該等項目包含首次公開發售活動、行業研究報告、構建五年業務計劃、市場營銷策略藍圖、實施客戶關係管理、市場准入及可行性研究以及兼併與收購評估。

現時，Leng先生亦為Crowd Sense Sdn. Bhd. (以Cofundr的品牌名稱營運) 其中一名董事，而Crowd Sense Sdn. Bhd.則為於馬來西亞證券委員會註冊的獲認可點對點融資市場營運商。彼過往曾擔任L3 Consulting Sdn. Bhd.的董事以及Synovate Sdn. Bhd.的項目總監，之前則為ACNielsen Malaysia Sdn. Bhd. (「ACNielsen」) 高級經理。於ACNielsen任職期間，彼因其於為公司當地業務成功實施及執行重大策略方面的貢獻獲授三個ACNielsen獎項。彼於BBMB Securities Sdn. Bhd.展開其事業，而彼亦曾為私人公司及高淨值個人建議及管理酌情基金。

彼於1996年4月畢業於美國西密歇根大學(優等成績)，並取得工商管理學士學位，並且透過在其事業生涯中任職於全球多間市場研究諮詢公司接受培訓及更新有關市場營銷領域的知識，取得多項其他證書。

BOARD OF DIRECTORS 董事會

INDEPENDENT NON-EXECUTIVE DIRECTORS 獨立非執行董事

Mr. Sim Seng Loong @ Tai Seng (“Mr. Sim”), aged 55, was appointed as our independent non-executive Director on 19 December 2017. He is also the chairman of the audit committee and the remuneration committee and a member of the nomination committee of the Company. He is primarily responsible for supervising and providing judgment to our Board.

Sim Seng Loong @ Tai Seng先生（「Sim先生」），55歲，於2017年12月19日獲委任為我們的獨立非執行董事。彼亦為本公司審核委員會及薪酬委員會主席以及提名委員會成員。彼主要負責監督我們的董事會並向其提供判斷。



BOARD OF DIRECTORS 董事會

He started his career with Ernst & Young for 15 years before joining R.K. & Associates as a lead partner in 2004. He subsequently joined Eaton Industries Pty Ltd (Australia) as accounting manager and later transferred to Shanghai Eaton Engine Components Ltd (China) as financial controller. Upon returning to Malaysia in January 2012, he was appointed as chief operating officer and chief financial officer for The BIG Group Sdn. Bhd. In January 2014, he joined Petrol One Resources Berhad as its chief financial officer and remained with the group until January 2019.

From December 2016 to July 2020, Mr. Sim served as an independent director of Jack-in Group Limited, a company listed on the Australian Securities Exchange (ASX: JIP). Currently, he sits on the board of Nova Wellness Group Berhad ("Nova"), a company listed on the Main Market of Bursa Malaysia Securities Berhad (stock code: 0201) as an independent non-executive director. He is also the chairman of audit committee and risk management committee of Nova. In September 2020, Mr. Sim was appointed as an independent non-executive director of Ramssol Group Berhad ("Ramssol"). He is also the chairman of audit committee for Ramssol.

He is a Chartered Accountant under Malaysian Institute of Accountants, a Certified Public Accountant of Malaysia Institute of Certified Public Accountants and a member of the Certified Practising Accountants of Australia. He also holds various other certifications through training and updates in the fields of accountancy and taxation obtained throughout his career.

彼於安永會計師事務所展開其事業，任職15年後於2004年加入R.K. & Associates作為首席合夥人，彼其後加入Eaton Industries Pty Ltd (Australia)出任會計經理，其後再獲調遷至上海伊頓發動機零部件有限公司(中國)出任財務總監。於2012年1月回到馬來西亞前，彼曾獲委任為The BIG Group Sdn. Bhd.的營運總監及財務總監。於2014年1月，彼加入Petrol One Resources Berhad，出任財務總監，並於該集團任職至2019年1月。

自2016年12月至2020年7月，Sim先生為Jack-In Group Limited的獨立非執行董事，該公司於澳洲證券交易所上市(澳洲交易所股份代號：JIP)。現時，彼以獨立非執行董事身份列席於Nova Wellness Group Berhad(「Nova」)(一間於馬來西亞證券交易所主板市場上市之公司，股票代碼：0201)董事會。彼亦為Nova審核委員會及風險管理委員會主席。於二零二零年九月，Sim先生獲委任為Ramssol Group Berhad(「Ramssol」)的獨立非執行董事。彼亦為Ramssol的審核委員會主席。

彼為馬來西亞會計師協會特許會計師、馬來西亞註冊會計師協會註冊會計師及澳洲會計師公會會員，並且透過在其事業生涯中接受培訓及更新有關會計及稅務領域的知識，取得多項其他證書。

BOARD OF DIRECTORS

董事會

Dr. Chuah Jin Chong (蔡仁鐘) (“Dr. Chuah”), aged 60, was appointed as our independent non-executive Director on 19 December 2017. He is also the chairman of the nomination committee and a member of the remuneration committee. He is primarily responsible for supervising and providing independent judgment to our Board.

