

Mesiniaga



**FOREFRONT
OF EXCELLENCE**

ANNUAL REPORT 2016

35TH

ANNUAL GENERAL MEETING

VENUE : Auditorium Ismail Sulaiman
Menara Mesiniaga
1A, Jalan SS16/1
47500 Subang Jaya

TIME : Thursday 2.30pm

DATE : 1 June 2017

OUR VISION

TO BE THE
MALAYSIAN IT
PARTNER OF CHOICE

OUR MISSION

HELPING CUSTOMERS
SUCCEED

INSIDE THIS REPORT

OVERVIEW

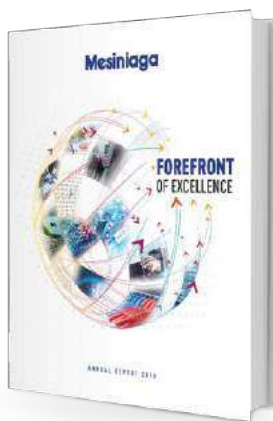
An introduction to the report covering who we are and a snapshot of where and how we do business.

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PERFORMANCE

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COVER RATIONALE

This year's cover depicts Mesiniaga's multi-directional initiatives to interface with borderless world of business that is increasingly dependent on information, communication and technology. It shows boldness in our effort to dismiss all competition by assembling and integrating our diverse workforce through the strategic initiatives set out, working together towards being in the Forefront of Excellence.

GOVERNANCE

An explanation of how we are organised, what the Board has focused on and how it has performed, our diversity practices, how we communicate with our shareholders and how our Directors are rewarded.

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SOFTWARE DEVELOPMENT

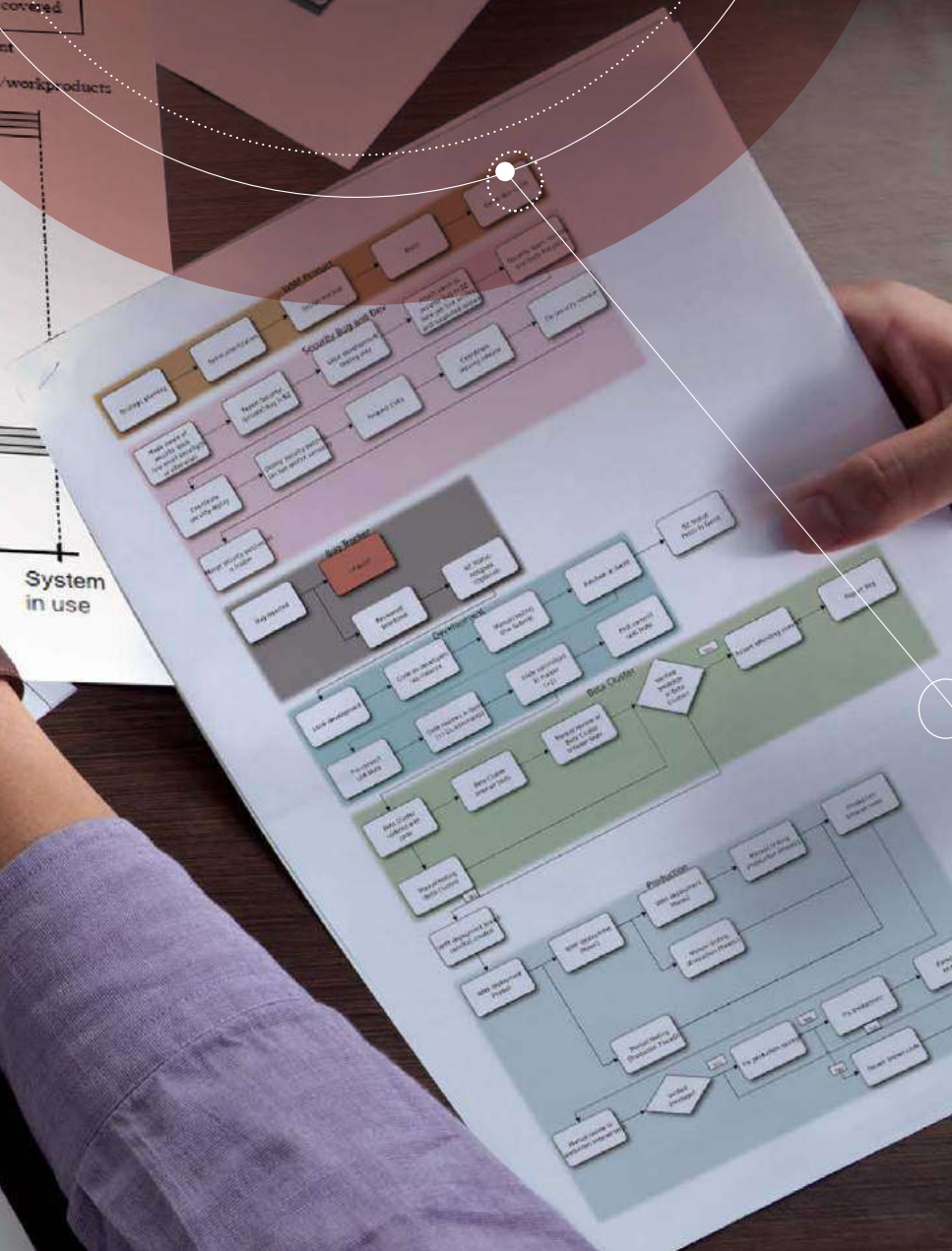
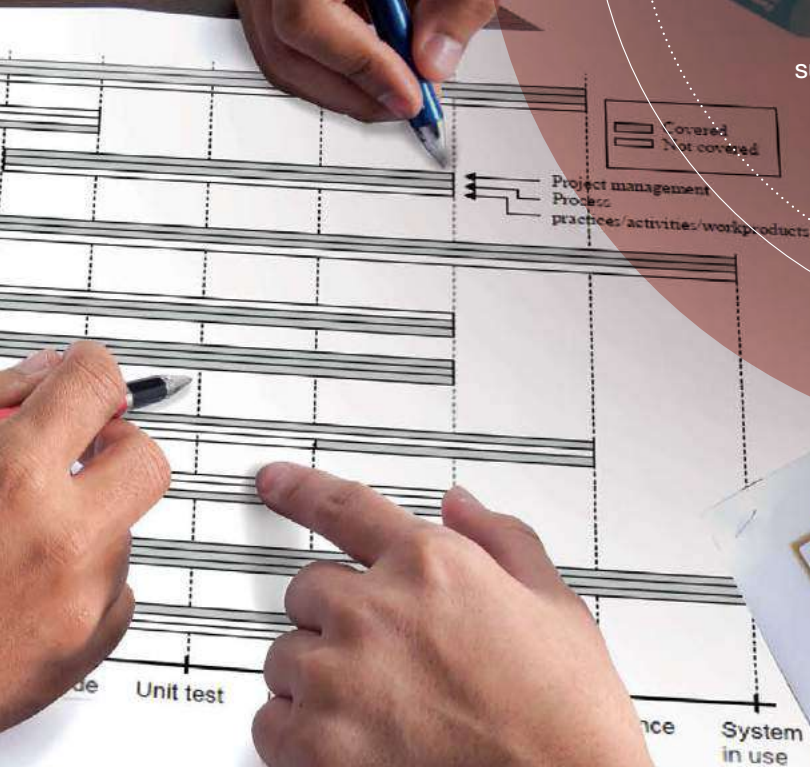
Deploy software applications in the shortest time with our rapid development framework and smart resourcing

