

PERSONAL DETAILS

Full Name: Gwee Zhi Hui, Gavin
 Date of Birth: 10/10/1987
 Marital Status: Single
 Race: Chinese

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PROFILE

I am a professional who has over 10 years of combined work experience in both the internal and external audit industry. I have a proven track record of achieving results set by Management and specialize in the planning and execution of special projects using my strengths in Risk Management, Financial modelling and stakeholder management which enhance work processes making them more efficient, reliable and sustainable. My experience encompasses the following industries:

- Property Development/ Construction/ Management
- Manufacturing
- Healthcare
- Automotive
- Agriculture & Palm Oil
- Banking and Financial services
- Retail & Education

KEY SKILLS

Based on my years of experience, my skills are specialized in the following areas:

- Stakeholder Management;
- Financial modelling and strategy formulation and execution;
- External/ Internal audit reporting;
- Compliance planning, execution and strategic management;
- Annual, Sustainability and Investigative reporting;
- Anti-bribery and corruption policies and procedures;
- Enterprise Risk Management systems;
- Due diligence exercises;
- Groupe-wide implementation of policies and internal controls;
- Capital raising, mergers and acquisitions; and
- Corporate restructuring, process re-engineering and right sizing.

CURRENT WORK & ACHIEVEMENTS**SUNSURIA BERHAD****SENIOR FINANCE MANAGER AND BUSINESS DEVELOPMENT****PERIOD: APRIL 2023 - PRESENT**

I was recruited by the top Management of Sunsuria as I had successfully launched new business ventures for them as an external consultant. I was brought in as the Senior Finance Manager tasked in overseeing the business expansion and revenue diversification initiatives set by Management and report directly to the CFO and Chairman. Given the success of my previous projects, I was tasked with establishing the fundamental groundwork, plans, policies and procedures for the various revenue streams to commence operations. This includes but is not limited to the following:

- Sourcing and securing the necessary capital and/or financial facilities required for business to commence;
- Recommending/Recruiting/Introducing key personnel and/or developing relationships with strategic business partners who are capable of bringing the Company towards achieving its objective of revenue diversification;
- Conduct and prepare various due diligence checks, financial simulations, tax and cashflow strategies, distribution channel establishment, financial risk mitigation process implementation, business unit planning and strategy execution;
- Successful achievement and establishment of various KPI measures and various investment strategies that helped to optimize cashflow for the business and provide enough free cashflow to bring forward future business activities;
- Consolidation and restructuring of various holdings which helped to streamline and enhance cashflow from various business units such as investment properties, land banking, F&B, Skincare and Venture Capital;
- Strategic development and restructuring of business units to scope of and segregate various business activities to ensure control of the entity and the valuation of the business is enhanced;
- I am also responsible for securing various financial facilities for the business units under my direct purview;
- The following are the business units which are under my purview for generating revenue streams in-line with the revenue diversification objective:
 - (i) Medical service revenue streams from general, veterinary and cancer healthcare related activities;
 - (ii) High-tech agriculture farming operations;
 - (iii) Dealership, distribution and licensing operations for establishment of Malaysia's New National EV Car Brand;
 - (iv) Tax incentives and capital allowances secured for EV manufacturing activities;
 - (v) Palm Oil FFB revenue from new acquisitions;
 - (vi) Educational/franchising revenue due to media and advertising activities in collaboration with various online platforms such as Carsome; and
 - (vii) Future revenue streams related to various financial facilities such money lending, hire purchase and vehicular insurance etc.

SOFTWARE PROFICIENCY

Software	Proficiency Level
MS Word	Expert
MS Excel	Expert
MS PowerPoint	Intermediate
MS Projects	Beginner

LANGUAGE PROFICIENCY

Language	Proficiency Level	
	Verbal	Writing
English	10	10
Chinese	3	N/A
Malay	3	N/A

EDUCATION**ELC INTERNATIONAL SCHOOL**

GRADUATED IN 2004 (PRIMARY AND SECONDARY EDUCATION)
GCE 'O' LEVELS

CURTIN UNIVERSITY AUSTRALIA

2004 - 2008
FOUNDATION STUDIES & BACHELOR'S DEGREE MAJORING IN ACCOUNTING AND BUSINESS LAW

SPECIALIZED SKILLS AND ACCOMPLISHMENTS

I have worked for organizations with very diversified portfolios and have had the pleasure of developing long lasting relationships with successful entrepreneurs and leaders of various industries. In my capacity as a professional and consultant on various matters and business units. In this regard, I have achieved the following over the years:

