



**VST ECS**  
**VST ECS BERHAD**

[Registration No: 199501021835 (351038-H)]



**SUSTAINABLE DIGITALISATION**

# OUR VISION

**TO** be the leading provider of information & communication technology products and value-added services.

**WE** strive for sustainable growth to achieve optimum returns to shareholders.

# OUR MISSION

**WE** shall strive to be a leading provider within Malaysia of reputable, quality computer systems, hardware, software, services and support for our customers.

**WE** shall conduct business with our valued customers and suppliers with professionalism and integrity.

**WE** shall have an environment to develop, motivate and reward our employees by providing training and incentives for productivity.

**WE** shall achieve the profitability for future growth and to give an adequate return to shareholders.

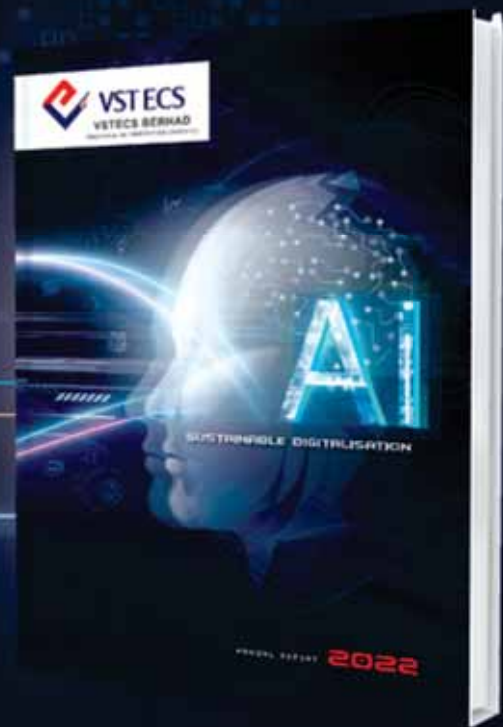
**WE** shall be good corporate citizens with social responsibilities to our communities.



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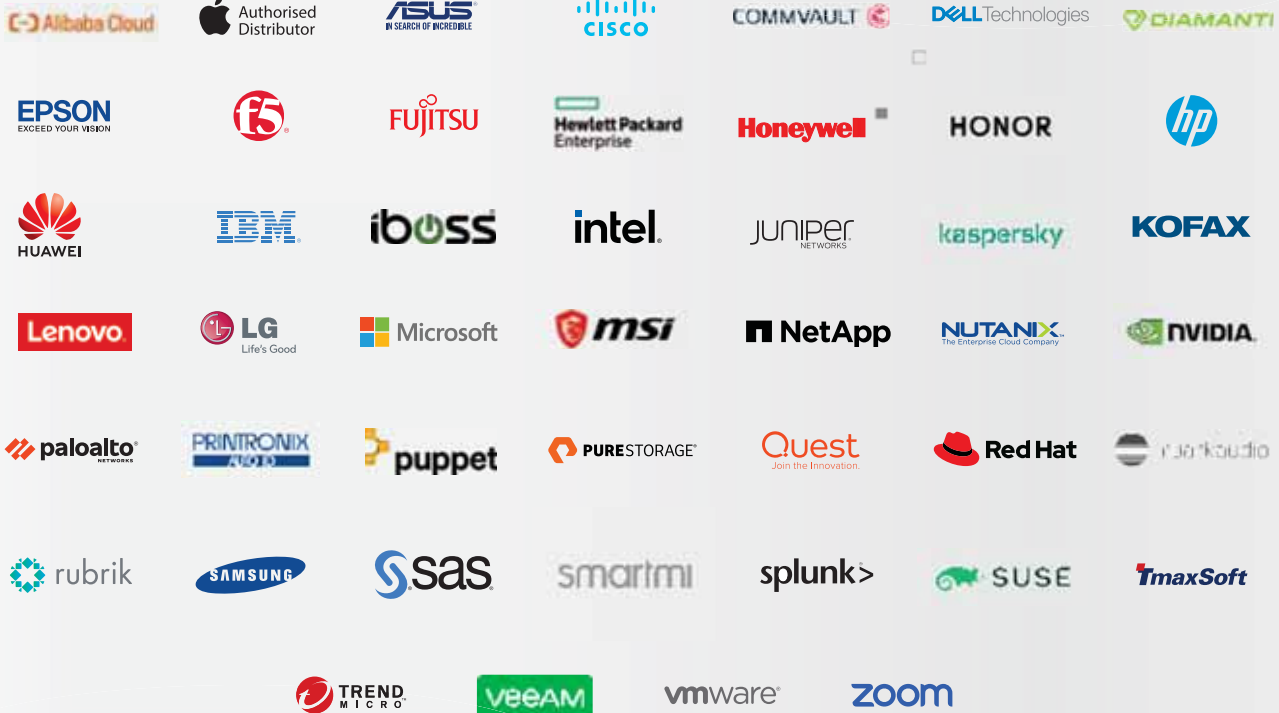
## COVER RATIONALE



# SUSTAINABLE DIGITALISATION

We believe the digitalisation of human activities needs to be sustainable in all economic, ecological and environmental areas. We aim to reduce the environmental impact in all aspects of our economic activities by maximising efficiency and productivity through digitalisation and technological advancements.

# CORPORATE PROFILE



VSTECS Berhad (“**VSTECS**”) and its subsidiaries (“**the Group**”) started in 1985 with the establishment of VSTECS KU Sdn. Bhd. Today, the Group is a leading distribution hub for Information and Communication Technology (“**ICT**”) products in Malaysia via VSTECS Astar Sdn. Bhd. and VSTECS Pericomp Sdn. Bhd..

Listed on the Main Market of Bursa Malaysia Securities Berhad (“**Bursa Securities**”) on 15 April 2010, VSTECS is an associate company of VSTECS Holdings (Singapore) Limited, which is one of the leading ICT distributors in Asia Pacific, accessing to a network of more than 25,000 channel partners across China, Thailand, Malaysia, Singapore, Indonesia, the Philippines, Cambodia, Laos and Myanmar. VSTECS Holdings (Singapore) Limited is a wholly-owned subsidiary of VSTECS Holdings Limited listed on the Hong Kong Stock Exchange.

VSTECS distributes a comprehensive range of ICT products comprising notebooks, personal computers (“**PCs**”), smartphones, tablets, printers, software, network and communication infrastructure, servers, and enterprise software from more than 40 leading principals.

With a nationwide channel network of more than 4,600 resellers comprising of retailers, system integrators (“**SI**”) and corporate dealers, VSTECS also provides value-added product support and technical services. For more information, please visit [www.vsteecs.com.my](http://www.vsteecs.com.my).

# The Digital Imperative

Today's digital imperative is globally accepted as a catalyst for the speed of life. Robotic process automation and goal-driven artificial intelligence have brought forth new possibilities and enrichment in our daily lives. Digital empowerment has set the stage for limitless boundaries on human achievement.



# CHAIRMAN'S STATEMENT

“

*Dear Shareholders,*

*It is my great pleasure to present the annual report of VSTECs Berhad for the financial year ended 31 December 2022 (“FYE 2022”). Despite the persistence of many external challenges that we faced, we continued to grow our business and strengthened our market position. For FYE 2022, we delivered yet another record financial performance and returns to our shareholders.*

”



**MADAM LEE MARN FONG**  
**@ WU MARN FONG**

*Non-Independent Non-Executive Chairman*



# CHAIRMAN'S STATEMENT

cont'd

## RECORD PERFORMANCE IN FYE 2022

VSTECS Berhad (“VSTECS”) achieved record financial performance in FYE 2022, driven by the hard work and dedication of our employees and the continued support of our principals and channel partners. Our revenue and profit after tax and minority interest grew by 5.5% and 8.5% to RM2.77 billion and RM59.7 million, respectively. Our success is remarkable considering the headwinds faced during the year, such as component shortages caused by supply chain disruptions and lower consumer sentiments due to inflationary pressures. We adapted quickly and efficiently to these challenges, mitigating risks while capitalising on opportunities, namely the rising digital needs of enterprises.

In line with our increased profitability, the Board declared a second interim dividend of 3.7 sen per share. With the first interim cash dividend of 2.5 sen distributed in January 2023, we will be paying a total cash dividend of 6.2 sen per share or an aggregate of RM22.1 million, our highest-ever payout to date, representing a payout ratio of 37%.