Adaptive software development
Agile modeling
Crystal family of methodologies
Dynamic systems development method
Extreme Programming
Feature-driven development
Open source software
Pragmatic programming
Rational unified process
Scrum

Conc
cre

SOFTWARE INDEPENDENT VERIFICATION & VALIDATION

Highest assurance of application project
success by diffusing all sources of potential
failure early in the project lifecycle





CORPORATE PROFILE

Mesiniaga has been in the technology business for more than three decades. We started out as a company selling IBM office products and have now evolved into a multi-platform business solutions provider with a paid-up capital of RM60.4 million. Within the last 35 years, the technology landscape has changed tremendously. New trends have emerged resulting in a sea of change in the way companies do business. Across the board, companies these days are constantly on the lookout for solutions that will give them an edge over their competitors. As such, we are constantly striving for ways to provide our customers with an experience that will allow them to achieve their business objectives.

CORPORATE PROFILE

“ WE BELIEVE THAT THE STRATEGIES IMPLEMENTED FOR DRIVING CUSTOMER BUSINESS PERFORMANCE AND ENHANCING CUSTOMER SATISFACTION WILL ULTIMATELY TRANSLATE INTO IMPROVING OUR OWN BUSINESS PERFORMANCE. ”

This is the reason we have made it our Mission to Help Customers Succeed, by delivering technology and business solutions to improve customers' business efficiency, productivity and competitive edge, as well as to create new business opportunities for them. In order to fulfil our Mission, it is imperative that we understand their business needs, environment and challenges. This is achieved through close engagement with customers, applying industry best practices and maintaining a business-oriented approach.


superior technical skills, mainly because we actively encourage them to pursue or upgrade their professional certifications. They also undergo numerous soft skills training sessions in order to improve their understanding of customer requirements and how best to meet them. The end objective of these initiatives is to give our customers full confidence to deal with Mesiniaga.

We believe that the strategies implemented for driving customer business performance and enhancing customer satisfaction will ultimately translate into improving our own business performance. This will allow us to reward our shareholders for their faith in us. In order to fulfil this promise, we have also made a commitment to improve our productivity yield. We are now a group of more than 1200 employees. We have invested significantly in developing measurements over our resource utilisation because it is imperative that all our resources are employed to their most optimum potential.

All of these efforts are undertaken to ensure that Mesiniaga remains a force to be reckoned with in the IT industry.



**WE ARE NOW A GROUP
OF MORE THAN**


1,200
EMPLOYEES

Another important element in enhancing customer experience is through managing customer satisfaction. Hence, we have implemented multiple initiatives that are aimed at improving service delivery and our understanding of customer needs. Our people are already acknowledged as having



LEADING PARTNERSHIP STATUS

- IBM Software Group Premier Partner
- IBM System Premier Partner
- Microsoft Gold Partner for Messaging, Datacenter & Cloud Productivity
- Cisco Gold Partner
- Symantec Platinum Partner
- Juniper Elite Partner
- Trend Micro Affinity Gold Partner
- VMware Enterprise Partner
- Oracle Gold Partner
- HP Inc. Authorised Partner
- HP Enterprise Gold Partner
- Hitachi Data Systems Gold Partner
- Huawei Gold Partner
- Commvault Gold Partner
- Lenovo Diamond Partner
- Veritas Silver Partner
- Procera Networks Inc. Authorised Partner
- Nutanix Authorised Partner
- Fortinet Authorised Partner
- F5 Networks Authorised Partner
- Blue Coat Authorised Partner
- TrustSphere Authorised Partner
- Fusionex Authorised Partner
- Brocade Registered Partner
- Blackberry Authorised Gold Partner



CORPORATE PROFILE

INCORPORATED ON

17TH
DEC 1981

PAID-UP CAPITAL OF

RM 60.4
MILLION

HEADQUARTERS:

SUBANG
JAYALISTED ON BURSA SECURITIES
(MAIN MARKET) ON17TH
NOV 1999STAFF STRENGTH OF
MORE THAN1,200
EMPLOYEES

KEY OFFICE LOCATIONS:

- MUTIARA MESINIAGA, PULAU PINANG
- MESINIAGA JOHOR BAHRU

32

NATIONWIDE
SERVICE
LOCATIONS

SABAH

- Beaufort
- Kota Kinabalu
- Labuan
- Lahad Datu
- Sandakan
- Tawau

SARAWAK

- Bintulu
- Kuching
- Limbang
- Miri
- Sibu
- Sri Aman

NORTHERN
REGION

- Alor Setar
- Ipoh
- Langkawi
- Pulau Pinang
- Seberang Prai
- Sungai Petani
- Taiping
- Teluk Intan

CENTRAL
REGION

- Subang Jaya

SOUTHERN
REGION

- Batu Pahat
- Johor Bahru
- Kluang
- Melaka
- Muar [IP Core]
- Segamat [IP Core]
- Seremban

EAST COAST

- Kota Bharu
- Kuala Terengganu
- Kuantan
- Temerloh

CORPORATE INFORMATION

BOARD OF DIRECTORS

Datuk Wan Mohamed Fusil
*Executive Chairman and
Chief Executive Officer*

Mohd Puzi Ahamad
Chief Financial Officer

Fathil Ismail

Voon Seng Chuan

Abd Talib Baba

Wong Fook Hon

Dato' Ab Rashid Mat Adam

Ir. Dr. Muhamad Fuad Abdullah

NOMINATION AND REMUNERATION COMMITTEE

Voon Seng Chuan (*Chairperson*)
Wong Fook Hon
Ir. Dr. Muhamad Fuad Abdullah

AUDIT AND RISK MANAGEMENT COMMITTEE

Abd Talib Baba (*Chairperson*)
Wong Fook Hon
Dato' Ab Rashid Mat Adam

INVESTMENT COMMITTEE

Voon Seng Chuan (*Chairperson*)
Mohd Puzi Ahamad
Wong Fook Hon
Fathil Ismail

COMPANY SECRETARY

Jasni Abdul Jalil (*Macs 01359*)

COMPANY REGISTRATION NUMBER

79244-V

REGISTERED OFFICE

11th Floor, Menara Mesiniaga
1A, Jalan SS16/1
47500 Subang Jaya
Selangor Darul Ehsan
Tel : 03-5635 8828
Fax : 03-5636 3838

AUDITORS

PricewaterhouseCoopers
Level 10, 1 Sentral
Jalan Rakyat, Kuala Lumpur Sentral
P.O. Box 10192
50706 Kuala Lumpur
Tel : 03-2173 1188
Fax : 03-2173 1288

PRINCIPAL BANKERS

Citibank Berhad
Standard Chartered Saadiq Berhad
Maybank Berhad
Bank Islam Malaysia Berhad