Dr. Chuah has over 30 years of professional experience in the medical industry since he was registered as a medical practitioner in Queensland, Australia in 1988 and New Zealand in 1989. From December 1991 to July 2003, he was employed by the Hospital Authority in Hong Kong and retired as an associate consultant in the department of anaesthesia in the Queen Elizabeth Hospital, Hospital Authority. He is currently a registered medical practitioner in Hong Kong.

Dr. Chuah graduated from the University of Queensland, Australia, with the degree of bachelor of medicine and bachelor of surgery in December 1987. He was admitted as a fellow of the Hong Kong Academy of Medicine in the specialty of Anaesthesiology and a fellow of the Australian and New Zealand College of Anaesthetists in May 2001 and June 2001, respectively.

蔡仁鐘博士 (「蔡博士」)，60歲，於2017年12月19日獲委任為我們的獨立非執行董事。彼亦為提名委員會主席以及薪酬委員會成員，主要負責監督我們的董事會並向其提供獨立判斷。

蔡博士於1988年在澳洲昆士蘭及於1989年新西蘭註冊成為醫生以來，已於醫療行業累積逾30年的專業經驗。自1991年12月至2003年7月，彼受僱於香港醫院管理局，退休時於醫院管理局伊利沙伯醫院麻醉科擔任副顧問醫生。彼現為香港註冊醫生。

蔡博士於1987年12月畢業於澳洲昆士蘭大學，取得內外全科醫學士學位。彼分別於2001年5月及2001年6月獲認可為香港醫學專科學院院士(麻醉科)及澳洲及新西蘭麻醉科醫學院院士。



BOARD OF DIRECTORS 董事會

Ms. Chan May May (陳美美) (“Ms. Chan”), aged 56, was appointed as our independent non-executive Director on 19 December 2017. She is also a member of the audit committee and the nomination committee. She is primarily responsible for supervising and providing independent judgment to our Board.

She has over 20 years of experience in the legal field. She is currently the chief executive officer of ZICO Insource Inc. since July 2015, which is engaged in the provision of insourcing and consultancy services relating to legal, human resource and communications. Ms. Chan was the head of group corporate communication in Dialog Group Berhad from December 2012 to January 2015. Prior to that, she worked at Media Chinese International Ltd., a company listed on both the Stock Exchange (stock code: 685) and Bursa Malaysia Securities Berhad (stock code: 5090). From July 2017 to October 2020, she served as an independent non-executive Director of BGMC International Limited, a company listed on the Main Board of the Stock Exchange (stock code: 1693).

Ms. Chan graduated from the University of Malaya in Malaysia with a degree of bachelor of laws with honours in August 1990. She has been admitted to the Malaysian Bar since March 1991.

陳美美女士 (「陳女士」)，56歲，於2017年12月19日獲委任為我們的獨立非執行董事。彼亦為審核委員會及提名委員會成員，主要負責監督我們的董事會並向其提供獨立判斷。

彼於法律領域擁有逾20年經驗。自2015年7月至今，彼一直為ZICO Insource Inc. (提供有關法律、人力資源及通訊方面的內包及諮詢服務)的行政總裁。自2012年12月至2015年1月，陳女士於Dialog Group Berhad擔任集團公關主管。在此之前，彼於世界華文媒體有限公司(一間同時於聯交所(股份代號：685)及馬來西亞證券交易所(股份代號：5090)上市的公司)任職。由2017年7月至2020年10月，彼擔任璋利國際控股有限公司(一間於聯交所主板上市的公司(股份代號：1693))的獨立非執行董事。

陳女士於1990年8月畢業於馬來西亞馬來亞大學，獲得法學榮譽學士學位。彼於1991年3月獲認可為馬來西亞大律師。



SENIOR MANAGEMENT

高級管理層



From left to right 由左至右

01

HON TUCK WENG

Operation Director
營運總監

02

YOU CHIN TEIK

Vice President of New Business Development
新業務發展副總裁

03

TEOH SIOW KHIANG

Senior General Manager
高級總經理

04

TEH ENG CHUAN

Chief Operating Officer - automated test equipment division
首席運營官—自動化檢測設備分部

05

ONG THEAN LYE

Chief Operating Officer - medical devices division
首席運營官—醫療設備分部

06

NG CHIN KENG

Chief Operating Officer - factory automation solutions division
首席運營官—工廠自動化解決方案分部