## OUTLOOK AND PROSPECTS

VSTECS will continue to contribute towards the nation's digital transformation imperatives. We are proud to be a part of this important journey and remain committed to supporting the growth and development of Malaysia's digital economy. As we move into 2023, we will expand our range of product offerings to include new areas such as power solutions for data centres and other critical infrastructure sectors. We will further explore products to support the renewable energy industry, such as EV power accessories and energy storage to meet the evolving needs of the market.

## CORPORATE GOVERNANCE AND SUSTAINABILITY

We have also maintained our commitment to social responsibility and sustainability, contributing to the communities in which we operate while taking steps to minimise our carbon footprint.

We believe good governance and sustainability are not limited to compliance and risk management but also paramount in creating long-term value for our business, shareholders and communities. Embracing these principles will make us more resilient, competitive and attractive to investors and customers. We have taken significant steps to embed these principles in our operations, culture, and strategy to generate sustainable growth, enhance our reputation, and contribute to the betterment of society and the environment.

As our organisation grows, so will our mission towards governance and sustainability. We completed several key projects in 2022, including the installation of solar panels at our headquarters which is expected to generate 350,000 kWh (KiloWatt-hour) of electricity per year, further reducing our electrical consumption from the main grid. The Sustainability Statement set out in pages 75 to 95 comprehensively details our sustainability performance, key highlights and achievements for the year under review.

## APPRECIATION AND CONCLUSION

None of our success would have been possible without the unwavering dedication and hard work of our employees, whose resilience and determination have been truly inspiring. Your contributions have not gone unnoticed, and I want to take this opportunity to recognise each of you for all you have done.

I would also like to thank our Board of Directors and management team for their exceptional leadership and unwavering guidance, oversight and support. Your expertise, experience, and diversity of perspectives have been critical to our success and continued growth. On behalf of the Board, I would like to mention our appreciation to Ms Cheryl Khor, who retired from the Board on 12 July 2022 and convey a warm welcome to Madam Anne Rodrigues who joined us as an Independent Non-Executive Director on 30 December 2022.

To our principals, channel partners, vendors and investors - thank you for your trust in VSTECS Berhad. We are committed to delivering solid returns, driving sustainable growth, and creating long-term value for our stakeholders in the years to come.

## MADAM LEE MARN FONG @ WU MARN FONG

*Non-Independent Non-Executive Chairman*

# CEO'S STATEMENT MANAGEMENT DISCUSSION & ANALYSIS



**SOONG JAN HSUNG**

*Executive Director/Chief Executive Officer*

# CEO'S STATEMENT

## MANAGEMENT DISCUSSION & ANALYSIS

cont'd

### 1. CEO'S FOREWORD

Helping people and organisations thrive in the digital world will always remain a powerful and evergreen growth driver for VSTECS Berhad. The rate of technology-fuelled change impacting our world is unprecedented and accelerating at light speed. Consumer devices will become more advanced and organisations will require more intelligent solutions to achieve a sustainable competitive edge.

The world will emerge from COVID-19 with new models for how we interact and conduct business. Many are now realising that we no longer live in a period of digital transformation. It is more appropriate to think of this as the **"digital imperative"**. Malaysia has done well in terms of digital adoption, owing to strong infrastructure, innovative companies and a relatively young and digital-savvy population. The country is still ramping up its digital economy push, providing our business with long-term and sustainable growth potential. VSTECS's comprehensive end-to-end offering and our unique role as one of the leading ICT distributors across both the consumer and enterprise markets position us well to continue capturing opportunities ahead. We aim to grow sustainably and contribute towards the well-being of people and the development of a greener world by continuing to provide long-term, stable value through digital technology to our customers and society.



### 2. SUMMARY AND OVERVIEW OF THE GROUP'S BUSINESS

VSTECS Berhad, via its wholly-owned subsidiaries, is the leading distributor of ICT products to consumers and enterprises in Malaysia. Founded in 1985, the Group distributes a wide range of ICT products and provides IT services in the form of pre-sales, integration, and post-sales in support of the brands we represent. Our three business segments are ICT Distribution, Enterprise Systems, and ICT Services. The key activities of our business are the following:

- the marketing, sales, and channel management of the brands we carry;
- warehouse facilities and channel logistics to cover nationwide sales; and
- related services in terms of pre-sales system solutions and post-sales and warranty support.

We maintain distributorship agreements with more than 40 brand principals, enabling us to offer comprehensive products and solutions to IT retailers and Enterprise System Integrators (“SI”).

Our head office and warehouse facilities are situated in Kota Damansara, Petaling Jaya with sales offices located in Pulau Pinang, Kuantan, Johor Bahru, Kuching, and Kota Kinabalu. As the leading distributor of ICT products, we have established, through our reseller channel, a broad customer base ranging from individuals, small and medium enterprises to large corporations and government entities over the past 30 years. Our channel coverage of more than 4,600 resellers nationwide comprises mainly IT retailers, SI resellers and corporate dealers. In line with our expanding portfolio of smart consumer electronics and Internet-of-Things (“IoT”) products, we are also supplying products to consumer electronics retailers and electronic lifestyle stores. Our presence in major local e-Commerce platforms is by way of operating the official online Brand Stores to fulfil the online B2B and B2C coverage on behalf of the brand principals.

We also hold a 40% equity interest in an IT services and software development company, ISATEC Sdn. Bhd. (“ISATEC”) serving the enterprise and public sector market segments. Our investment in ISATEC is part of our strategic expansion into the IT Software and Service segments and is expected to unlock synergies within our expanded group with regard to offering new products and services to serve the greater ICT market.

As at the end of 2022, our Group has 393 employees of which 17% of our workforce are technical personnel and solution architects and 53% are in sales and marketing roles.

# CEO'S STATEMENT

## MANAGEMENT DISCUSSION & ANALYSIS

cont'd

### 3. REVIEW OF FINANCIAL PERFORMANCE

We reported another year of record performance in the financial year ended 31 December 2022 (“**FYE 2022**”), successfully navigating external headwinds and subdued consumer spending. In FYE 2022, we achieved a revenue of RM2.77 billion, which translated to a growth of 5.5% as compared to RM2.63 billion in the previous financial year ended 31 December 2021 (“**FYE 2021**”). The Enterprise Systems Segment and ICT Services Segment performed exceptionally well, driven by continuous upgrades of enterprise digital infrastructure.

We registered a gross profit of RM149.8 million, an increase of 7.5% from the previous year. With the enterprise business providing a higher contribution, the gross profit margin increased slightly to 5.4%. The growth in profit before tax (“**PBT**”) mirrored gross profit, increasing by 7.6% to RM80.1 million. The effective tax rate for the year was 25.5%, and we wrapped FYE 2022 with a record profit after tax of RM59.7 million, an increase of 8.5% measured against FYE 2021. Our 40% associate company, ISATEC, contributed RM3.0 million to our profitability.

#### Liquidity and Financial Resources

Our balance sheet remains healthy, with a net cash position of RM30.9 million and a gross gearing ratio of 0.04 times. Net assets stood at RM411.1 million which translates to NTA per share of RM1.15. As a measure of liquidity, our current ratio at the end of the year was healthy at 2.2 times, and we achieved a return on equity of 15.2% in FYE 2022.

#### Financial and Credit Risk Management

We have long-established practices and credit policies to ensure an optimised mode of credit facilitation control and monitoring of our receivables. We also engage in positive engagement with our debtors to implement credit facilitation in a prudent and responsible manner. As of 31 December 2022, the Group stands at a net positive cash position. Credit and fraud risks are governed by an operational policy of credit eligibility assessment and system-embedded controls including the risk of fraud and potential credit defaults.

As of FYE 2022, our bad debt impairment of RM763,000 amounted to 0.03% against revenue of RM2.77 billion.

As at 31 December	2022	2021	2020
RM'000			
Trade Receivables	347,707	336,388	312,276
Impairment Loss	(763)	(691)	(703)
Impairment % on Receivables	0.22%	0.21%	0.23%

#### Inventory Management

Being a distributor of numerous global ICT brands, we constantly manage inventory requirements and stock obsolescence risks. We closely monitor and review product stocking levels at all times with a balance between anticipation of new-market trends and quick reaction to changes in market consumption patterns.

Effective inventory management is also a closely-monitored metric whereby a dedicated working team within the Group controls stock levels and trade purchases. Each product manager is held accountable for the forecasting, purchase request, and inventory level management of the brands under their care. Stocking levels are monitored on a sell-through basis with effective reporting of stock levels at time ageing intervals.

