



APPOINTMENT OF NON-EXECUTIVE DIRECTORS

VIP Gloves Limited (ACN 057 884 876) (NSX: VIP) (**VIP** or the **Company**) wishes to announce the appointment of Messrs Hooi Kiang Lim and Michael Higginson as Non-Executive Directors of the Company.

These two appointments introduce a robust blend of corporate governance, public company administration and international strategic business experience to the VIP Board as the Company assesses new business opportunities in Malaysia.

Profiles of Appointed Directors

1. Mr Lim Hooi Kiang (Alex)

Mr Alex Lim brings a wealth of international commercial expertise, corporate leadership and strategic business development experience spanning across property development, resources and corporate investment management in Australia and Southeast Asia.

- **Executive & Corporate Roles:** Mr Lim has held prominent leadership positions, including Chief Executive Officer of Alstron Mining Sdn Bhd, Managing Director of Sunsuria Australia Bhd and Kota Marudu Plantation Sdn Bhd.
- **Public Company & Board Experience:** Extensive history contributing to board governance for publicly listed entities, including serving as a Director for ASX-listed companies such as Lincoln Minerals Ltd and Genesis Resources Ltd, as well as an Independent Director for Berjaya Media Bhd (Bursa Malaysia).
- **Bilateral & Community Leadership:** Active leadership across major trade associations, including serving as Executive Chairman of the Australian Chinese Chamber of Commerce and Industries of Australia (ACCCIA), Honorary Chairman of the Australian Shanghai Business Council Inc (ASBI) and Vice President of the Australia Property's Developers Association (APDA).

2. Mr Michael Higginson

Mr Higginson brings extensive public company and capital markets experience spanning over 37 years, holding senior director, company secretary and executive positions across numerous entities listed on the Australian Securities Exchange (ASX).

- **Regulatory & Administrative Expertise:** Mr Higginson was previously an Executive Officer with the ASX, wherein he advised ASX listed companies, enforced listing rule compliance, monitored market announcements, price and volume movements and the activities of ASX listed entities.
- **Corporate Governance & Capital Raisings:** Deep proficiency in the Corporations Act 2001, ASX listing rules, IPO implementations, reverse takeovers, corporate governance, due diligence, capital raisings, legal, contractual and auditing functions.
- **Board Leadership:** Most recently served as Chief Corporate Officer, Company Secretary, and Non-Executive Director of Besra Gold Limited (ASX: BEZ), alongside long-standing leadership roles with SportsHero Limited, Cape Range Limited and Zuleika Gold Limited. He holds a Bachelor of Business (Finance and Administration) from Edith Cowan University.

**Management Commentary**

Commenting on the appointments, the Board of VIP shared:

"We are delighted to welcome Alex and Michael to the VIP Board. Their combined knowledge of cross-border corporate governance, strategic capital market navigation and operational administration will be instrumental in supporting VIP's future growth and enhancing value for our shareholders."

Administrative Disclosures

In accordance with NSX Listing Rules, the initial Directors' Interest Notices (Appendix 3X) and the respective Directors' Declarations and Undertakings will be lodged with the market shortly.

Authorised by the Board of VIP Gloves Limited.

For more information, please contact:

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