- Successful implementation and execution of Commercial Feasibility Analysis;
- Successful implementation of Financial Performance and Key Performance Indicators upon approval of the Commercial Feasibility Analysis;
- Successful completion of System Procurement, Establishment and Testing;
- Continuous and ongoing Product Sourcing, Negotiations and Procurement function to ensure overall sustainability of the business;
- Continuous Process Re-engineering engagement and reviews to ensure operational and reporting efficiency is optimized;
- Continuous Key Stakeholder Engagement, management and negotiations to ensure overall business expansion and scalability aspects remain intact and ensuring Sustainability Reporting/ESG Function readiness for investor relations.

PRIOR WORK & POSITIONS HELD

COMPANY	POSITION	PERIOD
TETAP GROUP (KK) / TETAP BERSIH	INDEPENDENT SENIOR CONSULTANT & PROJECT LAUNCH SPECIALIST	2022-2023
SOUTH MALAYSIA INDUSTRIES BERHAD	INTERNAL AUDIT HEAD OF DEPARTMENT, MANAGER	2019 – 2022
ASIAN-PAC HOLDINGS BERHAD	INTERNAL AUDIT ASSISTANT MANAGER	2015 – 2019
BAKER TILLY MONTEIRO HENG	EXTERNAL AUDIT SENIOR EXECUTIVE	2012 - 2015

PRIOR WORK FUNCTIONS & ACHIEVEMENTS

As the Head of Department, my duties encompassed the following areas:

A) Internal Audit Function

- Providing the Board of Directors assurance that the system of internal controls is in place by ensuring prompt execution and completion of the annual audit plan and presenting audit findings to the Audit Committee and Board of Directors.
- Ensuring operational compliance with Bursa Listing Requirements, adherence to Malaysian Code of Corporate Governance and best business practices.

B) Risk Management Function

- Successful implementation and adoption of the Risk Management Framework for Asian Pac Holding Berhad and the group of Companies. We were able to come up with a comprehensive set of risk registers and an established risk assessment framework in less than 6 months within the guidelines set up by the Malaysian Code of Corporate Governance.
- Establishing, maintaining and improving the Risk Management Framework (RMF) and ensuring active implementation and participation of the RMF.
- Creating a Risk Management syllabus and conducting in-house Risk Management training as and when required by Management.

C) Sustainability Reporting Function

- Providing oversight and facilitate the sustainability reporting function and ensuring active stakeholder engagement and overall compliance with the sustainability framework.
- Successful implementation and adoption of the Company's Anti-bribery and corruption policy in compliance with Section 17A of the MACC Act within 6 months. Once implemented we were able to trace, identify and prevent acts of bribery and corruption using a thorough audit review methodology which also safeguards the interest of the Board of Directors.
- Providing the Board of Directors assurance that quarterly reporting requirements are complied with including but not limited to ensuring Related Party Transactions are reported and performed at arms-length and ensuring constant implementation of Anti-Bribery and Corruption (ABC) policy.
- Providing oversight and feedback on the annual reporting function including but not limited to the Statement of Risk Management and Internal Controls (SORMIC), Director Report and Financial disclosures.

The following is a summary of my other specialist and financial skills that I have developed over the course of my career:

- i) Preparing and executing pre-audit work such as audit plans, objectives, test steps and formation of expectations.
- ii) Evaluating and verifying the adequacy and effectiveness of the system of internal controls by verifying existence, completeness, timeliness, validity and accuracy of the controls.
- iii) Preparing and reviewing of the internal audit report.
- iv) Conducting audit review and verification of related party transactions.
- v) Conducting investigations of suspected irregularities and fraudulent practices.
- vi) Checking and ensuring compliance with Anti-bribery and corruption policy and procedures.
- vii) Introducing numerous company policies such as the Anti-bribery and corruption policy, code of conduct and IT policies and procedures.

I also learn fast and am able to undertaking ad-hoc/ special assignments as per management requirements as my experience and skill sets cut across a myriad of industries and potential applications.

REFERENCES <AVAILABLE UPON REQUEST>