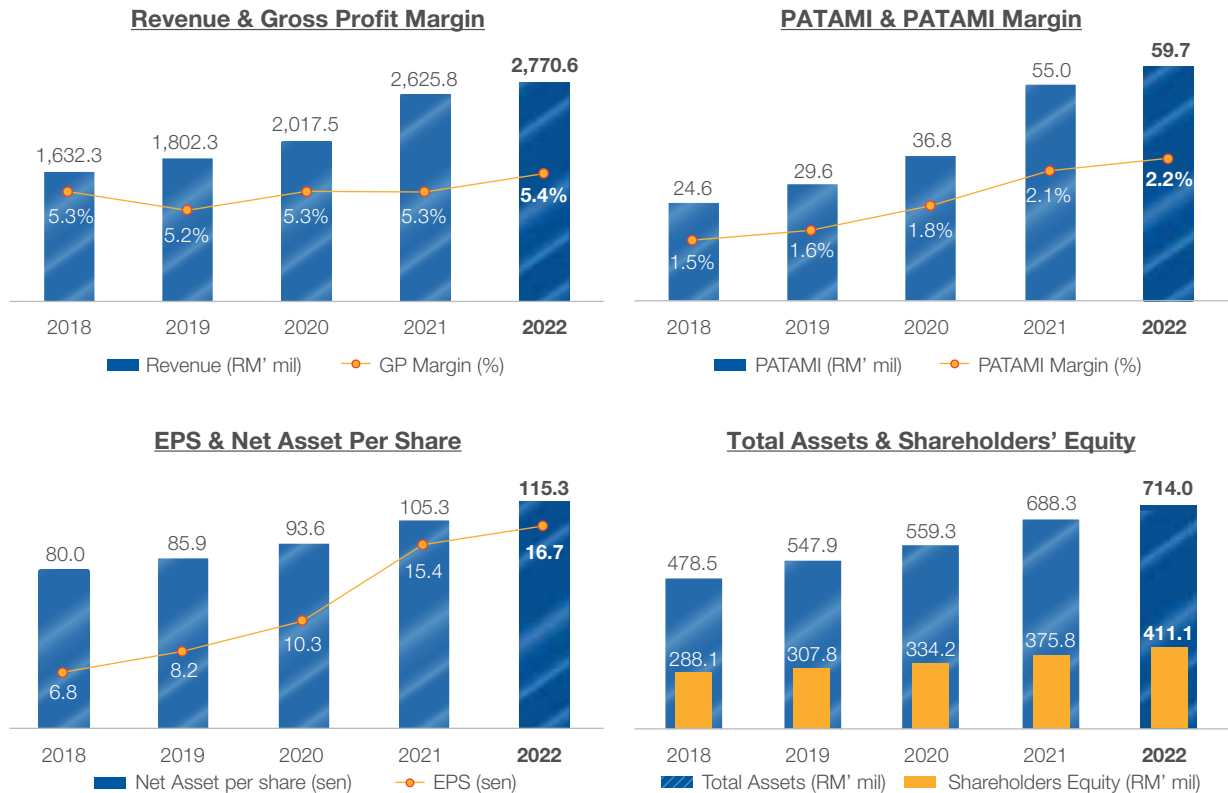
As at 31 December	2022	2021	2020
RM'000			
Inventories	253,198	222,533	86,526
Inventories Write-back / (Write-down)	(4,781)	(1,873)	887
% against Inventories	(1.89%)	(0.84%)	1.03%

# CEO'S STATEMENT

## MANAGEMENT DISCUSSION & ANALYSIS

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Our financial performance in the last 5 years are depicted in the following charts:



#### 4. REVIEW BY BUSINESS SEGMENT

The Group's business segments are as follows:

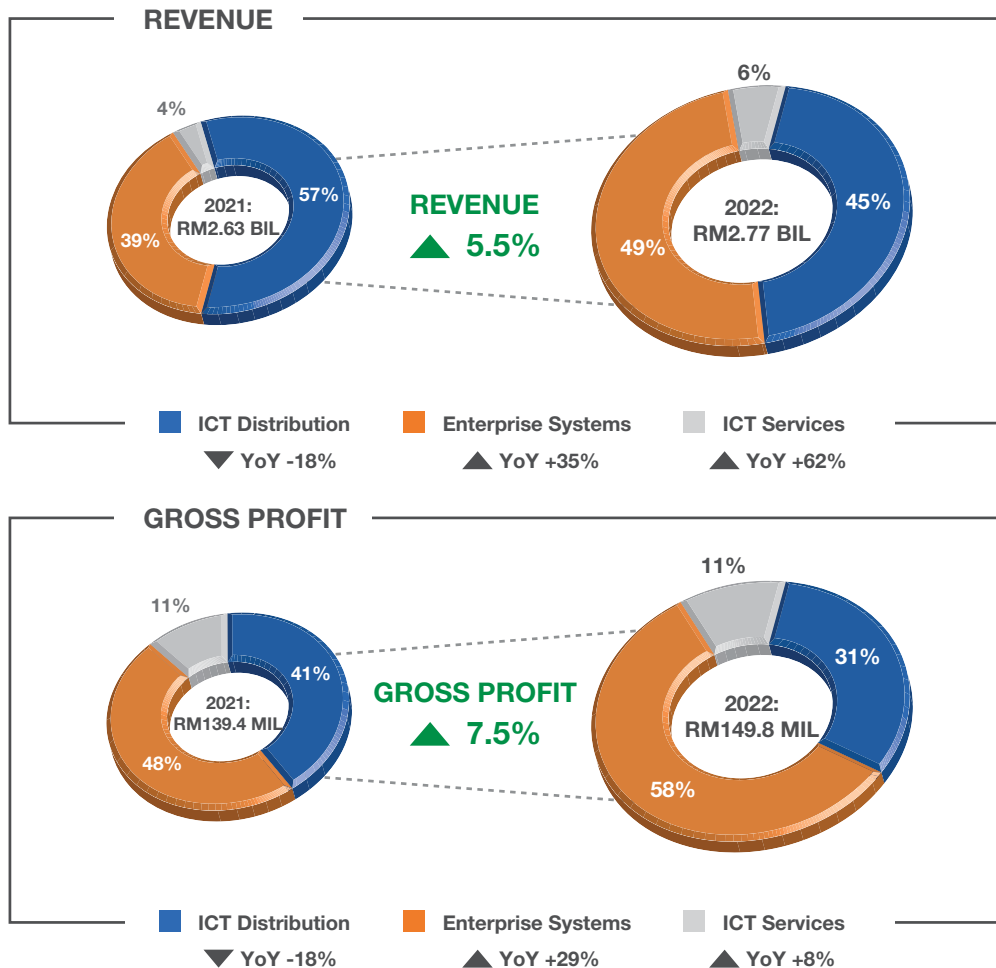
- i. ICT Distribution : Distribution of consumer ICT products to resellers, comprising mainly of retailers;
- ii. Enterprise Systems : Distribution of commercial and enterprise ICT products to resellers, comprising mainly of SI and corporate dealers; and
- iii. ICT Services : Provision of ICT services

# CEO'S STATEMENT

## MANAGEMENT DISCUSSION & ANALYSIS

cont'd

Our revenue and gross profit composition by segment are depicted on the charts below:



### 4.1 ICT Distribution

After two years of high momentum buoyed by the pandemic, the ICT Distribution segment moderated in the first half of FYE 2022 due to more conservative spending amid inflationary and recessionary concerns. Our understanding of market trends, product placement, robust inventory management and efficient control measures have enabled us to foresee this trend accurately, and we did not accumulate additional inventory when the growth tapered. The extended personal income tax relief of RM2,500 on computer products until the end of 2022 provided some respite to demand.

In FYE 2022, revenue from ICT Distribution declined by 18.3% as compared to FYE 2021, to RM1.23 billion. Gross profit mirrored this, falling by 18.5% to RM46.3 million. This division accounted for 45% and 31% of our Group's revenue and gross profit, respectively.

With technology being increasingly integrated into our daily lives, we expect demand for end-point devices to continue being above pre-pandemic levels. Despite the tapered growth rates for this segment in FYE 2022, sales volume for personal computers, notebooks, and tablets continued to be significantly above pre-pandemic levels. Total shipments for FYE 2022 for such consumer products were 53% higher than FY2019. We envisage that sales volume will continue to remain at least 50% above pre-pandemic levels. This is owing to a wider base of devices which now requires replacement and also a shorter replacement cycle of three to four years which will provide sustainable demand moving forward.