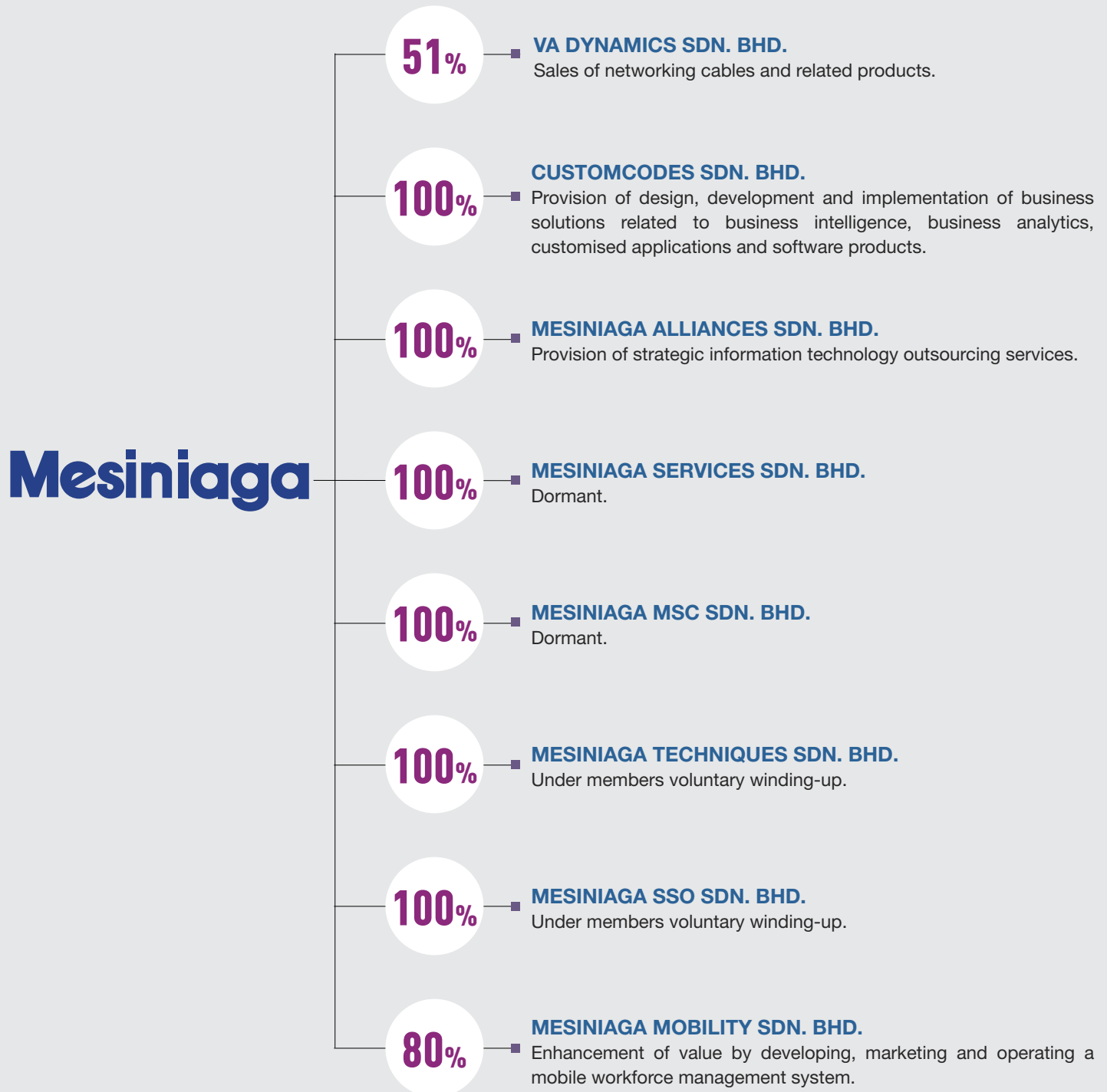
SHARE REGISTRAR

**Symphony Share
Registrars Sdn. Bhd.**
Level 6, Symphony House
Block D13, Pusat Dagangan Dana 1
Jalan PJU 1A/46
47301 Petaling Jaya
Selangor Darul Ehsan
Tel : 03-7849 0777
Fax : 03-7841 8151

STOCK EXCHANGE LISTING

Main Market Of Bursa Securities

CORPORATE STRUCTURE



NETWORK PERFORMANCE AND OPTIMISATION SERVICE (NPOS)

Getting more out of your network
infrastructure through optimised design
and equipment performance analytics &
configuration





NETSYS CARE

Driving the highest network & systems uptime
by anticipating and arresting equipment failure
before it happens

MANAGEMENT DISCUSSION AND ANALYSIS

Dear Shareholders,

It is my pleasure to share with you that in 2016, Mesiniaga made a turnaround in profits after three consecutive years of losses. Despite the tough and challenging business environment, we have proven that we have the resilience to stay the course amidst a highly demanding and competitive playing field. This is a clear statement of the dedication and hard work of the management team and employees of Mesiniaga. I am pleased to present the Management Discussion and Analysis of Mesiniaga Berhad's business for the 2016 financial year.



OPERATING ENVIRONMENT

The country registered a GDP growth of 4.2% in 2016 (2015: 5.0%), marking a watershed year, not only for the country, but also the IT industry. Many IT infrastructural investments were put on hold with many private companies riding out the freefall of the Ringgit as most IT equipment were either imported or sourced from the USA.

OUR BUSINESS

Mesiniaga is an enterprise solutions integrator focused on turnkey projects leveraging on specialised technical skills and project management. Sustained by multi-year maintenance and services contracts from a base of satisfied customers, we continuously seek to extend our service offerings within our customers' business operating environments through differentiated product offerings. This allows us to increase our revenue and generate market growth through product quality, reliability and a total solutions approach.

REVENUE
RM 228
MILLION



RM205 MILLION AT 2015

MANAGEMENT DISCUSSION AND ANALYSIS

We are principally focused on four core customer segments: the Public sector, Telecommunications, Enterprise and Northern states. Within the Enterprise segment, we engage with oil and gas companies, government-linked companies, the financial services industry and educational institutions. Our Northern states segment comprises of manufacturing, education, healthcare and government-related accounts in the states of Perak, Kedah, Penang and Perlis.

OUR STRATEGIC INITIATIVES

In 2016, we developed a three-year business strategy to double our current revenue size by 2019 through focusing our efforts on the development of specific products throughout the year. Through the Product Differentiation Initiative (PDI), we designed unique value propositions for each of our solution pillars, the necessary back-end support infrastructure to deliver the products, as well as the go-to-market and sales strategy for each of these products. In January 2017, a total of eight products were rapidly introduced to

our main clients with “speed-to-market” being our priority to ensure the quickest gains with the least competition.

Four other strategic initiatives were developed to help the Group realise these objectives. The first of these - Reducing of Delivery Costs (RDC) - tasks each business unit with reducing costs by 20% via process optimisation. The second strategy - Keeping our Promises (KOP) - entails being a reputable and reliable organisation in the eyes of our customers. The third strategy - Sales Effectiveness Initiative (SEI) - aims to ensure that our sales personnel are trained and equipped with the relevant knowledge and skills to understand our customers' requirements and to propose best-value business solutions from our range of products. The final strategy calls for the implementation of the Four Disciplines of Execution framework or 4DX that incorporates structure, execution and governance into each of the strategic initiatives mentioned above as well as in our day-to-day operations. This execution framework requires weekly reviews to be held at each level of the organisation to keep track of progress in relation to every goal set.

FINANCIAL AND OPERATIONAL PERFORMANCE

I am pleased to announce that the Group recorded a revenue of RM227.9 million for the year ended 31 December 2016, an increase of 11.2% compared to the revenue of RM204.9 million in the year 2015. The increase in revenue came on the back of additional and new business from Telekom Malaysia (TM), Tenaga Nasional Berhad (TNB), the Companies Commission of Malaysia (CCM) and the Malaysian Investment Development Authority (MIDA).

The Group posted a profit before tax (PBT) of RM4.9 million in 2016, compared to a loss before tax of RM15.5 million in the previous year. The increase in PBT was mainly due to the rise in revenue of 11.2% or RM22.9 million and a slight increase in our profit margin of 2.3%. Our PBT also grew as a result of our implementing a strict headcount and expense reviews throughout the year. This saw all hiring activities subject to approval by a Council comprising the Executive Chairman and the Chief Financial Officer whether it was for new or replacement positions. As a result of these control measures and a special one-time expense in 2015 for termination benefits under the Resource Restructuring Programme (amounting to RM2.2 million), staff costs reduced by 4.4% or RM1.4 million.

THE GROUP POSTED A PROFIT BEFORE TAX (PBT) OF RM4.9 MILLION IN 2016, COMPARED TO A LOSS BEFORE TAX OF RM15.5 MILLION IN THE PREVIOUS YEAR.

