KUMPULAN PERANGSANG SELANGOR BERHAD
(Registration No. 197501002218 / 23737-K)
(Incorporated in Malaysia)

ANNOUNCEMENT

KUMPULAN PERANGSANG SELANGOR BERHAD ("KPS BERHAD" OR "COMPANY")

ISSUANCE OF NEW REDEEMABLE PREFERENCE SHARES BY AN INDIRECT WHOLLY-OWNED SUBSIDIARY, MDS ADVANCE SDN BHD, TO ITS CHIEF EXECUTIVE OFFICER AS PART OF THE LONG-TERM INCENTIVE PLAN

1. INTRODUCTION

Pursuant to Paragraph 9.19(52) of the Main Market Listing Requirements ("**MMLR**") of Bursa Malaysia Securities Berhad ("**Bursa Malaysia**"), the Board of Directors ("**Board**") of KPS Berhad wishes to announce that MDS Advance Sdn Bhd ("**MDS**"), an indirect wholly-owned subsidiary of KPS Berhad, had on 6 February 2026 approved the establishment of a long-term incentive plan ("**LTIP**") by way of the issuance of new redeemable preference shares ("**Preference Shares**") to its Chief Executive Officer ("**CEO**"), in recognition of his contributions and as part of the incentive arrangements aligned with MDS's performance.

MDS is not a principal subsidiary of KPS Berhad pursuant to Paragraph 1.01 of the MMLR of Bursa Malaysia.

MDS had issued 100 new Preference Shares of RM1.00 each to Mr Tang Tsen Tsen, the CEO of MDS ("**MDS CEO**"), for a total subscription price of RM100. As at the date of this announcement, KPS Berhad holds 100% equity interest in Perangsang Dinamik Sdn Bhd, which is the immediate holding company of MDS.

The salient terms and rationale of the LTIP are set out below.

2. DETAILS OF THE LTIP

The salient terms of the LTIP are set out as below:

2.1 The MDS CEO is entitled to LTIP benefits in the form of dividends on the Preference Shares, contingent upon the fulfilment of the yearly financial targets of MDS, as determined by the Boards of MDS and KPS Berhad.

2.2 The Preference Shares were issued to the MDS CEO based on the aforementioned performance criteria at a subscription price of RM1.00 per share, representing a total subscription amount of RM100.

2.3 The LTIP will be administered by the Boards of MDS and KPS Berhad.

2.4 The Preference Shares shall carry no voting rights, shall not be convertible to ordinary shares, and shall be redeemable at par at the option of MDS upon the expiry or termination of the MDS CEO's employment contract.

2.5 Funding for dividend payments under the LTIP will be sourced from the internal cash flows of MDS.

3. RATIONALE OF LTIP

The rationale of the LTIP is to:

3.1 Recognise and reward the contributions and services of the MDS CEO, who is regarded as vital to the future growth of both MDS and KPS Berhad.

3.2 Retain high-calibre key management personnel, thereby reducing the risk of loss of critical talent; and

3.3 Align the performance of MDS with the long-term strategic objectives of KPS Berhad in MDS.

4. FINANCIAL EFFECT

Save and except for the RM100 increase in KPS Berhad's net assets arising from the cash proceeds received for the subscription of the Preference Shares, and the corresponding decrease upon the redemption of the Preference Shares at the option of MDS as the issuer, the LTIP has no effect on the current issued share capital or the substantial shareholders' shareholdings at either MDS or KPS Berhad level, as it does not involve any issuance of new ordinary shares.

Accordingly, there is no dilution of KPS Berhad's interest in MDS and no material impact on KPS Berhad's gearing and earnings during the subscription and subsequent redemption of the Preference Shares.

5. APPROVAL REQUIRED

The LTIP is not subject to the approval of the shareholders of KPS Berhad or any other relevant authority.

6. INTERESTS OF DIRECTORS, MAJOR SHAREHOLDERS AND/OR PERSONS CONNECTED WITH THEM

None of the KPS Berhad's Directors, major shareholders and/or persons connected with them have any interests, whether directly or indirectly, in the LTIP.

The MDS CEO is not the chief executive of KPS Berhad, or its holding company. He is also not a person connected with any Director or major shareholder of KPS Berhad or its holding company.

7. DIRECTORS' STATEMENT

The Board of KPS Berhad is of the opinion that the LTIP is in the best interest of KPS Berhad.

This Announcement is dated 6 February 2026.