# CEO'S STATEMENT

## MANAGEMENT DISCUSSION & ANALYSIS

cont'd

Over the last few years, we have also built our presence in major local e-commerce platforms, and this has positioned us to capitalise on the accelerated shift in demand towards online shopping. As of the end of 2022, we operated eighteen (18) official online brand stores across two major e-Commerce Marketplace platforms and one specific online store directly with our brand principal.

Aside from traditional channels and e-commerce, we are on the verge of launching several new and exciting digital platforms to enhance our distribution coverage and deepen our reach to consumers. Please refer to section 5.1 below for further details.

### 4.2 Enterprise Systems

The Enterprise Systems segment continued to shine in FYE 2022 as organisations carry on with the irrevocable path of digitalisation to overcome challenges and survive in an increasingly competitive environment. Enterprises seek to gain market share by rethinking existing processes and driving efficiency. As a result, they are pursuing affordable, intelligent and user-friendly software and other ICT infrastructure that allows faster decision-making, enhances business outcomes, and achieves sustainable competitive advantage. Businesses have also become more conscious of cyber threats, with spending on cybersecurity software growing significantly. We expect to see continuous investment in IT infrastructure and cybersecurity as many organisations are increasing their IT budgets to fund business-driven priorities and replace legacy systems, representing vast opportunities for us. Cybersecurity, cloud ecosystems, and other storage infrastructure remain the top drivers for the Enterprise Systems segment. The momentum from the Enterprise Systems segment will also spur our ICT Services segment which mostly comprises of project implementation for enterprise clients.

In FYE 2022, revenue from our Enterprise Systems segment grew 35% to RM1.4 billion, overtaking the ICT Distribution segment for the first time. Gross profit grew by 29% to RM86.5 million on the back of higher revenue. During the year, several projects in the Enterprise Systems segment continued to be affected by temporary delays due to global component shortages which were exacerbated by China's zero COVID policy and the Russian-Ukraine conflict. These component supply shortages interfered with project hardware deployment, prolonging certain projects. We are continuously working with our suppliers to resolve such issues. Despite such challenges, we registered a new record for Enterprise Systems revenue and gross profit in FYE 2022, and we are optimistic about the continued growth of this segment based on orders in hand and an encouraging pipeline.

On another positive note, due to the longer lead time for enterprise systems products caused by component shortages, end-customers are subscribing to cloud services as an alternative. VSTECS distributes cloud computing and services – including solutions from established brands such as IBM, Microsoft Azure, and Alibaba Cloud. Supported by a broad product range, growing cloud subscription, and managed services under the ICT services segment, we expect increased recurring services revenues that can provide further earnings visibility ahead.

In recent years, the Group has built and strengthened its cloud services team with a view of providing enterprise customers with full-lifecycle services. Our aim is to eventually provide comprehensive cloud-to-end information system solutions for customers in various industries, and free customers from tedious IT infrastructure management helping enterprise managers to focus on operation and innovation, thus achieving cost reduction and efficiency improvement.

### 4.3 ICT Services

The ICT Services segment contributed RM174.7 million to our revenue which was an increase of 62% as compared to FYE 2021. Gross profit grew by 8% to RM17.1 million.

Our revenue under ICT Services was mostly derived from project implementation stemming from the Enterprise Systems segment. Cloud services will be the key catalyst for the next phase of growth. During the year under review, we worked on building our internal infrastructure and invested in cloud business opportunities to drive cloud adoption, and the results thus far are promising. The spike in ICT Services revenue was mainly from the deployment of cloud services, and we expect this to accelerate moving forward. We are also growing the maintenance and managed services under this segment to increase recurring services revenue and provide further earnings visibility for our Group.

# CEO'S STATEMENT

## MANAGEMENT DISCUSSION & ANALYSIS

cont'd

### 5. PROSPECTS, FUTURE PLANS & STRATEGIES

#### 5.1 ICT Distribution

The global PC market faced a worldwide decline in 2022, and we are experiencing a similar trend as consumers become more cautious of spending amid inflationary pressures and recessionary fears. International Data Corporation Malaysia (IDC) forecasted a growth rate of 3.5% in 2023 on the ICT products we are representing and we are cautious of the outlook on the consumer sector for 2023. Still, we expect this segment to sustain in 2023 as we have secured sizable notebook projects from the education sector to be fulfilled over the next few months. Despite the growth rate of consumer ICT spending moderating in 2022, the number of devices in the local market has increased over the past two years driven by the pandemic. With the estimated replacement cycle of three to four years, it will provide sustainable demand moving forward.

Innovations and new technologies are changing the world and the daily lives of each and every one of us. Many things that were mere visions of the future yesterday are now a reality. Meanwhile, we are surrounded by technology at every moment of our lives. It has become an essential part of everyday life where it is used for communication, social and networking, e-commerce activities, e-sports and entertainment, and working and learning purposes, amongst others. The demand for ICT or endpoint devices among Malaysian consumers will increase in tandem with the growing role of technology in various activities.

Malaysia's economy in the fourth quarter grew 7% from a year earlier on continued expansion in domestic demand and resilient demand in electrical and electronics goods. As one of the most dynamic industries, the consumer electronics industry is showing no signs of fading in terms of revenue or innovation. The evolution and growth in the industry have also led to an emergence of new trends which we will be capitalising on to expand and enrich our portfolio and deepen market share.

Our product range under the ICT Distribution segment is not limited to endpoint devices but also encompasses IoT home appliances such as TVs, air purifiers, robot cleaners, among others. The growth of connected devices opens a new era of opportunities. Demand for smarter devices, not just smartphones but an array of smart home devices connecting everything at home, from door locks to kitchen appliances and from wearables to gaming gadgets, will gain increased popularity in the coming years.

Metaverse is the buzzword that could radically change content creation and is touted as the next-generation internet powered by virtual reality. Metaverse is slated to help creators make more interactive and immersive content than ever before, with the help of new tools for consumers to experience this alternate reality. This represents another opportunity for VSTECS, and we are excited to embark on such product offerings imminently.

#### 5.2 Enterprise Systems and ICT Services

The past three years saw a concerted push by enterprises to digitalise and transform under the restrictions of the pandemic. Driven by necessity, many embraced digital solutions, achieving years of progress in months of frenetic effort. As a result, organisations have become more flexible, resilient, and better positioned for the post-pandemic era. To reach new heights, businesses must press ahead by leveraging technology and an innovative mindset amid continued disruptions and an increasingly turbulent world. To maintain a competitive edge, many organisations are increasing their IT budgets to fund business-driven priorities and replace legacy systems, representing vast opportunities for us. Digital technologies such as big data, cloud computing, cybersecurity, and artificial intelligence will lead the demand and growth for the Enterprise Systems and ICT Services segments. Some of the trends that were expected to shape enterprise ICT spending in the near future include:

**INCREASED INVESTMENT IN CYBERSECURITY:** With the rise in cyber-attacks and data breaches, many organisations are expected to increase their investment in cybersecurity to protect their digital assets.

**GROWTH IN CLOUD ADOPTION:** The shift to cloud computing is expected to continue, with more organisations moving their data and applications to the cloud to improve efficiency and reduce costs.

**EXPANSION OF ARTIFICIAL INTELLIGENCE ("AI") AND AUTOMATION:** The adoption of artificial intelligence and automation is expected to continue to grow, with more businesses leveraging these technologies to improve efficiency and productivity.



# CEO'S STATEMENT

## MANAGEMENT DISCUSSION & ANALYSIS

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**INCREASED FOCUS ON CUSTOMER EXPERIENCE:** Companies are expected to focus more on improving the customer experience through the use of emerging technologies such as AI and big data analytics.

**GROWTH IN THE INTERNET OF THINGS (IOT):** As the number of connected devices continues to increase, organisations are expected to invest more in IoT technologies to improve operational efficiency and customer experience.

We will continue to bolster our suite of offerings by signing new distributorships for analytics and AI, cloud services and infrastructure, and IT automation. In addition, we have also inked distributorships into new areas such as power solutions and green power supplies for datacentres and other critical industries. Uninterrupted power supply is essential to ensure that their operations can continue running without interruption, protect sensitive equipment, maintain critical processes, and reduce the risk of data loss. By offering power solutions, we will be able to provide a more comprehensive solution to our enterprise clients, enhancing the overall value proposition.