MANAGEMENT DISCUSSION AND ANALYSIS



THE YEAR'S HIGHER PBT ALSO CAME ON THE BACK OF BETTER CONTROL AND MORE EFFICIENT DELIVERY COSTS THROUGH THE REDUCTION OF DELIVERY COST OR RDC INITIATIVE WHERE EACH BUSINESS FUNCTION IS TASKED WITH REDUCING COSTS BY 20% VIA PROCESS OPTIMISATION.

The year's higher PBT also came on the back of better control and more efficient delivery costs through the Reduction of Delivery Cost or RDC initiative where each business function is tasked with reducing costs by 20% via process optimisation. Our depreciation costs reduced by 29.1% from the efficient use of assets in the renewed maintenance business, while travelling expenses were lower by 26.7% from project centralisation activities and the rollout of mobility tools which helped ensure optimum use of field force assignments.

For the year in review, we registered stable forex rates for the first three quarters which helped us to absorb forex losses compared to 2015. However, in the fourth quarter, the US Dollar strengthened against the Malaysian Ringgit by 7%. The appreciation of the US Dollar has impacted the profitability of long-term contracts signed in previous years. We are working on hedging our exposure by leveraging on forward contracts.

In terms of capital expenditure (CAPEX) requirements for the year, some RM0.8 million was invested to build the Mesiniaga Cloud while another RM1.2 million in CAPEX was utilised to develop an application for in-house use with future sales potential. We also invested RM0.7 million to support our customers in the outsourcing business.

As at end of December 2016, the Group's borrowings had increased by RM18.7 million to RM23.4 million. The borrowings were used to finance working capital which increased to RM53 million in the period under review. There was also an increase by RM25.7 million owing by debtors to RM104.9 million due to increased deliveries in the final quarter. The purchases were being financed by short-term loans which increased by RM18.7 million. Our payables also rose by RM3.1 million to RM43.1 million.

MANAGEMENT DISCUSSION AND ANALYSIS

In terms of liquidity and capital resources, the Group's cash and bank balances increased from RM25.4 million as at 31 December 2015 to RM27.3 million as at 31 December 2016. The increase was attributable to the Group's success in turning in a net profit of RM4.9 million from a net loss of RM15.5 million in 2015. The increase was also the result of better management of our working capital as we enhanced the efficiency of collections and improved payment terms with vendors.

Among our notable achievements in 2016 was the contract extension from TM worth RM146 million for the TM HSBB IP Core project. Besides that, we diligently ensured satisfactory deliverables to other telecommunications customers in our efforts to grow our presence within this segment. We also made good progress in the Enterprise segment. In October 2016, we won a RM10.4 million ICT hardware and software maintenance services contract from the Malaysian Investment Development Authority (MIDA) for a period of three years. In November 2016, we were awarded a contract from Tenaga Nasional Berhad (TNB) for the provision of ICS IP/MPLS network equipment for TNB's operations valued at RM12.17 million. These three contracts will contribute positively to Mesiniaga's earnings over the next three years.

BUSINESS RISKS

We are highlighting the key anticipated risks that Mesiniaga is exposed to that may have a material effect on our operations, performance, financial situation, and liquidity as well as strategies to mitigate these risks.

Strategic - Market and technology risks

Economic conditions in which the Company operates remain unstable thereby impacting the Group's revenue. It is important for the Group to take the necessary measures to strengthen efficiency and drive innovation through investments in new technology and services in order to meet evolving customer needs and to strengthen customer loyalty. To this end, we are continuously assessing the development of new technology and the required components while simultaneously upgrading our staff's knowledge and skills.

Operational - Talent management and succession planning risks

As recruitment, staff development, training and attrition remain perennial challenges for the Company, the Human Resource Department is constantly sourcing for suitable talent through talent development programmes and structured employee training.

Financial and External - Forex transaction risks

Fluctuating currency rates have adversely affected the Company's financial performance especially when the Ringgit continues to depreciate against the US Dollar. In addition to hedging certain currencies and interest exposure including contractual terms with our customers and suppliers, the Company is also taking steps to maximise borrowings in local currency while imposing other mitigation controls on funding matters, thereby preserving our profitability and ensuring sustainable growth.

IT IS IMPORTANT FOR THE GROUP TO TAKE THE NECESSARY MEASURES TO STRENGTHEN EFFICIENCY AND DRIVE INNOVATION THROUGH INVESTMENTS IN NEW TECHNOLOGY AND SERVICES IN ORDER TO MEET EVOLVING CUSTOMER NEEDS AND TO STRENGTHEN CUSTOMER LOYALTY.

External - Cyber-attack risks

As more companies rely heavily on digital technology, the threat of cyber-attacks continues to increase. As a response, Mesiniaga has taken effective measures to the best of our capabilities to mitigate these risks. Although there is no one all-encompassing solution and the Company remains potentially vulnerable to this threat, we will continue in our efforts at reducing the risks and cushioning the impact to our business.

THE YEAR 2017 WILL SEE MESINIAGA PLACING A GREATER EMPHASIS ON THE TELECOMMUNICATIONS AND ENTERPRISE CUSTOMER SEGMENTS AS WELL AS SUSTAINING OUR PUBLIC SECTOR BUSINESS.

MOVING FORWARD

The IT industry is expected to undergo consolidation as new technologies and borderless competition bring forth threats as well as opportunities. Although government spending is expected to remain sluggish in 2017, we remain optimistic of our growth plans, especially for the Enterprise and Telecommunications segments.

The year 2017 will see Mesiniaga placing a greater emphasis on the Telecommunications and Enterprise customer segments as well as sustaining our Public Sector business. To achieve this, we will continue to leverage on our four strategic initiatives. Firstly, our PDI strategy will provide differentiated products and services to increase our win rate. Then our Sales Effectiveness Initiative (SEI) will ensure that our salespeople are amongst the best in the industry. Reduction of Delivery Cost will ensure the optimisation of delivery processes. Finally Keeping Our Promises (KOP) enables us to focus on our commitments to our top 100 customers. The success of all these will be ensured through our adoption of the 4DX framework.