SENIOR MANAGEMENT 高級管理層

Hon Tuck Weng

Operation Director 營運總監

Mr. Hon Tuck Weng (“Mr. Hon”), aged 51, has been the operation director since May 2007 and is primarily responsible for overseeing the daily operation of our management information system, quality assurance and control, facilities and internal control functions. He started his career as the software programmer of Pentamaster Technology (M) Sdn. Bhd., a direct wholly-owned subsidiary of the Company in March 1995. Mr. Hon has more than 25 years of experience in automation solutions industry.

Mr. Hon graduated with a higher diploma in computer studies, moderated and assessed by the University of Humberside in United Kingdom, in September 1993. He later obtained a postgraduate certificate in engineering business management from the University of Warwick, United Kingdom, in June 2011 through a distance learning course.

Hon Tuck Weng先生（「Hon先生」），51歲，自2007年5月起擔任營運總監，主要負責監督我們的管理資料系統、質量保證及控制、設施及內部監控職能的日常營運。彼於1995年3月在本公司直接全資附屬公司Pentamaster Technology (M) Sdn. Bhd.擔任軟件程序員以展開其事業。Hon先生於自動化解決方案行業擁有逾25年經驗。

Hon先生於1993年9月畢業於英國University of Humberside開辦及評核的電腦學高級文憑。彼其後於2011年6月透過遠程教育課程自英國華威大學取得工程商業管理深造證書。



Teh Eng Chuan

Chief Operating Officer – automated test equipment division

首席運營官-自動化檢測設備分部

Mr. Teh Eng Chuan (“Mr. Teh”), aged 48, has been the chief operating officer of Pentamaster Technology (M) Sdn. Bhd. (“Pentamaster Technology”) since January 2015. Mr. Teh is primarily responsible for overseeing the daily operations of Pentamaster Technology. He joined as a vision software engineer of Pentamaster Technology in January 1996 and has over 20 years of experience in the machine vision, design and control. Mr. Teh completed a course of higher diploma in computer science in Kolej Damansara Utama (currently known as KDU Penang University College), Malaysia, in April 1995.

Teh Eng Chuan先生（「Teh先生」），48歲，自2015年1月起擔任Pentamaster Technology (M) Sdn. Bhd.（「Pentamaster Technology」）首席運營官。Teh先生主要負責監督Pentamaster Technology的日常營運。彼於1996年1月加入Pentamaster Technology擔任視覺軟件工程師，於機器視覺、設計及控制方面擁有逾20年經驗。Teh先生於1995年4月於馬來西亞Kolej Damansara Utama（現稱KDU Penang University College）修畢計算機科學高級文憑課程。



SENIOR MANAGEMENT

高級管理層

Teoh Siow Kiang

Senior General Manager 高級總經理

Mr. Teoh Siow Kiang (“Mr. Teoh”), aged 65, has been the senior general manager of Pentamaster Instrumentation Sdn. Bhd., a direct wholly-owned subsidiary of the Company (“Pentamaster Instrumentation”) since January 2017. He is primarily responsible for overseeing the daily operations of Pentamaster Instrumentation. He joined as a general manager of Pentamaster Instrumentation in January 2006.

He started his career with Hitachi Semiconductor Sdn. Bhd. as a TTL & CMOS IC test Engineer in 1983. He later joined Hewlett Packard as a LED test specialist engineer and expanded the role to be R&D Engineer in LED development. In 1999, he joined the Agilent Technology, a spin-off of Hewlett Packard Company, as an Instrument NPI engineering manager. He was in the pioneer team in setting up the electronics measurement instrument manufacturing operation in Penang. He was subsequently promoted to senior manager.

Mr. Teoh obtained an honours class bachelor’s degree of engineering majoring in electrical and a master’s degree of engineering from University of Malaya in June 1982 and July 1991, respectively.