According to Digital Nasional Berhad, Malaysia's 5G network rollout has achieved almost 50% coverage of populated areas by December 2022, with a target of achieving at least 80% coverage by the end of 2024. Local telecommunication (Telco) service providers have commenced their 5G initiatives with hardware acquisition projects and are in the midst of enhancing their data centre and backhaul capacity. The Telco sector has always been key to our Enterprise Systems segment business, and we have invested in more human capital to cover this sector in preparation for 5G related opportunities. The next wave of network transformation will be fuelled by 5G infrastructure requirements and this would be a key driver for the Enterprise Systems segment over the next few years.

The explosion of the cloud has changed the face of how enterprises do business, and demand momentum is gathering speed. Gartner, Inc. forecasts that in 2023, worldwide public cloud spending will grow 20.7% to a total of \$591.8 billion, up from \$490.3 billion in 2022. In fact, by 2025, enterprises will spend more on public cloud services than traditional IT solutions, according to Gartner. In recent years, the Group has deepened the business planning of cloud computing and digital transformation and provided enterprise customers with cloud life-cycle services and full-region and full-cycle product systems, including cloud consulting, cloud migration, cloud operation and maintenance, cloud security, and cloud optimisation. Over the last three years, we have been laying the foundation to capture this market and will start reaping the fruits of our labour.

## 6. AWARD AND ACCOLADES

### VSTECS Berhad

1.	The Edge	The Edge Centurion Club 2022 – TECHNOLOGY – Highest Growth in Profit After Tax Over Three Years
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### VSTECS Astar Sdn. Bhd.

1.	Dell Technologies	FY22 Best of the Best Distributor of the Year FY22 Top Distributor Data Center Solutions (Storage+) FY22 Top Distributor Data Center Solutions (Server+)
2.	Hewlett-Packard	Best of the Best Distributor In FY21 Best Distributor Product Manager In FY20&21 Top Commercial Desktop Distributor In FY21 Top Design Jet Printer Distributor In FY21 Top HPS Printer Distributor In FY21 Top Consumer Desktop Distributor In FY21 Top Consumer Notebook Distributor In FY21 Top OPS Printer Distributor In FY21 Top Ink Supplies Distributor In FY21

## CEO'S STATEMENT

### MANAGEMENT DISCUSSION & ANALYSIS

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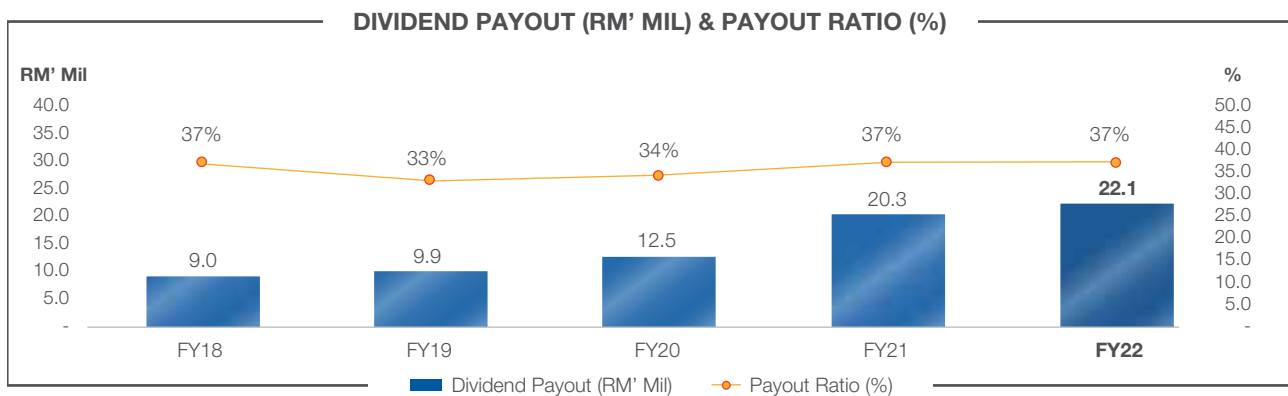
2.	Hewlett-Packard (cont'd)	Best of the Best Distributor In FY20 Top Consumer Notebook Distributor In FY20 Top Consumer Desktop Distributor In FY20 Top HPS Printer Distributor In FY20 Top Commercial Notebook Distributor In FY20
3.	Hewlett-Packard Enterprise	FY22 Top Pointnext Distributor Award FY22 Best Coverage Distributor Award FY22 Top Distributor - No Touch Business
4.	Honor	Outstanding Partner award FY21
5.	Lenovo	In recognition of your continued commitment to excellence in delivering Lenovo solutions
6.	Nutanix	FY22 Top New Logo Distributor
7.	Ruark Audio	Southeast Asia Top Distributor Award 2022
8.	ASUS	Highest Loyalty Partner FY22 Top Commercial Notebook Distributor FY2022 Top Mainstream Notebook Contribution Distribution FY2022

#### VSTECs Pericomp Sdn. Bhd.

1.	Cisco	Highest Growth Distributor of the Year 2022
2.	Commvault	The Shining Star Distributor for Commvault for FY23
3.	Huawei	2022 Huawei Malaysia Excellence Distributor Award Channel Partner Program: Four-Star Data Communication CSP Program FY22 VSTECs Pericomp
4.	Palo Alto	Distributor Excellence Award FY22 – Revenue Growth
5.	Veeam	Distributor of the Year 2022

## 7. DIVIDEND

We are committed to creating long-term value for our shareholders, and we have been providing consistent cash returns through the payment of dividends. For the financial year under review, we rewarded shareholders with two interim dividends aggregating to 6.2 sen per share. This translates to a payout ratio of 37%. Over the years, we have the practice of distributing a minimum of 30% of net profit as dividends to our shareholders.



# CEO'S STATEMENT

## MANAGEMENT DISCUSSION & ANALYSIS

cont'd

### Anticipated / Known Risks & Mitigating Plans

The main operational risks faced by us are credit default from accounts receivables, inventory holding costs and stock obsolescence. These form the major portion of the total current assets.

The Group, therefore, places a strong emphasis on policies and monitoring in the following areas:

- Control of credit facilities;
  - o Credit approval,
  - o Debt management and collection,
- Inventory sell-through and stock ageing;
- Cash flow management for working capital.

We are not generally exposed to currency exchange risks as we have a practice of hedging forward our USD-denominated purchases by fixing the currency exchange rates on payment due dates. This practice ensures stability in the cost of our trade purchases irrespective of currency market fluctuations.

We depend on brand principals to supply ICT products that we sell, and the loss of, or a material change in, our business relationship with a major principal could adversely affect our business, financial position and operating results. Accordingly, we would also be affected if we are not able to secure and maintain an adequate supply of products to fulfil our customers' orders on a timely basis.

In our ICT Distribution segment, our transactions with channel partners are on a purchase-order basis rather than long-term agreements or contracts. Consequently, our sales are subject to demand variability and the level and timing of orders placed by our customers vary for a variety of reasons, including seasonal buying by consumers, the introduction of new hardware and software technologies and general economic conditions. Our Enterprise Systems and ICT Services segments counterbalance this risk as enterprise projects typically have longer tenure, creating better earnings visibility.

## 8. ACKNOWLEDGEMENTS & CONCLUSION

Despite external volatilities, 2022 was another remarkable year for VSTECS. I'm proud to say that our team has continued to pivot, adapt and thrive amid the challenges faced. In such times, adaptability and flexibility are of paramount importance to ensure the survival and sustainability of any business. Thank you to our incredibly talented workforce for their commitment and hard work to deliver value every day. And thank you to our clients, shareholders, principals, partners and communities for your continued trust and support.

Last but not least, we recognise the increasing importance of sustainability across the environmental, social and governance aspects of the business. We will continue to lower our carbon footprint while giving back to society, supporting communities and the nation while conducting our business with honesty and integrity. We move into fiscal 2023 with a strong foundation and healthy momentum across all business segments and are confident that the accelerating digitalisation journey will position us for long-term success and sustained growth in the years to come.

**SOONG JAN HSUNG**

*Chief Executive Officer*





## Humanisation of Technology

The application of technology is only as valuable as the lives of the people it helps to improve, and the improvement of the environment for all living things. We are ever mindful that digital frontiers and technological advancements should always be steered for the greater good of serving humanity and the environment positively and sustainably.