Our prudent strategies in cost and expense management have thus proven to be fruitful as evidenced by our performance in 2016 compared to 2015. We intend to stay the course and focus all our efforts on strengthening our financial position even further. We believe that in 2017, Mesiniaga will move several steps closer to be the “Preferred IT Partner” and continue to play an important role in “Helping Customers Succeed”. We are proud of the hard work and improvements that took place in 2016 and we look forward to creating greater success in the year ahead.

ACKNOWLEDGEMENTS

Many parties have helped us get to where we are today and we are truly grateful for their invaluable support. I wish to extend my heartfelt appreciation to my fellow members of the Board as well as our customers and business partners for their confidence in us especially amidst these trying times. To all our loyal employees, I thank you for your hard work, commitment to excellence and sacrifices to ensure Mesiniaga becomes a high-performance company. My deep appreciation also goes to our shareholders for your continued faith and trust in us. As we venture forth to embrace new opportunities and face challenges, we call upon all our stakeholders to continue lending us their unwavering support. Thank you.

Datuk Wan Mohamed Fusil
Executive Chairman and
Chief Executive Officer

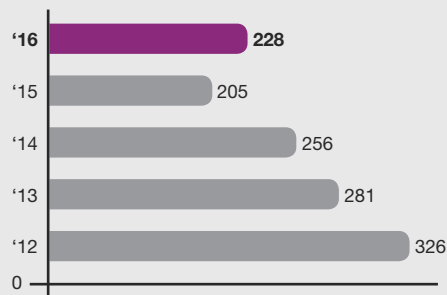
FIVE-YEAR PERFORMANCE STATISTICS

REVENUE

+11%

Revenue

(RM Million)

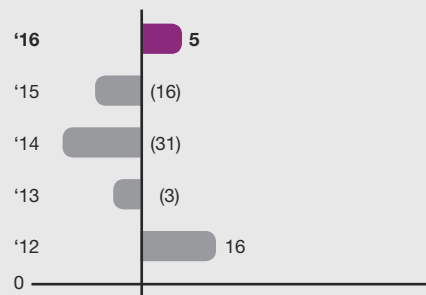


PROFIT BEFORE TAX

+131%

Profit Before Tax

(RM Million)

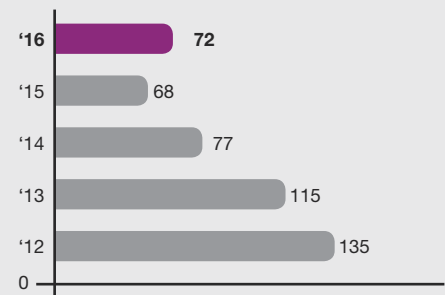


NET CURRENT ASSETS

+5.88%

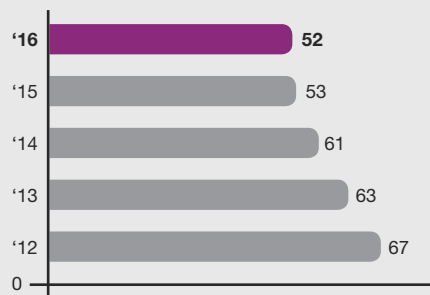
Net Current Assets

(RM Million)



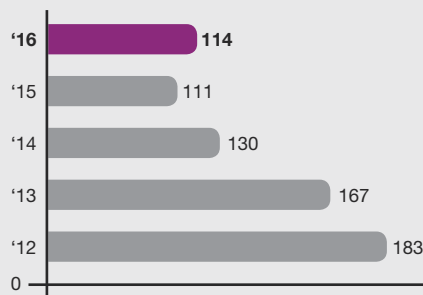
Fixed Assets

(RM Million)



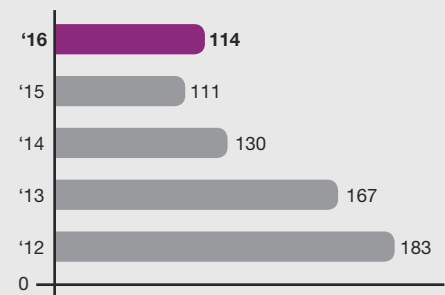
Net Tangible Assets

(RM Million)



Shareholders' Equity

(RM Million)



A photograph of two business people shaking hands over a table with brochures. A large, semi-transparent dark purple circle is overlaid on the upper half of the image, containing the text. The background shows a blurred office environment with other people.

MANAGED SERVICES

35 years in ICT so you can outsource with
peace of mind



WORKFORCE+

Highest mobile workforce productivity through
location & performance tracking of mobile
assets & automation of mobile work processes

BOARD OF DIRECTORS

DATUK WAN MOHAMED FUSIL, DMSM, 66

*EXECUTIVE CHAIRMAN AND
CHIEF EXECUTIVE OFFICER*



Datuk Wan Mohamed Fusil was appointed to the Board on 17 December 1981 as part of the team who founded the Company. He was elected Chairman of the Board on 14 June 2007. Datuk Wan Fusil was appointed as the Chief Executive Officer of Mesiniaga on 25 February 2016. Prior to joining Mesiniaga, Datuk Wan Fusil was with IBM Malaysia. During his tenure with IBM Malaysia, he served in various managerial positions. This included serving as Country Manager - Information Products Division. Datuk Wan Fusil is one of the first serving Board Members

of Multimedia Development Corporation (MDeC) and is also one of the founding members of the Association of Computer and Multimedia Industry Malaysia (PIKOM). He has held several positions in PIKOM including serving as Councillor (1987), Deputy Chairman (1989-1991) and Chairman (1991/92). Datuk Wan Fusil graduated with a Diploma in Accountancy from ITM (now known as UiTM).