Teoh Siow Kiang先生 (「Teoh先生」)，65歲，自2017年1月起擔任本公司直接全資附屬公司Pentamaster Instrumentation Sdn. Bhd. (「Pentamaster Instrumentation」) 的高級總經理。彼主要負責監督Pentamaster Instrumentation的日常營運。彼於2006年1月加入Pentamaster Instrumentation擔任總經理。

彼於1983年在Hitachi Semiconductor Sdn. Bhd.擔任TTL及CMOS集成電路測試工程師，後來加入惠普擔任LED測試專業工程師，而職責亦擴展至負責開發LED的研發工程師。於1999年，彼加入惠普分拆公司安捷倫科技公司，出任Instrument NPI工程經理。彼為於檳城設立電子測量儀器生產業務的先鋒團隊，隨後獲晉升為高級經理。

Teoh先生分別於1982年6月及1991年7月自馬來亞大學取得電機專業工程學榮譽學士學位及工程學碩士學位。



You Chin Teik

Vice President of New Business Development 新業務發展副總裁

Mr. You Chin Teik (“Mr. You”), aged 45, is the vice president of new business development and is primarily responsible for overseeing the research and development activities of our Group. He joined our Group as a vision engineer in January 1998. Mr. You obtained a higher diploma in computer studies from Kolej Damansara Utama (currently known as KDU Penang University College), Malaysia, in February 1998. He later obtained a degree of master of business administration from University of South Australia, Australia, in March 2009 through a distance learning course.

You Chin Teik先生 (「You先生」)，45歲，為新業務發展的副總裁，主要負責監督本集團的研究及開發活動。彼於1998年1月加入本集團擔任視覺工程師。You先生於1998年2月自馬來西亞Kolej Damansara Utama (現稱KDU Penang University College) 取得電腦學高級文憑。彼其後於2009年3月透過遠程教育課程取得澳洲南澳大學的工商管理碩士學位。



SENIOR MANAGEMENT 高級管理層

Ng Chin Keng

Chief Operating Officer – factory automation solutions division
首席運營官-工廠自動化解決方案分部

Mr. Ng Chin Keng (“Mr. Ng”), aged 43, has been the chief operating officer of Pentamaster Equipment Manufacturing Sdn. Bhd., a direct wholly-owned subsidiary of the Company (“Pentamaster Equipment”) since January 2015. Mr. Ng is primarily responsible for overseeing the daily operations of Pentamaster Equipment. He joined as an automation software programmer in January 2000. Mr. Ng obtained a bachelor’s degree of science in computing and information systems with honours from University of Lincolnshire & Humberside, United Kingdom, in July 2001.

Ng Chin Keng先生(「Ng先生」)，43歲，自2015年1月起擔任本公司直接全資附屬公司 Pentamaster Equipment Manufacturing Sdn. Bhd. (「Pentamaster Equipment」) 首席運營官。Ng先生主要負責監督Pentamaster Equipment的日常營運。彼於2000年1月加入為自動化軟件程序員。Ng先生於2001年7月自英國University of Lincolnshire & Humberside取得計算機及信息系統榮譽理學士學位。



Ong Thean Lye

Chief Operating Officer – medical devices division
首席運營官-醫療設備分部

Mr. Ong Thean Lye (“Mr. Ong”), aged 62, is currently the chief operating officer of Pentamaster MediQ Sdn. Bhd. (“Pentamaster MediQ”) since its inception in 2020. He is primarily responsible for overseeing the daily operation of Pentamaster MediQ in the development of the medical devices business.

Mr. Ong started with Intel Technology Sdn. Bhd. as quality and reliability engineer from 1986 to 1990 before venturing into information technology business. He was a director of Walta Engineering Sdn. Bhd. from 2012 to 2018 and TP Concept Sdn. Bhd. from 2018 to 2020. Currently, Mr. Ong is the director of Walta Centre of Excellence (WCOE) Sdn. Bhd. and a member of the Industrial Advisory Panel (IAP) of the Electrical Engineering Technology Faculty of University Malaysia Perlis (UniMAP).

Mr. Ong graduated with a first class honours in his bachelor degree in applied science majoring in electronic technology in 1986 and later a master degree in the business administration (MBA) in 1996, where both the degrees are from University Science of Malaysia (USM).

Ong Thean Lye先生(「Ong先生」)，62歲，自Pentamaster MediQ Sdn. Bhd. (「Pentamaster MediQ」) 於2020年創立以來為其首席運營官。彼主要負責Pentamaster MediQ有關發展醫療設備業務的日常營運。

於從事資訊科技業務前，Ong先生於1986年至1990年擔任Intel Technology Sdn. Bhd.的質量及可靠性工程師。彼於2012年至2018年及2018年至2020年分別為Walta Engineering Sdn. Bhd.及TP Concept Sdn. Bhd.的董事。現時，Ong先生為Walta Centre of Excellence (WCOE) Sdn. Bhd.總監及馬來西亞玻璃市大學(UniMAP)機電工程技術學院的行業諮詢小組(IAP)成員。

Ong先生於1986年以一級榮譽畢業，獲頒授應用科學學士學位(主修電子科技)，其後於1996年獲頒授工商管理(MBA)碩士學位，兩個學位均由馬來西亞理科學大學(USM)頒發。