## BOARD OF DIRECTORS



**LEE MARN FONG @  
WU MARN FONG**

*Non-Independent  
Non-Executive Chairman*



**SOONG JAN HSUNG**

*Executive Director/  
Chief Executive Officer*



**WONG HENG CHONG**

*Senior Independent  
Non-Executive Director*

**BOARD OF DIRECTORS**

cont'd

**DATO'  
KHOO SIN AIK***Independent  
Non-Executive Director***ABDUL AZIZ BIN  
ZAINAL ABIDIN***Independent  
Non-Executive Director***ANNE RODRIGUES  
NEE KOH LAN HEONG***Independent  
Non-Executive Director***ONG WEI HIAM***Non-Independent  
Non-Executive Director*

## PROFILE OF BOARD OF DIRECTORS



### LEE MARN FONG @ WU MARN FONG

75

Non-Independent Non-Executive Chairman  
Malaysian, Female

<b>Date of appointment as Director</b>	:	16 February 2022
<b>Length of service as director since appointment (as at 17 April 2023)</b>	:	1 year 2 months
<b>Board Committee(s) served on</b>	:	Nil
<b>Academic/Professional Qualification(s)</b>	:	Fellowship of the Chartered Institute of Management Accountants (CIMA), United Kingdom  Certified Educator for Secondary Education from the Specialist Teachers Training Institute (Ministry of Education)
<b>Present Directorship(s)</b>		
<b>(i) Other Public Listed Companies</b>	:	Nil
<b>(ii) Public Companies</b>	:	Nil
<b>Working experience</b>	:	<p>Madam Lee has more than 25 years of experience in a multinational corporation group of companies with diversified business activities consisting of manufacturing of material handling equipment, engineering projects and services, trading of chemical, pharmaceutical, medical, consumer electronics and communications equipment.</p> <p>Madam Lee's term of service with the multinational group involved in multiple discipline management experiences in Finance, Human Resource, Business Risk, Operational Quality Assurance, Business Restructuring, Enterprise Resource Planning (ERP) Project implementation and Sustainability Certification programs.</p> <p>Madam Lee is a Fellowship Member of the Chartered Institute of Management Accountants (CIMA), United Kingdom. She is also a Certified Educator for Secondary Education from the Specialist Teachers Training Institute (Ministry of Education) who began her career in the civil service as an educator for secondary level education prior to entering the private sector.</p> <p>Since 2008, Madam Lee has been an Advisor to VSTECS group of companies in business process engineering in the support of business goals and continuous improvement of operational and administrative functions.</p> <p>She is a substantial shareholder of VSTECS Berhad through her substantial shareholdings in Sengin Sdn. Bhd. and the shareholdings of her children and spouse, the late Mr. Foo Sen Chin, the Co-founder and the former Non-Independent Non-Executive Chairman of VSTECS Berhad.</p>
<b>Time Committed</b>	:	Madam Lee attended all the 4 Board meetings.



# PROFILE OF BOARD OF DIRECTORS

cont'd

## SOONG JAN HSUNG

59

Executive Director/Chief Executive Officer  
Malaysian, Male



<b>Date of appointment as Director</b>	:	21 February 1997
<b>Length of service as director since listing on 15 April 2010 (as at 17 April 2023)</b>	:	13 years 0 month
<b>Board Committee(s) served on</b>	:	Nil
<b>Academic/Professional Qualification(s)</b>	:	Bachelor of Science (Honours) majoring in Mathematics from the University of Malaya in 1987
<b>Present Directorship(s)</b>		
<b>(i) Other Public Listed Companies</b>	:	Nil
<b>(ii) Public Companies</b>	:	Nil
<b>Working experience</b>	:	<p>Soong began his career as a Marketing Representative with VSTECS Pericomp Sdn. Bhd. in 1987. During the next seven years, Soong's hard work and dedication led to several promotions in sales and marketing position to become the General Manager in 1994. Soong was promoted to Executive Director in 2001 and was appointed as a Deputy Chief Executive Officer of VSTECS Berhad on 1 January 2014. Subsequently, Soong was promoted to Executive Director/Chief Executive Officer of VSTECS Berhad with effect from 1 January 2015 to lead and manage the Group, in conjunction with the elevation of the late Mr. Foo Sen Chin as the Executive Chairman of the Board.</p> <p>Soong has more than 35 years of experience in the ICT distribution market. He is also an Executive Director of the subsidiary companies, namely, VSTECS Pericomp Sdn. Bhd., VSTECS Astar Sdn. Bhd., VSTECS KU Sdn. Bhd. and VSTECS Kush Sdn. Bhd. Soong has been primarily responsible for the development of new sales and marketing strategies as well as the ICT product distribution and enterprise systems operations in VSTECS Pericomp Sdn. Bhd. and VSTECS Astar Sdn. Bhd.</p> <p>Soong has contributed significantly to the Group in becoming the leading ICT hub in Malaysia.</p>
<b>Time Committed</b>	:	Soong attended all the 4 Board Meetings.
<b>Sustainability Governance Initiative:-</b>		
<b>Management Committee(s) served on</b>	:	Chairman of Enterprise Risk Management Committee

# PROFILE OF BOARD OF DIRECTORS

cont'd



## WONG HENG CHONG

72  
Senior Independent Non-Executive Director  
Malaysian, Male

<b>Date of appointment as Director</b>	:	17 December 2009
<b>Length of service as director since listing on 15 April 2010 (Tenure including the position as Non-Independent Non-Executive Director) (As at 17 April 2023)</b>	:	13 years 0 month
<b>Length of service as director since re-designation as Independent Non-Executive Director on 8 August 2012 (As at 17 April 2023)</b>	:	10 years 8 months
<b>Board Committee(s) served on</b>	:	Chairman of the Nominating Committee; and Member of the Audit Committee
<b>Academic/Professional Qualification(s)</b>	:	Chartered Accountant:-  Chartered Accountants Australia and New Zealand; and Malaysian Institute of Accountants.  Diploma in Management Studies from University of Chicago Graduate School of Business
<b>Present Directorship(s)</b>		
<b>(i) Other Public Listed Companies</b>	:	Nil
<b>(ii) Public Companies</b>	:	Nil
<b>Working experience</b>	:	Wong began his working career in Coopers & Lybrand in Australia and in Malaysia. He had previously served as an Executive Director of VSTECS Holdings (Singapore) Limited, Boustead Singapore Limited, QAF Limited and Sunshine Allied Investments Limited. His working experience during the last 40 years spanned over diverse industries including Information Technology, engineering, food-manufacturing, retail and wholesale, trading and auditing. He has been re-designated from Non-Independent Non-Executive Director to Independent Non-Executive Director on 8 August 2012 and subsequently, Wong has been re-designated from Independent Non-Executive Director to Senior Non-Independent Director on 16 June 2020.
<b>Time Committed</b>	:	Wong attended all the 4 Board Meetings.

# PROFILE OF BOARD OF DIRECTORS

cont'd

## DATO' KHOO SIN AIK

61

Independent Non-Executive Director  
Malaysian, Male



<b>Date of appointment as Director</b>	:	1 January 2020
<b>Length of service as director since appointment (as at 17 April 2023)</b>	:	3 years 3 months
<b>Board Committee(s) served on</b>	:	Chairman of Remuneration Committee; and Member of Nominating Committee
<b>Academic/Professional Qualification(s)</b>	:	Diploma in Business Administration from Business School University of Hull, United Kingdom
<b>Present Directorship(s)</b>		
<b>(i) Other Public Listed Companies</b>	:	Nil
<b>(ii) Public Companies</b>	:	Nil
<b>Working experience</b>	:	<p>Dato' Khoo is presently the Chief Executive Officer of the World Information Technology and Services Alliance ("WITSA")</p> <p>Dato' Khoo has more than 30 years of experience in the Information Technology industry. He has served in various capacities in public and private sector organisations such as The National Tech Association of Malaysia (PIKOM) (Chairman from 1995 to 1997), Patimas Computers Bhd (Executive Director from 1996 to 1998), Malaysia Digital Economy Corporation Sdn. Bhd. (MDEC) (Vice President of Corporate Strategy from 2006 to 2015), WCIT 2008 Sdn. Bhd. (CEO from 2006 to 2008) and WITSA (Chairman of the Board from 2008 to 2012).</p> <p>Dato' Khoo was the President and Chief Executive Officer of MDEC Americas Inc (Silicon Valley) from 2015 to 2019.</p>
<b>Time Committed</b>	:	Dato' Khoo attended all the 4 Board Meetings.