BOARD OF DIRECTORS



**MOHD PUZI AHAMAD,
RA (M), FCCA, 64**

*EXECUTIVE DIRECTOR AND
CHIEF FINANCIAL OFFICER*

Mohd Puzi Ahamad was appointed to the Board on 17 December 1981 as part of the team who founded the Company. Prior to joining Mesiniaga, he served with IBM Malaysia in various capacities over a seven-year period from 1974-1981. His last position with IBM Malaysia was Sales and Administration Manager.

A trained accountant who graduated from ITM (now known as UiTM), Mohd Puzi is a Fellow Member of the Association of Chartered Certified Accountants (ACCA) and a member of the Malaysian Institute of Accountants (MIA).

BOARD OF DIRECTORS

VOON SENG CHUAN, 58

*INDEPENDENT NON-EXECUTIVE
DIRECTOR*



Voon Seng Chuan was appointed to the Board as a Non-Independent Non-Executive Director on 24 October 2000. On 1 April 2013, he was re-designated as an Independent Non-Executive Director. He also sits on the board of AMMB Holdings Berhad, AmBank (M) Berhad and is currently a director of Silverlake International Limited, Silverlake International (HK) Limited and Corporate Learning Consortium Sdn. Bhd.

Since 1983, Voon has served with IBM in various capacities, starting with his first appointment as Marketing Representative. Since then, he held several key local and regional positions such as Country Brand Manager, General Manager for Channels Management,

IBM ASEAN/South Asia, and Vice President for Business Partners, Sales and Marketing for IBM Asia Pacific. In January 2000, he became Managing Director of IBM Malaysia and Brunei. After which, he was assigned to IBM Asia Pacific headquarters to handle their headquarters organisation restructuring. His last role before retiring in 2010 was as Director for Mid-Market for Asia Pacific.

He was also a Council Member of PIKOM (National ICT Association of Malaysia) in 1994/1995 and 1999/2000. In 2013, Voon was recognised with the “Outsourcing Leader of the Year” award by Outsourcing Malaysia. Voon holds a Bachelor of Science (Honours) degree in Mathematics from Universiti Malaya.

BOARD OF DIRECTORS



FATHIL SULAIMAN ISMAIL, 52
*NON-INDEPENDENT NON-EXECUTIVE
 DIRECTOR*

Fathil Ismail was appointed to the Board on 1 June 2002. Between 2008 and 2013, he helmed the company as Managing Director. Beginning 1 January 2014, he continues to sit on the Board as a Non-Independent Non-Executive Director. An accountant by training, Fathil served with Ernst & Young and subsequently with the Corporate Finance Department

of Arab Malaysian Merchant Bank before pursuing private enterprise. He was a founding partner and the Managing Director of Genesis Healthcare (now known as ING Employee Benefits) for six years until late 2001. Fathil is an alumnus of Malay College Kuala Kangsar and graduated from the Association of Chartered Certified Accountants (ACCA).

BOARD OF DIRECTORS

ABD TALIB BABA, RA (M), FCCA, 71

*INDEPENDENT NON-EXECUTIVE
DIRECTOR*



Abd Talib bin Baba was appointed to the Board on 21 August 2007. Abd Talib is a Fellow Member of the Association of Chartered Certified Accountants (ACCA) and is a registered member of Malaysian Institute of Accountants (MIA). He started his career with the Ministry of Defence in 1965 before joining the Department of Civil Aviation (DCA) in 1973. Abd Talib left DCA to join Petronas Berhad as a Senior Internal Auditor in 1980 and subsequently

served in Petronas Penapisan Sdn. Bhd. and Petronas Mitco Sdn. Bhd. He retired from Petronas in October 1999. Currently Abd Talib is also sitting on the board of PFCE Berhad.

BOARD OF DIRECTORS


**IR. DR. MUHAMAD FUAD
ABDULLAH, 63**

*NON-INDEPENDENT NON-EXECUTIVE
DIRECTOR*

Ir. Dr. Muhamad Fuad Abdullah was appointed to the Board on 16 July 2010. He began his career in 1977 as an Electrical Engineer in the Malaysian Public Works Department. After spending six years in the technical area, he took on the position of Engineering Logistics Manager in Uniphone Sdn. Bhd. He then served as a tutor in Universiti Kebangsaan Malaysia (UKM) in 1992 and thereafter became the Vice President of Kolej UNITI in 1996. He was also the Managing Director of Five-H Associates Sdn. Bhd. and CEO of Kausar Corporation Sdn. Bhd. He is now a Board member of MIDF Property Berhad, Institut Kefahaman

Islam Malaysia and Universiti Sains Islam Malaysia (USIM). He is a Professional Engineer with Practising Certificate (PEPC), a Fellow of the Institution of Engineers Malaysia (FIEM), an ASEAN Chartered Professional Engineer (ACPE), an APEC Engineer (APEC Eng) and an International Professional Engineer [IntPE(MY)]. Ir. Dr. Muhamad Fuad holds a Bachelor of Science and an M.Phil. in Electrical Engineering from University of Southampton. He also holds a Bachelor of Arts (Jayyid) in Syariah from Jordan University and a Ph.D. in Muslim Civilisation from the University of Aberdeen.

BOARD OF DIRECTORS

DATO' AB RASHID MAT ADAM, DIMP, 66

INDEPENDENT NON-EXECUTIVE DIRECTOR



Dato' Ab Rashid Mat Adam was appointed to the Board on 30 December 2008. Dato' Ab Rashid began his career in 1974 as a Principal Assistant Director in the Malaysian Public Services Department (PSD). After a 10-year stint in PSD, he served in various capacities in several government ministries and agencies such as the Malaysian Highway Authority, Ministry of Finance and Ministry of National Unity and Social

Development. He was appointed as the Deputy Director General of the National Anti Drugs Agency in 1996. His last posting before retiring was as the Deputy Secretary General 1 in the Ministry of Home Affairs. Dato' Ab Rashid holds a Bachelor of Arts in International Relations from Universiti Malaya and a Masters in Public Administration from University of Southern California.