# PROFILE OF BOARD OF DIRECTORS

cont'd



## ABDUL AZIZ BIN ZAINAL ABIDIN

64  
Independent Non-Executive Director  
Malaysian, Male

<b>Date of appointment as Director</b>	:	1 January 2020
<b>Length of service as director since appointment (as at 17 April 2023)</b>	:	3 years 3 months
<b>Board Committee(s) served on</b>	:	Chairman of Audit Committee; and Member of Remuneration Committee
<b>Academic/Professional Qualification(s)</b>	:	Certificate of Insurance from MARA Institute of Technology (ITM); and Fellowship of the Malaysian Insurance Institute
<b>Present Directorship(s)</b>		
<b>(i) Other Public Listed Companies</b>	:	Nil
<b>(ii) Public Companies</b>	:	Progressive Insurance Berhad
<b>Working experience</b>	:	Abdul Aziz has more than 35 years of experience in the Insurance industry and holds a Fellowship of the Malaysian Insurance Institute ("FMII").  Abdul Aziz was formerly the Chief Executive Officer and a member of the Board of Directors of Sime Darby Lockton Insurance Brokers Sdn. Bhd. Prior to joining Sime Darby Lockton Insurance Brokers Sdn. Bhd., Abdul Aziz was the Marketing Director of Asia Capital Reinsurance, Malaysia from 2008 to 2012. He was the Deputy Chairman of Malaysian Insurance Takaful Brokers Association (MITBA) and was also a Board member of Islamic Banking & Finance Institute Malaysia (IBFIM).  Abdul Aziz began his career with Tugu Insurance, Malaysia in 1977. He joined Tokio Marine and Fire Insurance as Head of Reinsurance Department handling treaty reinsurance program and facultative reinsurance and had his training in Tokyo, Japan.  Currently, Abdul Aziz is the Director of Progressive Insurance Berhad.
<b>Time Committed</b>	:	Abdul Aziz attended all the 4 Board Meetings.

# PROFILE OF BOARD OF DIRECTORS

cont'd

## ANNE RODRIGUES NEE KOH LAN HEONG

72

Independent Non-Executive Director  
Malaysian, Female



<b>Date of appointment as Director</b>	:	30 December 2022
<b>Length of service as director since appointment (as at 17 April 2023)</b>	:	0 year 3 months
<b>Board Committee(s) served on</b>	:	Nil
<b>Academic/Professional Qualification(s)</b>	:	Bachelor Degree in Economics from University of Malaya; Master in Business Administration from University of Bath; Member of Malaysian Institute of Accountants; and Fellow of Association of Chartered Certified Accountants
<b>Present Directorship(s)</b>		
<b>(i) Other Public Listed Companies</b>	:	Kuala Lumpur Kepong Berhad
<b>(ii) Public Companies</b>	:	Nil
<b>Working experience</b>	:	<p>Madam Anne Rodrigues has more than 35 years of work experience and her areas of expertise covers finance specifically in Accounting, Treasury, Corporate Finance, Internal Audit and Risk Management. She has also acquired varied expertise in Product Research and Product Planning as well as Contracts and Procurement.</p> <p>Madam Anne began her career with Federal Land Development Authority (FELDA) in 1973. From 1984 to 1997, she was seconded by FELDA to various companies and gained diverse financial, commercial and corporate experience in Malaysia International Shipping Corporation Berhad and Boustead Group. She returned to serve Felda Holdings Berhad as its Group Finance Director from 1998 to 2006 and Senior Executive Director (Finance) from 2006 to 2009. She was then appointed as the Group Chief Financial Officer, and subsequently Financial Advisor of Felda Global Ventures Holdings Berhad. Her last position was as Chief Financial Officer of TRT Holdings, Inc. (a subsidiary of Felda Global Ventures Holdings Bhd based in Boston, USA) from September 2011 to 2012.</p> <p>Madam Anne has obtained a Certificate on Project Appraisal and Risk Management for Bankers from Harvard Institute for International Development and Institute of Banks Malaysia and has also completed a training program on Japanese Securities Business by Nomura Securities Co., Ltd, Japan. She had been a lecturer on International Finance and New Business Development for MBA programs offered by Master In Management/University of Bath (1995-1996) and KDU/University of Liverpool and Humberside UK (1996). She had been a regular speaker at local and international conferences related to Cash and Treasury Management and was a president of Malaysian Association of Corporate Treasurers (2012-2014).</p> <p>In 2018, she was appointed by the Minister of Finance as a member of the Financial Reporting Foundation, an independent body established under the Financial Reporting Act 1997.</p>
<b>Time Committed</b>	:	Not applicable

# PROFILE OF BOARD OF DIRECTORS

cont'd



## ONG WEI HIAM

51  
Non-Independent Non-Executive Director  
Malaysian, Male

<b>Date of appointment as Director</b>	: 4 June 2013
<b>Length of service as director since appointment (as at 17 April 2023)</b>	: 9 years 10 months
<b>Board Committee(s) served on</b>	: Member of the Audit Committee; Member of the Nominating Committee; and Member of Remuneration Committee
<b>Academic/Professional Qualification(s)</b>	: Bachelor Degree in Economics from University College London;  Master Degree in Analysis, Design & Management of Information Systems from London School of Economics and Political Science;  Fellow of the Hong Kong Institute of Certified Public Accountants; and  Fellow of Institute of Chartered Accountants in England and Wales
<b>Present Directorship(s)</b>	
<b>(i) Other Public Listed Companies</b>	: Nil
<b>(ii) Public Companies</b>	: VSTECS Holdings Limited (Listed on the Stock Exchange of Hong Kong)
<b>Working experience</b>	: Ong was appointed as the Group Chief Executive Officer of VSTECS Holdings (Singapore) Limited on 1 January 2013 and was appointed as an Executive Director of VSTECS Holdings (Singapore) Limited on 16 April 2012. Ong is concurrently the Group Chief Financial Officer and Executive Director of VSTECS Holdings Limited, the parent company of VSTECS Holdings (Singapore) Limited.
<b>Time Committed</b>	: Ong attended all the 4 Board Meetings.

### Notes:-

Save as disclosed above, none of the Directors has:-

- any family relationship with any Director and/or major shareholder of the Company;
- any conflict of interest with the Company;
- any conviction for offences (other than traffic offences) within the past five (5) years; and
- any particulars of any public sanction or penalty imposed by the relevant regulatory bodies during the financial year.

## PROFILE OF SENIOR LEADERSHIP TEAM

### SOONG JAN HSUNG

(59 Years, Malaysian, Male)

Executive Director/Chief Executive Officer

Sustainability Committee Member

Compliance Committee Member

For the profile of Soong, please refer to page 23 of this Annual Report.



### TEE ANG KUAN

(61 years, Malaysian, Male)

Group General Manager

Sustainability Committee Member

Compliance Committee Member

Tee was promoted to Group General Manager in 2015 in-charge of the overall distribution and services businesses of the Group. Previously, he was the General Manager of VSTECS Astar Sdn. Bhd. overseeing operations, namely, the design and development of business and marketing strategies, marketing and distribution of our ICT products, and sales staff management.

Tee graduated with Bachelors of Art (Honours) majoring in Economics from the University of Malaya in 1985. After graduation, he began his career with a computer company in sales line. From 1986 to 1995, Tee worked with several ICT distributors in the sales and marketing of ICT products, such as notebook and desktop PCs, printers and software. In 1996, he joined VSTECS Astar Sdn. Bhd. as a Business Manager and was promoted to General Manager in 1999. He has over 30 years of experience in the ICT distribution market. With his experience and knowledge, he has contributed significantly to the growth of the Group.



## PROFILE OF SENIOR LEADERSHIP TEAM

cont'd

### CHAN PUAY CHAI

(56 years, Malaysian, Male)  
Chief Financial Officer

Compliance Committee Chairman  
Sustainability Committee Member

Chan was promoted to Chief Financial Officer of the Group in 2016 in-charge of financial planning and control, financial compliances, credit management, risk management, and other financial and management related functions. He is an Associate Member of the Chartered Institute of Management Accountants (U.K.) and a registered Accountant with the Malaysian Institute of Accountants.

His past experiences include review of accounting systems, implementation of computerisation, management accounting, budgeting, corporate exercise, financial analysis and its related functions. In 1995, Chan joined VSTECS Kush Sdn. Bhd. as a Finance Manager and was promoted to Financial Controller in 2005. He has been with the Group for 27 years. With his vast experience in ICT industry and financial management, he has contributed significantly to the success of the Group.



### CHUAH KEE HENG

(54 years, Malaysian, Male)  
General Manager of VSTECS Astar Sdn. Bhd.

Sustainability Committee Member

Chuah was appointed as General Manager of VSTECS Astar Sdn. Bhd. in 2016 in-charge of the operations, namely, the design and development of business and marketing strategies, marketing and distribution of our ICT products, and sales staff management.

He graduated with a Degree in Business Administration from Upper IOWA University, USA in 1998. From 1991 to 2016, Chuah worked with several ICT distributors and players in the ICT industry before joining the Group in mid-2016. With his vast experience in ICT industry, he will contribute significantly to the success of our Group.



### LI CHIN YEO

(49 years, Malaysian, Male)  
General Manager of VSTECS Pericomp Sdn. Bhd.

Sustainability Committee Member

Li was promoted to General Manager of VSTECS Pericomp Sdn. Bhd. in 2018 in-charge of the operations, namely, the design and development of business and marketing strategies, marketing and distribution of our ICT products, and sales staff management. Previously, he was the Assistant General Manager in VSTECS Pericomp Sdn. Bhd.

He graduated with a Bachelor of Commerce from University Of Wollongong, Australia, in 1996. In 2002, he joined VSTECS Pericomp Sdn. Bhd. as Support Executive and subsequently promoted to Technology Specialist in 2003, Assistant Business Development Manager in 2006, Business Development Manager in 2007, Product Manager in 2008 and Senior Manager (Sales) in 2012.





## PROFILE OF SENIOR LEADERSHIP TEAM

cont'd

### FOO LEK CHOONG

(47 years, Malaysian, Male)  
Chief Information Officer

Compliance Committee Member  
Sustainability Committee Member

Foo is the Chief Information Officer of the Group responsible for the overall IT strategy and technology implementations within the Group. A graduate from Cornell University in 1998 with a degree in Electrical Engineering, he brings a combined 24 years of experience in systems integration of internetworking architectures in the ICT industry and market engagement strategies including product development, management and product life-cycle evolution in a national Tier-1 Telco/ISP environment. In his previous roles in the Telco industry, his responsibilities included partnership and alliance management, engagement in analysis and strategic direction of corporate strategy and various market engagement strategies. Foo's experience extends to product development, management, and service life-cycle sustenance with in-depth experience relating to wired and wireless broadband access services.

Within VSTECS, he drives the Group's ICT strategy including Enterprise Resource Planning ("ERP") systems and real-time business intelligence and information management. In line with the Group's sustainability strategies, Foo plays an active role in corporate strategy and group sustainability, and is one of the Directors in the Group's associate company, ISATEC Sdn. Bhd.

Foo is the son of the Non-Independent Non-Executive Chairman, Madam Lee Marn Fong and late Mr. Foo Sen Chin, the Co-founder and the former Non-Independent Non-Executive Chairman.



#### Notes:-

Save as disclosed above, none of the Senior Leadership Team has:-

- any other directorship in public companies and listed issuers;
- any family relationship with any Director and/or major shareholder of the Company;
- any conflict of interest with the Company; and
- any conviction of offences (other than traffic offences) within the past five (5) years and particulars of any public sanction or penalty imposed by the relevant regulatory bodies during the financial year.

#### Notes 2:-

- Compliance Committee** – Including Anti-Bribery and Corruption Compliance Committee & Internal Operational Policies Compliance; and
- Sustainability Committee** – Including Enterprise Risk Management Committee, Environmental, Social and Governance Committee and Health and Safety Committee (Refer to Sustainability Governance Structure in Page 79 - The ESG structure is headed by the CEO and supported by the Environmental, Social and Governance Committee ("ESGC") and Health and Safety Committee ("HSC").

## PROFILE OF MANAGEMENT TEAM

### YAP SIEW KEE

*(42 years, Malaysian, Male)  
Assistant General Manager of  
VSTECS KU Sdn. Bhd*

*Sustainability Committee Member*



Yap is the Assistant General Manager of VSTECS KU Sdn. Bhd. in-charge of the operations, design and development of business and marketing strategies and sales staff management. He graduated with a Degree Bachelor of Science (Hons) in IT & Computing System from Staffordshire University, England in 2003.

He began his working career in VSTECS Pericomp Sdn. Bhd. since 2008 as a Product Manager and was promoted to Senior Manager in early 2012 in managing overall marketing and strategies for System Infrastructure division. In 2017, he was transferred to VSTECS Astar Sdn. Bhd. to lead the enterprise business development team. On 1 September 2018, he was appointed as Senior Services Manager of VSTECS KU Sdn. Bhd. responsible for the overall ICT sales and services and was promoted to Assistant General Manager in 2021.

### LAI YOKE KEAN

*(47 years, Malaysian, Female)  
Senior Manager  
(Product & Marketing – Consumer)*

*Sustainability Committee Member*



Lai is the Senior Manager of VSTECS Astar Sdn. Bhd. since year 2020, responsible for the development and implementation of product and marketing strategies consistent with the Group's vision.

She graduated with a Diploma in LCCI (London Chamber of Commerce & Industry) Accounting from Systematic Institute of Information Technology in 1996. She began her working career in VSTECS Astar Sdn. Bhd. as a Senior Sales Executive since 2006 and was promoted to Sales Manager in 2007. In 2021, Lai was appointed as Senior Sales Manager.

### CHAI MEIW CHENG

*(49 years, Malaysian, Female)  
Inventory Manager*

*Sustainability Committee Member*



Chai is the Inventory Manager of the Group since 1 October 2017 and she is responsible for the entire Inventory management of the Group. She holds a Diploma in Business Administration.

In 1997, she joined VSTECS Pericomp Sdn. Bhd. as sales coordinator. She joined VSTECS Astar Sdn. Bhd. in 1998 and was promoted to Order Processing Administrator in 1999, Order Processing Executive in 2006 and subsequently promoted as Senior Order Processing Executive in 2009. In year 2015, she was transferred to VSTECS Kush Sdn. Bhd. as Assistant Inventory Manager and promoted as Inventory Manager in 2017.

## PROFILE OF MANAGEMENT TEAM

cont'd

### YEE CHEE YOON

*(49 years, Malaysian, Female)  
Human Resource Manager*

*Sustainability Committee Member*



Yee is the Human Resource Manager of the Group responsible for the Human Resource management. She graduated with an Advanced Diploma in Business Administration from Stamford College in 2001 and a Diploma in Human Resource Management from Malaysia Institute of Human Resource Management in 2004.

In 1994, she joined a local Bank as a Personal Assistant and was subsequently promoted to Human Resource Officer in 1997. In 2002, she joined a multinational company as an Associate Officer assisting in all HR matters. In 2009, she joined a computer company as a Human Resource & Administration Manager prior joining VSTECS Kush Sch. Bhd. as a Human Resource Manager in 2014.

### GOH KOK LEONG

*(35 years, Malaysian, Male)  
Assistant Logistics Manager*

*Sustainability Committee Member*



Goh is the Assistant Logistics Manager responsible for the overall warehouse and logistics' operations of the Group. He is a graduate in Bachelor in Agriculture Science from University Malaysia Sabah.

Upon graduation, Goh started his career as a costing officer in the Inventory department reporting to the Senior Inventory Manager. During his term, his primary role is to ensure system accuracy in capturing of stock value in compliance with the 3-way matching principle and system stock location management. He co-organised all the stocktake activities and the preparation of stocktake reports.

In 2015, Goh was promoted as Senior Logistics Executive as part of staff development program and was transferred to Logistics department reporting to the Senior Logistics Manager. In the logistics department, he assisted in overall logistics functions and manpower resources management.

Goh's current position as Assistant Logistics Manager is supported by his team and has the overall responsibility of efficient logistics functions.

# Powering the Digital Ecosystem

As with the ever-evolving nature of the ICT industry, VSTECS shall continue to provide products and services that continuously drive and grow the digital ecosystem. We shall strive to represent products that enrich and contribute positively to all users concerned, in a sustainable economically, socially and environmentally friendly manner.