BOARD OF DIRECTORS



WONG FOOK HON, 72
INDEPENDENT NON-EXECUTIVE
DIRECTOR

Wong Fook Hon was appointed to the Board on 1 August 2008. Wong started his career in IBM Malaysia as a Systems Engineer in 1970. Throughout his 29-year career in IBM Malaysia, Wong also expanded his work portfolio to include

becoming the Director of Management Services and Director of Marketing. His last position in IBM Malaysia before retiring in 1999 was as the Director of Finance. Wong holds a Masters in Engineering in Aeronautics.

All Board Members are males and citizens of Malaysia. None of them have relationships among each other or with any of the substantial shareholders of the Company except for Fathil Sulaiman Ismail who has a kin relationship with Safiah Sulaiman Ismail, a substantial shareholder of the Company. They also do not have any conflict of interest with the Company as well as were never convicted of anything other than traffic offences within the past 10 years. Other than the Directorship positions held by Abd Talib Baba, Voon Seng Chuan and Ir. Dr. Muhamad Fuad Abdullah in other public companies as stated in their profiles, all of the Directors do not hold any directorship positions in any public companies other than Mesiniaga Berhad.

Details of the Directors' membership in the Board Committees are listed in the Corporate Information on page 08.

SENIOR LEADERSHIP TEAM



DATUK WAN MOHAMED FUSIL | 66
Executive Chairman & Chief Executive Officer



MOHD PUZI AHAMAD | 64
Chief Financial Officer



NORDIN MAT ISA | 51
*Director of Sales, Public Sector and
Telco Business*



YEOW DAW SWEE | 55
Chief Information Officer, Process and IT



NASARUDDIN MOHD ZAINI | 51
Director of Sales, Enterprise Business

SENIOR LEADERSHIP TEAM

**DATUK WAN
MOHAMED FUSIL, 66***Executive Chairman & Chief Executive
Officer*

Refer to Board of Director's Profile on
page 20.

MOHD PUZI AHAMAD, 64*Chief Financial Officer*

Refer to Board of Director's Profile on
page 21.

NORDIN MAT ISA, 51*Director of Sales, Public Sector and
Telco Business*

Nordin Mat Isa joined the Company in 2008 as Head of Public Sector Business. Within two years, he successfully led his team to expand the scope of public sector sales and increase its revenue. He was subsequently further entrusted with the Infrastructure Services Sales portfolio and in December 2010, he became the Director of Sales for Public Sector and Infrastructure Business. Prior to joining the Company, he was the Head of Public Sector Sales in Hewlett Packard Malaysia Sdn. Bhd. Nordin has had 20 years of experience in the corporate world and graduated with a Bachelor in Computer Science, Mathematics and Statistics from Australian National University.

YEOW DAW SWEE, 55*Chief Information Officer, Process and IT
Retired on 31 December 2016*

Yeow Daw Swee started his career with the Company in 1982 as a Product Support Representative. After spending five years in the technical support area, he was promoted to Advisory Systems Engineer in 1988. In 1989, he was promoted to Technical Support Manager and subsequently to Country Support Manager in 1993. He was appointed as the General Manager for Services in 1997, responsible for the Technical Support and Services Business unit. He was then appointed as the Director of Marketing Services on 1 October 2000 where he was responsible for the solution units that eventually evolved into the Enterprise Solutions Division. Through several subsequent organisational restructuring, his portfolio included Technology, Research and Innovation, Solutions, Services and Technology, and Northern Region Sales. Yeow was appointed as the Director of Process and Information Office, Channel Management and Project Procurement in 2014. In 2015, he was re-designated as the Chief Information Officer. Yeow is a High School Certificate holder.

**NASARUDDIN MOHD
ZAINI, 51***Director of Sales, Enterprise Business*

Nasaruddin Mohd Zaini joined the Company in 2014 as the Director of Sales for Enterprise Business. He is responsible to secure wins, grow our business and establish strong sales funnel in the Enterprise Business sector. He brings with him over 25 years of experience in the corporate world, holding key positions in Maxis Berhad, Telekom Malaysia Info-Media Sdn. Bhd., Alcatel-Lucent Malaysia Sdn. Bhd, Siemens Communication Malaysia and Hewlett Packard Malaysia. Prior to joining Mesiniaga, he was the Head of Public Sector, GLC and Regional Business for Maxis Berhad. Nasar graduated with a Bachelor of Science in Computer Science from University of The Pacific, California. He also holds a Master of Science in Operations Research from Stanford University, California.

AWARDS AND PARTNERSHIP STATUS

WE RECEIVED A NUMBER OF SIGNIFICANT AWARDS AND PARTNERSHIP STATUS THROUGHOUT 2016. THESE ACCOLADES REFLECT OUR CREDIBLE BUSINESS PERFORMANCE AND LOYALTY TO OUR BUSINESS PARTNERS.

**TOP 5
LEADERSHIP
DEVELOPERS
WINNERS**



**VERITAS
BEST TECHNICAL
VALIDATION
PARTNER FOR
ENTERPRISE BACKUP
AND RECOVERY
COMPETENCY 2016**



**VERITAS FORCE
GOLD PARTNER
2016**



**HUAWEI MOST
POTENTIAL
PARTNER
2016**



**MALAYSIA
DIGITAL
BUSINESS
AWARDS 2016**



**PIKOM 30TH
ANNIVERSARY
MEMBERS
RECOGNITION
AWARDS 2016**



**CISCO IOT
PARTNER OF
THE YEAR
2016**



**JUNIPER
TELECOM
PARTNER OF
THE YEAR
AWARD 2016**



**HP RECOGNITION OF
OUTSTANDING PPS
ACHIEVEMENT OF
USD 1 MILLION
DOLLAR ACHIEVER
AWARD IN FY 2016**



**LENOVO TOP
PERFORMANCE
SMB PARTNER
IH FY16/17
(PCSD)**

